

**QUALITY OF WORK LIFE OF THE INTERNAL
MIGRANT LABOURERS IN MICRO, SMALL
AND MEDIUM ENTERPRISES IN KERALA**

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DOCTOR OF PHILOSOPHY IN ECONOMICS

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CERTIFICATE

Certified that this thesis on “Quality of Work Life of the Internal Migrant Labourers in Micro, Small and Medium Enterprises in Kerala” is submitted for the award of the degree of Doctor of Philosophy of the University of Calicut is a bonafide record of research work done by Mr. Kabeer KT, under my supervision and guidance. No part of this work has been submitted earlier for any other purpose. Plagiarism of this thesis is checked and found within the permitting limits.

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Chapter One

INTRODUCTION

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CHAPTER 1

INTRODUCTION

The movement of people from one place to another in search of better economic conditions and a more secure environment is known as human migration. Such movements not only affect the living situation of the migrants but also lead to significant economic and social transformation in the regions of origin and the destination of the migrants. Migration is considered an essential driver of economic efficiency in more developed countries, but the process remains relatively understudied, under-measured, and misunderstood in less developed countries (LDCs). Existing evidence shows that internal migration in LDCs, as in the case of underdeveloped countries (UDCs), is beneficial for economic development, efficiency, and social change, while pathways of influence are complex (International encyclopedia of the social and behavioural sciences, 2015).

Migration plays a vital role in determining the distribution of a region's population and the labour force supply. The pull and push theory of migration coined by Ravenstein states that people migrate because of factors that push them out of their existing place or nation and factors that pull them into another location or country and this movement happens due to the desire to be better off than they currently are, and the deteriorating living conditions force them to move to better places (Ravenstein, 1886). Many plus and minus factors at the origin and destination cause migration, the plus factors or positive factors which hold people within the area or pull others to it and opposing forces that repel or push people from the site and some zero points neither attract nor repel people from migrating (Lee, 1966).

Internal and international are universal phenomenon and the trend of these migrations is on the increase in almost all the regions of the world. The trend of internal migration is increasing in India and it consists of urban rural migration and interstate migration. There are several motivations why people choose internal migration from one place to another. Migration with family is considered pull-induced if there is a significant increase in expected earnings at the destination

location. Family migration will be regarded as push induced if the expected income in the destination is less. Still, the families' decision to move is primarily motivated by the search for alternative survival options (W.D. Jayaraj, 2013). Literatures say that economic factors are the leading factor determining the decision to migrate, and it has gained momentum in the globalised world. Other than economic factors, people are forced to move due to conflict, human rights violations, violence, extreme weather, etc at the origin. Certain social, cultural and geographical factors also significantly influence the decision in the process of migration. This type of movement is usually taking place within the country in the case of big countries like India and it consists of rural to urban migration and interstate migration.

1.1 Internal migration

In recent years, the word “migration” has nearly always been associated with international migration (Skeldon, 2003), while internal migration has been subsumed under such terms as population distribution or urbanization and those working on international migration seldom consider internal migration as relevant to their interests and vice versa. Internal migration, therefore, has tended to be neglected in the most of the literature related to migration and economic development. One reason why internal migration tends to be less discusses is the lack documentation or records in comparison with international migration.

Internal migration is the flow of people within the country due to various reasons especially for better employment opportunities. In India, internal migration can be classified in to two, namely, rural urban migration and interstate migration. The first type of move takes place due to a mix of factors, which includes economic, social, physical, demographic, cultural and communication factors. At the same time the second type i.e., interstate move takes place mainly with economic factors. The main economic factor which leads to interstate migration is the search for better employment opportunities. Indian states are different in their overall development, and therefore, these differences often cause for the internal move of the population. This migration is semi permanent in nature as the migrants are temporarily attracted towards the better economic opportunities that are there in the other states.

Internal migration has greater potential for poverty reduction, meeting the Millennium Development Goals (MDGs) and contributing to economic growth in developing countries than the international migration (Priya Deshingkar, 2006). According to Priya Deshingkar, internal migration is important because of four things. First, internal migration stems from a broader base where smaller sums of money are evenly distributed to specific areas and poor families through internal remittances (rather than international remittances, which reach fewer people). Second, it is found that internal migration will continue to increase at a faster rate than international migration. Third, internal migration involves poorer people from poorer regions and has a strong role to play in achieving the Millennium Development Goals. Fourth, internal migration is an important driver of growth in many sectors including agriculture, manufacturing, construction, coastal economies and services of a region.

The report of International Migration Organisation (IMO, 2005) observed that there exist mainly two patterns of internal migration in Asian countries. Firstly, more people migrate internally in many countries and international migration has attracted a great deal of policy attention in recent years, obscuring the fact that internal migration is often far more important in terms of the numbers of people involved, and perhaps even the amount of remittances they send back home and this is especially true of large and populous countries such as China and India. Secondly, temporary migration is increasing in Asian countries as the population of developing countries has never been static and people have moved around a great deal for a number of historical, cultural, climatic and economic reasons. In many poor countries rural-rural migration still dominates as labourers from poorer regions travel to the agriculturally prosperous, often irrigated, areas where there is more work.

Bogue, (1969) stated that the industrialized nations all over the world are experiencing two major migratory movements. They are; 1) A massive exodus of persons from low income rural and economically depressed regions towards the great metropolis or urban regions where new employment opportunities and new

economic growth are concentrated. 2) A massive exodus of persons from the core of the metropolitan centres to the periphery of the metros and modern metropolis all over the world seem to be sub urbanized rapidly while population densities were declining at their centre because of the movements taking inside urban areas. Internal migration plays significant role in moulding the social, economic and other structurally characteristics of a population of a country or region (Khan, 2010).

1.2 Interstate Migration in India

Migration in India is predominantly limited to short distances, with around two-thirds of migrants changing their residence within the district of enumeration, and over one-fifth within the state of enumeration, with the remainder moving across state boundaries. A significant proportion of women migrate over short distances, mainly due to marriage (Ravi S. Srivastava, 2005). Migration of different streams has increased significantly during the post reform period in India. While there has been an increase in long-distance permanent migration, the rate of increase in the short-distance temporary and circular migration has also been remarkable. Migration across states and across districts within the states in India has increased at an unprecedented rate during the last two decades (Sengupta, 2012). In India, in most of the cases, rural-urban migration works not for better expected wage by following the Harris-Todaro, (1970) mechanism as such but for searching any type of work to maintain even subsistence level of living (Deshingkar 2010).

According to Bose [Bose 1974], on the basis of settlement status of place of origin and destination the stream of internal migration is classified into four types namely, rural-rural, rural-urban, urban-urban, urban – rural. In the counties like India, there exists another pattern of internal migration among the states, that movement happens from backward states to economically developed states and this pattern is often known as interstate migration. Interstate migration is the permanent or semi permanent or temporary migration of people from one state to another state. In India, interstate migration is a common phenomenon and is mainly driven by pull and push factors. Attractive factors like high wage rate, more employment opportunities in the other states, modern amenities etc., pull the people from other

states and many other repelling factors at origin push people to other states for migration.

The Interstate Migrant Workmen Act, 1979 defines an interstate migrant workman/ labours as “any person who is recruited by or through a contractor in any state under an agreement or other arrangement for employment in an establishment in another state, whether with or without knowledge of the principal employer of such establishment.” Inter- State Migrant(ISM) labourers could be defined as those people who move from their state of origin to another state, within the boundaries of India, in search of jobs which give them high wages, better quality of life, better facilities in life. Often these migrant are accommodated in different sectors of the economy of other states with or without meeting the expected standard of life and this migration is the result of push and pull factors from origin and destination.

Each state in India has a uniqueness in its own culture, geographic pattern, community settlements, economic or natural resources and climatic conditions. There is indeed a wide disparity in development pattern and status for each state in India, some states are relatively rich and developed but some others are poor and underdeveloped. Migration between states in India is an outcome of social, economic and cultural diversity and people move from their place of birth to a new place of residence for better prospects in life. As such, people living in rural part or under developed areas of the country often transit between with social or economic causes. Since these people are in continuous movement these people are called as floating population. The developmental process in the country has brought the rapid growth of industries, services, transport and communication and other social and economic overheads in urban regions. It has helped and encouraged people to migrate in large number from rural or under developed regions to big metropolitan cities and also to semi urban states in search of better employment opportunities.

It is generally observed that labour flow in India is economically motivated as the people move to the regions where employment opportunities and wage structures are greater from the area where incidence of unemployment and poverty is high. Relatively better development of some states in India due to the growth of

manufacturing and service sector, attract large number of migrant workers from relatively poor states. According to the estimate of the 64th round National Sample Survey, 232 persons out of 1000 migrants cross the border of their respective states to work in different states. Various studies revealed that most of these interstate migrants are temporary migrants and their records are roughly available and their socio economic conditions are miserable and pathetic.

Migrant labourers, whether in agricultural or non-agricultural activities, in rural or urban areas usually live in deplorable conditions with inadequate provision of drinking water and basic services. Seasonal migrant labourers live in open spaces or makeshift shelters in spite of the Contract Labour Act in force. Apart from seasonal workers, workers who migrate to the cities in search of work live in parks and on the pavement, in squatter settlements or slums. As labour migrants are not registered and have no access to PDS and temporary ration cards, they have to spend more on food and other living necessities (Srivastava, 2005). The movements of migrants make overwhelming socio economic impact at the origin and also in the destinations. The major impacts of migration on the source areas or origin occur through changes in the labour market, income and assets, the patterns of expenditure and of investments. Although seasonal outmigration might potentially have the effect of smoothing out employment of labourers over the annual cycle, rural outmigration could cause a tightening of the labour market in some circumstances and in other cases, it could push women and children into the labour market under unfavourable conditions. The labour outmigration from a region may speed up qualitative changes in existing labour relationships in that region especially in rural areas through changes in attitudes and awareness of migrant labourers and return migrants. Migration offers them more diversified livelihood strategy, which also support to push up the levels of wages (reserve wages) in rural areas (IMO, 2005).

The flow of remittances from internal migrants makes life different at the origin or native place as it improves their income and also consumption pattern. There is no direct estimate of the amounts of remittance brought in by internal migrants. The NSS surveys on migration, consumption, employment and

unemployment reveal that these remittances become the major source of livelihood at origin for the migrant's family. Besides increase in earnings, it also helps the internal migrants to improve their saving and investment. Various studies show that a majority of migrant's income and earnings are used to redeem their existing debts.

In a developing country like India with exploding population, increasing urbanisation rate & regional disparities in development, resulting in to the flow of migration from rural to urban regions from one state to another. This flow of people makes certain developmental impediments at destinations such as unavailability of adequate housing facilities, violation of labour norms due to the lack of labour laws related to migrant workers, exploitation of migrant workers in terms of wage and working hours etc. Housing issue of floating population who has a short period of stay at their destination is a major problem faced by migrants in the country. Lack of accommodation worsens the situation of migrants and often it creates unhygienic living conditions resulting in to various health problems. Exploitation at various kinds is another problem faced by internal migrant. They are always been exploited in term of wage rate, working hours, working environment etc., and they are not able to take part in any labour union activities as majority of them are unorganised and employed in the different informal sectors. From reports and studies it is understood that majority of migrant labourers are engaged in unorganised sector like building construction, agriculture, brick kilns, stone quarries, carpet weaving, street vendors, waiters in hotels, temporary workers in micro and small enterprises etc. As these areas are unorganised sectors of the economy, the migrant's life may not be as beautiful as they dreamt before they start from origin.

1.3 Interstate Migrant Labourers in Kerala

Exceptionally high wage rates compared to the rest of India, sustained job opportunities, comparatively peaceful social environment, relatively less discriminatory treatment of workers, direct trains from native states, the ease with which money can be transferred home and the penetration of mobile phones that shortened the distance from their homes were found to have influenced the migration to Kerala (Benoy Peter and Vishnu Narendran, 2017). The external labour

migration did not create any major problems in the labour market of the state at the early phases of migration, but in the last two decades Kerala's labour market has faced tremendous changes. The continuous large scale out-migration of labour from the state has created severe scarcity of semiskilled and un-skilled workers in almost all sectors of the economy. This has increased the wage rate in the state for all types of labourers. At the same time, the continuous flow of foreign remittances has created real estate and construction sector boom in Kerala, leading to huge demand for manual workers such as masons, tile workers, building workers, carpenters, welders, plumbers and other craftsmen. More over the growth of micro and small industries and their demand for semi skilled workers also created huge demand for skilled or semi skilled labour. Therefore, the shortage of semi skilled and unskilled workforce in the state has resulted in to large scale in migration from other states of India. Rajan and James (2007) assert "Emigration of workers from Kerala, demographic contraction of the supply of young workers brought about by the rapid demographic transition in the state, the higher wages charged by Kerala workers, the ability of Kerala workers to sustain themselves with remittances from relatives, the reluctance on the part of Kerala workers to do dirty and hard physical work - all these have stimulated the era of replacement migration in Kerala".

Kerala is well known for its unique model of economic development and this model is characterized by many paradoxes of development. An interesting paradox of this model is high external migration due to high unemployment prevailing in the state and in turn, high internal migration from other states to Kerala because of high employment opportunities and high wage rate prevailing in the state. This paradox exists in the state due to the vacuum created by the external migrants and the increased remittances from migrants to the state (Kabeer, 1921). Interstate migrant workers are engaged in different areas such as agriculture, construction, hotel and restaurant, manufacturing and trade. It is seen that 60 per cent of the migrant workers is engaged in the construction sectors, 8 percent in manufacturing, 7 per cent under hotels and restaurants, 2 per cent each under trade and agriculture and the remaining 23 per cent engaged under other activities (Economic Review 2018, Kerala State Planning Board). The majority of the workers engaged in large scale

works are young single men from backward communities in rural areas, predominantly from Jharkhand, Bihar, Uttar Pradesh, Odisha and West Bengal (Benoy Peter and Vishnu Narendran, 2017)

Estimating the stock of internal migrants in Kerala is not an easy task and some of the well known methods of estimation based on sample surveys are not of much help in the context of the state. The basic problem is one of not having a proper sampling frame (Narayana, C. S. Venkiteswaran, 2013). The state Planning board has given a total size of internal migrants in the state as 393281, as on 31.07.2019 (Economic Review, 2019- Kerala state Planning Board). The estimation made by Kerala state Planning Board regarding the size of total stock of internal migrants and their percentage in total labour force of the state is far different from the actual situation. The state planning board has used the data provided by Labour Commissionerate of Government of Kerala, which in turn, makes use of the registered migrant's data in their estimation. It often leads to discrepancies and demands for intensive field studies for correct estimation of the size of internal migrants in the state. An estimation of that kind was performed by Gulati Institute of Finance and Taxation, Thiruvananthapuram, in the year 2013 by conducting an extensive field study across the state. According to their estimate, the volume of internal migrants or Domestic Migrant Labourers (DML) was 2.5 millions in the year 2013. Assuming that the estimation is rigorous and extrapolating, when taking into account the net annual addition of migrants, possible growth in migration rate, as well as accounting for the migration from the neighbouring states, Kerala was expected to have 3.5 to 4 million inter-state migrant workers in 2018 (Narayana, C. S. Venkiteswaran, 2013). The estimated figure says that the size of internal migrants in the state population comes around 12 per cent and the volume is high in many districts like Ernakulum, Pathanamthitta, Idukki etc. As per the 2021 report of state Planning Board (Evaluation Division), Government of Kerala, these migrant workers consists of 23.3 percent of total work force of the state.

Construction, hospitality, hotel and restaurants, plantation, iron and wooden furniture, marine fishing, land mining and quarrying, plywood, apparel, seafood,

loading and unloading and footwear are the major economic sectors in Kerala that heavily make use of migrant workers for running their enterprises. Valapattanam in Kannur, Vellimadukunnu and Nallalam in Kozhikode, Kanjikode and Pattambi in Palakkad, Perumbavoor, Aluva, Kandanthara, Adivadu, Vathuruthy and Ambalamugal in Ernakulam district, Aroor in Alappuzha, Paippad in Kottayam and Kazhakkoottam in Thiruvananthapuram are the major hubs and areas of concentration of migrant workers in Kerala. Given the demographic conditions of the native population, shortage of labour, current penetration of migrant workers in the state and the precarious state of human development in the source regions, this migration is only likely to increase in the coming years. It can also state that labour migration is more a requirement of the state than that of the migrant workers themselves (Benoy Peter and Vishnu Narendran, 2017). Over the years, these migrant workers have become an integral part of the construction sector and industrial arena of the state and their contribution is getting unavoidable. It can be rightly told that the state cannot move ahead or advance economically without these migrant labourers. The share of these internal migrants in the total work force of the different districts varies as per the requirements from each district and Ernakulam district is continuously accommodating larger number of these internal in migrants and followed by Kozhikode and Thrissur.

1.4 Work Environment of Migrant Labourers in Kerala

The relatively higher wages, large employment opportunities and shortages of local labourers make Kerala a lucrative job destination for workers from outside the State and this has made Kerala an emerging destination of internal migrants from other states in India, while Kerala continues to sending its own people as workers to the Middle East and Europe (Udaya S Mishra, S Irudaya Rajan, 2018). Kerala's lagging productive sectors and its major economic activities find a renewal with the current inflow of migrant workers to the state. The diverse roles played by the internal migrants in the state not only in terms supplementing its work force but also in terms of maintaining the vibrancy of state's economy have far reaching socio-economic implications. High wage paid to the migrant labourers when compared

with their homeland is a major factor attracting the migrants to the state. In construction sector, they are paid at least Rs.400/- a day and majority of the migrants work for more than 10 hours a day without any reluctance and this is the main factor which makes migrant labourers attractive in the local markets of Kerala (Asha Elizabeth Thomas, 2018). Poor economic conditions in the native place and high wage rate and better employment opportunities in Kerala, along with several other overlapping factors have been identified as the main reasons of migration to Kerala (Dilip Sakia,2014).

The migrant workers get more number of workings days with a higher wage rate in Kerala than what they received in their native places. This has significantly improved their earnings, and they have moved from low to high-income brackets. It is observed from various studies that internal migrants in the state are earning a monthly average income that is more than that of their previous monthly earnings at the origin and the monthly average earnings of these migrants are still high across sectors even though the Covid-19 pandemic and lock-down have negatively affected their employment. Reviews revealed that despite many shortcomings, Kerala has been far better for migrant labourers. Compared to other states, in Kerala workers face less discrimination and get good wages and their work environment is comparatively better.

Kerala's experience in promoting the welfare of internal migrant workers offers essential lessons for the inclusion of migrant workers in India, as Kerala is the first Indian state to enact a social security scheme for migrant workers (R. Srivastava 2020). The state's concern for the welfare of the interstate migrant workers is reflected in the way it constituted a Working Group on Labour Migration under the 13th Five-Year Plan deliberations for the period 2017–2022 (Benoy Peter, 2020). Various departments have taken several measures for the inclusion of migrant workers. The evidence shows the intervention of the education department of Kerala for promoting inclusive education for children of migrant workers with the appointment of educational volunteers who speak the mother tongues of the migrant workers in the specific areas with a high density of migrant children. With the help

of Sarva Shiksha Abhiyan project, these volunteers also tried to enrol migrant children in the schools. The Kerala State Literacy Mission, from 2017 onwards, commenced another programme for teaching the migrants Hindi and Malayalam.

Interstate Migrant Workers Welfare Scheme (ISMWWS), a separate fund, was created under the Kerala Building and Other Construction Workers Welfare Board (KBOCWFB) in 2010 for the welfare of migrant workers. Under this scheme, a migrant worker in the age group 18 to 60 years can enrol in the plan one month after their arrival in the state by paying a renewable annual membership fee of rupees 30. The government of Kerala contributes a sum equal to three times the yearly receipts through membership to the fund, and a matching contribution is earmarked from the KBOCWFB. Under the Kerala Migrant Workers Welfare Scheme, a registered migrant will get accident coverage or medical care for up to Rs 25,000. As far as migrants are concerned, the probability of accident or death is high as they are ready to take hazardous jobs. In case of death, the family of the migrant would get Rs 1 lakh as well as funds to embalm and transport the body to their state. In addition, education allowance for the workers' children and termination benefits of Rs 25,000 after five years of work is the other benefits of this scheme. To avail all these benefits a migrant worker needs to register with the schemes and the membership has to be renewed every year. But only a few migrants are aware of all these schemes. The government is now issuing pamphlets and application forms in the local languages of migrants to make them aware of various government schemes.

'Aawaz' is an insurance scheme launched by the Department of Labour and Skills (DOLS), Government of Kerala, in 2016, exclusively designed as a free insurance scheme for migrant workers. Under the Aawaz scheme, migrant labour will get a health insurance cover of Rupees 15,000 and an accidental insurance cover of two lakhs. Over five lakh Aawaz cards have been issued so far to interstate migrant workers during the period 2016 to 2020.

'Apna Ghar' is another scheme launched in the year 2019 by the Government of Kerala to provide affordable rental housing to migrant workers in different places of the state. It envisages dormitory-style rooms, cooking and dining

facilities, drying areas, and toilets. This hostel is available to the migrant workers at subsidized rent through their employer. The first construction of such a hostel is materialized at the Special Economic Zone (SEZ) in Kanjikode, Palakkad, with 620 beds. The department plans to construct such hostels in all the districts across the state. The department also plans to start kiosks and call centres with people proficient in Hindi as staff to interact and understand the problems of the labourers.

Migrant Suraksha Project has been implemented across the State under the aegis of the Kerala State Aids Control Society among the migrant labourers since 2009 mainly to detect HIV-positive cases among them and to create awareness of AIDS. The Department of social justice has started setting up mobile crèches to take care of kids of migrant workers. Kudumbashree Mission has also initiated efforts to bring female migrant workers into their groups. Nowadays, many private foundations and NGOs have their own 'migrant Suraksha projects' and free medical camps aiming at the welfare of the internal migrants of the State. Evidences say that the internal migrants in the state enjoy high wage rate while their work environment is not as good as the expected level despite the government interventions.

1.5 Research Questions

Inter-state migrant workers have been playing a remarkable role in Kerala's labour market, particularly of informal sector, by occupying the vacuum caused by external labour migration from the state. The labour market of Kerala is characterised by the paradoxical coexistence of high unemployment rate and high demand for labour (Nair, 1998). Despite the demand for manual or casual jobs exist in various sectors with high wage rate the Kerala people are reluctant to take up that sort of manual works. Thus the labour market of the state has always been dependent on these migrant workers and most of the unskilled manual jobs are regularly carried out by these domestic migrants. Construction sector in Kerala heavily depends on migrant labour and engages the largest proportion of such workers in the state. (Benoy Peter and Vishnu Narendran, 2017). It is observed that the proportion of internal migrant labourers in the different sectors of the state overtake the domestic workers. It is being said that the migrant labourers are easy to manage and work

continuously without breaks. They also put in longer hours and are ready to do overtime with no extra pay. It is very common especially in construction sector that normal working day of these labourers extends to 14 hours a day. Even though labourers are satisfied with the amount of wages they are paid for their work, in many cases it is due to the poor job market and extreme poverty in their homeland (Asha Elizabeth Thomas, 2018). Deepa George, (2014) observed in her study that migrants are ready to take risks and work in hazardous conditions and local employers find it easy to have migrants because there are almost no complaints. Death and accidents are not rare especially among migrants involved in quarrying and construction work and pollution is another detriment to smooth work conditions. Plywood factories and plastic industries use harmful chemicals affecting the health of workers. Inhaling silica particles and dust lead to breathing problems in people working in quarries and construction sites and many worksites do not maintain necessary precautions to ensure the safety of workers.

A major share of the domestic migrant workers in the state is employed in the micro, small and medium enterprises (MSMEs) located across the state. Kerala state lacks the presence of heavy industries but at the same time there exist greater opportunities for micro and small scale industries. It can contribute more employment and revenue to the state if this sector is promoted well. As the state was suffering from the shortage of unskilled and semi skilled workers in the various fields, the inflow of workers from the northern part of India has brought greater opportunities to the different sectors of the economy especially to micro and small industries of the state as they get unlimited labour supply. It is observed that no serious study is seen so far regarding the migrant workers working in the micro and small enterprises of the state. The flow of internal migrants to the MSMEs is increasing even though the salary received by them is less than that of the wage received by the workers engaged in the construction sector. Why migrants are attracted towards MSMEs and what is the quality of work life of these migrants in different micro, small and medium industries are the important research questions that we may come across while engaging with migrant workers of the state. In these circumstances the following research questions are relevant and worth discussing.

- 1) What is the job profile of the internal migrant labourers working in the micro, small and medium industries of Kerala?
- 2) What are the determinants of the internal migration towards the state with special reference to micro, small and medium industries?
- 3) What is the status of the quality of work life of internal migrant labourers with respect to different firms and industries?
- 4) What are the major determinants of quality of work life of the internal migrants working in the micro, small and medium industries of Kerala?

1.6 Significance of the Problem

There has been unprecedented increase in the inflow of migrants from other states to Kerala during the last two decades. NSSO estimated the number of migrants to Kerala in 1999-2000 as 10,05,000. In a recent report submitted to Labour and Rehabilitation Department, Government of Kerala, Narayana and Venkiteswaran, (2013) estimated the number of domestic migrant labour as 34,44,891 and the number of newly arriving migrants in each year as 2,35,000. It is seen that the short fall of casual work force in the state due to the flight of gulf migration and also with the growth of service and related sectors have increased the employment opportunities in the state. Therefore, in the recent years it is pulling the workers from other states especially from North Indian states to fill the new employment openings. Presently these migrant workers from North India have greater role to play in the Kerala economy as they are serving as the main source of workforce in all most all sectors of the economy.

There is no correct estimation about the magnitude of the flow of domestic migrants to the state as they are working in unorganized and semi organized sectors of the economy. These labourers are utilized and accommodated mainly in the construction and micro and small industry sectors of the state. The advent of migrant workers has brought serious socio economic implication in the state. At the same time these implications are less analysed in the academic world. Studies from the Gulati Institute (2013) says that the main constraint faced by the state in framing

policies for domestic migrant labour is the absence of authentic information and data on the numbers and the extent of these workers in different fields.

In Kerala, the MSME sector has consistently been registering higher growth rates compared to other sub sectors in the industrial sector (Economic review, 218). Every year, the budget gives due importance to MSME sectors as this sector maintains consistent growth rate and also for providing employment for a large section of state population. According to the Annual MSME Report of 201-19, the MSME sector of Kerala provides employment for 13 percent of state population. As per various estimates, it is seen that a major inflow of north Indian migrant labourers are there in to the districts of Ernakulam, Calicut, Palakkad and Thiruvananthapuram of the state. One of the reasons for this inflow of migrants to these districts is the growth of the small and micro industries in these districts and the resultant employment opportunities existing in the manufacturing units of these districts. Presently, the heavy concentration of migrant workers is seen in the places where the micro, small and medium industries are located. It is seen that a few attempts are being carried out in this area to study the nature, distribution and work environment of these workers.

Studies reveal that major determinant of internal migration to the state is employment related reasons. High wage rate prevailing in the state, better work environment and job opportunities are supposed to be the major Pull factors which determine the migration towards the state. On the other side, employment related reasons such as Lack of employment opportunities, low wage rate, poor work environment existing at the origin are major push factors determining the internal migration towards the state. The first focus of this thesis is to solve the research question “whether the internal migration toward micro, small and medium firms is pull influenced or push influenced”. The thesis also tries to trace out the factors which determine the quality of work life of internal migrant labourers working in the manufacturing firms of the state.

Migration and development is a growing area of academic interest. There has been much debate on the positive and negative impact of migration on development.

Migrants and the status of employment is an important area of discussion in the migration studies and also in labour economics. Generally, it is observed that across the world the migrant workers are discriminated from main stream and they are exploited compared to the domestic workers in terms of labour contracts, wages, leave, medical benefits and so on. Therefore, it is believed that the work environment of migrant workers is poor across the country. An attempt is made here to assess the work environment of the migrant workers working in the MSMEs of Kerala. To assess work environment of labourers especially who are working in manufacturing sectors researchers make use of different techniques. Quality of work life is one of the important techniques used by the researchers to measure the work environment and work life of labourers working in manufacturing and service sectors across the world. The technique Quality of Work Life (QWL) has been used in the present study to get an insight about the work environment of the domestic migrant workers.

1.7 Objectives of the Study

The main objectives of the study are articulated as given below;

- 1) To analyse the demographic and work profile of internal migrant labourers working in the micro, small and medium industries of Kerala.
- 2) To assess the quality of work life of internal migrant labourers working in the micro, small and medium industries of Kerala.
- 3) To compare the quality of work life of internal migrant labourers across the firms and industries.
- 4) To assess the impact of selected variables on the quality of work life of internal migrant labourers working in the MSMEs of Kerala
- 5) To assess the impact of quality of work life on the internal migration towards the MSMEs of Kerala

1.8 Operational definition and Terminologies

The Interstate Migrant: The Interstate Migrant Workmen Act, 1979 defines an interstate migrant workman/ labours as “any person who is recruited by or through a contractor in any state under an agreement or other arrangement for employment in an establishment in another state, whether with or without knowledge of the principal employer of such establishment.” Inter- State Migrant(ISM) labourers could be defined as those people who move from their state of origin to another state, within the boundaries of India, in search of jobs which give them high wages, better quality of life, better facilities in life.

Migrant Worker: A “migrant worker” is defined in the International Labour Organization (ILO) instruments as a person who migrates from one country to another (or who has migrated from one country to another) with a view to being employed other than on his own account, and includes any person regularly admitted as a migrant for employment.

The United Nations Convention on the Protection of the Rights of all Migrant Workers and Members of their Families defines a migrant worker as a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not a citizen.

The Encyclopedia Britannica defines migrant labour as casual and unskilled workers who move about systematically from one region to another offering their services on a temporary, usually seasonal basis.

Internal migrant labourer: An internal migrant labourer is defined as a casual and unskilled workers who move about systematically within the country from one region to another offering their services on a temporary, usually seasonal basis. This migrant worker as a person, who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not a native. In the present study the terms such as ‘domestic migrant labourer’ or internal migrant worker’ or ‘internal in migrants’ or ‘interstate migrant labourer’ are used as the synonyms of internal migrant labourer. Internal migrant worker is operationally defined as a

worker engaged in a remunerated activity in the state, which is not his native state for a period not less than 6 months.

MSME: Micro, Small & Medium Enterprises Development (MSMED) Act, 2006, the Micro, Small and Medium Enterprises (MSME) are classified manufacturing enterprises and service sector enterprises.

Micro Enterprise: As per MSMED Act, 2006, a micro enterprise is an enterprise its investment in plant & machinery in the manufacturing enterprise's category should not exceed twenty five lakh rupees where as it is in service sector should not exceed ten lakh rupees.

As per new revised definition of 1st July, 2020, a micro enterprise is an enterprise its investment in plant & machinery in the manufacturing and service enterprise's category should not be more than Rs 1 crore and turnover should not be more than Rs 5 crore

Small Enterprise: As per MSMED Act, 2006, a small enterprise is an enterprise its investment in plant & machinery in the manufacturing enterprise's category should not exceed five crore rupees where as it is in service sector should not exceed two crore.

As per new revised definition of 1st July, 2020, a small enterprise is an enterprise its investment in plant & machinery in the manufacturing and service enterprise's category should not be more than Rs 10 Crore and turnover should not be more than Rs 50 Crore.

Medium Enterprise: As per the MSMED Act, 2006, a medium enterprise is an enterprise its investment in plant & machinery in the manufacturing enterprise's category should not exceed 10 crore rupees where as it is in service sector should not exceed five crore.

As per new revised definition of 1st July, 2020, a medium enterprise is an enterprise its investment in plant & machinery in the manufacturing and service enterprise's

category should not be more than Rs 50 crore and turnover should not be more than Rs 100 Crore.

Quality of work life: Quality of work life refers to the favourableness or unfavourableness of job environment for workers in an organisation and it looks in to the quality of relationship between employees and the total working environment in an enterprise. It is observed that many factors influence the quality of work life of employees in an organisation. Factors such as wage and compensation, scope for career development, work and life balance in the organisation, employees' motivation, communication network between employees and employer, job satisfaction, safety and security, social relevance of the work etc., are the major determinants of quality of work life in an organisation (Walton,1973).

1.9 Methodology in Brief

The empirical analysis of the study is based on primary data collected from the inter-state migrants working in the MSMEs of Ernakulam and Kozhikode district of Kerala by administering a structured interview schedule. According to the Annual MSME Report of 201-19, the MSME sector of Kerala provides employment for 13 percent of state population. Recent trends show that the majority of workers in MSMEs of the state are migrant workers and the heavy concentration of migrant workers is seen in the places where the micro, small and medium industries are located. As per various estimates, it is seen that a major inflow of north Indian migrant labourers are there in to the districts of Ernakulam, Kozhikode, Palakkad and Thiruvananthapuram of the state. One of the reasons for this inflow of migrants to these districts is the growth of the small and micro industries in these districts and the resultant employment opportunities existing in the MSMEs of these districts. Ernakulam and Kozhikode are the two districts in Kerala having higher number of internal migrant working in different manufacturing sectors. The Ministry of Micro, Small and Medium Enterprises has formed different industrial clusters in these districts as a key strategy for enhancing the productivity and competitiveness as well as capacity building of small enterprises. The industrial clusters are there in the areas

of wood, plywood, furniture, rubber, textile, rice mill, plastic, footwear, printers, ethnic food, agriculture implements and general engineering etc.

For the present study, plywood cluster from Ernakulam district and footwear cluster from Kozhikode district have taken as sample clusters by using stratified sampling technique. These two clusters have taken for the present study as these two clusters accommodate more number of internal migrants. A multi stage random sampling technique is used to select sufficient number of sample from these clusters. Firstly, these clusters are grouped in to small, micro and medium industries on the basis of their registration and from each cluster five micro units, three small and medium enterprises are identified as sample units by using simple random techniques.

A sample of 450 inter-state migrants is selected as sample for the present study and out of which 225 samples are taken from plywood cluster of Ernakulam district and 225 samples are taken from the footwear cluster of Kozhikode district. Each cluster has small, micro and medium enterprises and from each enterprise a sample of 75 migrants are identified randomly and taken as sample for the study. The sample frame for the study is depicted in the following table (table 1:1).

Table 1.1
Sample frame of the study

Cluster	Micro	Small	Medium	Total
Plywood	75	75	75	225
Footwear	75	75	75	225
Total	150	150	150	450

A structured interview schedule with 86 questions is administered among sample migrant workers in the month of September and October of 2021. Before administering the final questionnaire a pilot study was conducted in the month of May 2021 to check the reliability and validity of questions. Some questions were eliminated and some other questions were added on the basis of the pilot study.

1.9.1 Measuring Work Environment

Work environment of employees especially the employees working in manufacturing sectors are studied mainly by using the techniques involved in the concept of quality of work life (QWL). The technique Quality of Work Life (QWL) has been used in the present study to get an insight about the work environment of the domestic migrant workers. Quality of work life refers to the favourableness or unfavourableness of job environment for people and it refers to the quality of relationship between employees and the total working environment. It is observed that many factors influence the quality of work life of employees in an organisation. Factors such as wage and compensation, scope for career development, work and life balance in the organisation, employees' motivation, communication network between employees and employer, job satisfaction, safety and security, social relevance of the work etc., are the major determinants of quality of work life in an organisation (Walton,1973).

A pilot study was carried out before final data collection for selecting predominant quality of work life components out of 50 selected components. In the pilot study, 150 samples from the MSMEs were taken by using stratified random sampling method and a face to face interview was carried out by asking the 50 selected components. These 50 QWL components put in the statement forms and migrant workers were requested to give correct responses for these statements and the responses were recorded in a Likert scale. Finally nine predominant components were selected by using principal component analysis. The selected predominant components of QWL are;

- 1) Work environment at the firm
- 2) Organisation culture of the firm
- 3) Human relation and cooperation in the firm
- 4) Training and professional development programmes at the firm
- 5) Compensation and other rewards in the firm

- 6) Facilities like over time, ESI, accommodations at firm
- 7) Job Satisfaction and job security in the firm
- 8) Freedom at work in the firm and
- 9) Work life balance in the firm

A structured interview schedule consisting of 82 questions were administered among the sample migrant workers in the month of September and October of 2021 to obtain data regarding their demographic and work profiles. The structured interview had two parts; the first part looked in to the demographic and general work profile of the domestic migrants and the second part looked in to the aspects of quality of work life of the migrants. Questions regarding quality of work life of migrants were asked in the interview and their responses were recorded in a five to one Likert scale. One of the aims of the present study is to develop an index to measure the quality of work life of domestic migrant labourers working in the MSMEs of the state. For developing the QWL index, the total score obtained by a respondent for nine component of QWL on Likert scale is found and this score is divided with the number of components to obtain the average score for each respondent. The mean score obtained by using the equation given in the methodology chapter is used to assess the quality of work life of the domestic migrants working in the MSMEs of the state. The average mean scores of different components also used to assess the major influencing components of quality of work life.

For the present study it has used statistical tools like arithmetic mean, standard deviation, ANOVA tests, Chi square tests, independent sample T test, multiple and stochastic regression models for making the analysis more systematic and valid. T-test is used to compare the mean differences between two groups and ANOVA is used to analyse if there are any statistical differences between the means of three or more independent groups. The *Chi-square (χ^2) test* also used in the study for comparing experimentally obtained results with the theoretically expected

results. Regression models are used to analyse the impact or influence of some variable on the QWL of domestic migrants.

1.10 Limitation of the Study

- Eliciting information from the domestic migrants was not easy as in the case of other surveys. Many of the domestic migrants are reluctant to give exact data with regard to their work life as they have apprehensions on revealing complete information about them. Sometimes this diffidence of the migrants might be limiting us in receiving complete information regarding them.
- Present study is delimited to 450 samples from the MSMEs. The study could have administered for a large sample size by incorporating the work life of the domestic migrants working in the construction and service sectors.
- Present study is also limited to the two industries; a study incorporating sample from all the industries of the MSMEs could have done for better generalization.

1.11 Organisation of the report

The present study is organised and reported in seven chapters and its details are give below;

- The first chapter is introductory chapter which highlights the research questions, significance and objectives of the study.
- The second chapter discusses the development in the literature and it looks in to the interconnectedness between the theories and facts. This chapter has summarised available literature and offers a vivid reading of related areas.
- The third chapter makes a detailed analysis on methodology of the study. This chapter gives an insight to profile of the sample area, sample design and collection, tools for collecting data, techniques of analysis and models of analysis.

- The fourth chapter is devoted for the discussions of the trends and pattern of Kerala's internal migration. It also discusses the profile of micro, small and medium enterprises of the Kerala state and the study areas.
- The fifth chapter is devoted for the analysis of the demographic and work profile of internal migrants working in the MSMEs of Kerala. This chapter discusses the important aspects such as the previous and present employment profile of the migrants, impact of internal migration on the standard of living of migrants, social life of the migrants in the state, impact of Covid-19 on the income and health of the migrants and reasons for migration to MSMEs on the basis of the survey data.
- The sixth chapter is devoted for the analysis of the quality of work life of the internal migrant labourers working in the MSMEs of the state. This chapter discusses the assessment of the quality of work life, the level of quality of work life of the internal migrants between industries and across the firms, analysis of the impact of selected variables on the quality of work life of internal migrant labourers, analysis of the impact of quality of work life on the internal migration towards the MSMEs and the implication of quality of work life on the work life of internal migrant labourers working in the MSMEs of Kerala.
- The last chapter summarizes the discussions and offers suggestions and conclusions.

Chapter Two
**DEVELOPMENT IN THE LITERATURE:
THEORY AND EMPIRICS**

Part I: Migration- Models and Reviews

2.2 Models of Migration

2.2 Studies on Internal Migration

2.3 Studies on Internal Migrant Labourers in Kerala

Part II: Quality of Work Life- Conceptual Overviews and Reviews

2.4 Components of Quality of Work Life

2.5 Dimensions of QWL

2.6 Literature Review On the Quality of Work Life

2.7 Research Gap

CHAPTER II

DEVELOPMENT IN THE LITERATURE: THEORY AND EMPIRICS

This chapter has two parts, the first part looks in to the literature related to the concept of migration with special reference to the internal migration and the second part looks in to the literature of the concept of quality of work life with special reference to the internal migrant labourers. This chapter justifies the choice of research questions and theoretical or conceptual framework of the present study. It further establishes the background information needed for the present study. The literature pertaining to the current research topic on “quality of work life of the internal migrant labourers in micro, small and medium enterprises in Kerala” is discussed in the following two parts.

PART I: MIGRATION- MODELS AND REVIEWS

Migration is the third factor which determines the size of population of a country. The other two factors are birth rate and death rate of a region and these two factors are influenced by biological parameters. Being migration a non biological factor, it is influenced by social, cultural, economic, geographical and political environment of a region. Migration plays an important role in determining the distribution of population of a region and also the supply of labour force. Migration is the process of human movement from one place to another place and this movement started from time immemorial. From the historical context, people started migrating from farms to industries, from rural areas to urban areas, from underdeveloped areas to developed areas for better prospects from the onset of industrial revolution. In the modern time, technological changes added momentum to the process of migration so that people migrate domestically within the boundaries of the country and also crossing the boundaries of the countries.

Migration is considered as an essential driver of economic efficiency in growing economies, this process remains relatively under measured, understudied and misunderstood in low developed countries. Existing evidences tell that internal

migration in LDCs as in the case of UDCs is beneficial for development, efficiency and social change though the path ways of influence are complex. This part reviews the theoretical background of the concept migration and also various literature related to the migration with special reference to the work life of internal migrants. This chapter will help us to understand the earlier studies related to the present topic and also to visualize the research gap that exists with regard to the present issues.

2.1 MODELS OF MIGRATION

A model of migration will have general frame work to explain the causes and consequences of human migration. There were discussions and discourses on the issue of human migration in the academic parlance since 1885 with the writing of Ravenstein (*Laws of migration Ravenstein, 1885*). E.G. Ravenstein in his two classic papers have given a platform to discuss contemporary migration theories. Ravenstein's law of migration may be summarised in to six basic propositions, they are;

- (I) **Migration and Distance:** The rate of migration between two points will be inversely related to the distance between the points of migration and migrants who travel long distance will tend to go by preference to the great centres of commerce and industry.
- (II) **Migration by Stages:** According to this preposition migration in a country will take place first towards nearby towns and then to most rapidly growing cities and even too far off places.
- (III) **Stream and Counter stream of migration:** He says each main current of migration producing a compensating counter current of migration. The usual stream of migration is from rural to urban areas and this will be countered with reverse migration from urban to rural area and the net migration will be less than gross migration.
- (IV) **Urban- rural differences in propensities to migrate:** This preposition says that urban populations are less migratory than rural populations and thus,

the net internal migration stream will have normally a rural-urban predominance.

- (V) Technology, communication and migration: this proposition says that migration streams will have a built in tendency to increase over time as a result of increase in the means of locomotion and the development of manufacturing and commerce.
- (VI) Economic motive: this proposition says that the economic motives always predominate in the matrix of factors influencing the decision to migrate.

According to Ravenstein the most important factor which motivates for migration is economic factors. “Bad or oppressive laws, heavy taxation, an unattractive climate, uncongenial social surroundings, and even compulsion (slave trade, transportation), all have produced and are still producing current of migration, but none of these currents can compare in volume with that which arises from the desire inherent in most men to better themselves in material respects” (Raventein, 1889, p.286). This point of Raventein remember us the very motive of migration that is none other than economic motive of an individual to have good material life and his point is consistent with modern theories of migration.

Zipf, George.K. (1946) and Stewart, (1948) models explains the "gravitational' pull factors and the “push" factors of migration. The models say that people migrate even when they are not pushed out of their original places but because greater promises are held out in new places. A basic conception within it is that large numbers of people, in a city for example, actually behave as an attractive force or gravitational pull for other people to migrate there. According to Zipf's hypothesis the numbers of persons that move between any two areas are directly proportional to the product of the two populations and inversely proportional to the distance between the places. Zipf defined that the obstacles as a simple inverse function of distance of migration and proposed that the attractiveness of two places for the flow of population between them can be expressed by the equation denoted with attraction. Therefore, attraction to a pace is obtained as;

$$\text{Attraction} = \frac{(P_0 \times P_d)}{D}$$

Where,

- P_0 = Population at the place of origin
- P_d = Population at the place of destination
- D = The distance separating origin and destination.

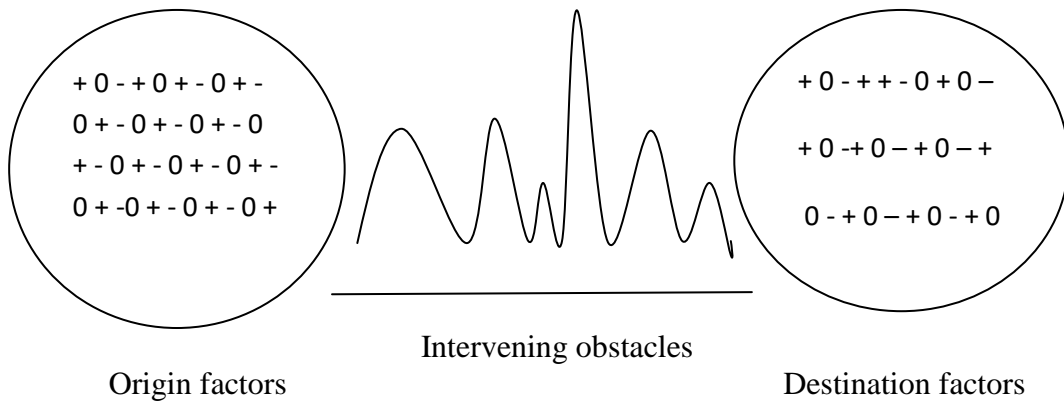
According to Lee, migration as “as a permanent or semi-permanent change of residence” and goes on to note that “no matter how short or how long, how easy or how difficult, ever act of migration involves an origin, a destination and an intervening set of obstacles” (Lee E.S. 1966 “A Theory of Migration’, Demography). According to Lee, it is incorrect to assume that the flow of migration between places is a simple calculus of the comparative advantages and disadvantages of the place of origin and potential places of destination alone but there are intervening obstacles to migration. He says that “Between every two points there stands a set of intervening obstacles which may be slight in some instances and insurmountable in others. Impediment, among which we must reckon children and other dependents, greatly increase the difficulties posed by intervening obstacles is consequently minimal; but for others, making the same move, the obstacles” (Lee, 1966).

The factors which enter the decision to migrate and the migration process can therefore be summarised under four general categories, they re;

- 1) The factors associated with the area of origin.
- 2) Factors associated with the area of destination.
- 3) Intervening obstacles.
- 4) Personal factors.

Lee has provided a schematic diagram to illustrate his model. In the following diagram 2.1, at both the origin and the destination there are positive and negative factors (shown with plus and minus signs) and zeros inside the circles. The zero indicates the factors of consequence, to which the potential migrant is indifferent. The plus and minus are differently defined for every migrant or prospective migrant. The plus factors or positive factors which hold people within the area or pull other to it and negative forces which repel or push people from the area. The zero forces are neither attracting nor repelling as far as migration is concerned

Figure 2.1: Origin, destination factors and intervening obstacles in migration.



Lee has introduced the concept of intervening obstacles between all destination and origin points. Some intervening obstacles such as distance, transport cost etc. will provide only minor friction, while other factors such as restrictive immigration laws, quotas by race or national origin, physical control over population movements may be insurmountable. As in the case of origin and destination plus or minus factors, intervening obstacles will tend to exert differing influences on different people. A minor obstacle to a potential migrant may be major obstacle to another person. Lee has formulated the following hypotheses from his theory;

- 1) The volume of migration within a given territory varies directly with the degree of diversity of areas included in the territory.

- 2) The volume of migration varies directly with the diversity of people.
- 3) The volume of migration inversely related to the difficulty of surmounting the intervening obstacles.
- 4) Unless sever checks are imposed, both the volume and the rate of migration tend to increase with time.
- 5) Migration tends to take place largely within well defined streams like from a rural region to regional town and then toward the major cities.
- 6) For every migration stream, a counter stream develops, i.e. a counter stream by return migrants as they are simply failed to achieve their perceived objectives.
- 7) The magnitude of net stream will be directly related to the preponderance of minus factors at origin. That is, origin push factors are relatively more important than destination pull factors.
- 8) Migration is selective, i.e. migrants are not random samples of the population at the origin.
- 9) Migrants responding primarily to plus factors at origin tend to be positively selected than the origin population at large.
- 10) Migrants responding primarily to minus factors at origin tend to be negatively selected.
- 11) The degree of positive selection increase with the difficulty of the intervening variables, i.e. the more educated are ready to travel longer distance to find suitable employments.

2.1.1 Lewis's Model of Rural-Urban Migration:

Prof. W. Arthur Lewis in his article, "Unlimited Supplies of Labour" (Lewis 1954) has explained the process of migration from rural to urban areas in an underdeveloped economy. He started his analysis by illustrating the very

characteristic of an underdeveloped economy that it would have a dual economy having two sectors. He has addressed the two sectors as modern sector, and an indigenous sector. The theory says that in the underdeveloped economies the latter will be the predominant sector with the characteristics of underdeveloped agrarian economy. Lewis assumes that since the supply of labour is unlimited in traditional sector, new industries can be established or existing industries can be expanded without limit at the current wage i.e. subsistence wage by withdrawing labour from the subsistence sector. At the same time, people migrate from the subsistence sector to the modern sector with an attraction of a higher wage in the capitalist sector than in the subsistence sector by a small but fixed amount. The process of migration from traditional agriculture sector to the modern industrial sector till the entire surplus rural labour is absorbed in the industrial sector. Thereafter, additional workers should not be withdrawn from the rural (subsistence) sector to the industrial sector to maintain the balance in food production. It happens in rural sector due to the decline of the ratio of workers to land.

2.1.2 The Fei-Ranis Model on Rural-Urban Migration:

John Fei and Gustav Ranis, (1961) have presented a model of rural urban migration in an article entitled, “A Theory of Economic Development”, the process of rural-urban migration in underdeveloped countries. This model is related to an underdeveloped economy having two sectors, namely, agriculture sector with traditional technology and excess supply of labour and an industrial sector. The theory says that the major part of the population in the country is engaged in agriculture which is stagnant in nature. As Lewis model, in the Fei- Ranis model also the process of development involves transfer of surplus labour from the agricultural sector to the industrial sector, so as to increase its productivity from zero to a wage level equal to the institutional wage in agriculture. The theory says that the process of transfer takes place through three phases and in the first phase, disguised unemployed workers, who are not adding to agricultural output are shifted to the industrial sector at the constant institutional wages. In the second phase, agricultural workers add to the agricultural output but produce less than the institutional wage

they get are also shifted to the industrial sector. If the process of migration of workers to the industrial sector continues, a point is ultimately reached when farm workers produce output equal to the institutional wage and in the third phase, farm workers produce more than the institutional wage they get. Thus, at the end the surplus labour is exhausted and the agricultural sector becomes commercialized and the economy moves to the phase economic development.

2.1.3 Harris-Todaro Model Of Rural-Urban Migration:

Prof. J.R. Harris and P. M. Todaro (1982) presented a model on rural-urban migration in underdeveloped countries. The model attempts to explain the apparently paradoxical relationship of accelerated rural urban migration in the context of rising urban unemployment. The Harris-Todaro model explains the reasons for the labour migration in underdeveloped countries and it says that rural urban migration exists due to rural-urban differences in average expected wages rather than actual wages. The migrants always consider the various opportunities of employment available to them in rural and urban sectors and choose the one that maximises their expected wages from migration. It is seen that the minimum urban wage is substantially higher than the rural wage and if more employment opportunities are created in the urban sector at the minimum wage, the expected wage will rise and rural-urban migration will increase. The expected wage should be measured by taking the difference in real urban income and rural agricultural income and the probability of a migrant's getting an urban job. So we can say that, a migrant take decision to migrate by comparing his expected income for a given time horizon in the urban sector with his prevailing average rural income and migrates if the former is more than the latter. Thus migration in the Harris-Todaro model is the result of the expected wage or income gap between the urban and the rural sectors and at the same time, all migrants cannot be absorbed in the urban sector at high wages. It results to fail to find a job for many migrants in the informal urban sector at wages which are even lower than in the rural sector and they join the queue of the underemployed or disguised unemployed in the urban sector.

2.1.4 The “Push-Pull” theory of Migration

The pull and push theory of migration was first coined by Ravenstein of England in the 19th century (Ravenstein, 1886). The theory stated that people migrate because of factors that push them out of their existing place or nation and factors that pull them in to another place or nation. This movement of people happens as a result of the desire to be better off than they currently are and the deteriorating living conditions force them to move to better places. The “push-pull” theory is an abstraction and several variables of push and pull are operating and interacting each other in making decision to migrate, so that the move cannot be attributed wholly either to "push" or "pull" factors alone. Therefore, particular mix of push and pull factors that leads to migration of one person may be very different from that of another. Push factors are those factors which push people to move one place to or region to another within the country. The major push factors include;

- a) Lack of employment at the place of residence due to traditional agrarian setup or exhaustion of mines, timbers or agricultural resources etc.
- b) Poverty of the people due to low level employment or loss of employment.
- c) Low income and low level of livelihood due to unemployment.
- d) Shortage of land for agriculture and land for constructing residential houses,
- e) Poor quality of land characterised by low fertility, lack of water etc.
- f) Unequal distribution of lands and existence of landless people.
- g) Lack of modern facilities like education, health care, training facilities and other amenities.
- h) Natural calamities like flood, drought, earthquake, epidemic etc.
- i) Deteriorating law and order conditions leading to insecurity of life and property,
- j) Discrimination on grounds of race and religion political victimization,

- k) Break up of joint family system and emergence of micro families.
- l) Fear of persecution by law.
- m) Marriage of women and the push from her native place to husband's place due to social customs.

Pulls from one region also determine the decision to migrate. Pull factors are those factors which attract or pull people from other areas or regions to a destination. Major pull factors include;

- a) Large employment opportunities with superior employment in one's occupation or opportunities to enter a preferred occupation.
- b) Higher wage rate compared to the place of origin and opportunity to earn larger income.
- c) Improved health and educational facilities and preferably good environment for modern living.
- d) Development of trade and industry in an area and arising opportunities.
- e) Favourite climate, i.e. free from natural calamities like drought, flood etc.
- f) Commercialization of agriculture in an area compared to other areas.
- g) Access to modern means of transport and communication in a place.
- h) Attraction to modern living conditions available in urban areas compared to rural areas.
- i) Security of life and property and absence of discrimination on the basis of race, caste, religion and politics,
- j) Healthy business environment and emergence of new industrial and business centres, and potential chance to develop new business.
- k) Establishment of new big projects in metro cities and new demand for employment.

- l) To explore and lure new or different activities, environments, or people, such as such as the cultural, intellectual or recreational activities of a large metropolis for rural and small-town residents.
- m) Dependency movements of other persons to whom one is related, such as the movements of dependents with a breadwinner or migration of a bride to join her husband

Therefore, push and pull factors are some of the forces which repel and attract people voluntarily or involuntarily to migrate or move permanently or temporarily. Some factors like economic, environmental, social motives are the main reasons for migration.

Bogue. (1969) made certain tentative generalizations on the basis of some internal migration study on the developing nations namely Chile, India, Puerto Rico, Pakistan, Sri Lanka and China, and they are;

- a) In most of the developing nations, the largest political, commercial and industrial centres were enjoying moderate to rapid growth. He observed that it happen because of high fertility rate of the people and of positive net in-migration. However, a complete trend of exodus from rural areas to provincial urban centers had not materialized.
- b) An amazingly high proportion of the rapidly accumulating ‘surplus population’ is reluctant to migrate in to urban centres in the developing nations and they appeared to stay in the rural village areas and was struggling to exist through more intensive cultivation of the land.
- c) Whenever significant industrial and commercial expansion took place in the urban centres of these nations, an immediate stream of migration start and much of the migration resulted in failure and return to the place of origin.

From the above discussion, it is clear that migration takes place between two regions because of pull and push reasons. Pull factors are the attracting forces at the destinations and push factors are the repelling forces at the origins and the intensity

of the flow of the migration is highly perceived between the rural and urban regions especially in the underdeveloped countries. The movement of people occurs as a result of the desire to be better off than they currently are and the poor living conditions force the people to move to better places. This movement in terms of rural urban migration and interstate migration is still on the rise in less developed countries like India.

2.2 STUDIES ON INTERNAL MIGRATION

Internal migration plays significant role in framing the social, economic and other structurally characteristics of a population of a country or region (Khan, 2010, White and Woods 1980). Internal migration comprises of rural-urban migration and interstate migration and both these migrations are a universal phenomenon and the trend of internal migration is on the increase in developing economies of the world. According to Bose [Bose 1974], on the basis of settlement status of place of origin and destination the stream of internal migration is classified into four types namely rural-rural, rural-urban, urban-urban, urban – rural.

In many poor countries rural to rural migration still dominates with labourers from poorer regions travelling to the agriculturally prosperous areas for better life. In India, rural-rural migration accounted for about 62 percent of all movements in 1999-2000 according to National sample survey (NSS) data. Rural to urban migration is another type of internal migration which rapidly gaining importance in developing economies on account of greater degree of urbanization and development. This migration takes place in to nearby cities at the beginning then to the long distance larger cities. This migration is mainly based on economic motives from the pull from manufacturing centres of the cities. Urban-Rural migration also occur when people go back to their villages because of retirement, lack of employment opportunities and increased opportunities at the origin due to development. It is observed that majority of urban-rural migrants are returnees and it is also caused by pressure from the centre of metropolis due to high pressure for residential houses and increased cost of land. Recently, this type movement from urban areas to rural areas can be seen in Indian cities. Another movement observed

in the case of internal migration is urban- urban migration. It is the movement from metropolis to peripheries of the urban areas due to the requirements for residents and for other amenities. This type of movements is also seen in the Indian context. Another pattern of internal migration which is common in India is interstate migration. Interstate migration is caused by the relative differences in the development of different states.

Priya Deshinkar, (2006) in her paper *Internal Migration, Poverty and Development in Asia* observed the role of internal migration in realising the potential for poverty reduction in Asian countries like China, India etc. The study argues that the potential benefits of internal migration are not being fully realised because of an inadequate understanding of migration and policy barriers to population movements. She observed that internal migration has greater role in poverty reduction, contributing to economic growth and also in meeting the Millennium Development Goals (MDGs). Her observations on internal migration are relevant as it says that internal migration will be an important driver of growth in many sectors including agriculture, manufacturing, construction and services of a region.

Kunal Keshri and Ram B. Bhagat (2010) in their paper argued that migration is being one of the most important livelihood strategies adopted by the poorest people of the country. The study observed that during the lean agricultural season, people from the different state of India move to big cities in the same State or to near-by States and it confirmed that by migrating temporarily, a number of households have succeeded to enhance their socio-economic status. The study noted that people with modest educational attainment showed higher seasonal mobility, whereas illiterates and persons with higher educational attainment have a lower mobility. The study also found that temporary and seasonal mobility is higher among scheduled tribes than other caste groups in rural areas and the caste element is not found to be a significant predictor of seasonal migration in urban areas. The study again stated that the poor and illiterates are more prone to migrate temporarily

and seasonally and the temporary and seasonal migrations in rural India are mainly distress driven migration.

Sandhya Rani Mahapatro, (2010) examined the determinants of female migration in India and the study found that migration of females is considered to be the outcome of interplay of push forces and of attractive forces and the economic factors play a significant role in female migration. The study noted that the irrigated area under cultivation has a significant positive impact on female migration suggesting that cultivable land acts as a major pulling factor for female migration and that a majority of females migrate during the peak seasons in search of employment. Another observation is that unemployment in the destination has a negative coefficient and it implied that it reduces inflow of female migration rate. The study observed that rather than marriage mobility the females also migrate for employment purpose

Khan et al. (2010) analysed the gender determinants of migrants through sex wise analysis of the rural –urban migration among the Indian states using the Census migration data of 2001. The study found that around 70% of rural originating migrants to urban destination are due to the social factors and that male migration is mostly motivated by economic factors such as employment. They also argued that main reason for short distance and medium distance migration is marriage and migration with house hold members. On the other hand, long distance and interstate migration is mainly associated with migration for employment

Kunal Keshri and R B Bhagat, (2012), their paper temporary and seasonal migration regarding regional pattern, characteristics and associated factors examined the association between temporary migration and its determining factors, particularly economic status, landholding and educational levels. The study observed that the regional variations in temporary migration are noteworthy and intra-state inequality or a high proportion of scheduled tribes or scheduled castes are causing internal migration. States like Bihar, Jharkhand, Madhya Pradesh, West Bengal, Gujarat, and Nagaland have very high intensity of internal migration due to rural-urban differentials in development. It also seen that temporary and seasonal

migration declines with better economic and educational status and in rural areas, those with increasing incomes become less prone to migrate temporarily. People belonging to scheduled tribes have a higher chance of migrating seasonally than people in any other social group due to social reasons.

Anindita Sengupta, (2013) investigated the relationship between poverty and migration with the 64th round household level data on employment and unemployment and migration particulars in India collected from the National Sample Survey Office (NSSO) in 2007-08. The paper examined whether out-migration of rural workers is a gainful option to reduce poverty. The study found that lack of education, pressure of big family size; small landholding and inadequate agricultural income push rural workers to migrate to the cities in search of better jobs. The study also observed that households of temporary out-migrants are significantly poorer than others in the rural areas and the economic status of Muslim migrant families is not significantly different than others both in rural and urban areas while the scheduled caste migrant households are significantly poorer than others in rural areas, and they are in a better position in urban areas.

W D Jayaraj (2013) has been made an attempt to provide an account of family migration and this study has explored to the relative role of pull, push and push-pull factors inducing for internal migration. The study observed that the family migration will be considered to be pull induced if sufficiently large increase in expected earnings at destination location and the migration will be considered push induced if expected income in the destination is less but the families' decision to move is primarily motivated by search for alternative survival options. He also observed that non labour market related factors grouped as living environment-related pull induced factors and living environment-related push induced factors like proximity to the place of work, purchase of a house, children's education and health etc. induce migration.

Pinak Sarkar. (2018) highlighted the relevance of internal migration in India and the extent to which it becomes a rewarding phenomenon for all groups of migrants. The study observed that in a vast country like India, given the persistent

economic inequality which exists across regions and socio-economic communities, migrants cannot be seen as homogenous groups. It is also observed from the empirical analysis that internal migration in general is a rewarding phenomenon when compared between the individual migrants at the destination and the non-migrants at the origin for all groups of migrants. It is again observed that all the heterogeneous groups gain from internal migration and at the same time these gains are not proportion across groups. The advantaged groups attain higher economic transition compared to the less advantaged groups and it is also observed that the level of endowments such as education, skill, economic status, caste and place of origin plays a very important role in enhancing migration related economic wellbeing in India.

S.R. Mahapatro, (2019) observed that it is employment among men and marriage among women that constitute the significant reasons for internal migration in India. Some other reasons are observed as an increasing percentage of migrants seeking education is observed for both male and female migrants. In the urban areas, an increase in the percentage of male reporting economic reason is prominent, while in the rural areas it is observed as education. The increased mobility of male migrants in the urban areas in pursuit of employment indicates that migration is a livelihood strategy for many. The study also noted that as per the census data 2011, employment among men (28%) and marriage among women (52%) remained the major reasons for migration, but the percentage of women was 59% in the 2001 Census. This revealed that female migration pattern is slowly changing towards economic reason, although marriage constitutes a significant reason for migration for women.

Neena Malhotra and Pushpa Devi, (2019) found that better work and help from earlier migrant friends and relatives are the major pull factors in internal migration in India. Internal Migration is basically driven by push factors like lack of job opportunities for young males, family problems, agriculture not being profitable, unemployment and landlessness. Among caste and religion variables, the OBCs are more likely to migrate. The data on reasons for migration indicate the importance of

economic factors in decision to migrate. While explaining the reasons for migration, migrants gave multiple factors. The most important factor is prospects of better income which motivated migrants to shift.

From the above reviews it is clear that internal migration is being one of the most important livelihood strategies adopted by the poorest people in a country like India. Internal migration has become an important driving force for the growth of many sectors including agriculture, manufacturing, construction and services of the country. Pulls from the urban sides and developed regions of the country make the mobility of the people to different destinations. Factors like unemployment, loss of agriculture, landlessness and social problems are the main push factors which induce people to move different regions from destinations. Another thing observed from the reviews that marriage has become an important reason for the short distance and medium distance migration of women in India. At the same time, long distance and interstate migration is mainly associated with migration for employment. The reviews reveal that the economic factors are the main determinant of internal migration and people belonging to backward castes are more prone to migration.

2.3 STUDIES ON INTERNAL MIGRANT LABOURERS IN KERALA.

Surabhi K.S. and N. Ajith Kumar (2007) conducted a study on Tamil migrant labourers in Cochin, Kerala and the study observed that the Tamil migrant labourers get much higher monetary wages than in their native places. This study found that these migrant labourers work for longer hours and their real wages may be lower as they have to incur higher cost of living in Kochi on food, shelter and transport. These migrants have limited access to sanitation facilities and safe water and their working and living conditions are poor as they have limited health and education facilities. They enjoy very limited protection from labour laws and they also face problems of social integration in Kerala. The study has made an important observation of the possibility of much larger influx in view of the large scale expansion of economic activities in the State. Therefore, the migrants can put heavy pressure on urban infrastructure, environment and public services. This study

highlights the strong case for a much larger multidisciplinary study on this emerging phenomenon in the State

Benoy Peter and Kamla Gupta, (2012) made an enquiry on why the labour migration to plywood industry of Kerala from Far East regions of the country. The study found that nine out of every ten migrants in the plywood industry of the state were predominantly from far off Eastern Indian regions, specifically Western Orissa known for abject poverty and the North-Eastern state Assam. The study argues that the Supreme Court order in December 1996 on imposing ban on veneer mills and plywood mills in forest areas in Indian states like Arunachal Pradesh and Assam led to the collapse of these industries over there and which has caused for the growth of similar industries in Kerala with the migrant workers from Orissa and Assam. The study observed that the plywood industry in Kerala bloomed and flourished due to the collapse of this industry in Assam and the migrants from Assam who had no option than seeking refuge in plywood mills in Kerala.

J.W. Moses and S. Irudaya Rajan (2012) in their study ‘migration and integration in Kerala’ employed survey data from the most recent Inter-State Migrant Survey in Kerala (ISMSK) to show how out-of-state migrants are kept isolated from the surrounding community. The study observed that in migrant workers in Kerala are facing difficulty to integrate with local workers and also with residents to gain important information about local wage levels, worker rights and working standards. It is found that the local labour unions are not interested to integrate these workers into the labour market or inform them about local work conditions. It also observed that this lack of integration poses a long-term threat to the strength and viability of the Kerala’s labour development model. The study again revealed that lack of proficiency in local language, and often confined to the worksite, these migrant workers face difficulty in learning about their rights. The study noted that the labour unions in the state are uninterested, in reaching out to these migrant workers and this needs to become a new focus of attention.

D. Narayana, C. S. Venkiteswaran, (2013), report submitted to Gulati Institute of Finance and taxation, Trivandrum, tried to estimate the stock of domestic

migrant labour (DML) and also the net annual inflow of DML into the state. It was the first authentic study in Kerala to estimate the stock and flow of DML to the state. The report explained how they developed a method to estimate the flow of migrants by observing the train coming to the state and this casual observation suggests that the estimated number to be over 25 lakhs in the reporting year. The report says that currently the state has migrant labour from almost all the states of India and also from neighbouring country Nepal. While the numbers are few from Punjab, Haryana, Gujarat, Maharashtra etc. but the largest proportion hail from West Bengal (20%), Bihar (18.10%), Assam (17.28%), and Uttar Pradesh (14.83%). It is seen that the DML are almost entirely male and 75 per cent of them are in the age group of 18-29 years and there are a few above the age of 36 years. Another striking aspect observed that the DML in Kerala fill almost all occupations and sectors of the economy. From the study, it recommends the need to address the issues such as, voluntary registration of DML based on converge, Improving Housing and Living Conditions of the DML, social Security and health issues, employment issues, sustaining good relations between the DML and the local population, help line in different languages etc.

Deepa George, (2014) observed that internal migrants are ready to take risks and work in hazardous conditions and local employers find it easy to have migrants because there are almost no complaints and therefore, many of these migrant workers are prone to accidents during their work. Harmful chemicals used in the plywood factories and plastic industries are affecting the health of these workers. It has been found that the migrants face occupational barriers, wage discrepancies and welfare access barriers with poor living conditions. As an outsider, the migrants are discriminated and they are paid lesser than the native worker for the same piece of work. The study again observed that the separation from family for long time also make certain psychological impact upon migrants and at the same time, the migrants who live with families here find it difficult to get a right place for children's education and also for a convenient housing for the family.

Dilip Sakia, (2014) examined the economic condition, income, consumption and savings pattern and nature of work of the migrant workers in the Trivandrum district of Kerala based on data from a sample of 166 migrant workers. This study provides evidences for long distance migration from states like West Bengal and Assam in recent years to the state. It observed that informal information networks through migrant workers plays important role in migration of workers to Kerala. Poor economic conditions in the native place and high wage rate and better employment opportunities in Kerala, along with several other overlapping factors have been identified as the main reasons of migration to Kerala. The study observed that, there is barely any change in the nature of employment of the migrants even after migration, there has been a shift from the low-income brackets before migration to high-income brackets after migration. The study also observed that, notwithstanding the improved income level, the living condition for most of the migrants is deplorable, most of them live together in either poor rented houses or work sites with one room shared by many, without proper provision of hygienic sanitation.

Shameer and Kasim, (2017), observed that most of the migrant workers had migrated to Kerala at a very young age, without much education and skills, in response to the narratives on better job opportunities and higher wages in the state. It is found that the wage rate of migrant workers is positively related to years of experience and skill and the wage rate increases as experience and skill of the worker improves. As the migrant worker gains experience, he learns the conditions of local labour market and attains skills needed for specialised tasks of work in which he is involved and thus he would be in a better position to earn higher wage rate because the employers offer higher wage on the basis of previous experience with skills.

P.O.Martin, (2017) investigated the human right violation of migrant workers of Kerala and observed that migrant workers find works but not rights in Kerala as they are the latest 'other' in Kerala society. The Paper observed that these migrant workers faced exclusion and xenophobia due to human right violation and

these migrant workers are excluded from trade union memberships and also from Public Distribution System. The study also observed that certain problems like exclusion and xenophobia, prejudiced police surveillance, accidents and deaths during works, pathetic working and living conditions, social discrimination, deprivation and violence and nonpayment of wages are the main issues faced by the migrants.

Benoy Peter and Vishnu Narendran (2017) in a study conducted for Centre for Migration and Inclusive Development (CMID) observed that, exceptionally high wage rates compared to the rest of India, sustained job opportunities, comparatively peaceful social environment, relatively less discriminatory treatment of workers, direct trains from native states, the ease with which money can be transferred home and the penetration of mobile phones that shortened the distance from their homes were found to have influenced the migration to Kerala. Construction, plantation, hospitality, wooden furniture, marine fishing, mining and quarrying, plywood, footwear, textile and apparel, seafood and footwear are the major sectors in Kerala that heavily employ internal migrant workers for running their enterprises. The report says that Valapattanam in Kannur, Kanjikode and Pattambi in Palakkad, Vellimadukunnu in Kozhikode Kandanthara, Vathuruthy, Adivadu and Ambalamugal in Ernakulam district, Aroor in Alappuzha, Paippad in Kottayam and Kazhakkootam in Thiruvananthapuram are the major areas of concentration of migrant workers in Kerala. The report also says that with the given demographic conditions of the native population with shortage of labour, this migration is likely to increase in the coming years. The CMID study again reveals that the Labour migration is more a requirement of the state than that of the migrant workers themselves, and it is fundamental to create awareness about this among the key stakeholders.

Benoy Peter and Vishnu Narendran (2017) in another study observed that construction provides employment to the largest proportion of workers from outside the state in Kerala. However, correct estimates of migrant workers engaged in construction are not yet available. The majority of the workers engaged in large

scale works are young single men from backward communities in rural areas, predominantly from Jharkhand, Bihar, Uttar Pradesh, Odisha and West Bengal. Workers from other states also are found in fewer numbers and women are not generally engaged in large numbers. Among the unskilled workers in the construction sector in Kerala, those who work on the large scale construction sites get the lowest wages as their wages are not fixed based on the Kerala labour market it is found that their daily wage could be as low as Rs.300. They also observed that most of the migrant workers in the construction sector are neither part of any trade union in Kerala nor are they registered with the Kerala Building and Other Construction Workers' Welfare Board. They found that migrant workers on small construction sites get higher daily wages compared to those on the larger construction sites, ranging from Rs. 400 to Rs. 650 and even beyond, for unskilled work.

Benoy Peter and Vishnu Narendran (2017), in the report of the "Migration Profile of Kozhikode district" they observed that the construction, fishing and footwear sectors heavily depend on migrant labour. Along the Ramanattukara – Nallalam stretch, a famous belt for several industrial units in the footwear value chain which employ migrant men, mostly from eastern Indian states. A major footwear firm from this belt, which has several units along this stretch, employs workers predominantly from Bihar. There are also workers from Uttar Pradesh and West Bengal and other states working in this industry. The major firm here recruits migrant workers through a referral system without employing intermediaries. A good employee refers potential employees known to him to this unit. These workers are provided benefits such as ESI and Provident Fund. The referral system followed by the firm ensures better retention and productivity. Purnia, Madhepura, Champaran, Sitamarhi, Samastipur, Araria, Saran, Mirsapur, Madhubani, Kishanganj and Katihar are some of the districts in Bihar from where people come to work in the footwear industry of the district.

Benoy Peter and Vishnu Narendran (2017), in the "Migration Profile of Ernakulam district" they observed that hospitality industry, furniture sector, textile

and apparel units, cement related factories, marine fishing, rice mills, plywood sector are some of the major clusters in the district that engage migrant workers heavily. Plywood industry concentrated in the Perumbavoor of Kunnathunadu taluk which is literally run by internal migrant workers. The report says that around 1,50,000 workers live in the surrounding places of Perumbavoor municipality and most of them are engaged in plywood and furniture industries. The study observed that the commercial capital of Kerala, Ernakulam district has been one of the most important destinations for migrant workers in Kerala.

Shyla Hameed (2017) observed that Kerala is the first State in the country to enact a social security scheme for the migrant workers and the State is the first to provide benefits to the job-seekers from outside with the Kerala migrant workers welfare scheme set up in 2010. The study says that the initiatives of Kerala Government for the welfare of the internal migrants with different programmes like “Awaz” insurance scheme, "The Kerala Migrant Workers Social Security Bill", labour camps exclusively for internal migrants called “Apna Ghar”, interventions of Kerala State Aids Control Society, distribution of health cards, free medical camps at special places etc; are helping the migrants to lead a healthy work life in the state.

Shinsa P Mathew and Sweta Kumari, (2017) in their study on “Multidimensional Impact of Migration in Kerala Migrant Labourers and Effectiveness of Existing Enactments” examined the multifaceted social problems and the psychological effects associated with the internal migration in Kerala. They observed that social problems in the nature of poor accommodation, lack of health and sanitation facilities, inadequate schooling and language problems resulted the migrants to feel that they are ignored and alienated in the Kerala Society. This paper also says that the migrant workers in Kerala face large uncertainties in the job market with regard to irregular payments, longer working hours and poor working conditions.

Suneesh K. K. (2017) examined the factors of vulnerability of migrant labourers in Kerala state. The study observed that even when the migrant workers are from a same nation, the host state neglects to amplify them all the assurance that

is accessible to the local labour and as it is a national level issue, it has to be addressed for the country as a whole. The study also observed that the relative advantage in the standard of living found in the Kerala state is not seen in the case of internal migrants. The study again observed that the factors that led to the vulnerability of migrant workers in Kerala may not be as strong as in many other parts of the country, even though they are not able to enjoy tolerable working and living conditions in the state but they earn much more than that of their native places.

P.A. Arun and P.A. Ajay, (2017) examined a multi-dimensional channels of migration, reasons for migration, nature of employment contracts entered into and the corresponding wages and benefits obtained by them. The study observed that the nature and pattern of migration has undergone apparent changes over the years and this truly reflected and observed in the case of migration pattern of Kerala in which the continuous and steady outflow since 1970s has now been compensated by the new phenomenon of replacement migration with internal migration. The study also argued that in the near future, a very explosive demographic situation will emerge in the state of Kerala, where a major chunk of the population will belong to the older age groups while the migrant population will dominate the other segment of the population that is young and working. The study concluded by saying that the State will inevitably have to depend on migrant labour and is likely to experience heavy in-migration of labour in future. Therefore, the state has to get prepared well in advance to welcome and receive the migrant labour in a hassle free environment as it is required to strengthen the growth trajectory of Kerala's economy.

Indira Aiyavoo, (2017) in her paper "A Sociological Study on Socio-Economic Conditions of Migrant Labourers in Kerala", explored the socio-economic conditions of migrants using the secondary sources. The study observed that the internal migrants face special handicaps as they are incorporated into the labour market in less favourable ways than non migrants and it happened because of debt-interlocking, sub-contracting chains, greater isolation, fragmentation and segmentation of the internal migrants. This unfavourable ways lead to poorer

working conditions, lower wages, exploitation, harassment, and discrimination in the labour market. The study also observed that in the coming years, it is expected to increase the internal migration, therefore, enforcement of labour laws and enactment of a comprehensive law at the work places, stricter enforcement of existing labour laws, including the Interstate migrant act are to be enacted and implemented.

Asha Elizabeth Thomas, (2018) examined the factors that attracted the migrant labourers in to the Kerala and it is found that high demand for unskilled labour ranks first in the reason for migrating to the state. Besides, high wage paid to these labourers when compared with their homeland is also a major factor attracting these migrants and it is observed that majority of the migrant workers is working for more than 10 hours per day without any hesitation. The study also observed that majority of the migrants are satisfied by the working conditions provided in the state especially in the case of wages and working environment while the absence of proper medical facilities in the work place, poor grievance mechanism and the middlemen acting as labour contractors often make problems to the migrants.

Udaya, S. Mishra, S. Irudaya Rajan, (2018) examined various aspects of internal migration in Kerala along with inter-state, inter-district and intra-district migration. The study observed that the in-migrants to Kerala almost match the quantum of out migration and which have given rise to the phenomenon of Replacement Migration. This study also observed that the relatively higher wages, large employment opportunities and shortages of local workers make Kerala a lucrative job destination for migrant workers from outside the State and this has made Kerala an emerging hot spot for the internal migrants from other states in India, while Kerala continues to sending its people as labourers to the Middle East and Europe. The study again observed that the Kerala's lagging productive sectors and its major economic activities find a renewal with the current inflow of migrant workers to the state and the diverse roles played by the internal migrants to the state not only in terms supplementing its work force but also in terms of maintaining the vibrancy of state's economy.

Srivastava, (2020) observed that Kerala's experience in promoting the welfare of internal migrant workers offers essential lessons for the inclusion of migrant workers in India, as Kerala is the first Indian state to enact a social security scheme for migrant workers. Benoy Peter, (2020) examined the intervention of the state government during the time of Covid-19 pandemic and observed that the interventions initiated by the Kerala Government has become an exemplary and promising at the times of lock downs. The study remarked that the state's concern for the welfare of the interstate migrant workers is reflected in the way it constituted a Working Group on Labour Migration under the 13th Five-Year Plan deliberations for the period 2017–2022.

Jajati Keshari Parida, (2021) reported that about 26.3 percent of the total workforce in Kerala consists of domestic migrants and it has projected the number of interstate migrants in Kerala to be 45.7 lakhs by the year 2025 and 55.9 lakhs by the year 2030. It is also noted that the growth rate of temporary migration has been rising, whereas the growth rate of permanent migration is declining in the state. The growth rate of temporary migration was about 6.5 per cent per annum during the year 2005-06 but this growth rate increased to about 9 per cent during 2017-18. On the other hand, growth rate of permanent migration declined from 7.7 per cent to about 4 percent per annum during the year 2005-06 and 2017-18. The rising temporary migration from other state is mainly because of rising demand for these workers in Kerala; particularly, for the low skilled workers.

Reviews related to the internal migrants in Kerala shows that the state has emerged as a hot spot for the internal migrants from other states in India and the influx of internal migration to the state has supplemented the productive sectors of the state. Many of the studies have indicated the deplorable living conditions of these migrants irrespective of the sector in which they are working. At the same time, due to comparatively better wage and work environment in the state, the inflow of internal migration may increase in the coming years. Generally, it is believed that the probability of internal migration is inversely related to the distance between origin and destinations but, these internal migrant prefer Kerala due to

socio economic reasons as mentioned in the various studies even though the state is far away from their native states. Therefore, enforcement of labour laws and enactment of a comprehensive law at the work places, stricter enforcement of existing labour laws, including the Interstate migrant act are to be enacted and implemented in the state for the inclusive growth. It is believed that more authentic studies are required in the state to understand the work environment and work status of these migrant labourers in different sectors of the economy for policy frame works.

Part II

QUALITY OF WORK LIFE- CONCEPTUAL OVERVIEWS AND REVIEWS

The concept Quality of work life (QWL) was evolved and developed during the period of industrial revolution where more production and higher productivity were emphasized by the employer and human factor and work environment of employees were totally neglected. The exploitation of labour in the industries lead to negative results in the form of absenteeism, low turn-over, poor morale and occasional sabotage, boredom, fatigue, dissatisfaction toward work etc. among employees. Political struggles in favour of working class in the early phases of 20th century and thereafter legislations enacted in favour of working class started to protect employees from insecure job environment, exploitation of employer in terms of wage and working hours etc. The struggles of working class for obtaining a decent work environment and hazardous free working conditions resulted in to the unionization movement of labourers in the 1930 and 1940s. The changed philosophy regarding labour and the development of psychology and technology resulted in to the origin of the concept of Quality of Work Life (QWL). Good quality of work life of employees attaches the labourer to the work and the work environment; consequently they can do justice to their work. It improves the productivity of the workers and also lowers discontentment among workers. To develop attachment among employees towards the institution, the firm has to provide the workers a conducive work environment. Modern firms resort to improve the quality of work life in the firms to improve the morale of the work force.

Walton, (1973) who had taken up extensive research in the 1970s on the concept of quality of work life and made significant contribution for the conceptualisation of the term quality of work life in the literature of labour economics and human resource management. According to Walton “Quality of Work Life is the work culture that serves as the corner stone”. The American Society for Training and Development (1979) defined quality of work life as, “a process of work organisations which enables its members at all levels to actively participate in shaping the organisations environment, methods and outcomes. This value based process is aimed toward meeting the twin goals of enhanced effectiveness of organisation and improved quality life at work for employees.” Quality of work life refers to the favourableness or unfavourableness of job environment for people and it refers to the quality of relationship between employees and the total working environment. According to Harrison, (1985) “QWL is the degree of which work in an organisation contributes to material and psychological well-being of its members”. All these definitions say that quality of work life is a concept which has concern over improving the effectiveness of an organisation by improving the satisfaction of employees at an enterprise.

2.4 COMPONENTS OF QUALITY OF WORK LIFE

Quality of work life is a complex, multidimensional, generic concept and most literature on the QWL originates from the discipline of Industrial Labour Relationship. QWL has been defined by researchers in different ways, which has brought about certain equivalents such as work quality, function of job content, employee’s well-being, the quality of the relationship between employees, working environment, and the balance between job demands and decision autonomy or the balance between control need and control capacity. (Krueger, P., Brazil, K., Lohfeld, L., Edward, H. G., Lewis, D., & Tjam, E., 2002).

For several years employer used to see the employees as a factor of production just like other factors and tried to extract maximum potential of labourers to make advantage in the production process. But, this philosophy regarding labour

is changed in the era of globalisation and employers have realised that maximum potential from the employees could be expected by providing them a good quality of work life in the institution. The modern enterprises have realised that the job discontent and job pressures may affect employee's health and morale; which in turn will lead to general unhappiness among labourers. The constant struggle and bargaining between employers and workers union in the last decades have resulted in providing better work environment for employees touching different dimensions of work life. The various definitions of QWL illustrates that the concept has to touch all the aspects of an employees work life. Therefore, the concept QWL should be interdisciplinary in nature and should combine all the fields of enquiry like industrial and organizational psychology, sociology, organizational theory and development, motivation and leadership theory, managerial economics and industrial relations. Hence, it is viewed that quality of work life should be designed along with different components regarding all aspect of human resource. Researchers have put forward various constructs or components regarding QWL.

The eight components given by Richard Walton are most discussed components of QWL. (Walton, 1973). These components include adequate and fair compensation, safe and healthy working conditions, development of human capacities, growth and security, social integration, constitutionalism, the total life space, social relevance. It is seen that all the researchers who are working with QWL have stressed certain components in general such as: adequate and fair compensation, safety and security of the job, chance for growth in the profession, healthy atmosphere in the firm, autonomy of the worker, belongingness and social recognitions, job satisfaction and work life balance etc. These components are depicted in the following path diagram 3:2. Generally, these components are attributed with certain dimensions and these dimensions are analysed in detail to assess the quality of the work life of the employees.

Figure 2.2 Path Diagram of Quality of Work Life of Walton



2.5 DIMENSIONS OF QWL

From the literature of quality of work life it is seen that different components have different dimensions which are touching each and every aspect of the work environment of an employee. It is also seen that these dimensions are attributed as the main determinants of QWL of employees in an organisation. Walton's components and dimensions of QWL are used extensively in the researches to assess quality of work life of the employees. The important components and its respective dimensions available in the present literature of QWL are listed below (Subire, 2011).

The eight-pointed criteria of Walton to measure quality of work life and its dimensions determining quality of work life are discussed below:

1) Adequate and Fair Compensation

Compensation plays a greater role in employee's satisfaction in any industry of any country. Developing countries like India, where the employee welfare programmes always been in back seat, compensation is the main source of satisfaction of the employee. Compensation package includes wages and salaries and all other fringe benefits like bonus and other incentives. The component adequate and fair compensation takes in to account the following aspects of compensation;

- Wages or monthly salary including basic wages, house rent allowance, dearness allowance and city compensatory allowance.
- Bonus and other benefits at the end of the year,
- Availability such as paid holidays leave, travel concession etc.
- Contribution towards insurance including medical insurance premium,
- Contribution towards retirement benefits such as employees' provident fund, and
- Transportation and medical facilities at the organization..

Safe and Healthy Working Conditions

The Factories Act 1948, and the Shop's and Establishment Acts in India have made legal provisions with regard to employees' safety, health, working conditions including matters such as sanitation, cleanliness, lighting, drinking water and rest rooms. Safety and healthy working condition has become mandatory everywhere in the world due to the influence of trade unions and Government legislations in this regard. In recent years, the need of safe and healthy working environment is realised by the industrial managements as it improves the productivity of labour in the production process and the efficiency in the

organisation. A safe and healthy work environment is also important in terms of employees as they spend minimum eight hours per day in the organisation where they placed for work. Therefore, employees must be provided with such type of facilities in the organisation which will maintain their health and keep them interested in their work.

Generally, working conditions are also termed as work environment and this work environment consists of physical environment of the organisation, social environment of the organisation and mental or personal environment of the labourer. Physical Environment consists of physical factors and infrastructure prevalent within the factory such as lighting, ventilation, temperature, humidity, layout of machines, noise, quality of machines and facilities like resting place, drinking water, toilet facilities etc. Inadequate physical infrastructure will lead to the poor performance of the workers in the organisation. On the basis of available literature related to safe and healthy working conditions it can be concluded that following are the important variables to be considered for evaluating safe and healthy working conditions of an enterprise;

- Adequate rest period for workers,
- Good canteen or mess facilities,
- Proper drinking water facilities in the organisation,
- First aid and medical facilities given to the workers,
- Facilities for sports, game and other entertainment,
- Library or reading corners
- Lunch room with minimum facility.
- Sanitary facilities at the firm
- Proper ventilation and air circulation at the working place
- Proper waste disposal system and dust free environment

- Measures to control pollution
- Condition of machines and other equipment
- proper safety plan and practice

2) Opportunity to Use and Develop Human Capacities

According to Walton, Opportunity to use and develop human capacities is the third factor to be considered to measure quality of work life. This higher order needs include recognition and social status that an organisation should provide for the employees as per their qualifications and expertise. Therefore, an employee should get dignity at the work space at his maximum level to grow. This will lead to a productive and fulfilling life for the employee both in work and also in society at large. For the development of employees' capacities in an organisation, a clear structure is essential within the organisation which should have a framework showing the responsibility relationships among people, the formal communication channels between employer and employees and the relationship of each part of the company to the others. The instruction type commands and remarks from superior officer to subordinates will downswing the morale of the workers. The variables to be considered for evaluating opportunities to use and develop human capacities are given below;

- Clarity on organisational structure
- Appreciation given to employees
- Employees' participation in planning
- Clear and transparent communication
- Freedom at work
- Provision of information about work process
- Provision of self improvement for employees

- Fairness of attitude of supervisor
- Equitable treatment, and
- Appreciation for good work

Opportunity for Continued Growth and Security

According to Walton opportunity for continued growth and security is another component of quality of work life and it says that for every worker his or her work should provide career opportunities for development of new abilities and expansion of existing skills on a continuous basis. It is believed that career development programmes, performance appraisal, joint consultation and workers participation in management are important elements required for continued growth and security. Career development in organisation can be defined as the activities undertaken by the individual employees and the organisation to meet career aspirations and job requirements. The most important elements involved in the career development are; challenging initial job assigned to the employee, dissemination of career option information to employees, job posting to know what jobs are available and what requirements they will have to fulfill to achieve promotion, assessment centers to obtain observable evidence of their ability to do certain jobs, continuing education and training for effective career advancement programme, career development workshops for the employees, periodic job change to build confidence in the mind of the employees. For evaluating opportunities for continued growth and security in the quality of work life the following factors are considered;

- Assignment of work on the basis of the abilities of workers
- Work contains elements of research & development
- Facilities for workers' individual creativity.
- Opportunity to use new knowledge for further work and assignment
- Opportunities for improvement of job through proper training

- Job rotation among workers
- Chance for promotion opportunities as per the ability of worker
- Performance appraisal of the employees based on objective assessment
- Appreciation for the workers for their novel ideas to and
- Willingness to stay in the present organisation till the retirement of the worker.

3) Social Integration in the Work Organisation

Social integration is another component and it is a process of adaptation by which employees are able to understand and accept the basic values, norms and customs of the organisation and assume the organisational roles. People who do not learn to adjust with the culture of organisation are labeled as rebels and may be turned out of the organisation and therefore, social integration will have a large influence on the attitude and behaviour of people at work (Stephen, P. Robbins 2004). Freedom for action, egalitarianism, democratic behaviour from the part of management, motivation for good course and upward mobility in the employment are the steps to be taken necessarily by the management for improving integration of workers in the organisation.

Good human relations and industrial relations are the preconditions for the success of the social integration of employees in the organisation. According to Davis, “human relations, in the area of management practice are the integration of people into work situation in a way that will motivate them to work together productively, co-operatively and with economic, psychological and social satisfaction” (Keith, Davis, 1962). A developed social relation in the organisation help the employees to develop improved understanding of the problems of other workers and management team which will help them to be more social and to be recognized and also to understand the needs and goals of the organisation. From the available literature the factors to be considered for evaluating social integration in the work organisation can be summarised as follows;

- Feeling of the community sense in the organisation
- Identification of a member on the basis of merit without discriminating of race, sex age etc.
- Employee's interaction in the planning
- Easiness in work in the group
- Preference to for collective effort and work.
- Better grievances mechanism
- Considering the feeling of workers in resolving problems
- Encouragement by organisation for achievement
- Workers acceptance with the adoption of new technology in the organisation
- Employees' cooperation for expansion and diversification
- Participation by the workers in decision making process
- Consultation in decision making
- Good relationship among workers

4) Constitutionalism

Constitutionalism is another component of quality of work life put forward by Walton. It is about justice inside the organisation to all employees. Constitutionalism provides good and fair system of grievance procedure for the workers. This practice of justice will improve the feeling of security and social justice among the employees. If constitutionalism works out in an organisation it does not give room for favoritism or nepotism or injustice to employees. Discrimination from the part of management, lack of privacy, improper process of

discipline, etc. tampers with the constitutionalism of an organisation and so that the constitutionalism can be considered as hygiene factor of an organisation.

Constitutionalism ensures the things like security of job, the promotions, increments and other provisions for an employee without bargaining and unionism. All these privileges should not be at the whims and fancies, or the likes and the dislikes of his immediate boss and it must be based on sound principles of equity, fairness and social justice (Sharma, R. K. 2004

Therefore, it says that the absence of constitutionalism in an organisation leads to the case of bias, discrimination, favouritism, nepotism, injustice and improper discipline and which will have an adverse effect on his quality of work life of employees. The available literature of quality of work life makes use of the following factors to measure constitutionalism in a firm.

- Organizations' care for the welfare of workers of the workers
- Equal treatment for all workers without discrimination
- Understanding the nature of job and ability of the worker
- Maintenance of privacy with workers personal matters, and
- Well organised conflict resolution mechanism.

5) Work and Total Life Space

Walton has recognized the work and total life space as one of the important components of quality work life as it serves balance between work life and family life. It is observed that for better quality of work life a balance between work at organisation and family life of employees is needed. If the employees in an organisation are worried about their work, it will have a spillover effects and eventually affecting the day today life of the employees. These worries become the reasons to lose the balance between work life and family or social life. The problem of dissatisfaction from work, chronic absenteeism, poor performance, continuous grievances regarding works and also about superiors and colleagues etc., are the

symptoms of lack of work and life balance of an employee at an organisation. The management of the organisation should create a feeling in the workers that the efforts taken by the employees are being recognized by the organisation. The available literature of quality of work life gives us the following points to be assessed to measure work and total life space of the employees.

- Satisfaction of the needs of the employees by the job
- Awareness of the nature of the job
- Satisfaction of social and individual requirements by the job.
- Effect of time spent on the job on workers life
- Work and social life balance
- Work and family life balance

6) The Social Relevance of Working Life

Article 43 of the Indian Constitution provides that “all workers should be given a living wage, conditions of work ensuring decent standard of life and fuller enjoyment to ensure social and cultural opportunities”. This article says that the employees should feel that they are worth full with a given employment and also it is relevant for their social and economic life. According to Walton, the social relevance of employment is an important component of quality of work life as it relates the work of an employee socially. Recognition for a job in an organisation is enjoyed by the employees and it gives them satisfaction and at the same time decline in the recognition of an organisation brings stress and frustration in the employees.

Social relevance is a distinct concept that relates to an employee’s desire to remain with an organization out of a sense of loyalty, emotional attachment and financial need (Meyer et al., 1989). Social relevance of a employment also comes from the commitments that the organisation make by providing modern facilities to

the employees. The employees should feel that they are being recognized by the firm and also the society because of their commitment with the organisation. The literature of quality of work life put forward the following aspects to be measured under the component social relevance of work life.

- Degree of social responsibility of the organisation
- Nature of job in the organisation and social prestige from the job.
- Efforts to improve social security
- Nature of goals the goals of the organisation, i.e. whether too much production oriented approach or a moderate approach.
- Matching and balance in the work life and social life
- Organization's awareness of pollution
- Nature of pricing by the organisation from social point of view
- Contribution towards the improvement of the culture and development of the society.

2.6 LITERATURE REVIEW ON THE QUALITY OF WORK LIFE

Sarang Shankar Bhola, (2003) conducted a study of quality of work life in casting and machine shop industry in Kolhapur. The study observed that workers from public limited units and very few workers forming private limited units were receiving comparable good wages and the workers working with proprietary units were not receiving good wages. The study also observed that majority of the units under study have not concentrated on the safety aspects of the workers and almost all units were lacking in basic policy making and its implementation. The study again established that the level of the quality of work life did not depend upon the nature of ownership of the firms.

Muftah, (2011) observed in his study Impact of QWL on employee satisfaction case of oil and gas industry in Qatar that quality of work life was one of

the key areas of human resource management. This study argued that in the modern industrial world all the organizations are concerned about developing their human resources and gaining a competitive advantage in the marketplace as it brings favourable job-related responses and effectiveness in return. Umar Nazir et al. (2011) addressed the effect of office harassment on the quality of work life of employees. The study observed that organizational commitment mediated the relation between office harassment and quality of work life while job stress did not mediate the relationship. The analysis also observed that there exist an inverse relationship between office harassment and quality of work life of the employees.

Indumathy (2012) studied the quality of work life among workers with special reference to textile industry in Tirupur district in Tamil Nadu and found out that attitude of the management, work environment, opportunities with work, level of stress in the work, career prospects and rewards and challenges with the work are the major components that impact quality of work life of the textile industries. Kang and Deepak (2013) identified that economic importance, work place communality, work constitutionalism, job pride, permitting present performance and future requirements, security and safety, unbiased management of supervisors, working space and conditions, problem solving abilities are positively associated with quality of work life in the firms where as job nature is negatively related with quality of work life. Subhashini and Gopal (2013) in their study “quality of work life among women employees working in garment factories in Coimbatore district considered the factors such as co-worker relationship, health and safety benefits, grievance handling procedure, workload, respect at work place, satisfaction about feedback given, training and working hours in determining the quality of work life. The study concluded that work atmosphere, job security, salary and health and safety measures provided by the organisation has greater bearing on the quality if work life of the garment workers.

Noushin et al. (2013) studied relationship between quality of work life of employees and Organizational Commitment and the study observed that there is direct and significant co-relation between fair salary and organizational

commitment. It also observed significant correlation between health security and organizational commitment and balance in work and other life aspects with organizational commitment. This study again observed that health and security, work condition in the organisation stand as the most important factor affecting the commitment of employees. Nanjundeswaraswamy, (2013) observed that a high quality of work life (QWL) is essential for all organizations to continue to attract and retain employee in the institution. The research observed that male employees are more satisfied than female employees and there were no significance relationship between demographic characteristics of employees and QWL. The correlation analysis of the study revealed that all the dimensions of QWL are positively correlated with QWL of faculties, which indicated that enhancement in the dimensions of QWL could lead to increase the overall QWL of faculties. Yadav and Khanna (2014) identified seven frequently used quality of work life components namely development and growth, commitment to organization, satisfaction in job, pay and benefits, supervision, safety and healthy environment. Roopa and Narayanan (2014) assessed the factors of quality of work life as reward, satisfaction in job, human relation, condition of work, handling of grievances, and nature of competence

The studies of Nanjundeswaraswamy et al, (2015) identified 27 variables or components that are influencing the quality of work life in manufacturing industries. The identified variables were adequacy of resources, autonomy of work, career balance, compensation & rewards, competence development, contribution towards society from the work, equitable wages, facilities, grievance handling, human relations, image of organization, immediate opportunity, job satisfaction & job security, nature of job, organization culture, penalty system, physical work environment, recognition of efforts, relation & cooperation, role conflict, self-esteem, shift work, training & development, turn-over intentions, work and total life space, work environment and work load. Based on principle component analysis, nine predominant QWL components were selected out of these 27 factors. The predominant nine factors identified are; work environment, organization culture and climate, relation and co-operation, training and development, compensation and

rewards, facilities, job satisfaction and job security, autonomy of work, adequacy of resources. Nanjundeswaraswamy (2015) examined the association between QWL and styles of leadership at SMEs in and around Bengaluru region by considering the 9 components of QWL. This study was conducted in mechanical manufacturing SMEs and the result showed that there is a significant relationship between QWL and leadership styles in the organisation. It also observed that under transformational leadership style employees enjoy high level of Quality of Work Life.

Tanaya Nayak and Chandan Kumar Sahoo, (2015) observed in their study quality of work life and organizational performance that employee commitment acts as a significant relationship between quality of work life and organisational performance. The study concluded by stating that the positive policy design and appropriate initiative to improve quality of work life might improve organisational commitment. The study also stressed on having better quality of work life can attract and retain qualified and motivated employees which can possibly lead to enhance quality of services in health care organisation.

Subeesh M.M, (2015) conducted a study on the quality of work life of the employees of mass media industries in Kerala. The study observed that the compensation is the most important factor influencing QWL and the other major factors influencing QWL are work and total life pace, opportunity for growth and security, opportunity to use and develop human capacity, working condition, constitutionalism, social relevance of the work and social integration. The study also observed that 62% of the employees perceived their level of QWL as moderate and 23 per cent with low and only 11 percent perceived and rated QWL as high. The study found that the variable compensation showed the lowest score and rated as low level. The variable social relevance has highest score and is viewed as very high. Other dimensions such as constitutionalism, working condition and opportunity for growth and security are perceived as moderate level. The variable social integration is viewed as high and work and total life space and use and develop human capacity are perceived as low.

Kanakarathinam, (2016) identified factors such as job satisfaction, working conditions, incentives, development and encouragement, handling of grievances and training are the major factors influencing quality of work life. He also identified that autonomy, work life balance has low positive association with employee satisfaction and Wage structure shows a negative association with employee satisfaction. Rashmi Kodikal and Habeeb Ur Rahiman, (2016) observed in their study influence of quality of work life on organizational commitment amongst employees in manufacturing sector that improving the work quality of employees and retaining them in the organisation has always been a herculean task for the managers. This research paper investigated the relations that exist between the two variables QWL and commitments. The study found a low level of relationship between quality of work life and organizational commitment. The study also observed that when individual degree of relationship was analysed by using RMSEA path diagram, it was found that compensation (71) has high influence on QWL of employees, where as other remaining variables found to be moderate influence on QWL. This study suggested some human resource development strategies to improve quality of work life, so that commitment of employees could improve.

Cecili shibi netto,(2018) analysed the quality of work life of women employees in private sector organisation in Ernakulam district of Kerala and the study observed that a significant difference exist between marital status of the worker and their total life space. It was also revealed that there was a significant positive relationship between the overall quality of work life and the dimensions of quality of work life such as fair compensation, constitutionalism, and social relevance of the work life. V.Pradip, S.Venkatachalam, (2019) analysed the work life conflict in MSMEs and the study found that the job satisfaction influence the worker confidence and turnover. The study also observed that there were inclinations that businesses are putting resources into work-life adjust, however the physical working condition offers are not generally perfect with worker's working hours. The study also found that the work life balance is a vital determinant characteristic of job satisfaction and job satisfaction is derived mainly from a healthy administration and management system prevailing in the firms.

Allahbaksh, (2020) analysed the quality of work life of migrant construction workers in Chennai city. The study concentrated on unorganised migrant workers from Kolkata, Bihar and Andhra Pradesh. The study examined the economic conditions, the employment status and the savings and remittances, income and expenditure pattern and quality of work life of the Inter State migrant construction workers in Chennai. The study found that the migrants are very keen on savings for the purpose of remitting money to their native places and they are sacrificing proper accommodation and expenditure on health for the same. Another important observation of the study was that there exist exploitation of migrant labour by the middlemen, contractors and subcontractors and the Quality Work life of these migrant workers are not satisfactory.

From the existing reviews it is observed that factors like compensation, job satisfaction, security and safety of job, autonomy, job condition, attitude of employer, opportunity for growth, incentives and welfare measures, social relation and relevance of work etc., are generally influencing the quality of work life of employees in manufacturing industries. Reviews also reveal that the quality of work life of the employees in an organisation has positive impact on the organizational performance and productivity. Evidences say that the positive policy design and appropriate initiative to improve quality of work life might improve organisational commitment of the workers and it can attract and retain qualified and motivated employees in the organisation.

2.7 RESEARCH GAP

The International Migration Organisation, (IMO 2005) reports that the temporary migration is increasing in Asian countries as the population of developing countries has never been static and people have moved around a great deal for a number of historical, cultural, climatic and economic reasons. Internal migration has greater potential for poverty reduction, meeting the Millennium Development Goals (MDGs) and contributing to economic growth in developing countries than the international migration and internal migration is an important driver of growth in many sectors including agriculture, manufacturing, construction, coastal economies

and services of a region. In India, interstate migration is a common phenomenon and is mainly driven by pull and push factors. Literatures reveal that around 26 per cent of the working population of the Kerala state contains this interstate or internal migrant people and these migrant labourers have become an integral part of the construction and industrial arena of the state. It can be rightly said that the state cannot advance economically without migrant labourers and it is stated that labour migration is more a requirement of the state than that of the migrant workers themselves. As the state was suffering from the shortage of unskilled and semi skilled workers in the various fields, the inflow of workers from the northern part of India has brought greater opportunities to the different sectors of the economy especially to micro and small industries of the state as they get unlimited labour supply.

A major share of the internal migrant workers in the state is employed in the micro, small and medium enterprises (MSMEs) located across the state. According to the Annual MSME Report of 201-19, the MSME sector of Kerala provides employment for 13 percent of the state population. As per various estimates, it is seen that a major inflow of north Indian migrant labourers are there in to the districts of Ernakulam, Calicut, Palakkad and Thiruvananthapuram. One of the reasons for this inflow of migrants to these districts is the growth of the small and micro industries in these districts and the resultant employment opportunities existing in MSMEs of these districts. Presently, the heavy concentration of migrant workers is seen in the places where the micro, small and medium industries are located. It is seen that a few attempts are being carried out in this area to study the nature, distribution and work environment of these workers.

From the literature reviewed, it is observed that no serious study is seen so far regarding the work environment of migrant labourers working in the micro, small and medium enterprises of the state. It is interesting to know why the internal migrant labourers are attracted towards the work of MSME sector and why they stick on the employment of this sector despite the average monthly income earned by them from this sector is less than that of the average income of the migrant

labourers engaged in the construction and service sectors. It is also believed that understanding the demographic and work profile of these migrant labourers at different MSMEs is an important topic of academic interest. The work life and work environment of these migrant workers in the MSMEs are not assessed by any one of the previous studies and therefore, a tool namely, quality of work life is used in the study to assess the status of the work life of the internal migrants working in the micro, small and medium enterprises of the state.

Chapter Three

METHODOLOGY

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- 3.1 Area of the Study
 - 3.2 Selection of the MSME Clusters
 - 3.3 Samples of the Study
 - 3.4 Pilot Study
 - 3.5 Principal Component Analysis
 - 3.6 Tools Used
 - 3.7 Assessment of the Quality of Work (QWL)
 - 3.8 Construction of QWL Index
 - 3.9 Statistical Method Used
 - 3.10 Estimation of Regression Models
 - 3.11 Software Used for Data Analysis
-

CHAPTER III

METHODOLOGY

The present study is basically an explanatory research as it explains a phenomenon that had not been studied before. Explanatory method is a process in which the main purpose is to find out what would be a potential answer to a particular problem and it is usually done through the use of surveys and interviews. In the present study, it has tried to assess the quality of work life of the internal migrants working in the micro, small and medium enterprises in Kerala state. It also tried to trace out the major factors influencing the quality of work life of the internal migrants working between different industries and also across the firms.

3.1 AREA OF THE STUDY

In Kerala, the MSME sector has consistently been registering higher growth rates compared to other sub sectors in the industrial sector (Economic review 218). Every year, the budget gives due importance to MSME sectors as this sector maintains consistent growth rate and also for providing employment for a large section of state population. According to the Annual MSME Report of 2018-19, the MSME sector of Kerala provides employment for 13 percent of state population. Recent trends show that the majority of workers in MSMEs of the state are migrant workers and the heavy concentration of migrant workers is seen in the places where the micro, small and medium industries are located. As per various estimates, it is seen that a major inflow of north Indian migrant labourers are there in to the districts of Ernakulam, Calicut, Palakkad and Thiruvananthapuram of the state. One of the reasons for this inflow of migrants to these districts is the growth of the small and micro industries in these districts and the resultant employment opportunities existing in the MSMEs of these districts. It is seen that few attempts are being carried out in this area to study the nature, distribution and work environment of these workers.

The empirical analysis of the study is based on primary data collected from the inter-state migrants working in the MSMEs of Ernakulam and Kozhikode district of Kerala by administering a structured interview schedule. Ernakulam and Kozhikode are the two districts in Kerala having higher number of internal migrant working in different manufacturing sectors. The Ministry of Micro, Small and Medium Enterprises has formed different industrial clusters in these districts as a key strategy for enhancing the productivity and competitiveness as well as capacity building of small enterprises. The industrial clusters are there in the areas of wood, plywood, furniture, rubber, textile, rice mill, plastic, footwear, printers, ethnic food, agriculture implements and general engineering etc. For the present study plywood cluster from Ernakulam district and footwear cluster from Kozhikode district have taken as sample clusters. These two clusters have taken for the present study as these two clusters accommodate more number of internal migrants.

3.2 SELECTION OF THE MSME CLUSTERS

For the present study, the Perumbavoor region of Ernakulam district has been selected as one of the sampling areas as this region occupies around 450 plywood firms out of a total of 750 plywood firms of the state. This region has become a major hub of migrant workers especially from Assam, West Bengal and Odissa as the plywood firms accommodate around 72000 internal migrant workers. A low down on migrant workers in Ernakulam, which has been a major hub of migrant population in the state, reveals that some 72000 migrant labourers toil at the plywood units of Perumbavoor (S. Anandan, 2017). The economy of Perumbavoor mainly depends on the timber and plywood industry, which is literally run with the help of internal migrants. Except some work like quality control, most of the other skilled and unskilled labour is carried out by migrant workers. It is believed that around 1700 migrants live in around Perumbavoor municipality, but an estimated 1.5 lakh migrant workers live in surrounding panchayats of this municipality and most of them are engaged in the works at timber and plywood firms. The plywood industry at the Perumbavoor in Kerala is relatively new, but in a short period of time it has become the largest industrial cluster in India. This small town is said to do

business worth Rs 30 crore to Rs 40 crore (Rs 300 million to Rs 400 million) *every day*. Like in the case of other clusters in southern India, this industry is run by migrant workers from mainly Bengal, Odisha and Assam (Shobha Warriar, 2020).

The migrant workers who work in the plywood firms always meet with hardship in their life in terms of their work condition, accommodation facilities and also with their payments. It is seen that the work in the plywood firms requires more manual work and physical efforts and most often a migrant labourer working in the plywood firm is performing just like a counterpart does in the construction sector. Evidences say that the migrant workers in the plywood firms lead a work life which is similar to construction workers leading in that sector. The plywood firms usually used to keep only a few workers as permanent employees in the firms with all the benefits. It works well with the company owners who prefer to keep labourers on a temporary basis, without giving their due. Only a small percentage of the migrants are regularized, enabling them to enjoy provident fund and other benefits.

Another industrial cluster taken as sample unit in the study is the footwear cluster of Kozhikode district of Kerala. According to Companies for manufacture of footwear in Kerala report of 2013, Kozhikode district accounts for 59.1 per cent of footwear firms of the state. The report also says that more than 80 per cent of these footwear units are located in the southern part of Kozhikode town. These footwear firms used to provide employment for domestic workers at the earlier stage of its growth but migrant workers from northern part of India are being replaced for domestic workers in the firm at latter stages of its growth. Presently it is seen that majority of domestic workers came in to backtrack mainly because of low wage provided by the firm. But at the same time office works at the units are supervised by domestic workers as they were getting white color job with a reasonable payment.

Recent report says that the footwear industry's annual turnover from the Kerala market is Rs. 700 crores. Out of the nearly 120 footwear manufacturers in the state, about 80 are in the Kozhikod and the bulk of the production force is migrant workers (P. Amina, 2013). As per the report of MSME Development Institute for the

year 2011-12, the footwear sector of the district employ around 30000 workers in different firms. It is observed that most of the footwear firms use the combination of capital and labour intensive method for production and the firms spend around 50 percent for the labour cost in their production process. At the production unit male worker's participation is more than that of female and it is seen that more than 90 per cent of manual workers are performed by internal migrants from northern part of India. Most of these migrant workers are from West Bengal, Bihar, Assam and UP.

3.3 SAMPLES OF THE STUDY

A stratified sampling technique is used in the study to reach in to the two sample clusters of the MSMEs of the state. Industrial clustering was done by the Ministry of Micro, Small and Medium Enterprises (MSMEs) in the state on the basis of the nature of production. Different enterprises producing similar products are grouped in to a cluster and this stratification and clustering is done for enhancing the productivity and competitiveness as well as capacity building of small enterprises in the state. Major clusters are there in the areas of wood, plywood, furniture, plastic, rubber, rice mill, printers, footwear, textile ethnic food, agriculture implements and general engineering. Before selecting the sample clusters, the total stratified MSME clusters in the state was listed for each district and from this list two districts namely; Ernakulam and Kozhikode were selected as these districts had more number of MSME clusters. From the given clusters, two clusters namely; plywood from Ernakulam district and footwear from Kozhikode district were taken as these two clusters had proportionally more internal migrant as workers. All the internal migrants working in the plywood industry of the Ernakulam and the footwear industry of Kozhikode district in Kerala constituted the population for the study.

As per the given data the plywood and footwear firms together have approximately one lakh internal migrants as workers across the sample area. A sample of 450 was taken from the study area by using the Cochran's standard formula. The formula is given as follows;

$$n = Z^2 \sigma^2 / E^2$$

Where,

- n = number of sample required
 Z = Z score and it is given as 1.96
 σ = Estimated standard deviation from the pilot study
 E = Permissible sample error

In the present study, the sample size is obtained by substituting the values as given below

$$n = 1.96^2 \times 0.85^2 / 0.08^2$$

$$n = 434$$

Therefore, approximately a sample size of 434 is obtained and it is rounded off to 450 to give proportionate weightage between the industries and also across the firms.

A sample of 450 inter-state migrants is selected as sample for the present study and out of which 225 samples are taken from plywood cluster of Ernakulam district and 225 samples are from the footwear cluster of Kozhikode district. For the selection of the sample, these two clusters again stratified in to micro, small, and medium industries on the basis of their registration. From the each cluster five micro units, three small and one medium firm are identified as sample units by using simple random techniques. A sample of 225 domestic migrants are drawn by using simple random technique from the micro, small and medium firms for the quantitative survey from the selected firms of plywood cluster. A sample of 15 migrants is selected from each micro unit, 25 migrants from each small unit and 75 migrants from medium unit. The similar procedure is used in the footwear cluster also to select 225 sample migrants. The sample frame for the study is depicted in the following table (table 1:1).

Table 3.1
Sample frame of the study

Industrial Clusters							
	Plywood			Footwear			
Type of Firms	Number of firms	Number of Sample	Sub Total	Number of firms	Number of Sample	Sub Total	Total
Micro	Firm 1	15	75	Firm 1	15	75	150
	Firm 2	15		Firm 2	15		
	Firm 3	15		Firm 3	15		
	Firm 4	15		Firm 4	15		
	Firm 5	15		Firm 5	15		
Small	Firm 1	25	75	Firm 1	25	75	150
	Firm 2	25		Firm 2	25		
	Firm 3	25		Firm 3	25		
Medium	Firm 1	25	75	Firm 1	25	75	150
	Firm 2	25		Firm 2	25		
	Firm 3	25		Firm 3	25		
		225			225		450

3.4 PILOT STUDY

Before administering the final interview a pilot study was conducted in the month of May 2021 to check the reliability and validity of questions. Some questions were eliminated, some questions are modified and some other questions were added on the basis of the pilot study. A principal component analysis is also conducted during pilot study to trace out predominant components of quality of work life. In the present study, for developing a tool to measure QWL, 50 variables which are affecting the quality of work life of the migrants were identified with the help of existing literature. The statistical tool principal component analysis is used

here to convert these 50 variables into nine factors which are affecting the quality of work life of migrants in the MSMEs of Kerala.

3.5 PRINCIPAL COMPONENT ANALYSIS

Principal component Analysis or PCA is one of the most commonly used techniques to understand the inter-dependency of a group of data set. This is used when the relevant set of variables shows a systematic inter-dependence and the objective is to trace out the latent factors that create a commonality. In the present study, PCA is used to deal with 50 variables identified from review of related literature. Principal component analysis was administered as part of the pilot study to identify the principal factors which are affecting the QWL of the migrants. In the study, principal component analysis has helped to reduce the number of observed variables of QWL from the given 50 factors to nine factors based on the basis of Eigen values. The factors affecting QWL are fixed in PCA by considering Eigen values with greater than one.

The selected nine factors broadly contain most of the characteristics of the variables in the given data set. After principal component analysis, the selected factors or components for the present study are;

1. Work environment in the firm
2. Organisation culture of the firm
3. Human relation and cooperation in the firm
4. Training and professional development programme in the firm
5. Fare compensation and other rewards
6. Facilities in the firm
7. Job Satisfaction and security in the firm
8. Freedom at work in the firm and
9. Social and work life balance in the firm.

The underlying dimensions of the selected components are given in the table 3.2. Analysis of the pilot study revealed that these nine components together explain 82.24 percent of the total variance. The selection of these nine factors almost matches with a previous study on the scale development and validation of quality of work life performed by Nanjundeswaraswamy et al, (2015). The nine predominant factors elicited through factor analysis and other factors underlying the predominant factors with Eigen values are given in the appendix I.

Table 3.2
The factors of QWL and underlying variables

Predominant factors of QWL	No.	Underlying variables of QWL
1) Work environment in the firm	1	The firm has a motivating environment
	2	The firm has good working condition
	3	The firm provides me time for personal care
	4	The firm supports me for personal development
	5	The firm provides me all information related to work
	6	I can maintain my own style at work
2) Organisational culture in the firm	7	I can involve in decision making of the firm
	8	I get co-operation from other department
	9	The firm has uniformity in wage policies
	10	There is no discrimination in the firm between migrants and non migrants
	11	There is good communication between workers and employer
	12	Comments and suggestions are welcomed
	13	I am proud to work in this firm
3) Relation and co operation in the firm	14	I have good relationship with colleagues
	15	I feel belonging to firms

Predominant factors of QWL	No.	Underlying variables of QWL
	16	There is no work demand stress for me in the firm
	17	I have good relationship with immediate superior
	18	I have good relationship with head
	19	I have good relationship with subordinates
4) Training and professional development programmes in the firm	20	Firm provide training program
	21	Training programmes are effective
	22	Firm provide training to develop interpersonal skills
	23	There is sufficiency of training programme in the firm
	24	Firm conduct training programmes frequently
5) Compensation and other rewards in the firm	25	Firm provide me fair compensation as wage or salary
	26	Firm pays based on responsibility
	27	Firm pays performance based salary
	28	There is fairness in promotion
	29	Firm rewards for good work
6) Facilities like over time, ESI, over time, accommodations in the firm	30	Firm provides us fringe benefits and overtime facilities
	31	There is social security and safety in the firm
	32	Firm provides us Transportation and accommodation
	33	Firm provide us ESI and treatments for health problem
	34	Firm provides us various welfare programmes
7) Job Satisfaction and security in the firm	35	I feel comfortableness in the present work
	36	I have Job security in this firm
	37	I feel I am productive in the firm
	38	There is provision for trade union activity in the firm
	39	I get compatible satisfied salary in this firm
	40	We have fair Job rotation in the firm

Predominant factors of QWL	No.	Underlying variables of QWL
	41	I have work freedom in the firm
8) Freedom at work in the firm	42	I am able to do work according to my ability
	43	I have flexible time in the firm
	44	I can take work to home for more earning
	45	I have no Job stress in the firm
	46	Firm gives me additional responsibility for my growth
	47	There is work life balancing in the job
9) Social and work life balance in the firm	48	There is enough free time and paid casual leave in the firm
	49	There is facilities for recreation in the firm or in the premises of the firm
	50	Yearly enough leave is permitted to visit native state

In the pilot study, 150 samples from the MSMEs were taken by using stratified random sampling method and a face to face interview was carried out by asking the entire 50 components of the QWL in addition to some general questions. The statements regarding QWL were asked to migrant workers and the responses were recorded in a Likert scale. The Likert scale has used 1-5 scale for the pilot study and the respondents answers were rated on the scale by the interviewer.

3.6 TOOLS USED

A structured interview schedule consisting of 82 questions were administered among the sample migrant workers in the month of September and October of 2021 to obtain data regarding their demographic and work profiles. The survey was a blend of qualitative and quantitative methods and employed structured Interviews, focus group discussions and observation. Structured face to face interviews with the migrant workers were done and the help of experienced research investigators fluent in Hindi were also sought in this regard. The structured interview had two parts; the first part looked in to the demographic and general work profile of the domestic

migrants and the second part looked in to the measurement of quality of work life of the migrants. Questions regarding quality of work life of migrants were asked in the interview and their responses were recorded in a Likert scale. The Likert scale has used 1 to 5 scales for the present study and the respondents answers were rated on the scale by the interviewer. In the Likert scale 1 stands for strongly disagree or highly dissatisfactory, and 2 for disagree or dissatisfy, where as 3 stands for uncertain or neutral. On the other hand 4 stands for agree or satisfactory and 5 for strongly agree or highly satisfactory. The reliability of Likert scale is tested and validated using Cronbach's alpha tests. This test has helped in determining the Likert type collection of statements that consistently measures the same characteristic.

3.7 ASSESSMENT OF THE QUALITY OF WORK (QWL)

One of the main objectives of this thesis is to analyses the quality of work life of domestic migrant labourers working in the micro, small and medium enterprises (MSMEs) of the state. The study has made an attempt to assess and analyse the quality of work life of migrant workers between the plywood and footwear industries and also across the micro, small and medium firms of the state. Work environment of employees especially the employees working in the manufacturing sectors are studied mainly by using the techniques involved in the concept of quality of work life (QWL). Researchers who are studying the work environment and work life of employees working in the manufacturing and service sectors are extensively using the components of the concept quality of work life for their research.

Quality of work life refers to the favourableness or unfavourableness of job environment for people and it refers to the quality of relationship between employees and the total working environment. According to Harrison, (1985) "QWL is the degree of which work in an organisation contributes to material and psychological well-being of its members". Quality of Work Life as a process of work organisations, which enables its members at all levels to participate actively and efficiently in shaping the organisations environment, methods and outcomes. It

is a value based process, which is aimed towards meeting the twin goals of enhanced effectiveness of organisations, and improved quality of life at work for employees (American Society of Training and Development, 1979). Various definitions of QWL illustrates that the concept has to touch all the aspects of an employees work life. Therefore, the concept QWL should be interdisciplinary in nature and should combine all the fields of enquiry like industrial and organizational psychology, sociology, organizational theory and development, motivation and leadership theory, managerial economics and industrial relations. Hence, it is viewed that quality of work life should be designed along with different components regarding all aspect of human resource.

Richard Walton (Walton, 1973) who had taken up extensive research in the 1970s on the concept of quality of work life and made significant contribution for the conceptualisation of the term quality of work life in the literature of labour economics and human resource management. According to Walton “Quality of Work Life is the work culture that serves as the corner stone”. Walton has identified eight important components of quality of work life namely; adequate and fair compensation, safe and healthy working conditions, development of human capacities, growth and security, social integration, constitutionalism, the total life space and social relevance. In the present study, for developing a tool to measure QWL, 50 components or factors which are affecting the quality of work life of the migrants were identified with the help of existing literature. From these fifty factors, the important components or factors which are affecting the quality of work life of migrants are traced out with the help of the tool principal component analysis.

3.8 CONSTRUCTION OF QWL INDEX

One of the aims of the present study is to develop an index to measure the quality of work life of internal migrant labourers working in the MSMEs of the state. For developing the QWL index, the total score obtained by a respondent for nine component of QWL on Likert scale is found and this score is divided with the number of components to obtain the average score for each respondent. Therefore, the procedure to find out QWL is explained with the following equation.

$$QWL = 1/9 \sum_{i=1}^9 (D_i)$$

In the above equation QWL stands for Quality of Work Life and D stands for dimensions or components of QWL.

The mean score obtained by using the above equation is used to assess the quality of work life of the internal migrants working in the MSMEs of the state. The average mean scores of different components also used to assess the major influencing components of quality of work life.

3.9 STATISTICAL METHOD USED

For the present study it has used statistical tools like arithmetic mean, standard deviation, ANOVA tests, Chi square tests, independent sample T test, multiple and stochastic regression models for making the analysis more systematic and valid. T-test is used to compare the mean differences between two groups and ANOVA is used to analyse if there are any statistical differences between the means of three or more independent groups. The *Chi-square* (χ^2) test is also used in the study for comparing experimentally obtained results with the theoretically expected results. Regression models are used to analyse the impact or influence of some variable on another variables.

3.10 ESTIMATION OF REGRESSION MODELS

The study has used multiple linear regression models to find out the impact of selected variables on the quality of work life of migrants. The estimated regression model is given in the equation one.

$$W = \alpha + \beta_i Z_i + U_i \dots\dots\dots (1)$$

In the given equation;

W = Quality of work life,

Z_i = Set of independent variables such as monthly income, work experience of the migrants, job satisfaction of the migrants, nature of appointment of the migrants, daily wage of the

migrants, social relation of the migrants, years of schooling of migrants, reasons for migration to MSMEs by migrants, job satisfaction of migrants, industry and firm types of migrants and native state of migrants.

U_i = Stochastic error vector

α = intercept vector

β_i = Regression coefficient vector.

The above equation is also used to measure the impact of selected variables upon the quality of work life between the industries. Equation (1) is estimated by applying ordinary least square methods.

To find out the impact of Quality of work life on internal migration to MSMEs it has used the binary logistic regression model. The stimated model is given in equation (2).

$$M = \beta_1 + \beta_i X_i + U_i \dots\dots\dots(2)$$

In the above equation

M = Proxy for the reasons for internal migration.

In the migration literature it is identified that the reasons for migration are commonly used proxy for internal migration. Therefore, this study also used reasons for migration as a proxy for internal migration. In the above equation the reasons for migration is classified to push and pull factors. The study assigned value ‘one’ for push factor and ‘zero’ for pull factors.

X_i = independent variables or explanatory variables like quality of work, age of the migrants, years of schooling, monthly income, caste etc.

B₁ = Intercept

β_i = Regression coefficient with respect to independent variables and

U_i = Error terms.

This model is estimated by using maximum likelihood methods. This model is also used for measuring the influence of QWL between industries and across the firms.

3.11 SOFTWARE USED FOR DATA ANALYSIS

The data filtration, variable conversion and estimation are undertaken with the help of different statistical software.

Chapter Four
**TREND AND PATTERN OF THE INTERNAL
MIGRATION TOWARDS KERALA AND WORK LIFE
OF THE MIGRANTS IN THE MSMEs**

Part I: Trend and Pattern of Internal Migration to The Kerala

- 4.1 Migration Flow and the Migration Paradox of Kerala
- 4.2 Trends in Internal Migration to Kerala
- 4.3 Work Life of Internal Migrants in Kerala

Part II: Brief Profile of Micro, Small and Medium Enterprises of Kerala

- 4.4 Industrial Cluster and MSMEs of Kerala
 - 4.5 Brief Profile of MSMEs of Ernakulam District
 - 4.6 Brief Profile of The MSMEs of Kozhikode District
 - 4.7 Work Life of Internal Migrant Labourers in MSMEs of Kerala
 - 4.8 Work Life of Internal Migrants in Plywood Industry
 - 4.9 Work Life of Migrants in Footwear Industry
-

CHAPTER IV

TREND AND PATTERN OF THE INTERNAL MIGRATION TOWARDS KERALA AND WORK LIFE OF THE MIGRANTS IN THE MSMEs

The first part of this chapter looks in to the recent trend and pattern of internal migration towards the Kerala state by analyzing various secondary data provided by different reports and studies. It also explores in to the work life of the internal migrants with special reference to micro, small and medium enterprises of the state. The second part of this chapter tries to give a brief profile of micro, small and medium industries in the Kerala state with special reference to the plywood and footwear industries.

PART I

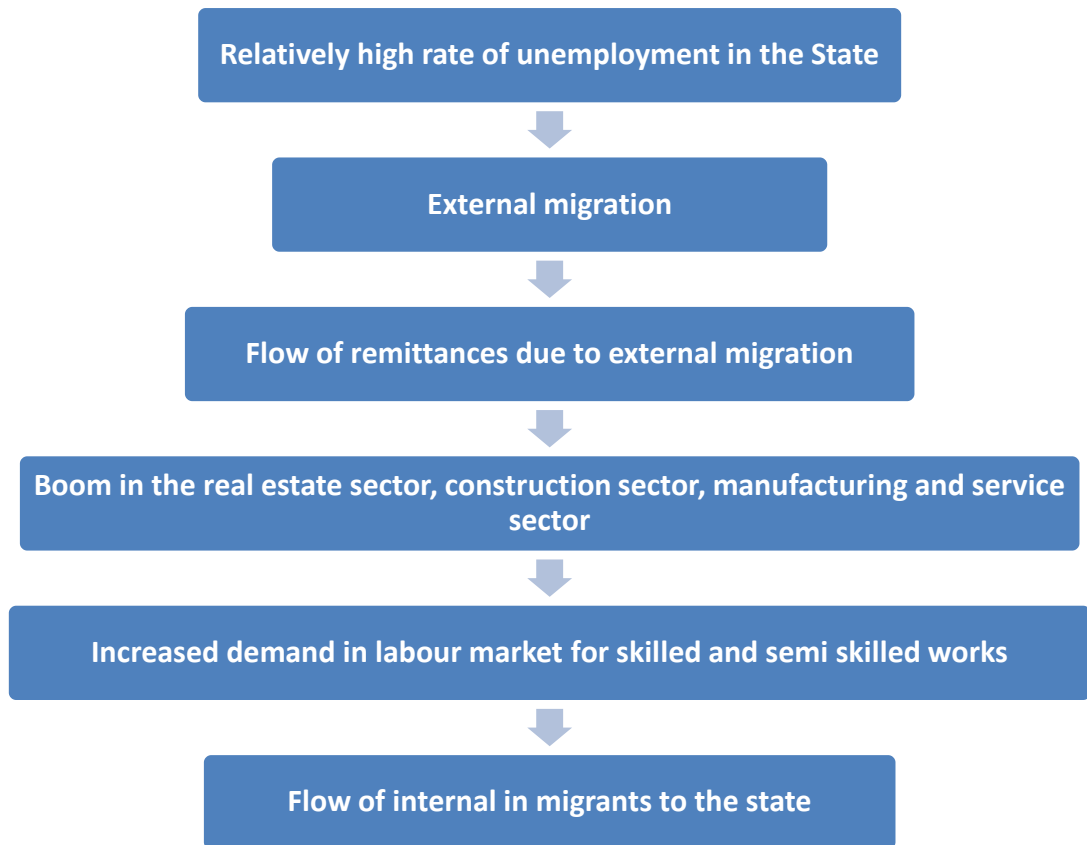
TREND AND PATTERN OF INTERNAL MIGRATION TO THE KERALA

Migration has significant labour market effect by reducing the unemployment at the origin and filling the need of the economy at the destination. The external labour migration did not create any major problems in the labour market of the state at the early phases of migration, but in the last two decades Kerala's labour market has faced tremendous changes. The continuous large scale out-migration of labour from the state has created severe scarcity of semiskilled and un-skilled workers in almost all sectors of the economy. This has increased the wage rate in the state for all types of labourers. At the same time, the continuous flow of foreign remittances has created real estate and construction sector boom in Kerala, which has resulted in to huge demand for certain categories of manual workers such as masons, carpenters, welders, tile workers, plumbers, drivers, factory workers, electricians, motor mechanics, craftsmen and other workers in the service and agriculture sector. More over the growth of micro and small industries and their demand for unskilled and semi skilled workers also created huge demand for labour. Therefore, the shortage of skilled, semi skilled and unskilled workforce in the state has resulted in to large scale in migration from other states of India.

4.1 MIGRATION FLOW AND THE MIGRATION PARADOX OF KERALA

A study of Mishra and Rajan observed that the in-migrants to Kerala almost match the quantum of internal and international migrants from Kerala giving rise to the phenomenon of Replacement Migration (Udaya S Mishra, S Irudaya Rajan (2018). “Emigration of workers from Kerala, demographic contraction of the supply of young workers brought about by the rapid demographic transition in the state, the higher wages charged by Kerala workers, the ability of Kerala workers to sustain themselves with remittances from relatives, the reluctance on the part of Kerala workers to do dirty and hard physical work - all these have stimulated the era of replacement migration in Kerala” (Rajan and James, 2007). The remittance of migrants is largely spent on real estate market and construction sectors of the state, which in turn, increased the demand for unskilled workers in construction sector. This resulted to the influx of internal in migrants to the state. Poor economic conditions in the native place and high wage rate and better employment opportunities in Kerala, along with several other overlapping factors have been identified as the main reasons of migration to Kerala (Dilip Sakia, 2014). The unique pattern of labour movement in the state could be termed as ‘migration paradox’ as it establishes a phenomenon which causes people to migrate from the origin to other nations due to unemployment and in turn the flow of internal in migrants from different destinations to the origin due to the employment opportunities created by the outmigration. This phenomenon of migration paradox of the state is depicted in the following chart (chart, 4.1)

Chart 4.1: Migration flow and the migration paradox of Kerala



Migration plays a pivotal role in the economy of Kerala. The demographic advancement of Kerala state has resulted a situation where in internal migration outweighs external migration.

This internal migrant workforce has become an inevitable part of the Kerala society as they are being placed in many fields of economic activities in the state. These migrants found Kerala as an attractive destination because of higher wages and better living conditions prevailing in the state when compared with their home state. These migrant workers of Kerala mainly come from neighboring states like Tamil Nadu, Karnataka and other long distant northern states like West Bengal, Bihar, Assam, Uttar Pradesh, Jharkhand, Orissa and North Eastern states. The flow of migrants to the states in India is controlled primarily by labour contractors. However, this supervision and control on internal migrants are rarely

seen in the state as the migrants are flowing towards the state to make advantage in the attractive work environment.

The replacement of labour with internal migrant workers will change the demographic dimensions of any region as it influences the size and other variables of population. The vacuum created by the out migration in Kerala is being replaced by internal in migrants for last two decades. The population size of the state is consistently kept constant with the inflow of internal migrants for last several years. Kabeer (2018) observed that Kerala has a net migration rate of 17.5 based on the estimated data in the year 2018. It indicates that flow of internal in migrants is more than that of external migrants from the state for that period. A positive net migration rate of 17.5 says that in the state the external migration is being replaced by the internal in migrants and still there is an excess of 17.5 persons as internal in migrants for every thousand people. It also says that the state is accommodating more people from outside as migrants and definitely it changes the population structure of the state (Kabeer 2018). The net migration rate was negative for several years for Kerala as we had external migration more than that of internal migration till the beginning of this century. Recently, it is seen that the outmigration of people in the state is being replaced by internal in migrants and the state is moving to a net migration value nearer to zero. This value is obtained when we consider the internal out migrants of the state to other regions of the country. This value implies that people migrate from the state externally and internally and this flow is equalized with internal in migrants flowing to the state. (Kabeer 2018)

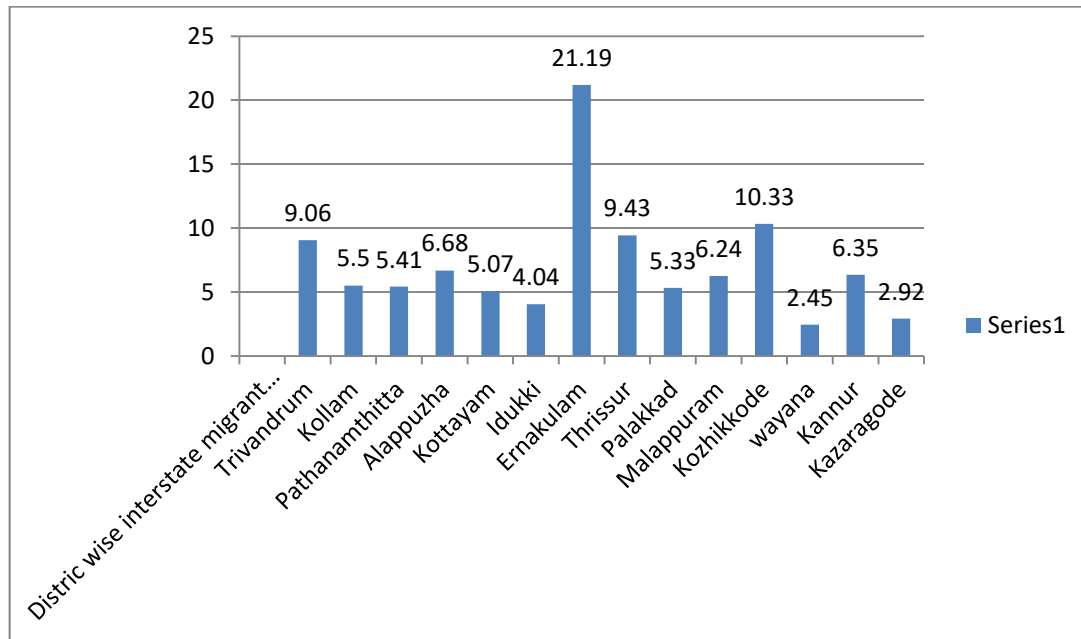
4.2 TRENDS IN INTERNAL MIGRATION TO KERALA

A study conducted by Centre for Migration and Inclusive Development (CMID) in 2017 observed that, exceptionally high wage rates compared to the rest of India, sustained job opportunities, comparatively peaceful social environment, relatively less discriminatory treatment of workers, presence of significant others, direct trains from native states, the ease with which money can be transferred home and the penetration of mobile phones that shortened the distance from their homes

were found to have influenced the migration to Kerala (Benoy Peter, & V. Narendran, 2017). The major source areas of different Indian states from where workers come to Kerala are also known for floods, cyclones, droughts as well as conflicts. Construction, hospitality, plantation, iron and steel, wooden furniture, marine fishing, mining and quarrying, plywood, textile and apparel, seafood and footwear are the major economic sectors in Kerala that heavily employ migrant workers for running their enterprises. Valapattanam in Kannur, Vellimadukunnu in Kozhikode, Kanjikode and Pattambi in Palakkad, Kandanthara, Adivadu, Vathuruthy and Ambalamugal in Ernakulam district, Aroor in Alappuzha, Paippad in Kottayam and Kazhakkootam in Thiruvananthapuram are the major hubs and areas of concentration of migrant workers in Kerala. Given the demographic conditions of the native population, shortage of labour, current penetration of migrant workers in the state and the precarious state of human development in the source regions, this migration is only likely to increase in the coming years. The CMID study also reveals that the Labour migration is more a requirement of the state than that of the migrant workers themselves, and it is fundamental to create awareness about this among the key stakeholders (Benoy Peter, & V. Narendran, 2017).

Over the years, migrant labourers have become an integral part of the construction and industrial arena of the state and their contribution is unavoidable. It can be rightly said that the state cannot advance economically without migrant labourers. The share of internal migrants in the total work force in the different districts varies as per the demand from each district. Ernakulum district is continuously accommodating larger share of internal in migrants in the construction sectors and MSMEs, followed by Kozhikode and Thrissur. As per the data provided by the Labour Commissionerate, Government of Kerala, it is calculated that 7.11 percent of total work force in the state is internal in migrants. The domination of internal in migrants in the work force of the state can be seen from the following figure 2.

Figure 4.2: district wise interstate migrant workers in Kerala in Per cent



Source: Economic Review 2018-Kerala state Planning Board

The state Planning board also has given a total size of internal migrants in the state as 393281, as on 31.07.2019 (Economic Review- Kerala state Planning Board, 2019). The estimation made by Kerala state Planning Board regarding the size of total stock of internal migrants and their percentage in total labour force of the state is far different from the actual situation. The state planning board has used the data provided by Labour Commissionerate of Government of Kerala, which in turn, makes use of the registered migrant's data in their estimation. It often leads to discrepancies and underestimations; therefore, it demands for intensive field studies for correct estimation of the size of internal migrants in the state. An estimation of that kind was performed by Gulati Institute of Finance and Taxation, Thiruvananthapuram, in the year 2013 by conducting an extensive field study across the state. According to their estimate, the volume of internal migrants or Domestic Migrant Labourers (DML) was 2.5 millions in the year 2013. They used train terminal method to estimate the flow of migrants flowing from other states. They estimated the flow of migrants by counting the number of internal migrants coming to the state in long distance trains. They administered this survey at the boarding railway stations, Kasaragode and Palakkad. From their estimate, they found that

every year, the migrant worker population in Kerala increases by 1.82 lakhs (182300 people). They also estimated the growth rate of internal migrants as 6.87 percent and 11.82 percent per annum in two different types of estimations that they used. From these estimations, the mean is calculated as 9.34 per cent. This average could be used to predict the flow of internal migration to the state (Kabeer,2018). The study did not cover migrants from the neighbouring states like Tamil Nadu and Karnataka as they use other modes of transport. Assuming that the estimation is rigorous and extrapolating, when taking into account the net annual addition of migrants, possible growth in migration rate, as well as accounting for the migration from the neighbouring states, Kerala was expected to have 3.5 to 4 million inter-state migrant workers in 2018. As per this estimation the district wise expected volume of internal in migrants and their respective share in total population of the districts are calculated as in the given table 1.

Table 4.1
District wise approximate share of
internal migrants to the total population of the state.

Districts	District wise population (2011 Census)	Number of Internal migrants (estimated in 2018)	Internal migrants in Percentage of total population
Thiruvananthapuram	33,07,284	400000	12.1
Kollam	26,29,703	250000	9.5
Pathanamthitta	1195537	200000	16.7
Alappuzha	2121943	280000	13.2
Kottayam	1979384	200000	10.1
Idukki	1107453	160000	14.4
Ernakulam	3279860	800000	24.4
Thrissur	3110327	250000	8.0
Palakkad	2810892	350000	12.5
Malappuram	4110956	250000	6.1
Kozhikkode	3089543	400000	12.9
Wayanad	816558	90000	11.0
Kannur	2525637	250000	9.9
Kasaragode	1302600	120000	9.2
State Total	33387677	4000000	12.0

Source: Estimated from the report of Gulati Institute of Finance and Taxation

The estimated figure says that the size of internal migrants in the state population comes around 12 per cent and the volume is high in many districts like Ernakulam, Pathanamthitta, Idukki etc. The table gives us the increasing role of migrants in the Kerala economy as these migrants are accommodated in many of the economic sectors of the state. At present, this influx of migrants is an important population variable and determinant of the demographic structure of the state and therefore, this phenomenon to be analysed thoroughly as this has many demographic implications and dimensions. It was noted that the neighboring states like Tamil Nadu, Karnataka, and Maharashtra were the major migrant sending states to Kerala till 2001. But after 2001, this trend changed. The states which have major contribution to the rising migration trends in Kerala in recent years include: West Bengal, Assam, Odisha and Bihar (Jajati Keshari Parida, 2021)

A recent study by Dr. Jajati Keshari Parida as principal investigator submitted to Kerala state planning board in March 2021 has estimated the stock of internal migrants as 31.4 lakhs in the state. Out of these total 31.4 lakh migrants in Kerala, about 6.3 lakh are found in Ernakulam and Ernakulam ranks the top in receiving migrant workers. The second major destination of inter-state migrant workers in Kerala is Thiruvananthapuram and this district holds around 3.4 lakh migrants during 2017-18. The third major destinations of migrants are the districts Kozhikode (about 2.8 lakh) and Thrissur (about 2.8 lakh) respectively. The districts Kannur and Kottayam rank the fourth with about 2 lakh migrants residing in each of these districts. The district Malapuram, on the other hand, ranks fifth with an estimated 1.9 lakhs migrants during 2017-18. However, the district Wayanad ranks the last or the least preferred destination of the other state migrants (only 0.8 lakh) in Kerala. The percentage distribution of migrant workers residing in various districts of Kerala is given in the table 4.2.

Table 4.2

District-wise Estimated Number of Migrant workers in Kerala, 2017-18

Districts	Distribution of Migrants (%)	Estimated No. of Migrants (lakhs)	Total Number of Workers (lakhs)	Share of Migrant in Total workforce (%)
Alappuzha	7.6	2.4	8.4	28.3
Ernakulam	20.1	6.3	11.0	57.1
Idduki	3.7	1.2	4.9	23.9
Kannur	6.4	2.0	5.2	38.3
Kasaragod	3.4	1.1	3.2	33.5
Kollam	5	1.6	12.2	12.8
Kottayam	6.5	2.0	10.3	19.8
Kozhikode	8.9	2.8	13.7	20.4
Malapuram	6.2	1.9	11.3	17.2
Palakkad	5.1	1.6	9.5	16.8
Pathanamthitta	5.2	1.6	2.7	61.3
Thiruvananthapuram	10.7	3.4	13.8	24.4
Thrissur	8.8	2.8	9.5	29.2
Wayanad	2.5	0.8	3.5	22.3
Kerala Total	100	31.4	119.3	26.3

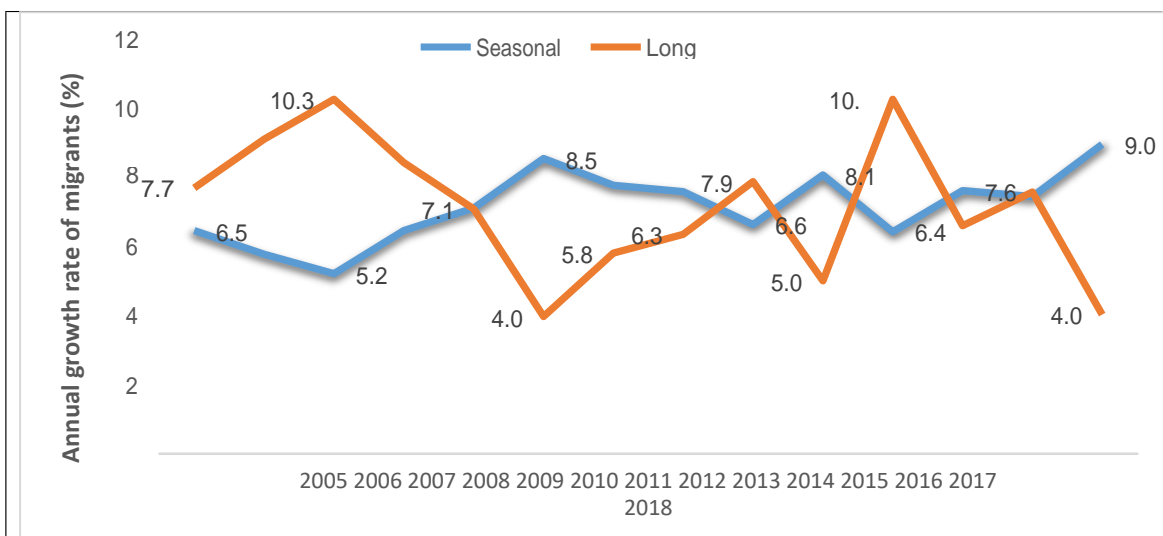
Source: State Planning Board (Evaluation Division), Government of Kerala, March, 2021.

As per this new report, it is important to note that about 26.3 percent of the total workforce in Kerala consists of domestic migrants. Moreover, the districts which attracted most of the migrant labourers have also registered a relatively higher share of migrant workers in their work force. Surprisingly, in Ernakulam district around 57 percent of the work force belongs to domestic migrants. Relatively higher share of the migrant workers in the total workforce is seen in the districts such as Thiruvananthapuram (about 24.5 percent), Kozhikode (about 20.5 percent), Thrissur (29.2 percent), Kottayam (19.8 percent), Kannur (38.3 percent) and Malapuram (17.2 percent) (Jajati Keshari Parida, 2021).

Furthermore, the report submitted to Kerala state planning board in March 2021 by Dr.Jajati Keshari Parida has projected the number of interstate migrants in Kerala for the year 2025 and 2030 based on the growth rates of interstate migration.

It is noted that the growth rate of temporary migration has been rising, whereas the growth rate of permanent migration is declining in the state. The growth rate of temporary migration was about 6.5 per cent per annum during the year 2005-06 but this growth rate increased to about 9 per cent during 2017-18. On the other hand, growth rate of permanent migration declined from 7.7 per cent to about 4 percent per annum during the year 2005-06 and 2017-18. The rising temporary migration from other state is mainly because of rising demand for these workers in Kerala; particularly, for the low skilled jobs (Jajati Keshari Parida, 2021).

Figure 4.3: Annual growth rate of in-migrants in Kerala



Source: State Planning Board (Evaluation Division), Government of Kerala, March, 2021.

From the given trend, it is estimated that the total number of migrants in Kerala would be 45.7 lakhs by the year 2025 and 55.9 lakhs by the year 2030.

4.3 WORK LIFE OF INTERNAL MIGRANTS IN KERALA

It is estimated that about 17.5 lakhs of the total other state migrants in the state are engaged in the construction sector. Manufacturing is the second most dominant sector which is attracting large number of migrants from other states of India. It holds 6.3 lakhs migrants. About 3 lakh migrants are expected to be engaged

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in agriculture and allied sector activities in Kerala. The next important sectors, which hold a significant chunk of migrant workers include: the hotel and restaurants services (about 1.7 lakh), wholesale and retail trade (about 1 lakhs) and other elementary services (1.6 lakh) etc. Moreover, the sectors like “mining and quarrying”, “education”, “health and social services” each holds about 0.1 lakh of migrant workers during 2017- 18 (Jajati Keshari Parida, 2021). Participation of internal migrant workers across the different sectors is given in the following table.

Table 4.3

Estimated Number of Migrant workers in Kerala, 2017-18

Name of the sector	Total Employment (lakhs)	% of migrant worker	Estimated Number of Migrants (Lakhs)
Agriculture	22.7	12.8	2.9
Fishing & Aquaculture	1.8	12.3	0.2
Mining & Quarrying	0.3	26.7	0.1
Manufacturing	13.5	46.8	6.3
Electricity, Gas and Water Supply	0.8	5.5	0.0
Construction	22.8	76.7	17.5
Wholesale & Retail Trade Service	16.7	5.1	0.9
Hotel & Restaurants Service	3.3	52.4	1.7
Education	5.9	2.1	0.1
Health & Social Services	3.4	1.9	0.1
Other Services	28.2	5.5	1.6
Total	119.3	26.3	31.4

Source: State Planning Board (Evaluation Division), Government of Kerala, March, 2021.

It is observed that migrant workers are engaged in almost all sectors of the state and therefore, labour migration is more a requirement of the state than that of the migrant workers themselves, The majority of the migrant workers engaged in large scale works are young single men from backward communities in rural areas,

predominantly from Jharkhand, Bihar, Uttar Pradesh, Odisha and West Bengal. Workers from other states also are found in fewer numbers and women are not generally engaged in large numbers (Benoy Peter and Vishnu Narendran, 2017). It is observed that about 80 per cent of the sample migrants undertake seasonal move to Kerala for employment (Jajati Keshari Parida, 2021). However, both Census and NSS migration data, fail to capture these migrants due to their definitional constraints as these migrants are staying for a period shorter 3 to 4 months at a stretch in the state. This short term or seasonal migrants comes around 21 lakhs as per latest estimates of planning board.

It is found that interstate migrants in Kerala, on the average, earn about 16 thousand rupees per month, out of which they are able to generate about 4 thousand rupees (on the average) per month as surplus income or savings (Jajati Keshari Parida, 2021). It is noted that most of these seasonal or temporary migrants send their remittances regularly to their home through banks or they take surplus to home personally while they visit home. From various reports, it is estimated that about 7.5 billion rupees is going out of Kerala annually as remittance to other states of India through these internal migrants.

Reviews of various literatures regarding the work life of the internal migrant remark that the working and living conditions of these migrants are very poor in the state. It is seen that about 90 percent of the migrant workers are living on sharing basis in unfurnished rooms with limited toilet facilities. Presently, building owners in Kerala construct low budget unfurnished dwelling places for these migrant workers in and around cities and through which maximizes their rent revenue. Building owners are ready to accommodate more migrant workers in a room without providing them required minimum facilities. Generally, it is also seen that status of dwelling places is poor in the case of firms which provide free accommodation to migrant workers. But a few exceptions are found in the case of some firms as they provide good accommodation facilities to the migrant workers. Surprisingly it is observed that there is barely any change in the nature of employment of the migrants even after migration, there has been a shift from the low-income brackets before

migration to high-income brackets after migration. Notwithstanding the improved income level of migrant workers, the living condition of them are deplorable, most of them live together in either poor rented houses or work sites with one room shared by many, without proper provision of hygienic sanitation (Dilip Sakia, 2014).

It is seen that migrant workers are ready to take risky works in hazardous conditions and local employers find it easy to have migrants because there are almost no complaints. Death and accidents are not rare especially among migrants involved in quarrying and construction work. Some MSMEs also offer risky jobs to migrants. Certain industries like Plywood and plastics use harmful chemicals which are directly affecting the health of workers. As an outsider, the chances of getting a lower paid job or one involving more hard work is high in the case of a migrant as they often hesitate in expressing oneself especially if the matter involves a disagreement or protest (Deepa George, 2014). Martin in the year 2017 listed the major human rights violations of migrant workers in Kerala and these violations are categorized in to six heads; they are, 1, exclusion and xenophobia 2, prejudiced police surveillance, 3, alarming number of accidents and deaths, 4, appalling working and living conditions, 5, discrimination, deprivation and violence, 6, nonpayment and withholding of wages (P.O. Martin, 2017). All these studies depict the vulnerability of domestic migrants despite they receive higher wages in the state.

PART: II

BRIEF PROFILE OF MICRO, SMALL AND MEDIUM ENTERPRISES OF KERALA

In accordance with the provision of Micro, Small & Medium Enterprises Development (MSMED) Act, 2006 the Micro, Small and Medium Enterprises (MSME) are classified manufacturing enterprises and service sector enterprises and they are defined at different conditions. The manufacturing sector is categorized and defined as follows in the table 4.4.

Table 4.4

Classification of manufacturing enterprises as per MSMED-Act, 2006

Manufacturing Enterprise Category	Investment in plant & machinery
Micro Enterprises	Does not exceed twenty five lakh rupees
Small Enterprises	More than twenty five lakh rupees but does not exceed five crore rupees
Medium Enterprises	More than five crore rupees but does not exceed ten crore rupees

Source: MSMED-Act, 2006

The service sector also is categorized into micro, small and medium enterprises and they are defined as follows in the table 4.5.

Table 4.5

Classification of service sector enterprises as per MSMED-Act, 2006

Enterprise Category	Investment in equipment
Micro Enterprises	Does not exceed ten lakh rupees:
Small Enterprises	More than ten lakh rupees but does not exceed two crore rupees
Medium Enterprises	More than two crore rupees but does not exceed five crore rupees

Source: MSMED-Act, 2006

With effect from 1st July, 2020 the Union cabinet officially revised the definitions of MSMEs. This change in the definition of micro, small, and medium enterprises came as a part of the Atmanirbhar Bharat Abhiyaan. The investment needed and turnover figures are changed to larger values and as per that a micro enterprise is defined as an enterprise its investment in plant & machinery in the manufacturing and service enterprise's category should not be more than Rs 1 crore and turnover should not be more than Rs 5 crore. A small enterprise is an enterprise its investment in plant & machinery in the manufacturing and service enterprise's category should not be more than Rs 10 Crore and turnover should not be more than Rs 50 Crore. As per new revised definition, a medium enterprise is an

enterprise its investment in plant & machinery in the manufacturing and service enterprise's category should not be more than Rs 50 Crore and turnover should not be more than Rs 100 Crore. The Government of India, supplements efforts of the State Governments for developing MSMEs through various initiatives. The main role of the Ministry of MSME and its organisations is to assist the state Governments in their efforts to encourage entrepreneurship, employment and livelihood opportunities and enhance the competitiveness of MSMEs in the changing economic scenario.

A relatively low growth of the manufacturing industry, when the general economy is growing remarkably well, appears like a conundrum to the policy makers of the Kerala state. It is argued that inadequate flow of investment in the manufacturing sector has constrained the pace of modernization of old units and establishment of new units in Kerala. However, Kerala, with its excellent connectivity, communication network, availability of highly skilled human resources and relatively good industrial infrastructure brings a highly conducive environment for the growth of the micro, small, medium enterprise sector. Therefore, micro small and medium enterprises sector helps in industrialisation of the state especially in rural and backward areas and it provides employment to the youths and socially disadvantaged groups such as SC, ST, women and physically challenged persons. The Directorate of Industries and Commerce (DIC) acts as a facilitator for the growth of the MSME sectors and traditional industrial sectors in the state.

In the State under the UAM (Udyog Aadhar Memorandum) scheme, which was notified in September 2015 under section 8 of the MSME Development Act 2006, MSME entrepreneurs need to file an online entrepreneurs' memorandum to instantly get a unique Udyog Aadhaar Number (UAN) In Kerala, therefore, DIC started online registration in Udyog Aadhar in place of old methods. As on March 31, 2019, the total number of Udyog Aadhar Memorandums filed was 96484, under which the number of micro, small and medium units in the manufacturing sector were 49444, 6288 and 287 respectively. In addition to this, there were 34065, 6200, and 200 micro, small and medium units respectively in the service sector, amounting

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to a total of 40465 numbers. Number of micro, small and medium units registered through UAM under manufacturing and services sector for the year 2018-19 is shown in the table 4.6.

From the table, it is observed that Thiruvananthapuram district has more enterprises both in the case of manufacturing and service sector enterprises in the state; it is followed by Ernakulam, Kozhikode and Thrissur, respectively. Kasragode, Idukki and Pathanamthitta, respectively have registered less number of MSMEs in the estate. The following figure depicts the district wise number of MSMEs in the state.

Table 4.6

MSME units in the State with Udyog Aadhaar Number as on 31-03-2019

SL. No	Name of Distict	Manufacturing				Services				Grant Total
		Micro	Small	Medium	Total	Micro	Small	Medium	Total	
1	Thiruvananthapuram	7632	599	22	8253	7946	1630	37	9613	17866
2	Kollam	4916	306	5	5227	2028	100	1	2129	7356
3	Pathanamthitta	1351	137	12	1500	728	133	2	863	2363
4	Alappuzha	4336	439	46	4821	1927	356	18	2301	7122
5	Kottayam	2468	359	15	2842	1447	3519	9	1807	4649
6	Idukki	985	145	2	1132	612	192	7	811	1943
7	Ernakulam	7362	1897	86	9345	5605	1679	80	7364	16709
8	Thrissur	5265	631	28	5924	2439	561	14	3014	8938
9	Palakkad	2563	500	36	3099	1492	293	12	1797	4896
10	Malappuaram	3016	435	12	3463	1099	293	12	1404	4867
11	Kozhikode	4770	280	10	5060	5032	200	0	5232	10292
12	Wayanad	1642	82	0	1724	2162	33	0	2195	3919
13	Kannur	2211	344	13	2568	968	229	7	1204	3772
14	Kasaragode	927	134	0	1061	580	150	1	731	1792
	Total	49444	6288	287	56019	34065	6200	200	40465	96484

Source: Economic Review 2019, Kerala Planning Board

According to Directorate of industries and Commerce, 15,468 new MSME units operations started in Kerala in 2017-18 with a total investment of 1,24,961.00 lakh, and generating employment for 51,244 persons (Economic Review 2018). With the potential scope Ernakulam district occupies the highest position in new MSME units and it is generating 1,895 jobs, while Palakkad tops in employment

generation with 6,391 new jobs. Idukki was noted at the lowest position with 248 new MSME units, generating employment for 692 persons in the state. The investment in the MSME sector during the period from 2011-12 to 2014-15 has increased on an average by 9.73 per cent and the investment has shown a steady upward trend over that period. The value of production shows an enormous increase of 25 per cent during 2013-14 and the employment has remained more or less constant over that period. It was noted that the value of production and employment generation were at their peak during 2013-14.

In Kerala, the MSME sector has consistently been registering higher growth rates compared to other sub sectors in the industrial sector (Economic review 218). Every year, the budget gives due importance to MSME sectors as this sector maintains consistent growth rate and also for providing employment for a large section of state population. According to the Annual MSME Report of 201-19, the MSME sector of Kerala provides employment for 13 percent of state population. The male and female number of employment in MSMEs for the state as per the Annual Report of MSME is given below.

Table: 4.7

Number of Employment in the MSME sectors in Kerala

Employment in the MSMEs (in Lakhs)		
Male	Female	Total
3089000	1377000	4466000

Source: Annual MSME Report of 201-19, Govt. of India, Ministry of MSME

As per the 6th Economic Census, a total of 33.5 lakh enterprises are there in Kerala. The top three districts, which are having the largest number of enterprises includes: Thiruvananthapuram (13 percent), Ernakulum (11.5 percent), and Malappuram (10 percent). Whereas the bottom three districts which is having the lowest number of enterprises includes: Wayanad (2.8 percent), Pathanamthitta (3.7 percent), and Kasaragod (4.3 percent). The districts having more number of enterprises are expected to accommodate more migrant workers from other states of India.

The types of industry covered includes: coir industry, construction, food processing, paper, rose wood crafts, screw pine mats, stone carving, fibre craft, footwear, home furnishing, palm leaf products, plastics company, plywood industry, textiles and readymade garments, rice mill, spices factory, tea processing and packing industry, coconut oil industry, metal craft, power loom, furniture factory etc., (see table 2.2: column two for detail). Moreover, the detailed sample size is given in the next section.

4.4 INDUSTRIAL CLUSTER AND MSMEs OF KERALA

Industrial clusters have an important role in the promotion of small and medium-sized enterprises in the country. It helps MSMEs for the inclusiveness, technology absorption, and efficiency advancement, availability of common resources and use of facilities. The Ministry of Micro, Small and Medium Enterprises (MSMEs) has adopted the cluster approach as a key strategy for enhancing the competition and productivity as well as capacity building of all enterprises in the state. The industrial clusters help for common use of resources and the clusters are there in the areas of wood, plywood, furniture, rubber, textile, rice mill, plastic, printers, ethnic food, agriculture implements and general engineering etc. Important MSME clusters formulated by the MSME Department across the state is listed below

- Rubber Cluster, Changanassery, Kottayam
- Terra Tile Cluster, Thrissur
- Rice Mill Cluster, Kalady
- Plywood Cluster, Perumbavoor
- Plastic Cluster, Aluva
- Furniture Cluster, Ernakulam
- Wood Cluster, Malappuram

- General Engineering Cluster, Malappuram
- Ethnic Food Cluster, Kottayam
- Wood processing cluster Kollam
- Wood Furniture Cluster, Kannur
- Furniture Cluster, Kozhikode
- Footwear cluster, Kozhikode
- Offset Printing Cluster, Kannur
- Furniture Cluster, Thrissur
- Agriculture Implements Cluster, Shoranur
- General Engineering Cluster, Thalassery
- Diamond Cluster, Mundur
- Plywood Cluster, Muvatupuzha
- Steel Furniture Cluster, Kalady
- Printing Cluster, Kannur
- Furniture Cluster, Kannur
- Engineering Cluster II , Palakkad

4.5 BRIEF PROFILE OF MSMES OF ERNAKULAM DISTRICT

Ernakulam District is known as the commercial capital of the state as it is the highest revenue yielding district in the state and it is the third most populous district in Kerala, after Malappuram and Thiruvananthapuram. Ernakulam district also hosts the highest number of international and domestic tourists in Kerala state and the district is a fast developing district with high potential for an amplified growth in

almost every field. Many new developmental projects, which are being materialized in the district, will give a new form for the growth of the district. New projects like the metro rail and other different projects employ many people in the various fields and still the district has great potential to start new MSMEs both in the manufacturing and service sector. The facilities in the various industrial parks, special economic zone, facilities in Cochin ports and air-cargo division will help the district to promote exports. Even though the district is not endowed with rich raw materials and mineral resources but it can exploit the huge potential of human resource and the technological advancement of the district to begin new start ups both in the manufacturing and service sector.

Talking with industrial scenario, Ernakulam district is most industrialized district in the state and provides more employment in the manufacturing and service sector to the people. According to the report of the Economic Review 2019 of the State Planning Board, the district comes as second in the total number of MSMEs in the state after Thiruvananthapuram. But at the same time, Ernakulam district offers more employment in the industrial sector especially in the MSMEs belonging to manufacturing sector of the district. According to the Annual Report 2018-19 of MSME Development Institute, Ernakulam district has 39025 industrial units and they provide temporary and permanent jobs for domestic people and migrants. Industrial Scenario of Ernakulam district is given in the following table.

Table: 4.8

Registered Industrial units in Ernakulam district as on 31.03.2018

Sl. No.	Head	Particulars
1	Registered Industrial Unit	25751
2	Total Industrial Unit	39025
3	Registered Medium Unit	82
4	Estimated Average No of Daily Worker employed in Small Scale Industries	17
5	Employment in Medium Industries	16274
6	Turnover of Small Scale Industries	Not available
7	Turnover of Medium and Large Scale Industries	Not available

Source: Brief Industrial Profile of Ernakulam District, 2017-18, MSME-Development Institute, Thrissur

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As per the table, it is estimated that the industrial sector of the district including unregistered MSMEs accommodates around 7 Lakhs people as regular employees. The MSMEs are spread across the district and involved in different types of manufacturing business. According to the report of MSME Development Institute, Thrissur, the district has variety of MSME enterprises right from agro based unit to highly sophisticated techno based units. The table 4.9 depicts the important MSME manufacturing industries of the district.

Table 4.9

**Details of Existing Micro and Small Enterprises and Artisan Units in the
Ernakulam District as on 31.03.2018.**

Sl. No	Type of Industry	Number of Unit	Investment (in Lakhs)	Employment
1	Agro & Food based	4947	86535.2	41855
2	Soda water/ Packaged drinking water	169	6259	1105
3	Woolen, silk& artificial thread based clothes	16	194	191
4	Readymade garments &embroidery	1526	102175.37	12623
5	wooden based furniture	2189	8924.5	18757
6	Paper & paper products	472	3802.85	4165
7	Leather based	154	16509.3	1400
8	Chemical based	874	19133	13389
9	Rubber, Plastic& petro based	886	20841	7626
10	Mineral based	155	34248	1438
11	Metal based	810	102481	7473
12	Engineering units	3598	34921.9	28184
13	Electrical machinery &transport equipment	851	48171.19	9958
14	Repairing &servicing	4563	41351.77	22256
15	artisan units	99	509	202
16	Other	4442	61251.77	46956
	Total	25751	587309.41	217578

Source: Brief Industrial Profile of Ernakulam District, 2017-18, MSME-Development Institute, Thrissur

The MSME department has grouped some industries into different clusters depending upon the characteristics of the products that they are producing. The district has six clusters in the manufacturing sector and no cluster is formed for service sector. Existing Clusters of Micro and Small Enterprises is given in the following table 4.10.

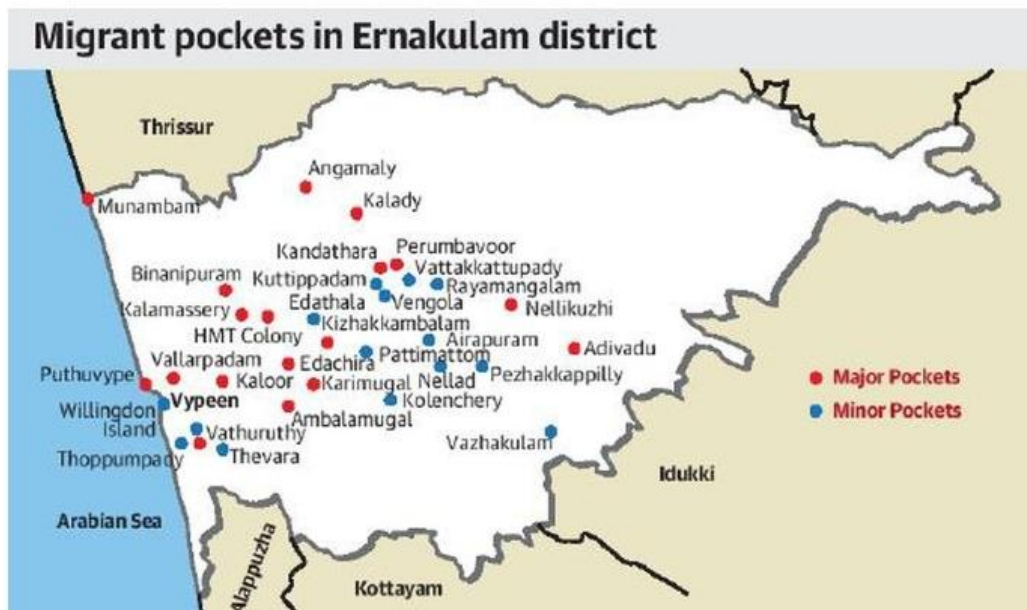
Table 4.10
Existing manufacturing Clusters of Ernakulam District

Sl. No.	Name of the cluster	Principal Products Manufactured in the Cluster	No. of functioning units in the cluster	Number of employees
1	Kerala Furniture Consortium (P) Ltd	Furniture Items	33	3000
2	Kalady Rice Millers Consortium (P) Ltd	Rice, Rice Bran	40	9000
3	Perumbavoor Plywood Manufactures Consortium (P) Ltd	High density plywood & Resin, Plywood	23	21500
4	Aluva Plastic Consortium (P) Ltd	Mould, Dies (SPV) Plastic Injection Molded Product	26	3000
5	Cochin Footwear Consortium (P) Ltd	Hawaii EVA Chapel	2	16
6	Mahila Apparels (P) Limited	Readymade Garments, Non woven fabric dresses	73	2000

Source: Brief Industrial Profile of Ernakulam District, 2017-18, MSME-Development Institute, Thrissur

The micro, small and medium manufacturing units mainly depend on the domestic migrants for running their firms and therefore, migrant pockets are developed in the places where these firms are located. The main migrant pockets of Ernakulam district is shown in the following picture 4.4.

Picture 4.4 Migrant pockets of Ernakulam district



Source: The Hindu daily, Kochi, October 26, 2017.

4.6 BRIEF PROFILE OF THE MSMEs OF KOZHIKODE DISTRICT

Kozhikode district comes in the third position in the total number of micro, small and medium enterprises in the state. It is estimated that 30 percent of district population is engaged in secondary sector, 8 percent in agriculture and the remaining 62 percent in tertiary sector (Economic Review 2018-Government of Kerala). In the absence of large scale industries in the district, the secondary sector still provides employment for 30 percent of the population and in turn, this employment is mainly provided by the MSMEs of the district. The following table, 4.11 depicts the industrial profile of the district.

Table 4.11

Industries in Kozhikode District as on 31.03.2018

	Head	Particulars
1	Registered Industrial Unit	10934
2	Total Industrial Unit	10934
3	Registered Medium Unit	10
4	Estimated Average No of Daily Worker employed in Small Scale Industries	5
5	Employment in Medium Industries	33879
6	Turnover of Small Scale Industries	221055.36 lakhs
7	Turnover of Medium and Large Scale Industries	207547.67 lakhs

Source: Brief Industrial Profile of Kozhikode District, 2017-18, MSME-Development Institute, Thrissur

The table says that the district has a total of 10934 registered industrial units as on 31.03.2018 and out of which 10 units are medium scale industries. It is estimated that as an average a registered small scale unit accommodates around five persons for employment and therefore, it will have around 100000 workers in the district working in industrial units including in medium industries. The MSME department has grouped some industries in to different clusters depending upon the characteristics of the products that they are producing. The Kozhikode district has three clusters in the manufacturing sector and no cluster is formed for service sector. Existing Clusters of Micro and Small Enterprises in the district and their respective contribution to employment in the district is given in the table 4.12

Table 4.12

Industrial clusters and level of employment in Kozhikode district.

No	Name of Cluster	No. of Functional Units	Employment
1	Zamorin Furniture Consortium	1200	9600
2	North Kerala Footwear Cluster	75	15000
3	Fabrication and general Engineering Cluster,	20	6000

Source: Report of MSME – Development Institute-2011-12

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It can be observed that many of the micro and small industries are not coming under above said clusters as these industries are fragmented across the district. The list of different micro and small industries that are not included in the cluster units and their respective provision of employment in the district are given in the table 4.13

Table 4.13

Micro and small enterprises and artisan units in the Kozhikode district.

Sl. No	Type of Industry	Number of Unit	Investment (in Lakhs)	Employment
1	Agro & Food based	21	27	1500
2	Soda water/ Packaged drinking water	17	85	44
3	Cotton textiles	7	1706	894
3	Woolen, silk& artificial thread based clothes	54	275	377
4	Readymade garments & embroidery	68	85	405
5	Wood/wooden based furniture	523	275	377
6	Paper & paper products	74	276	358
7	Leather based	24	954	307
8	Chemical/chemical based	7	16	35
9	Rubber, Plastic& petro based	44	1319	955
10	Mineral based	18	472	76
11	Metal based	384	1125	324
12	Engineering units	174	983	458
13	Electrical machinery & transport equipment	61	337	133
14	Repairing & servicing	2078	69038	5356
15	Jute and jute based	7	147	468
16	Other	6776	111686	26624
	Total	10357	202495	38389

Source: Report of MSME – Development Institute-2017-18

It is observed that majority of employees engaged in the small and micro industries are migrant workers from northern parts of India. In other words these enterprises are mainly depending upon the contribution of migrant workers from northern part of India. The district has many areas to be explored and micro and small industries can effectively involve in the potential area with the help of MSME Development Institute. Some of the areas which are having more potential for development to be explored are coconut based agro units, light mechanical engineering products, wood base products, PU footwear, handicrafts, rubber and plastic product, IT related and software development etc.

4.7 WORK LIFE OF INTERNAL MIGRANT LABOURERS IN MSMEs OF KERALA

Various reports say that almost all MSME clusters in the state make use of migrant workers directly or indirectly for the labour. It is also seen that participation of migrant workers is proportionally high in the micro and small industries of the state for last decade. Ernakulam district, the commercial capital of Kerala has been one of the most important destinations for migrant workers from all over India. Petroleum refining, construction, plywood, fishing, furniture, textiles and wearing apparel, mining and quarrying, food processing, cement manufacturing, building and maintenance of ships and boats, information technology, healthcare, hospitality, transportation¹, storage, wholesale and retail and communication are some of the key industrial sectors in the district providing large number of employment for migrant workers . Hospitality industry in Kochi, furniture sector in Nellikuzhi, textile/apparel units in Kizhakkambalam, cement factories on Willingdon Island, fishing in Thoppumpady, Munambam and Vypin, rice mills in Kalady, plywood sector in Perumbavoor as well as industrial units in Airapuram, Angamaly, South Vazhakkulam, Edathala, Edayar, Binanipuram, Nellad and Kalamassery are some of the major clusters in the district that engage migrant workers heavily. Construction and hospitality sectors found all over the district also engage migrant workers. (Binoy Peter and Vishnu Narendran, District Migration Profile of Ernakulam, Labour Migration to Kerala, CMID Ernakulam 2017). The Ernakulam district of the

state accommodates most of the migrants in different MSMEs and their concentration is more in certain particular areas of the district. An estimated 1,50,000 workers live in the panchayats surrounding Perumbavoor municipal corporation (Binoy Peer and Vishnu Narendran, 2017).

Kozhikode district of Kerala is another district which heavily depends upon the internal in migrants. Construction, fishing, timber, tiles, footwear and handloom are some of the areas in the district which accommodate migrants as workers. Fabrication and general Engineering, furniture and wood based industries, footwear manufacturing unit are some of the MSMEs which heavily depend on migrant labourers. Along the Ramanattukara – Nallalam stretch, a famous belt for several industrial units in the footwear value chain which employ migrant men, mostly from northern Indian states. A major footwear firm from this belt, which has several units along this stretch, employs workers predominantly from Bihar (Benoy Peter and Vishnu Narendran, 2017). Work environment of migrant workers working in MSMEs have relatively better work life compared to the migrants working in construction and unorganised sectors. Many migrants work in the informal sector in urban areas and the benefits for employers are a lot like lower wages, a flexible workforce, weak or no regulation of working conditions translate into potential disadvantages for migrants who are subject to uncertain terms of employment, dangerous conditions of work and exploitation (IMO 2005). Migrant workers including in the MMEs are attributed to the low level of bargaining power to grab standard level of wage and housing facilities as they are not organised under any trade union.

4.8 WORK LIFE OF INTERNAL MIGRANTS IN PLYWOOD INDUSTRY

Plywood industry has grown immensely in recent years in the state. Availability of raw materials makes this industry popular in the state. Examining the flight of industries, both traditional and modern, from Kerala to neighbouring states of Tamil Nadu and Karnataka, the cheap labour and peaceful atmosphere are the most significant factors influencing the entrepreneurs' decision for locating their

units outside Kerala (Thampy, 1990). However, plywood industry is an exception due to the availability of the raw material like rubber wood and other soft woods. Another factor which influenced the growth of this industry is the availability of relatively cheap migrant labour from the states like Assam and Orissa. The judicial intervention in the year 1996 to protect forest, biodiversity and ecological balance brought plywood industry in Assam which had a monopoly over the industry in India to a standstill. Plywood industry in Kerala does not depend on forest wood, rather predominantly on rubber wood which is abundantly available in the state which enjoyed the monopoly in rubber with more than 80 percent of the area and more than 90 percent of the production in the country in 1997 (George and Kumar, 1997). The ban of the Supreme Court on the forest related activities did not disrupt the plywood industry in the state rather nourished it because of the availability of non forest woods. The story of temporary long distance internal migration to the state from the north and north eastern side of India started with the intervention of plywood and other wood mill owners of the state with the recruitment of migrant labour from places like Orissa and Assam by providing the workers free accommodation at the firm. These migrant workers were ready to work here in Kerala as they were getting much higher wages at the saw mills than what they earned in their native place where work was not regularly available.

Perumbavoor in the Kunnathunadu Tehsil of Ernakulam district in Kerala is the nerve centre of wood industry in the state for the past three decades and this Taluk has most of the plywood and allied wood and other industrial units in the state. Taking into account of the proximity to source of raw materials; availability of suitably customized business development services; the abundance of clients attracted by the cluster tradition of the industry and the presence of skilled labour, the government of Kerala identified Perumbavoor in Kunnathunadu Taluk as one among the four industrial clusters in Kerala and the only cluster in plywood industry (Binoy Peer and Vishnu Narendran, 2017). Ernakulam district of the state accommodates most of the migrants in different MSMEs and their concentration is more in certain particular areas of the district. Estimated secondary data reveal that

around 1,50,000 migrant workers live in the surrounding areas Perumbavoor municipality.

As per the report on the brief industrial profile of Ernakulam district for the year 2017-18 given by MSME- development Institute, Thrissur, Kerala reports that Perumbavoor Plywood Manufactures Consortium (P) Ltd has 23 registered units or firms in the consortium and these firms altogether provide an employment for 21500 workers. But the executive members of this consortium says that number of plywood units in the Perumbavoor region comes around 400 and these firms altogether accommodate around 80000 internal migrants as workers. It is observed that 100 percent of workers in the plywood units are migrant labourer from North Indian states like, Assam, West Bengal, Bihar, Orissa etc. It is seen that the workers in the plywood units have tough work to perform as this work requires more manual labour.

A plywood firm usually has mainly four types of works to be performed namely; peeling, drying, pressing and finishing. Workers in the firm are grouped in to four as per the type of their work. Peeling of the wood is the first work to be performed in the production process of plywood and this work requires more manual labour. It is seen that the migrant workers from Assam is mainly engaged in this job. Drying is another process of plywood production where the peeled wood is kept for drying in the electronic machines and the migrant workers from Bihar and Assam is mainly engaged in this work. Pressing of plywood sheets comes next to drying where dried sheets are kept in layers by using certain adhesives in a machine to harden it. Migrant workers from Bihar are mainly engaged in this work. Finishing is the last process in the plywood production and which involves cutting and shaping of plywood sheets as per required size. Migrant workers from Orissa are mainly engaged with this work. It is observed that migrant workers from a particular state used to join together under the supervision of a main worker from their group in order to do the work at each stage. The firm gives weekly payment to the supervisor or main worker of the group as per the work performed and the supervisor or main worker distribute this payment to other migrant workers of each group. The

production in the plywood firm depends on the stock of wood in the unit as it is the main raw material for the product and therefore, the employment of workers depends on the availability of wood in the firm. The employment of migrant workers increases as the stock of wood increases in the firm and the employment decreases as the stock of wood decreases. Most of the migrant workers used to work more than eight hours per day if the stock of wood is more in the firm and they compelled to work less hours per day if the stock of wood is less.

It is seen that all the plywood firms provide free accommodation to the migrant workers in order to make them available in the firm. The migrant workers used to get accommodation in the buildings adjacent to the main building of the firm and the migrants from different states live in different groups in the same building. Migrant workers from each state make their own exclusive kitchen to cook their own food as per their taste. It is seen that some migrant workers used to bring their family to the state and these families used to stay outside the firm independently if they are in couples. It is also seen that some of these couples are working together in some of the plywood firms. Generally it is believed that the facilities that are there in a plywood firms may not improve the work environment of migrant workers as many of the firms work in the midst of city with the pressure of inadequate infrastructure.

The migrant workers who work in the plywood firms always meet with hardship in their life in terms of their work condition, accommodation facilities and also with their payments. It is seen that the work in the plywood firms requires more manual work and physical efforts and most often a migrant labourer working in the plywood firm is performing just like a counterpart does in the construction sector. Evidences say that the migrant workers in the plywood firms lead a work life which is similar to construction workers leading in that sector. The plywood firms usually used to keep only a few workers as permanent employees in the firms with all the benefits. It works well with the company owners who prefer to keep labourers on a temporary basis, without giving their due. Only a small percentage of the migrants are regularized, enabling them to enjoy provident fund and other benefits.

4.9 WORK LIFE OF MIGRANTS IN FOOTWEAR INDUSTRY

Footwear industry has moved on to become a Rs. 700 sector in the state and it is experienced that Kerala footwear industry is producing good quality and low priced range of footwear products to gain prominent place in the domestic and international market. Earlier this industry was in hardship due to high cost in running the business but presently the footwear industry has marked remarkable growth in the state (Economic Times, Nov. 27, 2013). Out of the nearly 120 footwear manufacturers in the state, about 80 are in the Kozhikod and the bulk of the production force is migrant workers. As per the report of MSME Development Institute for the year 2011-12, the footwear sector of the district employ around 30000 workers in different firms. The inflow of internal migrants to this industry and availability of comparatively low cost labour has become one of the reasons for the growth of this industry in the state. The city premises of Kozhikode have become the hub of footwear industry of the state. District wise number of active footwear producing firms in the state is given in the table 4.14.

Table 4.14

District wise number of active footwear producing firms in the state

Name of district	Number of Active Footwear units	Units in Percentage
Kozhikode	52	59.1
Malappuram	18	20.5
Ernakulam	6	6.8
Idukki	5	5.7
Palakkad	2	2.3
Thiruvananthapuram	2	2.3
Thrissur	1	1.1
Kollam	1	1.1
Kottayam	1	1.1
Total	88	100.0

Source: Companies for manufacture of footwear in Kerala report, 2013

The drastic fall in the business of traditional industries like tile making using clay and wood saw mills in the district and the trigger for entrepreneurs to new sectors has become another reason for the growth of the footwear industry in the Kozhikode district. It is seen from the table 4.14 that the Kozhikode district contains 59.1 per cent of the footwear firms of the state and it is followed by Malappuram district with 20.5 percent. It says that more than 80 per cent of the footwear units are located in Kozhikode and Malappuram districts. The footwear firms are mainly seen in the southern regions of Kozhikode Municipal Corporation and also in the Feroke and Ramanattukara municipalities. Besides, the bordering places of Malappuram districts to the Ramanattukara and Feroke Municipalities also have footwear production units due to the availability of land and labour.

The footwear industry used to provide employment for domestic workers at the earlier stage of its growth but migrant workers from northern part of India are being replaced for domestic workers in the firm at latter stages of its growth. Presently, it is seen that the domestic workers came in to backtrack mainly because of their less interest towards the manual jobs in the footwear firms. But at the same time the office works at the units are performed by the domestic workers as they were getting white color job with a reasonable payment. Kozhikode district has emerged as an important centre in the manufacture of rubber and polyvinyl chloride (PVC) based footwear with the induction of new technology and value added products by unit holders of this industry. Footwear manufactures of the district has been trying to install the latest machinery in the firm and modernizing the product and through which try to sell their product in the markets across the globe. VKC, a largest medium footwear industry of the district was founded in 1984 with just 20 employees and a modest product of one footwear item but today this firm has 20 units spread across 6 states of India and provides direct employment to around 7000 workers and indirect employment to more than 7000 workers. Presently, the VKC footwear firm daily production of around 0.4 million pairs, VKC is not only the Number-1 PU footwear manufacturer in India but also a powerful leader in the world market as well. VKC has always been in the forefront for adapting technologies to bring out best quality product at most competitive price (<https://www.scoopearth.com/indian-footwear-brands>).

It is observed that most of the footwear firms use the combination of capital and labour intensive method for production and the firms spend around 50 percent for the labour cost in their production process. At the production unit male workers dominate the female and the male workers consist around 90 percent of the total labour force. Recently, all the manual jobs in the firms are mainly performed by internal migrants from northern part of India. Most of these migrant workers are from West Bengal, Bihar, Assam and UP. These migrant workers have comparatively conducive work environment at the footwear units as many of the firms provide good facilities for these migrant workers.

Conclusion

It is a fact that since 1961, labourers from Karnataka and Tamil Nadu came to Kerala in search of manual jobs. Later, in the 1990s, when the construction and MSME work flourished in the state, labourers from Orissa started migrating to Kerala. But in the last two decades, Kerala has experienced a considerable influx of labourers from North and North East Indian states in addition to the neighbouring Tamil Nadu and Karnataka. This has changed the conventional labour relations of the state. These labourers are used by different sectors of the state economy and presently their services are unavoidable in the state. The small and large firms producing specific products such as plywood and plastics in Perumbavoor and Angamali, local spaces of production units have also emerged as a result of this inflow of migration. Theoretically, it is interesting to observe the dynamics of migration with special reference to Kerala as it characterizes a peculiar flow of out migration and in migration of labour across the countries and the states. The literature and various estimates on the internal migration of the state observed that a large population from the north and north eastern part of India have moved to this tiny state with hopes and dreams due to push and pull impulses, while their work status, living status and social space have to be addressed and researched to strengthen the production and social space in the state.

Chapter Five
**DEMOGRAPHIC AND WORK PROFILE OF THE
INTERNAL MIGRANT LABOURERS IN MICRO,
SMALL AND MEDIUM ENTERPRISES IN KERALA.**

Part I

5.1 Demographic Profile of Domestic Migrant Labourer.

Part II

5.2 Work Profile of Domestic Migrant Labourers

Part III

5.3 Changes in the Possession of Income and Domestic Properties of Internal Migrants After Migration to Kerala

Part IV

5.4 Internal Migrants and Their Social and Civic Dimensions

Part V

5.5 Work Status of the Internal Migrant Labourers During COVID-19 Pandemic in the MSMEs of the State.

Part VI

5.6 Determinants of Internal Migration towards the MSMEs of Kerala.

CHAPTER V

DEMOGRAPHIC AND WORK PROFILE OF THE INTERNAL MIGRANT LABOURERS IN MICRO, SMALL AND MEDIUM ENTERPRISES IN KERALA

The empirical analysis of the study is based on primary data collected from the internal migrants working in the MSMEs of Ernakulam and Kozhikode district of Kerala. Ernakulam and Kozhikode are the two districts in Kerala having higher number of internal migrants working in different sectors. The Ministry of Micro, Small and Medium Enterprises has formed different industrial clusters in these districts as a key strategy for enhancing the productivity and competitiveness as well as capacity building of small enterprises. The industrial clusters are there in the areas of wood, plywood, furniture, rubber, textile, rice mill, plastic, footwear, printers, ethnic food, agriculture implements and general engineering etc. For the present study, samples are taken from the plywood cluster of Ernakulam district and footwear cluster of Kozhikode district as these two clusters accommodate more number of internal migrants. A sample of 450 inter-state migrants is selected as sample for the present study and out of which 225 samples are taken from plywood cluster of Ernakulam district and 225 samples are taken from the footwear cluster of Kozhikode district. Each cluster has small, micro and medium enterprises and from each enterprise a sample of 75 migrants are identified randomly and taken as sample for the study.

A structured interview schedule consisting of 82 questions were administered among the sample migrant workers in the month of September and October of 2021. The interview schedule had two parts; the first part had the questions related to the demographic and work profile of the internal migrants and also the questions related to the reasons or determinants of internal migration to the MSMEs. The second part of the interview mainly looked in to the quality of work life of the domestic migrants in the MSMEs of the sample area. For analyzing the demographic and work profile

of the internal migrants, this chapter is divided into different parts as in the following heading;

- I) Demographic profile of internal migrant labourers working in the micro, small and medium enterprises (MSMEs) of Kerala.
- II) Work profile of the internal migrant labourers working in the MSMEs of Kerala.
- III) Internal Migration and its effects in the possession of income and domestic properties of internal migrants
- IV) Internal migrant workers and their social and civic life in the MSMEs.
- V) Work status of the internal migrant labourers during Covid-19 pandemic in the MSMEs of the state.
- VI) Determinants of the internal migration towards the MSMEs of Kerala.

This chapter attempts to give a comprehensive analysis with regard to the demographic and work profile of the domestic migrant labourers working in the MSMEs of Kerala in the following six sections.

PART I

5.1: DEMOGRAPHIC PROFILE OF DOMESTIC MIGRANT LABOURER.

Migration plays a pivotal role in the economy of Kerala. The demographic advancement of Kerala state has resulted a situation where in internal migration outweighs external migration. This internal migrant workforce has become an inevitable part of the Kerala society as they are being placed in many fields of economic activities in the state. Exceptionally high wage rates compared to the rest of India, sustained job opportunities, peaceful social environment, relatively less discriminatory treatment of workers, direct trains from native states, and development of ICT shortened the distance from their homes have influenced the migration to Kerala (Benoy Peter and Vishnu Narendran 2017). The rising

temporary migration from other states is mainly because of the increasing demand for these workers in Kerala, particularly for the low-skilled jobs (Jajati Keshari Parida, 2021). Recent report of Kerala state Planning Board has projected the number of interstate migrants in Kerala for 2025 and 2030 based on the growth rates of interstate migration. From the given trend, it is estimated that the total number of migrants in Kerala will be 45.7 lakhs by the year 2025 and 55.9 lakhs by the year 2030. This quantum of internal migrants in the state comes around 30 percent of total work force and therefore, studies with regard to the demographic and work profile of these migrants turn to be important topics of discussions. The first part of this chapter classifies the internal migrants on the basis of their state, age, religion, caste, marriage, education level and nature of native place for getting a better insight on them.

5.1.1 Classification of Internal Migrant Labour on the basis of native state

Previous studies on internal migration of Kerala like Rajan and Moses (2012) and Peter and Vishnu Narendran (2017) etc. have looked in to the migrants problems in relation to the employment status, earning status, housing condition and living conditions etc. The findings of these studies reveal that migration inflow to the state during 1980s and 1990s were mainly dominated from the neighbouring states Tamil Nadu and Karnataka. However, this trend has been changed in the recent years as a large number of in-migrants are started coming from the far off northern states of India and. Inflow of migrants to the state is seen from the relatively backward states like West Bengal, UP, Assam, Bihar, Odisha, Jharkhand, and north eastern states and these workers have filled the vacuums created by external migration. The domestic migrant workers of Kerala mainly come from neighboring states like Tamil Nadu, Karnataka and other long distant northern states like West Bengal, Bihar, Assam, Uttar Pradesh, Jharkhand, Orissa and North Eastern states (Economic Review 2018-Kerala state Planning Board). For the present study, data of migrants were collected from the MSMEs of the sample areas and the state wise number of migrant labourers is given in the following table 5.1.

Demographic and Work Profile of the Internal Migrant Labourers in Micro, Small and Medium Enterprises in Kerala.

Table 5.1
Classification of Domestic Migrant Labour on the basis of native state

	Plywood				Footwear				Total			
	Micro	Small	Medium	Total	Micro	Small	Medium	Total	Micro	Small	Medium	Total
Assam	22	32	42	96 (21.33%)	5	4	30	39 (8.66%)	27	36	72	135 (30.0%)
Bihar	9	9	11	29 (6.44%)	30	25	14	69 (15.3%)	39	34	25	98 (21.8%)
Orissa	28	19	9	56 (12.44%)	8	8	12	28 (6.22%)	36	27	21	84 (18.7%)
WB	12	10	10	32 (7.11%)	5	11	10	26 (5.77%)	17	21	20	58 (12.9%)
UP	2	3	3	8 (1.77%)	12	20	7	39 (8.66%)	14	23	10	47 (10.4%)
Jharkhand	1	2	0	3 (0.66%)	10	5	0	15 (3.33%)	11	7	0	18 (4.0%)
Others	1	0	0	1 (0.22%)	5	2	2	9 (2%)	6	2	2	10 (2.2%)
Total	75	75	75	225 (50%)	75	75	75	225 (50%)	150	150	150	450 (100%)

Source: Field survey, 2021

From the table 5.1, it is seen that 30 percent of migrant labourers working in the plywood and footwear industries are from the state of Assam and followed by Bihar with 21.8 percent. It is observed that plywood firms encompass more migrant labourers from Assam and Orissa as these people have previous connection with timber and related works. The migrant labourers from Assam and Orissa are seen in all the plywood industries of the Ernakulam district and they are engaged in all types of works that are there in the plywood firms. The increased flow of migrant labourers to plywood industry was the result of certain historical background. The labourers worked in the timber industries of North East started their migration to the timber industries of Kerala after the High Court verdict of 1996 and which became a reason for the evolution of the migrant stream from Orissa and to other states. The plywood industry in Kerala bloomed and flourished due to the collapse of plywood industry in Assam and the migrants from Assam who had no option than seeking refuge in plywood mills in Kerala (Benoy Peter and Kamla Gupta, 2012).

It is also seen from the table 5.1 that migrant labourers from Bihar are seen more in the footwear firms and followed by labourers from UP and Assam. An interesting observation from the table is made on the migrant labourers of West Bengal. It is seen that only 12.9 percent migrant labourers from West Bengal are engaged in the works of MSMEs even though their number is high in the total domestic migrant labourers of the state. With regard to the distribution of migrant worker from different States of India, it is seen that out of the total inter-state migrant workers, 41 per cent are from West Bengal followed by Assam (14 per cent) and Odisha (11 per cent) (Economic Review 2018-Kerala state Planning Board). In the table the 'others' consists of the migrant labourers from Chhattisgarh, Delhi, North Eastern Indian states except Assam.

5.1.2 Distribution of migrant Labourers on the basis of Nature of native place

People move to urban centres from rural areas by expecting high wage, good standard of living and better amenities in the city life. After Independence India also has faced heavy rural-urban migration as a result of rapid urbanisation and

development in the country. The main reason for heavy influx of rural migration in to the urban areas are due to the repelling forces operating in the rural areas in the form of high rates of unemployment, poverty, low wages, small size of land holding, low level of amenities and lack of infrastructure development etc. (Bose 1974). Workers from backward districts, routinely travel to the improved districts with in the states and also to the prosperous districts of other states. Rural-rural migration is typically under taken by poorer groups of the people due to lack of employment in their region. From the table 5.2, it seen that 85.6 percent of domestic migrant labourers working in the MSMEs of the state is from rural places of other states. Only 14.4 percent of migrants are from the urban areas of other states.

Table 5.2

Distribution of migrant Labourers on the basis of Nature of their native place

Nature of native place	Number of Migrants	Percent
Rural	385	85.6
Urban	65	14.4
Total	450	100

Source: Field survey, 2021

5.1.3: Age wise distribution of the migrant labourers

It is believed that in the near future, a very explosive demographic situation will emerge in Kerala, where a major chunk of the host population will belong to the older age groups while the migrant population will dominate the other segment of the population that is young and working. The State will inevitably have to depend on migrant labour and is likely to experience heavy in-migration of labour in future as predicted, provided that if the existing socio-economic and demographic situation persists (P.A. Arun and P.A. Ajay, 2017). It is seen from the table 5.3 that Kerala is accommodating very young domestic migrant labourers in order to meet its increasing demand for workers especially in MSMEs. Therefore, the state has a healthy mean age of domestic migrants with a score of 34.65 percent for labourers. The mean age value is 36.41for plywood industry and 32.90 for footwear industry.

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It is observed that the mean age value is less in footwear firms compared to plywood firms.

Table 5.3

Age wise distribution of the migrant labourers

Name of the Firm	Mean Age	Number of Migrants	Std. Deviation
Plywood	36.41	225	5.396
Footwear	32.90	225	2.843
Total	34.65	450	4.653

Source: Primary data, 2021

5.1.4 Distribution of Domestic migrant Labourers on the basis of Religion

From the table 5.4, it is seen that 75.3 percent of migrant workers are belonging to Hindu community and followed by Muslim migrant labourers with 24 percent. It is also seen from the table that only 0.4 percent of migrants are belonging to Christian community and one person (0.2 percent) is from Sikh community. It is observed that both the industry have more labourers from Hindu community and the number of labourers from Muslim community is more in the plywood industry compared to footwear industry.

Table 5.4

Distribution of internal migrant labourers on the basis of religion

Religion	Plywood	Footwear	Total	Percentage
Hindu	154	185	339	75.3
Muslim	70	38	108	24.0
Christian	1	1	2	0.4
Others	0	1	1	0.2
Total	225	225	450	100.0

Source: primary data, 2021

5.1.5 Distribution of Internal Migrants on the basis of Social Category

Migration is being one of the most important livelihood strategies adopted by the poorest people of the country. Temporary and seasonal mobility is higher among scheduled tribes than other caste groups in rural areas. Socio-economically deprived groups such as Adivasis and those from the lower castes have a greater propensity to migrate seasonally, which also reflects its distress-driven nature. (Kunal Keshri and R B Bhagat, 2012). From the table 5.5, it is seen that 41.1 percent of migrant labourers are from other backward castes and at the same time the migrant labourers from scheduled caste and schedule tribe together account for 56.7 percent. Interestingly it is observed that only 10 percent of migrant workers are there from general category. The majority of the workers engaged in large scale works are young single men from backward communities in rural areas, predominantly from Jharkhand, Bihar, Uttar Pradesh, Odisha and West Bengal (Benoy Peter and Vishnu Narendran, 2017). Therefore, it could be concluded that majority of migrants are hailing from backward castes, scheduled castes and scheduled tribes and all these people are the poorest of the poor people of other states. It is also observed that there is no any significant difference in the distribution of SC and ST migrant labour between plywood and footwear industries.

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Table: 5.5

Distribution of Domestic Migrants on the basis of Social Category

Type of Firm	Category	Industry Type		Total	Percentage
		Plywood	Footwear		
Micro	General	2	3	5	1.11
	OBC	28	10	38	8.44
	SC	24	37	61	13.55
	ST	21	25	46	10.22
	Total	75	75	75	33.33
Small	General	1	4	5	1.11
	OBC	22	31	53	11.77
	SC	7	30	37	8.22
	ST	45	10	55	12.22
	Total	75	75	150	33.33
Medium	General	0	0	0	0
	OBC	45	49	94	20.88
	SC	21	25	46	10.22
	ST	9	1	10	2.22
	Total	75	75	150	33.33
Total	General	3	7	10	2.2
	OBC	95	90	185	41.11
	SC	52	92	144	32
	ST	75	36	111	24.66
	Total	225	225	450	100

Source: Field survey, 2021

5.1.6 Marriage related aspects among migrant Labourers

It is seen from the table 5.6 that 79.6 percent of domestic migrant labourers are married and only a few of them (3.6 percent) are taken their family to their work place. Therefore, this flow of migration to Kerala could be termed as single male oriented temporary internal migration.

Table 5.6

Marriage related aspects among migrant Labourers

Domestic migrants information regarding marriage		
Category	Frequency	Percentage
Unmarried	92	20.4
Married	358	79.6
Total	450	100.0
Domestic migrants taken family to Kerala		
Taken family to Kerala	16	3.6
Not taken family to Kerala	434	96.4
Total	450	100.0

Source: Field survey, 2021

5.1.8 Educational qualifications of Domestic migrant workers

Evidences say that people with modest educational attainment are more prone to seasonal mobility, whereas illiterates and persons with higher educational attainment have a lower mobility in the case of internal migration. From the sample survey it is seen that 69.6 percent of sample population lies in the category of below eight standard where as only 0.7 percent lies under illiterate category (Table 5.7). It is also seen that only five persons are there with higher secondary level of education and no one is qualified degree or any technical course. From this data we can conclude that people with minimum years of schooling are more prone to internal migration.

Table 5.7

Educational qualifications of internal migrant workers

Education Level	Frequency	Percentage
Illiterate	3	0.7
Below 8th class	313	69.6
10th Class	129	28.7
Higher Secondary	5	1.1
Degree	0	0
Total	450	100

Source: Field survey, 2021

5.1.9 Industry wise average year of schooling internal migrant labourers

The following table (Table 5.8) depicts the average year of schooling by domestic migrants. For the entire sample the mean year of schooling is obtained as 6.93 and it is 5.92 and 7.94 respectively for plywood and footwear industries. The estimated 'P' value from the table shows the significant difference in the years of schooling between the migrant labourers working in the plywood and footwear industries. From the study it is assumed that migrant labour who are not skilled and not having higher educational qualification could be easily absorbed in the works of plywood manufacturing units as these units do not require higher level of previous skills for workers.

Table 5.8

Industry wise Average year of schooling of internal migrant labourers

Mean years of schooling			
	Plywood	Footwear	Total
Mean	5.92	7.94	6.93
Std. Deviation	2.336	2.912	2.845
Test value	73.477 (0.000)		

Source: Field survey, 2021

PART II

5.2 WORK PROFILE OF DOMESTIC MIGRANT LABOURERS

The migrant workers get more number of working days with a higher wage rate in Kerala than what they received in their native places. This has significantly improved their earnings, and they have moved from low to high-income brackets (Saikia, 2008). Internal migrants are earning a monthly average income that is more than that of their previous monthly earnings at the origin. It is seen that the present average monthly earning of migrants in the state is estimated as Rs. 15833 for all migrant workers in contrast to their previous average earning at the origin of Rs. 8640 (Kabeer, 2021). It is observed from various studies that the monthly average

earnings of the migrant workers in the state are still high across sectors even though the Covid-19 pandemic and lock-down have negatively affected their employment. Reviews revealed that despite many shortcomings, Kerala has been far better for migrant labourers.

This study tries to look in to the present work profile of domestic migrants working in the MSMEs of Kerala in terms of the nature of their job, nature of appointment, duration of working hours, daily and monthly income, availability of in service training programmes, satisfaction in the present job etc. This section also looks in to the previous work profile and household condition of migrants at their origin. Effect of migration on the income and possession of properties is analysed here to get an insight upon the migrant workers and at the end of this part the work life of migrant during Covid-19 pandemic also analysed.

5.2.1 Nature of Work, nature of Appointment and Daily Working Hours of Domestic Migrants Working in MSMEs.

Table 5.9 depicts the nature of work, nature of appointment and daily working hours of domestic migrants working in the MSMEs of the state. It is seen from the table that 85.8 percent of workers are employed as the main worker in the firm and the remaining migrant workers are working as helpers in the firm. It is also seen from the table that only 19.1 percent migrant workers are permanent workers in the firms where as the remaining migrants are working either on the contract basis or daily wage basis. It is observed that majority of workers (74.44%) are working on the contract basis both in the plywood and footwear industries. An important observation is that out of total permanent employees 97.7 percent of migrant workers are employed there in the footwear industries. This may be due to the better quality of work life of footwear industry compared to plywood industry.

Table 5.9 again depicts the duration of working hours in the firms. It is seen that 84.22 percent of migrant workers are working more than eight hours in the firm. This high duration of work for migrant workers is mainly caused by the contract nature of their job prevailing in the industries especially in the case of plywood

firms. Migrant workers are ready to work more than eight hours in the firm as they get more money in the form of over time wage or just like extra wage.

Table 5.9

Nature of work, nature of appointment and daily working hours of internal migrants working in MSMEs.

Nature of Work of internal migrants			
	Plywood	Footwear	Total
Main Worker	210 (93.33%)	176 (78.22%)	386 (85.8%)
Helper	15 (6.67%)	49 (21.78%)	64 (14.2%)
Total	225	225	450 (100%)
Nature of Appointment in the firm			
Contract	196 (87.11%)	139 (61.78%)	335 (74.44%)
Daily wage	27 (12%)	2 (0.88%)	29 (6.44%)
Permanent	2 (0.89%)	84 (37.34%)	86 (19.1%)
Total	225	225	450 (100%)
Daily working hours in the firm			
Eight hours	57 (25.33%)	14 (6.22%)	71 (15.78%)
More than 8 hours	168 (74.66%)	211 (93.78%)	379 (84.22%)
Total	225	225	450 (100%)

Source: Field survey, 2021

5.2.2 Industry wise daily wage of internal migrant labourers

Level of income received by a worker for her labour is the most important measure to understand the economic welfare. The migrant workers get more number of workings days with a higher wage rate in Kerala than what they received in their native places. This has significantly improved their earnings, and they have moved from low to high-income brackets (Saikia, 2008). Analysis on the income and daily wages of migrant workers becomes an important part in this study as it depicts the

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status and work life of labourers in the state. The following table 5.10 shows the details regarding the daily wages that the migrants are paid for their works. It is seen from the table that the average daily wage obtained by a migrant labourer in the MSMEs of Kerala is estimated as Rupees 704.98. This is Rs. 684.22 and Rs.724.67, respectively for plywood and footwear industries. It is also seen that domestic migrants working in the footwear industries have advantage over their daily wage compared to the domestic migrants working in the plywood industries. The estimated test value in the table shows a significant difference in the daily wage between the migrant workers of plywood and footwear industries. This difference is observed because of the inconsistent job availability in the plywood firms due to the shortage of raw materials for them.

Table 5.10
Industry wise daily wage of internal migrant labourers

Daily wage	Industry type								Total
	Plywood				Footwear				
	Micro	Small	Medium	Sub Total	Micro	Small	Medium	Sub Total	
400-500	0	0	0	0	0	0	0	0	0
500-600	1	45	1	47	0	0	0	0	47
600-700	14	21	20	55	38	22	0	60	115
700-800	60	9	53	122	37	53	72	162	284
800-900	0	0	1	1	0	0	3	3	4
Total	75	75	75	225	75	75	75	225	450
Mean	684.22				724.67				704.44
Std. Deviation	80.912				46.56				68.975
F Value	42.233				(0.000)				

Source: Field survey, 2021

Firm wise average daily wage also is measured to understand the wage status of domestic migrant workers across the firms. From the table 5.10, it is visible that the mean score of medium firms has advantage over other firms with regard to the daily wage paid to the domestic migrants. The estimated test value shows a significant difference in the level of daily wages across the micro, small and medium

firms. This difference is observed because of the better payment system seen in the medium firms.

Table 5.11
Firm wise average daily wage of internal migrants

Type of Firm	Mean	N	Std. deviation
Micro	714.00	150	49.53
Small	661.33	150	83.97
Medium	738.00	150	41.64
Total	704.44	450	68.975
F Value	61.573		(0.000)

Source: Field survey, 2021

5.2.3 Monthly income of internal migrant labourers

Monthly income of domestic migrants gives us clearer picture about their work status at MSMEs. A detailed investigation is made in the study to understand the monthly income of the domestic migrants between industries and across firms. It is observed from the table 5.12 that average monthly income of the domestic migrants working in the MSMEs of Kerala is estimated as Rupees 18144.44 and it is Rupees 17366.67 and Rupees 18922.22, respectively for plywood and footwear industries. It is also observed from the table that a significantly high monthly average income is recorded for the migrant workers who are working in the footwear firms. This difference in the income is resulted due to the relatively consistent employment received by migrant workers working in the footwear industries compared to the workers of the plywood firms. The estimated test value in the table shows a significant difference in the daily wage between the migrant workers of plywood and footwear industries.

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Table 5.12

Monthly income of internal migrant labourers

Monthly income	Plywood				Footwear				Total
	Micro	Small	Medium	Sub Total	Micro	Small	Medium	Sub Total	
5000-10000	0	0	0	0	0	0	0	0	0
10000-15000	0	12	4	16	0	0	0	0	16
15000-20000	68	60	70	198	41	53	69	163	361
20000-25000	7	3	0	10	34	22	6	62	72
25000-30000	0	0	1	1	0	0	0	0	1
Total	75	75	75	225	75	75	75	225	450
Mean	17366.67				18922.22				18144.44
Std. Deviation	1762.7				2260.7				2169.39
F Value	66.248				(0.000)				

Source: Field Survey, 2021

Firm wise average monthly income is also measured to understand the income status of domestic migrant workers across the firms. From the table 5.13, it is visible that the mean score of micro firms has advantage over other firms with regard to the monthly salary paid to the domestic migrants. The estimated test value shows a significant difference in the level of daily wages across the micro, small and medium firms.

Table 5.13

Firm wise monthly income of internal migrant labourers

Type of Firm	Mean	N	Std. deviation
Micro	18866.67	150	2235.81
Small	17933.33	150	2453.36
Medium	17633.33	150	1526.79
Total	18144.44	450	2169.39
F Value	13.94		(0.000)

Source: Field survey, 2021

5.2.4 Work experience and training of domestic migrants in the present firm

Years of experience and previous and in service training are important factors influencing the quality of work of an employee in a firm. Evidences say that wage rate is positively related to years of experience of a migrant worker and it is seen that wage rate increases as experience and skill of the worker improves. As the migrant worker gains experience, he learns the conditions of local labour market and attains skill sets for specialised tasks of work in which he is involved and thus he would be in a better position to earn higher wage rate because the employers offer higher wages for workers who have more experience and also possess the skill sets. The experienced workers also play supervisory role in the work sites because they can communicate with contractors and other local workers, and therefore normally they paid higher wages. It is seen from the table 5.14 is that 40.66 percent of migrants labourers have more than five years of experience in Kerala and 48.88 percent of migrants have two to five years of work experience in Kerala. The results of investigation regarding the work experience of migrants reveal that migrant workers see Kerala as an attractive destination in terms of job availability, income earning and work environment.

In assessing the years of experience, it is noted that a worker is ready to continue in the present firm if the quality of work life is satisfactory in the firm. But if the work is considered tedious and tiresome, workers may not continue in the firm until they get an attractive compensation. It is observed from the table 5.14 is that 36 percent of domestic migrant workers have more than five years of experience in the present firm. Data from the table explain that retention of workers in the same firm is high in the case of footwear industry compared to plywood industry. It is seen from the table that 45.33 percent of domestic migrant workers in the footwear industry have more than five years of experience where as it is only 26.66 percent in the case of migrant workers working in the plywood industry. The long term retention of the workers in the footwear industry is the result of better job environment prevailing in the footwear firms compared to plywood firms. Often the

works in the plywood firms are tedious and tiresome and therefore, migrant workers might not continue the jobs in these firms for long term.

Table 5.14
Work experience of the internal migrants in the state and also in the present firm

Work experience in Kerala			
	Plywood	Footwear	Total
Less than two years	25 (11.11%)	22 (9.77%)	47 (10.44%)
Two to five years	135 (60%)	85 (37.77%)	220 (48.88%)
More than five years	65 (28.88%)	118 (52.44%)	183 (40.66%)
Total	225 (100%)	225 (100%)	450 (100%)
Work experience in the present firm			
Less than two years	14 (6.22%)	30 (13.33%)	44 (9.77%)
Two to five years	151 (67.11%)	93 (41.33%)	244 (54.22%)
More than five years	60 (26.66%)	102 (45.33%)	162 (36%)
Total	225 (100%)	225 (100%)	450 (100%)

Source: Field survey, 2021

Table 5.15

Training of internal migrants in the present firm

Number of domestic migrants with previous training in the sector			
Previous Training obtained	7 (3.11%)	4 (1.77%)	11 (2.44%)
Previous Training not obtained	218 (96.88%)	221 (98.22%)	439 (97.55%)
Total	225 (100%)	225 (100%)	450 (100%)
Number of domestic migrants getting in service training in the firm			
Migrants getting in service training	2 (0.88%)	112 (49.77%)	114 (25.33%)
Migrants not getting in service training	223 (99.11%)	113 (50.22%)	336 (74.66%)
Total	225 (100%)	225 (100%)	450 (100%)

Source: Field survey, 2021

Evidences say that previous training in the field of work and in service training increase the productivity of workers in the firm. From the table 5.15, it is observed that 97.55 percent of domestic migrants do not possess previous training in the same field. But once they join for job in a MSME firm they undergo some in service training as the jobs require certain minimum skills. It seen from the table that 25.33 percent of domestic migrant workers have got any one of the in service trainings in the firm but it mainly seen in the footwear industry. Data from the table say that in the footwear firms 49.77 migrant workers undergoes for any one of the in service training programmes.

5.2.5 Internal migrant Labourers satisfied with present job

Job satisfaction is an important variable determining the quality of work of life of an employee. Job satisfaction is determined by comfortableness in work, job security, productivity, trade union activity, compatible satisfied salary, fair Job rotation, work freedom etc. Domestic migrants often forced to work in hazardous situations and live in deplorable conditions as they are considered outsiders and these migrant workers faced discrimination, deprivation and violence from the locals and sometimes their wages are either not paid or withheld by the employers. Internal migrants face special handicaps as they are incorporated into the labour market in less favourable ways than non migrants and it happened because of debt-interlocking, involvement in sub-contracting chains, greater isolation, fragmentation, and segmentation of migrants. This reasons lead to poorer working conditions, lower wages, exploitation, harassment, and other aspects of labour market discrimination (Indira Aiyavoo (2017)). In these circumstances it will be interesting to investigate the satisfaction level of migrant workers at MSMEs. Table 5.16 shows the level of satisfaction of domestic migrant workers between industries. From the table it is seen that 61.11 percent of migrants out of total migrant workers are not satisfied with their present job where as 55.55% of migrant labourers working in the footwear firms are satisfied with the present job. It is again observed that 78.66 percent of migrant workers of plywood firms are not satisfied with their present job and only 17.33 percent of workers are satisfied in the plywood firms in the present job. Relatively high satisfaction level is seen in the jobs of footwear firms which may be due to the better quality of work life prevailing in this industry.

Table 5.16

Job satisfaction of the internal migrants

Internal migrant Labourers satisfied with present			
	Plywood	Footwear	Total
Satisfied	39 (17.33%)	125 (55.55%)	164 (36.44%)
Not satisfied	177 (78.66%)	98 (43.55%)	275 (61.11%)
Not able to say	9 (4%)	2 (0.88%)	11 (2.44%)
Total	225 (100%)	225 (100%)	450 (100%)
F Score	87.296 (0.000)		

Source: Field survey, 2021

5.2.6 Previous work profile of internal migrant labourers at their origin.

The main reason for heavy influx of rural migration in to the urban areas are due to the repelling forces operating in the rural areas in the form of high rates of unemployment, poverty, low wages, small size of land holding, low level of amenities and lack of infrastructure development etc. (Bose 1974). Evidences say that people with under employment and low income are more prone to internal migration compared to other section of the society. This study has examined the previous employment of the internal migrant workers and found that most of them were engaged in low paying employments at their origin. Table 5.17 shows the distribution of sample population with their previous employment. It is seen from the table that 68.22 percent of internal migrants were engaged in agriculture related jobs at their native place. It is also found that 14 percent of migrants were engaged in service and construction sector and 11.55 percent of them were engaged in manufacturing sector. It is again observed that a few of them (6.22%) were engaged with their self employment at native states.

Table 5.17

Previous employment of internal migrant labourers at their origin

Category	Plywood	Footwear	Total
Unemployed	0	0	0
Agriculture sector	168	139	307 (68.22%)
Manufacturing sector	25	27	52 (11.55%)
Service and construction sector	15	48	63 (14.00%)
Self employed	17	11	28 (6.22%)
Total	225	225	450 (100%)

Source: field survey, 2021

5.2.7 Daily and monthly income of internal migrant labourers at their origin before migration.

Level of income received by a worker for his labour is the most important measure to understand the standard of living. Daily income received by the internal migrants at their native place prior to their migration is analysed here to understand the level of living of the migrants at their origin. Table 5.18 shows the daily income of the migrants at their origin and it is seen from the table that 70.4 percent of migrants received an income between Rupees 200 to 300 per day for their work. It is also seen from the table that 16.7 percent of migrants were receiving a daily income of Rupees 300 to 400 whereas none of them received daily income more than Rupees 600. The table again shows the average daily income of the migrants at their origin prior to their migration to the state and it was estimated as only Rupees 296 over there whereas the daily average income is Rupees 704 here in the state for this migrant workers. The estimated figures show a clear increase of their daily income due to migration.

Table 5.18

Daily income of internal migrant labourers at their origin before migration

Daily wage at Origin	Number of Workers	Percentage
200-300	317	70.4
300-400	75	16.7
400-500	42	9.3
500-600	16	3.6
600-700	0	0
Total	450	100
Mean	296	
Std. Deviation	80.613	

Source: Field Survey, 2021

Monthly income of the migrants at the origin prior to their migration is also found here to have an insight to their living standard over there in their state. Table 5.19 shows the monthly income of the migrants prior to their migration and it is found that 78 percent of the workers had an income only between Rupees 6000 to 8000. It is also observed that only 4.9 percent of the migrants had monthly income between Rupees 8000 to 10000 at their origin and unfortunately none of them had an income above Rupees 10000. The table again shows the average monthly income of the migrants at their origin prior to their migration was estimated only at Rupees 6756 whereas the monthly average income is Rupees 18144 here in the state for this migrant workers. The estimated figures show a drastic increase in the monthly income of the migrant workers after migration and which gives us the evidences of economic reasons for internal migration.

Table 5.19

Monthly income of internal migrant labourers at their origin before Migration

Daily wage at Origin	Number of Workers	Percentage
2000-4000	0	0
4000-6000	77	17.10
6000-8000	351	78.00
8000-10000	22	4.90
10000-12000	0	0
Total	450	100
Mean	6755.58	
Std. Deviation	906.683	

Source: Field Survey, 2021

5.2.8: Monthly work status and opinion of internal migrant labourers regarding their income at the origin

Monthly work status is an indicator of the availability of employment and which directly influences the monthly income of a worker. Monthly work status of internal migrants prior to their migration to the state is measured here to get insight about the availability of employment at the origin. Table 5.20 shows the monthly work status of the migrant workers at their origin and also looks in to the opinion of migrants regarding the sufficiency of this job to meet their requirements to lead a decent life in the society. From the table it is seen that 92.66 percent of migrant labourers worked 10 to 20 days per month whereas only 6 percent of migrants had 20 to 30 days work per month. From the table it is also seen that 91.56 percent of migrants were not happy with this daily status of work as it brought them insufficient level of income for leading a decent level of living. These evidences again stress the economic motivation behind every migration to the state.

Table 5.20

Monthly work status and opinion of internal migrant labourers regarding their income at the origin

Monthly Work Status of migrant Labourers at the Origin			
Number of days worked monthly	Industry type		Total
	Plywood	Footwear	
Below 10 days	6	0	6 (1.33%)
10 to 20 days	218	199	417 (92.66%)
20 to 30 days	1	26	27 (6%)
	225	225	450 (100%)
Opinion of Domestic migrant Labourers regarding their income at the Origin			
	Plywood	Footwear	Total
Income at the origin was sufficient	26	12	38 (8.44%)
Income at the origin was not sufficient	199	213	412 (91.56%)
Total	225	225	450 (100%)

Source: Field Survey, 2021

5.2.9: House hold profile of the internal migrant labourers

The study also analysed the housing status of the internal migrants at their origin by looking in to the minimum conditions of their houses at the origin. Table 5.21 shows the status of domestic migrant worker's house at their origin and it is found that 78.89 percent of the migrants had houses without minimum condition. It is found from the survey that many of these migrants were living in a single room house made up of mud and grass. Majority of the migrants say that the walls of their houses are erected with mud which is pasted on the bamboo sticks, thatched with grasses and got a common kitchen outside the room in an open space without roof. Evidences from the study also say that the facilities at their houses have got improved after their migration to the state (Table 5.23).

Table 5.21

Migrant labourers having house with minimum condition at origin

Migrant labourers having house with minimum condition at origin			
	Plywood	Footwear	Total
Having house with minimum condition	53	42	95 (21.11%)
Having house without minimum condition	172	183	355 (78.89%)
Total	225	225	450 (100%)

Source: Field survey, 2021

Availability of ration card is an indicator of inclusive development as it functions as an important document for obtaining the welfare schemes of the government. The availability of ration card and its status is analysed here to understand the household status of the migrants. Table 5.22 shows the percentage of migrant labourers with and without ration card at their origin. From the table it is observed that 88.89 percent of domestic migrants have ration card at their origin where as the remaining 11.11 percent do not have ration card. It is also found from the table that 89.5 percent of ration card holders come under below poverty category and the remaining 10.5 percent belong to above poverty line category. Data from the table gives us the insight that majority of the internal migrants who are being migrated to the state belong to the below poverty category at the origin.

Table 5.22

Ration card status of internal migrant labourers

Ration card status of migrant labourers at their state			
Category	Plywood	Footwear	Total
Domestic migrants with ration card	198	202	400 (88.89%)
Domestic migrants without ration card	27	23	50 (11.11%)
Total	225	225	450 (100%)
Category of Ration card of migrant labourers at their state			
Category	Plywood	Footwear	Total
Below the poverty line	168	190	358 (89.5%)
Above the poverty line	30	12	42 (10.5%)
Total migrants with ration card	198	202	400 (100%)

Source: Field survey, 2021

PART III

5.3 CHANGES IN THE POSSESSION OF INCOME AND DOMESTIC PROPERTIES OF INTERNAL MIGRANTS AFTER MIGRATION TO KERALA

Internal migration has greater potential for poverty reduction, meeting the Millennium Development Goals (MDGs) and contributing to economic growth in developing countries than doe's international migration (Priya Deshinkar, 2006). It is proved that the greater the gaps in earning between origin and destination the more likely are working age adults to migrate to make advantage with wage differentials (Khan 2010, White and Woods 1980). Evidences from various studies reveal that internal migration is working as an engine for increasing standard of living of the people. An attempt is made here to understand the changes about the assets holding and the overall living standard of the migrant labourers after their

migration to the state. Changes in the possession of income and domestic properties of domestic migrant labourers in terms of increase income, consumption, asset holding, investment, education, health care etc. are assessed here after their migration to Kerala state.

Table 5.23 shows the changes in the possession of income and domestic properties of internal migrant labourers after their migration. The responses of migrants to different questions are marked in yes or no formats and total actual counts and its percentages are used to understand the changes in the possession of income and domestic properties. It is observed from the table that more than 90 percent of domestic migrants believe that migration to Kerala has positively affected them in terms of increase in their income, consumption, saving or investment and also to increase the facilities at their home. Interestingly, it is seen that 92.88 percent of migrants responded positively to the question whether migration increased their overall life standard. It is also observed from the table that 76.66 percent of migrants have positively responded to the question whether migration improved the educational facilities of their family and 66.66 percent responded positively to the question whether medical treatment facilities improved for their family after migration. It is again noted that 81.55 percent of migrants have purchased new lands at their origin after migration to the state. Therefore, it could empirically stated that the internal migration has positively affected the migrants to increase their level of living.

Table 5.23

**Changes in the possession of income and domestic properties of internal
migrant labourers after their migration to Kerala**

Category	Plywood		Footwear		Total	
	Yes	No	Yes	No	Yes	No
Increased income after migration	220	5	224	1	444 (98.66%)	6 (1.33%)
Purchased new land	147	78	220	5	367 (81.55%)	83 (18.11%)
Increased facilities at my home	220	5	223	2	443 (98.44%)	7 (1.55%)
Increased daily consumption of migrant's family	218	7	221	4	439 (97.55%)	11 (2.44%)
Increased saving / investment	216	9	223	2	439 (97.55%)	11 (2.44%)
Education of Family improved	150	75	195	30	345 (76.66%)	105 (23.33%)
Medical treatment facilities improved	140	85	160	65	300 (66.66%)	150 (33.33%)
Overall life standard has improved	205	20	213	12	418 (92.88%)	32 (7.11%)

Source: Field survey, 2021

PART IV

**5.4 INTERNAL MIGRANTS AND THEIR SOCIAL AND CIVIC
DIMENSIONS**

Internal migrants are ready to take risks and to work in hazardous conditions and local employers find it easy to have migrants because there are almost no complaints, however, they love to work here as the state provides them with a comparatively better work environment (Deepa George, 2014). Kerala's experience in promoting the welfare of internal migrant workers offers essential lessons for the inclusion of migrant workers in India, as Kerala is the first Indian state to enact a social security scheme for migrant workers (Srivastava 2020). It is found that the literatures related to internal migrants of Kerala are mostly addressing the economic and related driving factors of internal migration at the same time a few studies are seen with regard to the social life of migrants living the state. J.W. Moses and S.

Irudaya Rajan (2012), in their paper “migration and integration in Kerala” narrates how the out-of-state migrants are kept isolated from the surrounding community. The study observed that migrant workers to Kerala are unable to integrate with local workers and residents to gain important information about local wage levels, worker rights and working standards and the local labour unions are not trying to integrate these workers into the labour market or inform them about local conditions. It also observed that this lack of integration poses a long-term threat to the strength and viability of the Kerala’s labour movement, and the larger social model in which it is embedded.

The study again revealed that lacking local language proficiency, and often confined to the worksite, these workers face difficult to understand about the rights afforded to them in Kerala, the level of prevailing wages and protection and therefore, this ignorance allows workers to be exploited. The study noted that the labour unions have been so ineffective, or uninterested, in reaching out to these workers and this needs to become a new focus of attention and organization for local unions in Kerala. In these circumstances this section of the analysis tries to look in to the social integration of internal migrant workers in the state by analyzing different civic dimensions as given in the table 5.24. The first dimension looks in to the mingling of migrants with local community and the second component analyses how the local community interact with these guest workers. It is found from the table 5.24 that only 12.4 percent of migrants always mingle with the natives and at the same time most of them are rarely mingle with the natives. It is also found that only 24.4 percent of the migrants positively responded for the interaction of native people with them and most of the migrants responded that the native people rarely interact with them.

The migrants feel themselves being isolated from the surrounding community since they are taken to be the second citizens in the public sphere. In the present study it is observed that around 13 percent of the migrants have this kind of alienation besides which around 52 percent of them feel themselves that they often isolated from the social space of Kerala. The table 5.24 again looks in to the

familiarity of internal migrants with their immediate surroundings and it is found that 31 percent of them are familiar with their surroundings whereas 52.2 percent of them are often come out to see their surroundings. Around 15 percent of the domestic migrants are not at all familiar with their immediate surroundings.

Language always turns to be a barrier for the social integration of the migrants especially in a state like Kerala where people use only Malayalam for their communication. Internal migrants with different slangs of Hindi and also with their native languages face difficulty at the early face of their migration and this barrier works as a blockage for further interaction with native people. From the survey of the present study it reveals that around 72.8 percent of domestic migrants often felt that language has become a barrier for them for their social interaction. An interesting observation from the table is that the domestic migrants have good social relation at their work place with their colleagues and managers and they have also had good relation with the native workers working in the same firm.

Table 5.24

Social and civic dimensions of the internal migrant labourers

Civic dimensions	Plywood			Footwear			Total		
	Always	Often	Not at all	Always	Often	Not at all	Always	Often	Not at all
1. Migrants mingling with natives	36	189	0	20	203	2	56 (12.4%)	392 (87.1%)	2 (0.44%)
2. Positive interaction of native people	50	160	15	60	155	10	110 (24.4%)	315 (70%)	25 (5.6%)
3. Migrants feel as if they are second citizens here in Kerala	35	105	85	25	130	70	60 (13.3%)	235 (52.2%)	155 (34.4%)
4. Migrants are familiar with their immediate surrounding where they live	63	117	45	80	122	23	143 (31.7%)	239 (53.1%)	68 (15.1%)
5. Migrants feel language as a barrier for interaction	20	188	17	15	140	70	35 (7.77%)	328 (72.8%)	87 (19.3%)
6. Migrants have good social relation at work place	50	160	15	151	63	11	201 (44.6%)	223 (49.5%)	26 (5.77%)

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7. Migrants have good relation with the native workers working in the same firm	63	117	45	161	63	1	224 (49.8%)	180 (40%)	46 (10.2%)
8. Migrants Observing news related to Kerala	49	174	2	4	221	0	53 (11.8%)	395 (87.8%)	2 (0.44%)
9. Migrants aware of Government programmes for them	21	199	5	1	223	1	22 (4.88%)	422 (93.8%)	6 (1.33%)
10. Migrants get help with the Government interventions	58	161	6	40	185	0	98 (21.8%)	346 (76.9%)	6 (1.33%)
11. Migrants aware of social media hype on domestic migrants	91	130	4	161	63	1	252 (56%)	193 (42.8%)	5 (1.11%)
12. There is hurdle in obtaining accommodation in the locality of work	105	95	25	30	102	93	135 (30%)	197 (43.8%)	118 (26.2%)

Source: Field survey, 2021

The state's concern for the welfare of the interstate migrant workers is reflected in the way it constituted a Working Group on Labour Migration under the 13th Five-Year Plan deliberations for the period 2017–2022 (Benoy Peter, 2020). Kerala government has framed different policies and schemes at different time to integrate the migrant workers in the Kerala society; but only a few migrants are aware of all these schemes. The government is now issuing pamphlets and application forms in the local languages of migrants to make them aware of various government schemes. From the table 5.24, it is inferred that around 90 percent of domestic migrants are not aware of different Government programmes exclusively meant for them and around 76 percent of them often got the benefit of government programmes.

Manipulated and speculative news related to the internal migrants in the media always create distress among migrant workers and it affects their social life at the destinations. Presently the social media plays a hazardous role in propagating different distressing news with regard to internal migrants. This type of social media propagation against migrant workers was strong at the onset of Covid-19 pandemic in the state and it was believed that this might have created lots of hypes and mental agonies to migrants. From the table 5.24, it is observed that around 56 percent of the internal migrants were aware of the social media hypes that are coming against them and 42.8 percent of the internal migrants often realised the social media narrations against them.

Getting proper and safe accommodation at the destination is another big problem faced by internal migrants. Most of the internal migrants working in the construction sector make use of their work site itself for their night stay whereas the migrants working in the MSMEs often get the accommodation provided by the firms. The problem of accommodation is comparatively less for the internal migrants working in the footwear firms while the accommodation problem is still a hurdle in the case of plywood firms as these firms have comparatively poor work environment. From the table 5.24, it is again observed that 30 percent of the internal migrants working in the MSMEs face difficulty in obtaining proper accommodation

in the locality of work and 43.8 percent of the migrants often face difficulty with regard to their accommodation. It is seen from the table that only 26.2 percent of the internal migrant workers are satisfied with their accommodation and at the same time around 78 percent of them are from footwear firms.

The data with regard to the social and civic dimensions of table 5.24 also depicts the different responses obtained from the internal migrants working in the plywood and footwear firms. It is observed that there exists no significant difference in the case of social and civic dimensions between internal migrants working in the footwear and plywood firms except the factors like social relations inside and outside the firms and the hurdles in obtaining accommodation. Internal migrant labourers working in the footwear firms have significant advantage in these three factors

Police department has directed the sponsors of the internal migrants and the managers of the different firms to register the name of their migrant workers in the nearest police station immediately after joining for their work in the firms with an intention of collecting basic information of the migrants. This direction is also given to the house or flat owners who are providing accommodation for the migrant workers. The present study also enquired the number of migrants who registered in the police station and it found from the table 5.25 is that 51.55 percent of the internal migrants working in the different firms have registered their name in the police station and the remaining 48.44 percent did not go for registering their name in the police station. It is also found from the table that the internal migrants working in the plywood firms are generally reluctant to register their name in the police station as it was observed in the case of construction workers. It is understood from the field survey that the owners of plywood firms often face difficulty in compelling the migrant workers to get their name registered in the police station as majority of these workers change their firms with a short span of time.

Table: 5.25

Internal migrant workers registered their name in the Police station

Category	Plywood	Footwear	Total
Migrant workers registered in the Police station	76 (33.77%)	156 (69.33%)	232 (51.55%)
Migrant not registered in the Police station	149 (66.22%)	69 (30.66%)	218 (48.44%)
Total	225 (100%)	225 (100%)	450 (100%)

Source: Field Survey, 2021

‘Aawaz’ is an insurance scheme launched by the Department of Labour and Skills (DOLS), Government of Kerala in 2016, exclusively designed as a free insurance scheme for migrant workers. Under the Aawaz scheme, migrant labour will get a health insurance cover of Rupees 15,000 and an accidental insurance cover of two lakhs. Over five lakh Aawaz cards have been issued so far to interstate migrant workers during the period 2016 to 2020. Table 5.26 shows the number of internal migrants registered in the ‘Aawaz’ scheme from the MSMEs and it is found that only 8.88 percent of the internal migrants got registered in the scheme where as the majority of them did not go for their registration. Efforts from the part of government and other agencies are required to make aware of this insurance programme to the migrant workers.

Table 5.26

Internal migrants registered with ‘Aawaz’ Scheme

Category	Plywood	Footwear	Total
Migrants registered in the ‘Aawaz’ Scheme	15 (6.6%)	25 (11.11%)	40 (8.88%)
Migrants not registered in the ‘Aawaz’ Scheme	210 (93.33%)	200 (88.88%)	410 (91.11%)
Total	225 (100%)	225 (100%)	450 (100%)

Source: Field survey, 2021

PART V

5.5 WORK STATUS OF THE INTERNAL MIGRANT LABOURERS DURING COVID-19 PANDEMIC IN THE MSMES OF THE STATE.

COVID-19 outbreak had turned into a human crisis due to mass departure of migrant workers from cities in several states to their villages. The studies on earlier recessions suggest that the job loss during a downturn sometimes results in long-term unemployment and wage setbacks, deteriorating the health of unemployed workers and increasing poverty. These impacts are most troubling for low-income households, which are less well positioned to cope with earnings losses during a recession, have no alternative earnings and have no social security available (Papademetriou et al., 2010). Migrant workers constitute quite a large proportion of such vulnerable population and they suffer from the casualties of pandemics when compared to any other section of people. In this section, we look in to the effects of epidemics COVID-19 on the income and health of migrant workers. The first part of the following section analyses the effect of pandemic on the physical, social and mental health of internal migrants and the second part discusses the job and income security of migrant workers.

5.5.1 Effects of Covid-19 pandemic on the health of internal migrants

Literature related to the work life of internal migrants reveal that social protection and health care of the migrant workers are totally neglected in India. Studies reveal that a significant number of them live in unhealthy conditions facing various health related risks. Inadequate access to healthcare services for migrant workers at the destinations increases the health vulnerabilities of them and causing for the potential spread of the diseases among them. Migrant workers always miss good work environment and therefore, they need special provisions to ensure adequate amount of facilities including access to health services, accommodation and clean sanitation facilities. The lack of access to basic health services and provision of lack of social security for interstate migrant workers raises serious concerns about their health. This study has observed the health status of internal migrants in the midst of Covid-19 pandemic and tried to assess the impact of pandemic on the health of the migrants working in different MSME firms. Table 5.27 explains how the pandemic was affected on the health of migrants.

Table 5.27: Health related issues of the internal migrants during Covid-19 pandemic

Health related issues of internal migrants	Responses of Migrants									
	Plywood			Footwear			Total			
	Always	Often	Not at all	Always	Often	Not at all	Always	Often	Not at all	
Affected with Covid-19 disease	15 (6.66%)	0 (0%)	210 (93.3%)	12 (5.33%)	0 (0%)	213 (94.6%)	27 (6%)	0 (0%)	423 (94%)	450 (100%)
Concern over health issues	21 (9.33%)	154 (68.4%)	50 (22.22%)	10 (4.44%)	2 (0.88%)	213 (94.6%)	31 (6.88%)	156 (34.6%)	263 (58.44%)	450 (100%)
Concern over medical expenses	31 (6.88%)	145 (64.44%)	49 (21.77%)	10 (4.44%)	10 (4.44%)	205 (91.1%)	41 (9.11%)	155 (34.4%)	254 (56.44%)	450 (100%)
Problems with medical treatment	25 (11.11%)	80 (35.55%)	120 (53.33%)	5 (2.22%)	10 (4.44%)	210 (93.33%)	30 (8%)	90 (20%)	330 (73.33%)	450 (100%)
Problems in visiting PHCs	10 (4.44%)	75 (33.33%)	140 (62.22%)	6 (2.66%)	15 (6.66%)	204 (90.66%)	16 (3.55%)	90 (20%)	344 (76.4%)	450 (100%)
Problems faced to get free treatment from private hospital	7 (3.11%)	107 (47.55%)	111 (49.33%)	11 (4.88%)	139 (61.77%)	75 (33.33%)	18 (4%)	246 (54.6%)	186 (41.33%)	450 (100%)

Source: Field survey, 2021

A detailed survey was conducted among internal migrants working in the plywood and footwear industries of the state. Altogether, we will be able to see from the table 5.27 is that Covid-19 pandemic has not affected the internal migrants of the state at a level which was expected with regard to health related aspects of migrants. It is observed that the internal migrants in Kerala are safer while comparing with the migrant workers of the other states. Form the survey, it was observed that only 6 percent of migrant workers were affected with Covid-19 virus and 94 per cent of migrants were safe in the state. It is also observed that majority of migrants were expressed less concern over health issues and medical expenses. It is seen that 73.33 percent of migrants did not face problem with medical treatment as it is freely available in public health centres. Interestingly, migrant workers working in medium footwear firms expressed less concern over their health issues as the firms provide them ESI and other services. It is again observed from the table 1.2 that almost all the internal migrant workers working in the footwear firms responded positively to their health concerns during pandemic as they got better care from their firms. While the migrant workers of plywood firms expressed more concern over their health issues as most of the plywood firms treated them as unorganised workers.

It is also seen that migrants do not have problem to visit public health centres run by government and 76.4 percent of migrants do not see problem in receiving free treatment from there. Benoy Peter et al; (2020) observed that Kerala's experience to promote the welfare of migrant workers in the state offers important lessons for the inclusion of migrant workers in India and the government has played a very crucial role in alleviating the distress of migrant workers through policy measures at state level, it has enumerated and was directly involved in providing food and other services. Studies conducted during Covid-19 pandemic observed that government efforts to mitigate the problems of internal migrants might have helped them to feel safe in the state.

5.5.2 Effects of covid-19 pandemic on the social and psychological life of internal migrants

The COVID-19 pandemic has upset the daily routine of every working class due to lockdown measures laid down by most of the states and of course, it has hit the social life of internal migrants everywhere in the country. Many of the internal migrants either lost their regular job or met with a reduction in the monthly income due to lock-down. This has increased the vulnerability of migrants with regard to their socio-economic and psychological life. It is observed that migrants have always been vulnerable to various psychological and physical health issues and the ongoing pandemic further extended their distress and increased the physical and mental health concerns (Kabeer and Abdulla, 2021).

Table 5.28: Social and psychological life of the internal migrants during Covid-19 pandemic

Psycho-social dimensions	Responses of Migrants									
	Plywood			Footwear			Total			
	Always	Often	Not at all	Always	Often	Not at all	Always	Often	Not at all	
Panic during lock-down	7 (3.11%)	154 (68.4%)	64 (28.4%)	0 (0%)	2 (0.88%)	223 (99.3%)	7 (1.55%)	156 (34.66%)	287 (63.77%)	450 (100%)
Faced discrimination from local community	2 (0.88%)	120 (53.3%)	103 (45.77%)	0 (0%)	2 (0.88%)	223 (99.3%)	2 (0.44%)	122 (27.11%)	326 (72.44%)	450 (100%)
Felt safety during lock-down	74 (32.88%)	147 (65.3%)	4 (1.77%)	220 (97.7%)	5 (2.22%)	5 (2.22%)	294 (65.33%)	152 (33.77%)	4 (0.88%)	450 (100%)
My family was afraid of me during pandemic	80 (35.55%)	100 (44.44%)	45 (20%)	60 (26.66%)	140 (62.22%)	25 (11.11%)	140 (31.11%)	240 (53.33%)	70 (15.55%)	450 (100%)
Faced humiliation from social media hype	2 (0.88%)	133 (59.11%)	90 (40%)	0 (0%)	79 (35.1%)	146 (64.88%)	2 (0.44%)	236 (52.44%)	212 (47.11%)	450 (100%)
We were afraid of our group living	5 (2.22%)	130 (57.77%)	90 (40%)	6 (2.66%)	75 (33.33%)	144 (64%)	11 (2.44%)	205 (45.55%)	234 (52%)	450 (100%)

Source:

Field

survey,

2021

Studies say that uncertainty about the duration of lockdown, eagerness to travel and meet their family, fear of being abandoned or deserted by their employers, insecurity over income and job etc; had created a panic situation in the life of internal migrants. This part of the paper analyses how the pandemic has influenced the mental health and social life of migrants in the Kerala state with reference to the migrant workers of MSMEs. Various questions regarding the mental health and social life of migrants were asked in the survey and the summary of the survey is given in the table 5.28. This table gives us detailed information regarding the socio-psychological dimensions of internal migrant's life and by which we could assess the social and mental status of migrant workers during pandemic. From the table it is observed that only 1.55 percent of migrants were panic due to the uncertainty and hypes created by the pandemic whereas majority of the migrants were not panic in the midst of pandemic and lockdown. Problems of feeling loneliness and fear of family are some of the mental issues that migrants often face during health causality. It is also observed from the table that internal migrant's family seems to be not panic as their family member being safe here in Kerala during pandemic.

Another issue often faced by the migrants is social discrimination and humiliation from local community. But it is also seen from the table that only 2 migrants felt discrimination during lock down where as 72.44 percent of the migrants did not face any type of discrimination from local community. There was a great concern about group living of the migrants at the onset of pandemic but these migrants were less worried about their group living and it seems that this group living might have helped the internal migrants in reducing their tensions and mental agonies during lockdown and related problems. It is again observed from the table that majority of internal migrants felt safety during lock down as they received free food from community kitchen and also other helps from their sponsors during lock down. Data from the table also shows comparatively better status for migrant workers working in the footwear firms as these firms provide better work environment for the migrant workers. Provision of ESI, provident fund, better accommodation etc. seen in the medium footwear firms might have helped the

migrant workers to lead a panic free life during lockdowns. Apart from government initiatives, the collective efforts of the volunteers, activists, Civil Society Organisations, corporate entities, employers, contractors and neighbourhood societies to support migrants in the pandemic has become an amazing model of extending help to the vulnerable. The social media groups were also created at the national level to facilitate interstate support for migrant workers (Benoy Peter, 2020). From these discussions, it could be conclude that the state's concern in the welfare of the interstate migrant workers is reflected in the socio-psychological life of migrants working here.

5.5.3 Government intervention during lockdown and responses of internal migrants.

During the COVID-19 lockdown, the Kerala government's intervention to help the migrant workers in the state was reasonably inclusive and appreciable. The state's effective response to workers' distress during the lockdown emanates from its overall disaster preparedness and resilience achieved from confronting two consecutive state-wide natural disasters and a public health emergency in the immediate past (Benoy Peter, 2020). . Kerala is the first Indian state to enact a social security scheme for migrant workers (Srivastava 2020). Free food provided through community kitchens and other facilities to migrant workers is wonderful model of state Government. The Department of Local Self-Government on 20 March 2020 issued a detailed order that to be carried out for the preventive measures in the midst of Covid-19 pandemic. Studies conducted during the Covid-19 pandemic observed that government and other agencies' intervention has positively affected the living condition of internal migrants in the state. The combined efforts by the government and other agencies helped the internal migrants to feel safe in the state. In the present study internal migrants were asked certain questions regarding government interventions and its responses are shown in the table 5.29.

In the present analysis Government intervention is understood in terms of government assistance and support, provision of free food through community

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kitchen, free medical treatments, financial help from local self governments, free vaccination, visit of health personnels etc. Table 5.28 shows the responses of internal migrants towards government interventions during lock downs. From the table it is seen that 91 percent of migrant workers were indifferent with regard to government support and they received support “often” in one or another way during lockdowns. It is also seen that majority of migrant workers often received free food kit and food from community kitchen and only 4.88 percent of migrants got free food from community kitchen. It is again noticed that 74.8 percent of migrants did not get any financial help from LSGs while 50 percent of tem received one or two free dose of Covid-19 vaccination.

Table 5.29

Government intervention during lockdown and the responses of the internal migrants.

Government intervention	Responses of Migrants									
	Plywood			Footwear			Total			
	Always	Often	Not at all	Always	Often	Not at all	Always	Often	Not at all	
Got Govt. assistance and support in one or another way	2 (0.88%)	207 (90%)	16 (7.11%)	21 (9.33%)	203 (90.22%)	1 (0.44%)	23 (5.11%)	410 (91.11%)	17 (3.77%)	450 (100%)
Got food kit and food from community kitchen	3 (1.33%)	202 (89.77%)	20 (8.88%)	2 (0.88%)	212 (94.22%)	11 (4.88%)	5 (1.11%)	414 (92%)	31 (6.88%)	450 (100%)
Got correct and free medical treatment from Govt. hospitals	10 (4.44%)	206 (91.55%)	9 (4%)	78 (34.66%)	145 (64.44%)	2 (0.88%)	88 (19.55%)	351 (78%)	11 (2.44%)	450 (100%)
Got financial help from LSGs	0 (0%)	27 (12%)	198 (88%)	11 (4.88%)	75 (33.33%)	139 (61.77%)	11 (2.44%)	102 (22.66%)	337 (74.88%)	450 (100%)
Got free vaccination from Kerala	100 (44.44%)	0 (0%)	125 (55.55%)	125 (55.55%)	0 (0%)	100 (44.44%)	225 (50%)	0 (0%)	225 (50%)	450 (100%)
Health personnels used to visit our dwelling place	64 (28.44%)	154 (68.44%)	7 (3.11%)	75 (33.33%)	110 (48.88%)	40 (17.77%)	139 (30.88%)	264 (58.66%)	47 (10.44%)	450 (100%)

Source: Field survey, 2021

During Covid-19 lockdowns the health personnels used to visit various dwelling places of migrant workers to give them medical advices. The present study tried to look in to the matter and found that only 30.8 percent migrant workers got help from health personnels. It was observed from the survey that the domestic migrant workers working in different MSMEs used to get basic necessary goods during lockdowns either from their sponsor or from the owner of the firms. Therefore, the MSME workers especially in the medium small and medium firms might have not gone for government help as they are experiencing better work environment in the firms.

5.5.4. Effects of Covid-19 Pandemic on the Economic Life of the Internal Migrants

According to the early estimates, tens of millions of migrant workers were left unemployed in India by the end of March 2020 due to the lockdown (Al-Jazeera, 2020). Many of the migrant workers have returned to their villages as they lost their job during lock down. As most of the internal migrants are working in unorganized sector, it is difficult to assess the actual economic impact created by pandemic. The lockdown implemented in the state has resulted in an unprecedented loss of employment in all sectors of the economy and the impact of the lockdown was most severe in the case of self-employed and casual workers. Based on the loss of GSDP for the various sectors and considering the distribution of workers to various sectors, it feels that the 69 days lockdown has pushed more than two third of self employed and casual workers to acute unemployment, financial crisis, indebtedness and economic distress (Prkash,2021). Covid-19 pandemic has created an unimaginable disequilibrium in the labour market of the state and the distortions and complexities of this labour market mismatch will continue for long term. Various studies conducted during pandemic observed a big fall in the income for labourers working in the unorganized sector and this fall of income is severe in the case of internal migrants working in the construction and service sectors. As we know, the internal migrants are most vulnerable section of the working class in the state, a study on the impact of pandemic on their employment and income is made here. Table 5.30

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shows the various economic aspects which are assessed to understand the effect of Covid-19 pandemic on internal migrants. Economic impact of Covid-19 pandemic on the internal migrants are analysed here in terms of job opportunities, job security, change in income, provision of financial help, food and accommodation in the midst of Covid-19 havoc and consecutive lockdowns.

Table 5.30
Economic impact of Covid-19 pandemic on the internal migrants

Economic dimensions	Responses of Migrants									
	Plywood			Footwear			Total			
	Always	Often	Not at all	Always	Often	Not at all	Always	Often	Not at all	
Job opportunities decreased due to pandemic	110 (48.88%)	115 (51.11%)	0 (0%)	70 (31.11%)	150 (66.66%)	5 (2.22%)	180 (40%)	265 (58.88%)	5 (1.11%)	450 (0%)
Pandemic reduced salary/wage	34 (15.11%)	188 (83.55%)	3 (1.33%)	2 (0.88%)	12 (5.33%)	211 (93.77%)	36 (8%)	200 (44.44%)	214 (47.55%)	450 (100%)
Pandemic caused economic insecurity	136 (60.44%)	83 (36.8%)	6 (2.66%)	30 (13.33%)	164 (72.88%)	31 (13.77%)	166 (36.88%)	247 (54.88%)	37 (8.22%)	450 (100%)
Financial help obtained from sponsor during lock-down	15 (6.66%)	190 (84.44%)	20 (8.88%)	76 (33.77%)	140 (62.22%)	9 (4%)	91 (20.22%)	330 (73.33%)	29 (6.44%)	450 (100%)
Pandemic affected my job	115 (51.11%)	103 (45.77%)	7 (3.11%)	75 (33.33%)	79 (35.11%)	71 (31.55%)	82 (18.22%)	182 (40.44%)	186 (41.33%)	450 (100%)
Got salary during lock down	1 (0.44%)	105 (46.66%)	119 (52.88%)	79 (35.11%)	12 (5.33%)	134 (59.55%)	80 (17.77%)	117 (26%)	253 (56.22%)	450 (100%)
Sponsor provided free food during lockdown	26 (11.55%)	191 (84.88%)	8 (3.55%)	220 (97.777%)	4 (1.77%)	1 (0.44%)	246 (54.66%)	195 (43.33%)	9 (2%)	450 (100%)
Sponsor provided free accommodation during lockdown	50 (22.22%)	107 (47.55%)	68 (30.2%)	222 (98.66%)	3 (1.33%)	0 (0%)	272 (60.44%)	110 (24.44%)	68 (15.1%)	450 (100%)
Pandemic has reduced the income	160 (71.11%)	65 (28.88%)	0 (0%)	80 (36%)	140 (62%)	5 (2%)	240 (53%)	205 (46%)	5 (1.11%)	0 (100%)

Source: Field Survey

From the table 5.30, it is observed that Covid-19 pandemic has really affected the economic life of the migrants in terms of their income and employment. It is seen from the table that 99 percent of migrants faced a decrease in their employment opportunities and also in their income. It is also seen that pandemic has reduced the wage or salary of the migrants especially in the case of workers who are working in the plywood firms but the reduction in the salary was not clearly seen in the case of footwear firms as these firms are providing comparatively better work environments for migrants. Pandemic has decreased the job opportunities available for migrants in the state and which resulted to the decrease in their income. It is also observed from the table that 30 percent of migrants always faced economic insecurity and 57 percent of migrants often faced economic insecurity due to irregular employment during covid-19 and therefore, it clear from the table that pandemic has caused to reduce the income of 99 percent of internal migrant workers.. It is also seen that majority of migrant worker's economic life is negatively affected with Covid-19 pandemic. It is again observed from the table that the pandemic has negatively affected in the job of 60 percent of migrants and the salary was not got available for 56 percent of migrants during lockdowns. An interesting observation is that medium firms have provided food and accommodation freely to its migrant workers during lockdowns and the data show that the medium firms of footwear industry have become a wonderful model in the provision of shelters to its domestic migrant workers.

5.5.5 Overall impact of Covid-19 pandemic on the income and health of the migrants.

From the above analysis it is seen that income of the internal migrants have been decreased due to Covid-19 related factors where as the health concern of the migrants are not that much high as it is observed in the case of other states of India. Government of Kerala is trying for social inclusion of migrants to mitigate the problem faced by them in their day today work life in the state. Measures like Interstate Migrant Workers Welfare Scheme-2010 (ISMWWS), Apna Ghar Housing Scheme, Aawaz Insurance Scheme etc; are some of the programmes groomed for

them. The health concerns of the migrants during pandemic have been reduced by the strong interventions of government. Community kitchen for food, intervention by local self government for the welfare of migrants, group counseling to migrants by experts, special vaccination camps for migrants etc; are examples of strong government interventions in this regard. More over local community of Kerala also have extended their help to meet the immediate requirements of migrants. Voluntary organisations had identified the deserving group of migrants and provided food and other items during lock-down at local level.

PART VI

5.6 DETERMINANTS OF INTERNAL MIGRATION TOWARDS THE MSMEs OF KERALA.

External migration from Kerala to the Gulf countries during 1970s, 1980s and 1990s and to the Europe and North American regions since 2000 is on the increase for last five decades (Zachariah et al., 2002; Rajan and Kumar, 2011). Among the states of India, Kerala also ranks the top in terms of international remittance receipts (Parida and Raman, 2019). The remittance of migrants is largely spent on real estate market and construction sectors of the state, which in turn, increased the demand for unskilled workers in construction and other sectors. This resulted to the influx of internal in migrants to the state. It is observed that the in-migrants to Kerala almost match the quantum of international migrants from Kerala and giving rise to the phenomenon of replacement migration (Udaya S Mishra, S Irudaya Rajan (2018).

Poor economic conditions in the native place, high wage rate and better employment opportunities in Kerala have been identified as the main reasons for migration to Kerala (DilipSakia, 2014). The relatively higher wages, enormous employment opportunities, and shortages of local labourers make Kerala a lucrative job destination for workers outside the State. This has made Kerala an emerging destination of internal migrants from other states in India. But Kerala continues to send its workers to the Middle East and Europe (Udaya S Mishra, S Irudaya Rajan,

2018). The findings from the previous literature reveal that migration inflow to the state during 1980s and 1990s were mainly dominated from the neighbouring states Tamil Nadu and Karnataka. However, this trend has been changed in the recent years as a large number of in-migrants are started coming from the far off northern states of India. Inflow of migrants to the state is seen from the relatively backward states like West Bengal, UP, Assam, Bihar, Odisha, Jharkhand, and north eastern states and these workers have filled the vacuums created by external migration. Evidences say that better work environment and high wage rate in the state keep on attracting domestic migrant labourers towards the state.

While going through the literature on the migration phenomenon of the state, it is apparent that a circular pattern is visible in the migration flow of Kerala. The unique pattern of labour movement in the state could be termed as 'migration paradox' as it establishes a phenomenon which causes people to migrate from the origin to other nations due to unemployment and in turn the flow of internal in migrants from different destinations to the origin due to the employment opportunities created by the outmigration. It will be interesting to understand the factors which are attracting in-migrants towards the MSMEs of the state in terms of the factors determining at the destination and also at the origin. The factors at origin are explained like push factors and at the destination it is known as pull factors in the literature of migration

The pull and push theory of migration state that people migrate because of factors that push them out of their existing place or nation and factors that pull them in to another place or nation. This movement of people happens as a result of the desire to be better off than they currently are and the deteriorating living conditions force them to move to better places. Several variables of push and pull may be operating and interacting each other in making decision to migrate, so that the move cannot be attributed wholly either to "push" or "pull" factors alone. Therefore, particular mix of push and pull factors that leads to migration of one person may be very different from that of another (Ravenstein 1886).

Push factors are those factors which push people to move one place to or region to another within the country. The major push factors include;

- a) Lack of employment at the place of residence due to traditional agrarian setup or exhaustion of mines, timbers or agricultural resources etc.
- b) Poverty of the people due to low level employment or loss of employment.
- c) Low income and low level of livelihood due to unemployment.
- d) Shortage of land for agriculture and land for constructing residential houses,
- e) Poor quality of land characterised by low fertility, lack of water etc.
- f) Unequal distribution of lands and existence of landless people.
- g) Lack of modern facilities like education, health care, training facilities and other amenities.
- h) Natural calamities like flood, drought, earthquake, epidemic etc.
- i) Deteriorating law and order conditions leading to insecurity of life and property,
- j) Discrimination on grounds of race and religion political victimization,
- k) Break up of joint family system and emergence of micro families.
- l) Fear of persecution by law.
- m) Marriage of women and the push from her native place to husband's place due to social customs.

Pulls from one region also determine the decision to migrate. Pull factors are those factors which attract or pull people from other areas or regions within the country. Major pull factors from a region include;

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- a) Large employment opportunities with superior employment in one's occupation or opportunities to enter a preferred occupation.
- b) Higher wage rate compared to the place of origin and opportunity to earn larger income.
- c) Improved health and educational facilities and preferably good environment for modern living.
- d) Development of trade and industry in an area and arising opportunities.
- e) Favourite climate, i.e. free from natural calamities like drought, flood etc.
- f) Commercialization of agriculture in an area compared to other areas.
- g) Access to modern means of transport and communication in a place.
- h) Attraction to modern living conditions available in urban areas compared to rural areas.
- i) Security of life and property and absence of discrimination on the basis of race, caste, religion and politics,
- j) Healthy business environment and emergence of new industrial and business centres, and potential chance to develop new business.
- k) Establishment of new big projects in metro cities and new demand for employment.
- l) To explore and lure new or different activities, environments, or people, such as such as the cultural, intellectual or recreational activities of a large metropolis for rural and small-town residents.
- m) Dependency movements of other persons to whom one is related, such as the movements of dependents with a breadwinner or migration of a bride to join her husband

Therefore, push and pull factors are some of the forces which repel and attract people voluntarily or involuntarily to migrate or move permanently or temporarily. Some factors like economic, environmental, social motives are the main reasons for migration. According to Lee, many plus and minus factors at the origin and destination causes migration, the plus factors or positive factors which hold people within the area or pull other to it and negative forces which repel or push people from the area. There are some zero forces that are neither attracting nor repelling people to migrate (Lee, 1966). In this section it tries to analyse the attracting forces of internal migration towards the MSMEs of the state in terms of push and pull factors.

5.6.1 Push and Pull reasons of internal migration towards the MSMEs of Kerala

Table 5.31 analyses whether the migration to the state is push induced or pull induced. It is seen from the table that 62.44 per cent of domestic migrants are migrated to Kerala due to pull related reasons while only 37.56 per cent of domestic migrant labourers migrated due to push related reasons. It is also seen that 82.22 per cent of migrant labourers working in the footwear firms responded that the pull related factors have induced them to migrate to Kerala where as it is only 42.67 per cent in the case of plywood firms. It is again seen that push induced reasons (57.33%) are the major driving force of internal migrations to the migrant labourers working in the plywood firms where as it is only 17.78 per cent in the case of migrants working in the footwear firms. Altogether, it is found that pull related factors (62.44%) are the driving forces or determinants of internal migration to the state. The most important factors which are affecting the pull and push inducement of internal migration to the state are shown in the table 5.31

Table 5.31

Reasons for the internal migration towards the MSMEs of Kerala

Reasons	Plywood	Footwear	Total
Push induced reasons	129 (57.33%)	40 (17.78%)	169 (37.56%)
Pull induced reasons	96 (42.67%)	185 (82.22%)	281 (62.44%)
Total	225 (100%)	225 (100%)	450 (100%)

Source: Field Survey, 2021

5.6.2 Important determinants of internal migration towards MSMEs of Kerala

Table 5.32 shows the most important push and pulls factors which are affecting the decision to migrate to the state by the migrant labourers. From the table it is seen that poverty, unemployment and under employment at the origin is the most important push factor (50.88%) that induces the migrants to migrate to the state. The second important push factor is low wage rate and low income at the origin which accounts for 37.27 per cent and it is followed by the factor loss in agriculture and shortage of land at origin which accounts only for 11.83 per cent among push induced reasons. It is also observed from the table that none of the domestic migrant responded to the factor social and natural vulnerabilities affected at the origin as push factor in their migration. It is again observed from the table that the push factor “poverty, unemployment and under employment” at the origin is the strongest determinant of internal migration towards the state and this factor is strongly reported from the migrant workers of plywood firms. It is at the same time “the low wage rate and low income” at the origin is the dominant push factor for the migrant workers working in the footwear firms.

Data from the table 5.32 pertaining to pull factors unravel the fact that an overwhelming majority (44.48 percent) of the migrants are attracted towards the job security and better work environment and followed by high wage rate, better payment system and more job opportunities (34.51 percent) prevailing in the state. The factors help from earlier migrants and friends (13.16%) and the support from

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the government machineries in the state (7.82%) come as the third and fourth factors respectively, with regard to the factors affecting the pull reasons of internal migration.

Table 5.32

Most important push and pull factors of domestic migration

Important push factors	Plywood	Footwear	Total
Poverty, unemployment and under employment at origin	84 (65.11%)	2 (5%)	86 (50.88%)
Low wage rate and low income at origin	30 (23.25%)	33 (82.5%)	63 (37.27%)
Loss in agriculture and shortage of land at origin	15 (11.62%)	5 (12.5%)	20 (11.83%)
Social and natural vulnerabilities at origin	0 (0%)	0 (0%)	0 (0%)
Total	129 (100%)	40 (100%)	169 (100%)
Most important pull factor of domestic migration			
High wage rate, better payment system and more job opportunities	22 (22.91%)	75 (40.54%)	97 (34.51%)
Job security and better work environment	52 (54.16%)	73 (39.45%)	125 (44.48%)
Help from earlier migrants and friends	17 (17.70%)	20 (10.81%)	37 (13.16%)
Support from the government machineries at destination	5 (5.20%)	17 (9.18%)	22 (7.82%)
Total	96 (100%)	185 (100%)	281 (100%)

Source: Field Survey, 2021

The data from the table also reveal that the high wage rate, better payment system, more job opportunities, job security and better work environment that exist in the footwear firms pull the internal migrants towards these firms. Data from the table again restate that the pull factor “job security and better work environment” at the firms is the most important determinant of internal migrations towards MSMEs and this factor is dominating both in the case of footwear firms and the plywood firms.

The literatures of migration have classified the determinants of migration in a broader perspective by incorporating the socio-economic, political, demographic and natural factors. The literatures on migration have seen an economic rationale of the movements of people from country to country, state to states and rural to urban. The literatures also say that this mobility is driven by many hopes and aspirations which are primarily economic but it is also driven by many other non-economic factors which are socially and culturally embedded. Table 5.33 shows the most important determinants of internal migration to the state with respect to economic, social, demographic, political and natural factors.

Table 5.33

Important determinants of internal migration

Most important Determinant of internal migration			
Determinants	Plywood	Footwear	Total
Economic factors	211 (93.78%)	223 (99.11%)	434 (96.44%)
Social factors	14 (6.22%)	2 (0.89%)	15 (3.33%)
Demographic factors	1 (0%)	0 (0%)	1 (0.22%)
Political factors	0 (0%)	0 (0%)	0 (0%)
Natural factors	0 (0%)	0 (0%)	0 (0%)
Total	225 (100%)	225 (100%)	450 (100%)

Source: Field Survey, 2021

Data from the table 5.33 reinstates the earlier studies pertaining to the internal migration that the economic factors are the main driving force of internal migration towards the state. It is seen from the table that economic factor accounts for 96.44 percent of responses from the domestic migrant workers. Economic factors like high wage rate, better payment system, more job opportunities and job security are the most important components coming under the pull factors of migration whereas low wage rate, low income, poverty, unemployment, under employment and loss in agriculture at the origin are the major push factors. Therefore, these economic factors turned to be the most important determinant of internal migration towards the state and resulted for the recent influx of internal migration to the state. Table 4.3.3 also reveals that social factors such as better work environment in the state without discrimination on the basis of caste, religion and region, government support to migrants etc., have caused for 3.33 percent to migrate to the state. Political, demographic and natural factors also account for internal migration across the country but in this analysis the responses from migrant workers reveal that no one is affected with these factors to migrate in to the state.

Conclusion

An important question in the study was to understand whether the internal migration to the state was with push induced reasons or pull induced reasons. It was found that majority of the internal migrants were migrated to the state due to pull related reasons. This finding reinstated that the internal migration to the state is pull induced and factors like job security, better work environment, high wage rate, better payment system and more job opportunities are attracting the migrants in to the state. The findings of the study again revealed that the factors like poverty, unemployment, under employment and low income at the origin push the internal migrants from their origin to the Kerala state. From the study it can be concluded that the positive work environment and better payment system prevailing in the state are the major driving forces of internal migration towards the state. Again this study has pointed out that the problems of alienation and poor degree of integration of the migrants to the main stream of the state despite the combined interventions of the government and other agencies for inclusion of them are still a concern for the state.

Chapter Six

**QUALITY OF WORK LIFE OF THE INTERNAL
MIGRANT LABOURERS IN MICRO, SMALL AND
MEDIUM ENTERPRISES IN KERALA**

Part I: *The Quality of Work life of the Internal Migrant Labourers in the MSMEs of Kerala.*

Part ii: *Comparison of the Quality of Work life of Internal Migrant Labourers Between the Industries and Across the Firms*

Part iii: *Impact of the Selected Variables on the Quality of Work Life of the Internal Migrant Labourers*

Part iv: *Impact of the quality of work life on the internal migration*

Part v: *Implications of the qwl on the work life of the internal migrant labourers*

CHAPTER VI

QUALITY OF WORK LIFE OF THE INTERNAL MIGRANT LABOURERS IN MICRO, SMALL AND MEDIUM ENTERPRISES IN KERALA

The research questions of this thesis are posed in the context of the recent influx of internal in-migration to the Kerala state. This chapter analyses the quality of work life of these internal migrant labourers working across the micro, small and medium enterprises of the state. For the present study, it has taken the micro, small and medium firms of the plywood and footwear industries and the quality of work life is measured between the internal migrant labourers working in these industries and also across the firms. This chapter also looks in to the impact of certain selected factors on the quality of work life and also the influence of the quality of work life on the migration decisions of the internal migrants. At the end of this chapter it makes an attempt to assess the implication of the quality of work life on the work life of internal migrant labourers working in the micro small and medium enterprises (MSMEs) of Kerala. The analysis of this chapter is divided into different sections as given below,

- I) Assessment of the quality of work life of internal migrant labourers working in the micro small and medium enterprises in Kerala.
- II) Comparison of the quality of work life of the internal migrant labourers between the industries and across the firms
- III) Impact of selected variables on the quality of work life of the internal migrant labourers working in the MSMEs in Kerala.
- IV) Impact of quality of work life on the internal migration towards the MSMEs in Kerala
- V) Implications of the quality of work life on the work life of the internal migrant labourers working in the MSMEs of Kerala

The data collected from the 450 internal migrant workers in connection with their quality of work life are used here for assessment. Two major industries namely; plywood and footwear, where the internal migrants have relatively high participation in the work are taken as sample enterprises. Stratification of these industries on the basis of type of firm as micro, small and medium is also made here to encompass all the characteristics of the data.

Evidences reveal that for several year employers used to see the employees as a factor of production just like other factors and tried to extract maximum potential of labourers to make advantage in the production process. But, this philosophy regarding labour is changed in the era of globalisation and employers have realised that maximum potential from the employees could be expected by providing them a good quality of work life in the institution. Therefore, the concept quality of work life has greater role to play in the production process in the globalised world whether it is for organised labourers or for the labourers working in the unorganised sectors. In the present study, to understand the quality of work life of the internal migrant labourers an extensive survey with the use of an interview schedule was administered among the domestic migrants working in the plywood and footwear firms of the state during the months of September and October, 2021.

PART I

6.1 THE QUALITY OF WORK LIFE OF THE INTERNAL MIGRANT LABOURERS IN MICRO, SMALL AND MEDIUM ENTERPRISES OF KERALA.

Quality of work life (QWL) refers to the favourableness or unfavourableness of job environment for the employees including the quality of relationship between the employees and the total working environment in an organisation. According to Harrison, (1985) “QWL is the degree at which work in an organisation contributes to material and psychological well-being of its members”. Quality of Work Life as a process of work organisations, which enables its members at all levels to participate actively and efficiently in shaping the organisations environment, methods and

outcomes. It is a value based process, which is aimed towards meeting the twin goals of enhanced effectiveness of organisations, and improved quality of life at work for employees (American Society of Training and Development, 1979). Various definitions of QWL illustrates that the concept has to touch all the aspects of an employees work life. Therefore, the concept QWL should be interdisciplinary in nature and should combine all the fields of enquiry like industrial and organizational psychology, sociology, organizational theory and development, motivation and leadership theory, managerial economics and industrial relations. Hence, it is viewed that quality of work life should be designed along with different components regarding all aspect of human resource.

Richard Walton (Walton, 1973) who had taken up extensive research in the 1970s on the concept of quality of work life and made significant contribution for the conceptualisation of the term quality of work life in the literature of labour economics and human resource management. According to Walton “Quality of Work Life is the work culture that serves as the corner stone”. Walton has identified eight important components of quality of work life namely; adequate and fair compensation, safe and healthy working conditions, development of human capacities, growth and security, social integration, constitutionalism, the total life space and social relevance. In the present study, the quality of work life is assessed with help of nine major components and these components were identified with help of a principal component analysis.

6.1.1: Assessment of the quality of work life

In the present study, a principal component analysis was administered as part of the pilot study to identify the principal components which are affecting the QWL of the internal migrants. The principal component analysis has helped to reduce the number of observed dimensions of the QWL from the given 50 factors to nine factors. These nine factors broadly contain most of the characteristics of the dimensions in the given data set. After principal component analysis, the selected factors or components for the present study are; work environment at firms,

organisation culture of the firm, human relation and cooperation in the firm, training and professional development programme in the firm, fare compensation and other rewards, facilities like over time, ESI, accommodations in the firm, job Satisfaction and job security in the firm, freedom at work in the firm and social and work life balance in the firm.

For developing the QWL index, the total score obtained by a respondent for nine component of QWL on Likert scale is found and this score is divided with the number of components to obtain the average score for each respondent. Therefore, to obtain the value of the QWL for each respondent the following equation is used.

$$QWL = 1/9 \sum_{i=1}^9 (Di)$$

In the above equation QWL stands for quality of work life and D stands for dimensions or components of QWL. The mean score obtained by using the above equation is used to assess the quality of work life of the internal migrants working in the MSMEs of the state. The average mean scores of different components are also used to identify the major components influencing the quality of work life.

6.1.2: Quality of Work Life for internal migrant labourers working in the MSMEs

Evidences say that quality of work life affects the job involvement, competency, job satisfaction and job performance of the employees. A job will be more productive and challenging if the employees get appropriate level of quality in their work life and the quality is attained if a firm addresses the physical and psychological requirements of its workers. In the present study, the selected factors or components of quality work life are; work environment at firms, organisation culture of the firm, human relation and cooperation in the firm, training and professional development programme at firm, fare compensation and other rewards, facilities like over time, ESI, accommodations at firm, job Satisfaction and job security in the firm, freedom at work in the firm and social and work life balance at

firm. Overall and industry wise mean scores of quality of work life has been estimated by using the given equation and the result is shown in the table 6.1.

Table 6.1

Mean Scores of the Quality of Work Life of internal migrant labourers working in the MSMEs

Industry Type				Total	
Plywood		Footwear			
Mean	Std. Deviation	Mean	Std. Deviation	Mean	Std. Deviation
3.46	0.403	4.24	0.294	3.85	0.529
t Value			6.19	(0.000)	

Source: Estimated from the field survey data, 2021

The overall mean score of the quality of work life obtained for the internal migrant labourers working in the MSMEs of the state is given in the table 6.1 and it shows almost satisfactory quality of work life for all the domestic migrant labourers working in the MSMEs. The obtained average mean score 3.85 indicates almost satisfactory result but the industry wise analysis of the average quality of work life score shows comparatively poorer score for the plywood industry. A significant advantage in the mean score is seen in the case of the footwear industry which indicates a better work life for the internal migrants in the footwear firms. Apart from this, the t test result also indicates a significant difference in the quality of work life between footwear and plywood industries. Comparatively better score in the footwear industry was the result of good practices that are seen in the footwear firms in connection with the work life of the employees. Majority of the footwear firms used to provide facilities like ESI, provident fund and better accommodations to its employees in addition to better payment and reward.

6.1.3 Major Components of the Quality of Work Life of the Internal Migrant Labourers

In the present study, the factor analysis in the pilot survey has reduced the factors influencing the quality of work life in to nine components such as, work environment in the firms, organisation culture of the firm, human relation and cooperation in the firm, training and professional development programme in the firm, fare compensation and other rewards, facilities like over time, ESI, accommodations in the firm, job Satisfaction and job security in the firm, freedom at work in the firm and social and work life balance in the firm.

Table 6.1.2 shows the mean scores of each component of the quality of work life with the percentage of responses for different scales. From the table it is seen that the component representing the compensation and rewards in the firm has highest mean score. It implies that altogether domestic migrant labourers are getting a satisfactory compensation from the firms. Job satisfaction and job security in the firm is followed by the compensation and rewards with an average score of 3.88 and it is followed by work environment in the firm with a score of 3.74. These three components with maximum score determine the migrant worker's decision to migrate in to MSMEs. It is also seen from the table that training and professional development programmes in the firm has recorded least average score of 2.84. This implies that the migrant workers are not getting sufficient opportunities for their professional development programmes in the firms and also they left without professional or in service training in the firm. It is again noted from the table that the components like organisation culture in the firm, relation and co- operation inside the firm, facilities in the firm, freedom at work in the firm and social and work life balance have recorded an average score in determining the quality of work life of domestic migrants in the MSMEs.

Table 6.2

Mean scores of Different Components of quality of work life of Domestic Migrant Labourers

	Components of Quality of Work Life	Score*					Mean	Std. deviation
		1	2	3	4	5		
1	Work environment in the firm	9 (2%)	12 (2.7%)	75 (16.7%)	347 (77.1%)	7 (1.6%)	3.74	0.632
2	Organisation culture in the firm	3 (0.7%)	17 (3.8%)	153 (34 %)	272 (60.4%)	5 (1.1%)	3.58	0.619
3	Relation and co-operation inside the firm	5 (1.1%)	8 (1.8%)	108 (24%)	323 (71.8%)	6 (1.3%)	3.70	0.581
4	Training and professional development programmes in the firm	14 (3.1%)	107 (23.8%)	271 (60.2%)	55 (12.2%)	3 (0.7%)	2.84	0.697
5	Compensation and other rewards	2 (0.4%)	24 (5.3%)	86 (19.1%)	124 (27.6%)	216 (47.6%)	4.16	0.946
6	Facilities like over time, ESI, accommodations etc. in the firm	2 (0.4%)	33 (7.3%)	153 (34%)	183 (40.7%)	79 (17.6%)	3.68	0.863
7	Satisfaction and job security in the firm	11 (2.4%)	17 (3.8%)	104 (23.1%)	201 (44.7%)	117 (26%)	3.88	0.922
8	Freedom at work in the firm	1 (0.2%)	20 (4.4%)	179 (39.8%)	249 (55.3%)	1 (0.2%)	3.51	0.598
9	Social and work life balance at firm.	1 (0.2%)	22 (4.9%)	181 (40.2%)	237 (52.7%)	9 (2%)	3.51	0.634

Source: Estimated from the field survey, 2021

**From the Likert scores in the table, 1 stands for strongly disagree or highly dissatisfactory, and 2 for disagree or dissatisfy, whereas 3 stands for uncertain or neutral. On the other hand 4 stands for agree or satisfactory and 5 for strongly agree or highly satisfactory. Scores in the bracket show the percentage and the scores without bracket indicate the actual counts.*

PART II

6.2 COMPARISON OF THE QUALITY OF WORK LIFE OF INTERNAL MIGRANT LABOURERS BETWEEN THE INDUSTRIES AND ACROSS THE FIRMS

6.2.1: Industry wise analysis of the components of the Quality of Work Life

Industry wise average scores of different components of QWL is estimated in this section. A detailed analysis of the each selected component of quality of work life is done here to understand the work life of the internal migrant labourers working in the MSMEs of the state. For the present study different plywood and footwear firms are taken in order to represent different industries.

6.2.2: Work environment in the firm

Work environment involves better and motivating work conditions in the firms. It also looks in to the supports provided by the firms for the personal development of the workers. Provision of the information related to the work of the firm is another dimension of this component and all these elements make a conducive work environment in the firm. Table 6.3 explains the status of QWL among the internal migrant workers of the plywood and footwear industries with regard to work environment in the firm. From the table it is observed that 77.1 percent of the migrants have a satisfactory work environment at the firms and it is 56.9 percent and 97.3 percent respectively, in the plywood and footwear firms. It is also observed from the mean values that work environment is comparatively good in the footwear firms and therefore, the test value shows a significant difference in the work environment between plywood and footwear firms.

Table 6.3

Industry wise analysis of the component work environment in the firm

	Work environment in the firm							
	Strongly disagree	Disagree/Dissatisfy	uncertain/ neutral	Agree/ satisfactory	Strongly agree	Total	Mean & Std. deviation	Test Value
Plywood	9 (4.0%)	12 (5.3%)	72 (32.0%)	128 (56.9%)	4 (1.8%)	225 (100%)	3.47 (0.796)*	95.217 (0.000)**
Footwear	0 (0.0%)	0 (0.0%)	3 (1.3%)	219 (97.3%)	3 (1.3%)	225 (100%)	4 (0.164)*	
Total	9 (2.0%)	12 (2.7%)	75 (16.7%)	347 (77.1%)	7 (1.6%)	450 (100%)	3.74 (0.632)*	

Source: Estimated from the field survey, 2021. *Values with single star show standard deviation and that of with two stars stand for significance level*

6.2.3: Organisation culture in the firm

Organisation culture is another component affecting the QWL of the internal migrant workers. Organisation culture in the firm consists of the dimensions namely; involvement of workers in the decision making of the firm, co-operation from other department, uniformity in wage policies of the firm, presence of discrimination among workers, communication between workers and employer, provision for suggestions and comments and the proud of working in the firm. Table 6.4 shows the organisation culture in the firms that the migrant workers experiencing in the plywood and footwear firms. It is seen from the table that footwear industry has satisfactory organisation culture in comparison with plywood firms. The estimated mean value for footwear industry is 3.98 and it is only 3.17 for plywood industry which show a significant difference in the organisation culture between footwear and plywood firms. The test value also shows the significance difference between the mean scores at 1 percentage level.

Table 6.4

Industry wise analysis of the component organisation culture in the firm

Scores	Organisation culture in the firm							
	Strongly disagreed	Disagree/ Dissatisfy	uncertain/ neutral	Agree/ satisfactory	Strongly agree	Total	Mean & Std. deviation	Test Value
Plywood	3 (1.3%)	17 (7.6%)	143 (63.6%)	62 (27.6%)	0 (0.0%)	225 (100%)	3.17 (.613)*	329.02 (0.000)**
Footwear	0 (0.0%)	0 (0.0%)	10 (4.4%)	210 (93.3%)	5 (2.2%)	225 (100%)	3.98 (0.164)*	
Total	3 (0.70%)	17 (3.80%)	153 (34.0%)	272 (60.4%)	5 (1.1%)	450 (100.00%)	3.74 (.632)*	

Source: Estimated from the field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.2.4 Relation and cooperation in the firm

Relation and cooperation in the firm is the third component in the present analysis which is affecting the QWL of domestic migrant workers. This component consists of the dimensions namely; relationship with colleagues in the firms, feeling of belonging to firms, work demand stress in the firm, relationship with superiors and relationship with subordinates. Table 6.5 shows the relation and cooperation in the firms that the migrant workers confront in the plywood and footwear industries. It is seen from the table that has 71.8 percent of migrant workers experience satisfactory relation and cooperation inside the firm and it is 53.30 percent and 90.20 percent respectively, for plywood and footwear firms. The estimated mean value for footwear industry is 3.95 which are greater than that of plywood industry. This shows a significantly high relation and cooperation among the workers and management of the footwear firm. The test value also shows significant difference in the relation and cooperation between industries

Table 6.5

Industry wise analysis of the component relation and cooperation in the firm

	Relation and co operation inside the firm							
	Strongly disagreed	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total	Mean & Std. deviation	Test Value
Plywood	5 (2.20%)	8 (3.60%)	91 (40.40%)	120 (53.30%)	1 (0.40%)	225 (100.0%)	3.46 (.681)*	94.407 (.000)**
Footwear	0 (0.00%)	0 (0.00%)	17 (7.60%)	203 (90.20%)	5 (2.20%)	225 (100.0%)	3.95 (.309)*	
Total	5 (1.10%)	8 (1.80%)	108 (24.00%)	323 (71.80%)	6 (1.30%)	450 (100.0%)	3.70 (0.581)*	

Source: Estimated from the field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.2.5 Training and professional development programmes in the firm

Training and professional development programmes in the firm is the fourth component in the present analysis which is affecting the quality of work life of internal migrant labourers working in the MSMEs of the state. This component consists of the effective and sufficient number of programmes in the firms for providing training to develop the productive capacity and interpersonal skills among all workers and owners of the firm. Table 6.6 explains the industry wise analysis of the component training and professional development programmes in the firm that the migrant workers undergoes in the plywood and footwear industries. It is noted from the table that around 60.20 percent of migrant workers are uncertain or neutral in their response regarding the training programmes of the firm. But the estimated mean value for footwear industry is 3.16 which is greater than that of plywood industry. This difference in score is obtained because of the neutral responses of the migrant workers working in the footwear firm. It is again noted that only a few from both the industries responded with satisfactory response and only 1.3 percent of migrants from footwear industry strongly agree with the training in the firm. The test value shows significant difference between industries with regard to training and professional development programmes.

Table 6.6

Training and professional development programmes in the firm

Training and professional development programmes in the firm								
	Strongly disagree	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total	Mean & Std. deviation	Test Value
Plywood	14 (6.20%)	105 (46.70%)	83 (36.90%)	23 (10.20%)	0 (0.00%)	225 (100%)	2.51 (.762)*	124.492 (0.000)**
Footwear	0 (0.00%)	2 (0.90%)	188 (83.60%)	32 (14.20%)	3 (1.30%)	225 (100%)	3.16 (.424)*	
Total	14 (3.10%)	107 (23.8%)	271 (60.20%)	55 (12.20%)	3 (.70%)	450 (100%)	2.84 (.697)*	

Source: Estimated from the field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.2.6: Compensation and Other rewards in the firm

Level of income received by a worker for her labour is the most important measure to understand the economic welfare. Compensation and rewards in the firm is the most significant variable determining the QWL of domestic migrant workers. This component involves dimensions like fair compensation, payment based on responsibility and performance, fairness in promotion and rewards for good work. Table 6.7 shows the scores of the component compensation and rewards in the firms that the migrant workers receive from the plywood and footwear industries. It is seen from the table that 47.6 percent of migrant workers receive better salary and rewards from the firms and it is 18.7 percent and 76.4 percent respectively, for plywood and footwear firms. The estimated mean value for footwear industry is as high as 4.76 where as it is only 3.57 in the plywood industry. The table shows a significantly high compensation and rewards received by the workers of the footwear firm in comparison with the migrant workers of plywood industry. The test value also shows a significant difference in the compensation and rewards received by migrant workers between industries.

Table 6.7

Industry wise analysis of the component compensation and other rewards in the firm

	Compensation and other rewards in the firm							Test Value
	Strongly disagree	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total	Mean & Std. deviation	
Plywood	2 (0.90%)	24 (10.70%)	84 (37.30%)	73 (32.40%)	42 (18.7%)	225 (100%)	3.57 (.943)*	287.992 (0.000)**
Footwear	0 (0.00%)	0 (0.00%)	2 (0.90%)	51 (22.70%)	172 (76.4%)	225 (100%)	4.76 (.451)*	
Total	2 (0.40%)	24 (5.30%)	86 (19.10%)	124 (27.60%)	214 (47.60%)	450 (100%)	4.16 (.946)*	

Source: Estimated from the field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.2.7 Facilities in the firm

Facilities in the firm takes into account the dimensions like availability of fringe benefits and overtime facilities, social security and safety, transportation and accommodation facilities, ESI and treatments for health problem, presence of welfare programmes etc in the firms for all workers. Facilities received by the workers in the firm are one of the most important determinants of the quality of work life. Table 6.8 explains the scores of the component facilities in the firms that the migrant workers receive from the plywood and footwear industries. It is observed from the table that 40.70 percent of migrant workers are satisfied with the facilities given by the firms and it is 18.70 percent and 62.70 percent respectively, for plywood and footwear firms. It is again observed from the table that 33.3 percent of migrants working in the footwear firms are strongly satisfied with the facilities in the firm where as it is only 1.80 percent for plywood firms. The estimated mean value for footwear industry is as high as 4.29 whereas it is only 3.06 in the plywood industry. The table shows a significantly high facilities received by the workers of the footwear firm in comparison with the migrant workers of plywood industry. The test value also shows a significant difference in the mean values with regard to the facilities like over time, ESI, accommodations etc received by migrant workers between industries.

Table 6.8

Industry wise analysis of the component facilities in the firm

	Facilities like over time, ESI, accommodations etc. in the firm							Test Value
	Strongly disagreed	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total	Mean & Std. deviation	
Plywood	2 (0.90%)	33 (14.70%)	144 (64.00%)	42 (18.70%)	4 (1.80%)	225 (100%)	3.06 (.662)*	472.35 (0.000)
Footwear	0 (0.00%)	0 (0.00%)	9 (4.00%)	141 (62.70%)	75 (33.3%)	225 (100%)	4.29 (.537)*	
Total	2 (0.40%)	33 (7.30%)	153 (34.00%)	183 (40.70%)	79 (17.6%)	450 (100%)	3.68 (.863)*	

Source: Estimated from the field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.2.8 Job Satisfaction and security in the firm

Job satisfaction is an important variable determines the quality of work of life of an employee. Job satisfaction is determined by comfortableness in work, job security, productivity, trade union activity, compatible satisfied salary, fair Job rotation, work freedom etc. Table 6.9 explains the scores of the component job satisfaction and security in the firms that the migrant workers experience from the plywood and footwear industries. It is seen from the table that 61.30 percent of migrant workers of footwear firms are given the response “satisfied” with the component of quality of work life “job satisfaction and security in the firms” whereas it is only 28.00 percent for plywood firms. It is again seen from the table that 35.6 percent of migrants working in the footwear firms are strongly satisfied in their job security while it is only 16.4 percent for plywood firms. The estimated mean value for footwear industry is as high as 4.32, which indicates more than satisfactory level of job satisfaction whereas it is less than satisfactory level in the case of plywood industry with an average mean score of 3.44. The table shows a significantly high job satisfaction and security experienced by the migrant workers of the footwear firm in comparison with the workers of plywood industry. The test value also shows a significant difference in the case of job satisfaction and security between the industries.

Table 6.9

**Industry wise analysis of the
component job satisfaction and security in the firm**

	Job satisfaction and security in the firm						Mean & Std. deviation	Test Value
	Strongly disagreed	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total		
Plywood	10 (4.40%)	17 (7.60%)	98 (43.60%)	63 (28.00%)	37 (16.4%)	225 (100)	3.44 (.999)*	129.141 (0.000)**
Footwear	1 (0.40%)	0 (0.00%)	6 (2.70%)	138 (61.30%)	80 (35.6%)	225 (100%)	4.32 (.569)*	
Total	11 (2.40%)	17 (3.80%)	104 (23.10%)	201 (44.70%)	117 (26%)	450 (100%)	3.88 (0.922)*	

Source: Estimated from the field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.2.9: Freedom at Work in the firm

The component freedom at work in the firm consists of the dimensions namely; opportunity to do work according to the ability of the employee, flexibility of time in the firm, chance to work at residing place for more earning, Job stress in the firm, provision of additional responsibility for the growth of employee and work life balancing in the job at firm. These dimensions determine the autonomy of an employee at work space as these dimensions affect the psycho-social life of a migrant worker in the firm. Table 6.10 explains the industry wise analysis of the component autonomy of work in the firm that the migrant workers experience in the plywood and footwear industries. It is noted from the table that 75.10 percent of migrant workers in the footwear firm are satisfied with regard to the autonomy in their work at the firms whereas it is only 35.60 for the migrants working in the plywood firms. From the table it is also noted that the estimated mean value for footwear industry with regard to the freedom of work is 3.75 which is greater than that of plywood industry. Therefore, the test value shows significant difference between industries with regard to the freedom in the work at the firms. It says that freedom in work for migrant workers is comparatively better in the footwear firms.

Table 6.10

Industry wise analysis of the component freedom at Work in the firm

	Freedom at work in the firm							Test Value
	Strongly disagreed	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total	Mean & Std. deviation	
Plywood	1 (0.40%)	20 (8.90%)	123 (54.70%)	80 (35.60%)	1 (0.40%)	225 (100%)	3.27 (0.641)*	88.229 (0.000)**
Footwear	0 (0.00%)	0 (0.00%)	56 (24.90%)	169 (75.10%)	0 (0.00%)	225 (100.0%)	3.75 (0.433)*	
Total	1 (0.20%)	20 (4.40%)	179 (39.80%)	249 (55.30%)	1 (0.20%)	450 (100.0%)	3.51 (0.598)*	

Source: Estimated from the field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.2.10: Social and work life balance in the firm.

The component Social and work life balance in the firm is assessed with the presence of enough free time between work to meet the basic needs of the employees and also with the recreation facilities available inside in the firm or in the premises of the firm. It again takes into account the paid leave permitted by the employer for the migrants to visit their native states. Table 6.11 shows the scores obtained by the migrant workers working in the plywood and footwear firms with regard to the component work life balance. It is seen from the table that work life balance comparatively high in the footwear firm and it is found that 80.40 percent of migrant workers of the footwear firms are satisfied with regard to this component whereas it is only 24.90percent for the workers of the plywood firms. From the table it is also noted that the estimated mean value for footwear industry with regard to work life balance is 3.81, which is greater than that of plywood industry. Therefore, the test value also shows the significant difference between industries with regard to the component social and work life balance in the firms.

Table 6.11

Industry wise analysis of the componentsocial and work life balance in the fir

	Social and work life balance in the firm							
	Strongly disagree	Disagree/Dissatisfy	uncertain/ neutral	Agree/ satisfactory	Strongly agree	Total	Mean & Std. deviation	Test Value
Plywood	1 (0.40%)	22 (9.80%)	138 (61.30%)	56 (24.90%)	8 (3.60%)	225 (100.0%)	3.21 (0.681)*	129.674 (0.000)**
Footwear	0 (0.00%)	0 (0.00%)	43 (19.10%)	181 (80.40%)	1 (0.40%)	225 (100%)	3.81 (0.402)*	
Total	1 (0.20%)	22 (4.90%)	181 (40.20%)	237 (52.70%)	9 (2.0%)	450 (100%)	3.51 (0.634)*	

Source: Estimated from the field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.3 THE QUALITY OF WORK LIFE ACROSS THE FIRMS

In this section, the thesis tries to analyse the distribution of the components of the quality of work life of the internal migrant labourers working across the micro, small and medium firms of the state. A detailed analysis with regard to different components of QWL is done here to understand the status of work life of the internal migrant labourers across the firms. The distribution of the responses of the internal migrants across the firms is estimated from the obtained data with the average mean scores of the components to get an insight about the work life of the migrants in the firms.

6.3.1 Work environment across the firms

Work environment involves better and motivating work conditions in the firm. Table 6.12 shows the mean scores across the firms for the component work environment in the firm with the percentage of responses for different scales. From the table it is seen that 77.10 percent of the internal migrant workers have satisfactory work environment in the firm and at the same time the score shows that medium firms have better work environment compared to the micro and small firms. This may be due to the better facilities and work culture existing in these firms. The test value of the mean scores of the firms in the table also shows a significant difference in the component work environment across the firms.

Table 6.12

Firm wise analysis of the component work environment across the firms

Type of firms	Work environment in the firm						Mean & Std. deviation	Test Value
	Strongly disagreed	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total		
Micro	0 (0.00%)	0 (0.00%)	30 (20.00%)	119 (79.30%)	1 (0.7%)	150 (100%)	3.81 (.413)*	11.075 (0.000)**
Small	5 (3.30%)	10 (6.70%)	35 (23.30%)	97 (64.70%)	3 (2.0%)	150 (100%)	3.55 (0.79)*	
Medium	4 (2.70%)	2 (1.30%)	10 (6.70%)	131 (87.30%)	3 (2.0%)	150 (100%)	3.85 (.599)*	
Total	9 (2.00%)	12 (2.70%)	75 (16.70%)	347 (77.10%)	7 (1.6%)	450 (100%)	3.74 (.632)*	

Source: Estimated from the field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.3.2 Organisation culture across the firms

Organisation culture is the second component in the analysis which is affecting the QWL of internal migrant workers. Table 6.13 explains the mean scores across the firms for the component organisation culture in the firm with the percentage of responses for different scales. From the table it is seen that 60.40 percent of internal migrant workers responded that their firm have satisfactory organisation culture and the medium firms have comparatively better organisational culture. This may be due to the better facilities and work culture existing in these firms. The test value of the mean scores of the firms in the table also shows a significant difference in the component organisational culture across the firms.

Table 6.13

Firm wise analysis of the component organisation culture across the firms

Type of firms	Organisation culture in the firm						Mean & Std. deviation	Test Value
	Strongly disagree	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total		
Micro	0 (0.00%)	2 (1.30%)	49 (32.70%)	99 (66.00%)	0 (0.0%)	150 (100%)	3.65 (0.507)*	3.259 (0.039)**
Small	1 (0.70%)	8 (5.30%)	41 (27.30%)	99 (66.00%)	1 (0.7%)	150 (100%)	3.61 (0.633)*	
Medium	2 (1.30%)	7 (4.70%)	63 (42.00%)	74 (49.30%)	4 (2.7%)	150 (100%)	3.47 (0.692)*	
Total	3 (0.70%)	17 (3.80%)	153 (34.00%)	272 (60.40%)	5 (1.1%)	450 (100%)	3.58 (0.619)*	

Source: Estimated from field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.3.2 Relation and co operation across the firms

Relation and co operation inside the firm is the third component in the analysis which is affecting the QWL of internal migrant workers. This component consists of the dimensions namely; relationship with colleagues in the firms, feeling of belonging to firms, work demand stress in the firm, relationship with superiors and relationship with sub ordinates. Table 6.14 explains the mean scores across the firms for the component relation and co operation inside the firm with the

percentage of responses for different scales. The estimated mean values across the firms are almost similar. Therefore, the test value is insignificant and it is assumed that there exists no significant difference across the firms with regard to the component relation and cooperation among internal migrants.

Table 6.14

Firm wise analysis of the component relation and co operation across the firms

Type of firms	Relation and co operation inside the firm							Test Value
	Strongly disagreed	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total	Mean & Std. deviation	
Micro	0 (0.00%)	1 (0.70%)	40 (26.70%)	109 (72.70%)	0 (0.0%)	150 (100%)	3.72 (0.465)*	0.085 (0.918)**
Small	0 (0.00%)	4 (2.70%)	39 (26.00%)	105 (70.00%)	2 (1.3%)	150 (100%)	3.7 (0.54)*	
Medium	5 (3.30%)	3 (2.00%)	29 (19.30%)	109 (72.70%)	4 (2.7%)	150 (100%)	3.69 (0.714)*	
Total	5 (1.10%)	8 (1.80%)	108 (24.00%)	323 (71.80%)	6 (1.3%)	450 (100%)	3.7 (0.581)*	

Source: Estimated from field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.3.3 Training and professional development programmes across the firm

Training and professional development programmes is another component determining the QWL in the firm. This component consists of the dimensions namely; availability, frequency, sufficiency and effectiveness of training and in service training for interpersonal skills etc. at firms. Table 6.15 explains the mean scores across the firms for the component training and professional development programmes with the percentage of responses for different scales. From the table it is seen that 21.30 percent of internal migrant workers working in the medium firms are satisfied with the training and professional development programmes obtained from the firm for their professional development. But at the same time the entire score from the table shows comparatively poor training and professional development programmes across the firms. Test value of the mean scores from the

table shows the significant difference in the component training and professional development programmes across the firms. The medium sized firms exhibit better score for this component because of the better treatment of these firms towards their workers..

Table 6.15

Training and professional development programmes across the firms

4. Training and professional development programmes in the firm								
Type of firms	Strongly disagree	Disagree/ Dissatisfy	uncertain/ neutral	Agree/ satisfactory	Strongly agree	Total	Mean & Std. deviation	Test Value
Micro	4 (2.70%)	45 (30.0%)	94 (62.70%)	7 (4.70%)	0 (0.0%)	150 (100%)	2.69 0.601	34.604 (0.000)**
Small	10 (6.70%)	55 (36.7%)	68 (45.30%)	16 (10.70%)	1 (0.7%)	150 (100%)	2.62 0.791	
Medium	0 (0.00%)	7 (4.70%)	109 (72.70%)	32 (21.30%)	2 (1.3%)	150 (100%)	3.19 0.527	
Total	14 (3.10%)	107 (23.8%)	271 (60.20%)	55 (12.20%)	3 (0.7%)	450 (100%)	2.84 0.697	

Source: Estimated from field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.3.4 Compensation and other rewards across the firms

Compensation and rewards involves the fair payments system in the firm based on the responsibility and performance of the employees. Table 6.16 explains the mean scores across the firms for the component compensation and rewards with the percentage of responses for different scales. From the table it is seen that the internal migrants working in the small firms have better compensation and rewards compare to the micro and medium firms. The entire score from the table shows better score across the firms as the majority of migrants are satisfied and also strongly satisfied with their compensation and rewards that they received from the firms. The test value from the table shows the significant difference in the mean

score at one percentage level across the firms as the small firms are providing better compensation and rewards for their migrant workers.

Table 6.16
Firm wise analysis of the component
compensation and rewards across the firms

Type of firms	Compensation and rewards in the firms							Test Value
	Strongly disagreed	Disagree/ Dissatisfy	uncertain/ neutral	Agree/ satisfactory	Strongly agree	Total	Mean & Std. deviation	
Micro	0 (0.00%)	4 (2.70%)	34 (22.70%)	55 (36.70%)	57 (38.00%)	150 (100%)	4.1 (0.841)*	4.713 (0.009)**
Small	1 (0.70%)	7 (4.70%)	15 (10.00%)	42 (28.00%)	85 (56.70%)	150 (100%)	4.35 (0.891)*	
Medium	1 (0.70%)	13 (8.70%)	37 (24.70%)	27 (18.00%)	72 (48%)	150 (100%)	4.04 (1.067)*	
Total	2 (0.40%)	24 (5.30%)	86 (19.10%)	124 (27.60%)	214 (47.6%)	450 (100%)	4.16 (0.946)*	

Source: Estimated from field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.3.5 Facilities across the firms

Facilities in the firm are measured in terms of the provision of the facilities like overtime, provident fund, medical facilities etc. Table 6.17 explains the mean scores across the firms for the component facilities in the firms which are determining the QWL of domestic migrant workers. From the table it is seen that the domestic migrants working in the medium firms have higher mean value with respect to facilities at firms compared to the micro and small firms. The table shows comparatively better score across the medium firms as the 48.7 percent of migrants are strongly satisfied with regard to the various facilities available at firms. The test value from the table shows the significant difference in the mean score at one

percentage level across the firms as the medium firms are providing better facilities for their migrant workers.

Table 6.17

Firm wise analysis of the component facilities in the firms

Type of firms	6.Facilities like over time, ESI, accommodations etc. in the firms						Mean & Std. deviation	Test Value
	Strongly disagree	Disagree/ Dissatisfy	uncertain/ neutral	Agree/ satisfactory	Strongly agree	Total		
Micro	0 (0.00%)	12 (8.00%)	43 (28.70%)	91 (60.70%)	4 (2.70%)	150 (100%)	3.58 (0.678)*	16.386 (0.000)**
Small	1 (0.70%)	9 (6.00%)	62 (41.30%)	76 (50.70%)	2 (1.30%)	150 (100%)	3.46 (0.662*	
Medium	1 (0.70%)	12 (8.00%)	48 (32.00%)	16 (10.70%)	73 (48.7%)	150 (100%)	3.99 (1.093*	
Total	2 (0.40%)	33 (7.30%)	153 (34.00%)	183 (40.70%)	79 (17.6%)	450 (100%)	3.68 (0.863*	

Source: Estimated from primary survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.3.5 Satisfaction and job security across the firms

Job satisfaction is mainly determined by the comfortableness in the work, job security, and productivity of the work. It also involves the provisions of trade union activity, satisfied salary, fair job rotation and freedom of work. Table 6.18 explains the mean scores across the firms for the component satisfaction and job security in the firm with the percentage of responses for different scales. In the table the estimated mean values across the firms are almost similar. Therefore, the test value is insignificant and it is said that there exists no significant difference across the firms with regard to the component satisfaction and job security in the firms for the domestic migrant workers.

Table 6.18

Firm wise analysis of the component satisfaction and job security in the firms

Type of firms	Satisfaction and job security in the firms							Test Value
	Strongly disagree	Disagree/Dissatisfy	uncertain/neutral	Agree/satisfactory	Strongly agree	Total	Mean & Std. deviation	
Micro	1 (0.70%)	6 (4.00%)	29 (19.30%)	95 (63.30%)	19 (12.7%)	150 (100%)	3.83 (0.718)*	1.518 (0.22)**
Small	4 (2.70%)	3 (2.00%)	34 (22.70%)	84 (56.00%)	25 (16.70%)	150 (100%)	3.82 (0.828)*	
Medium	6 (4.00%)	8 (5.30%)	41 (27.30%)	22 (14.70%)	73 (48.70%)	150 (100%)	3.99 (1.158)*	
Total	11 (2.40%)	17 (3.80%)	104 (23.10%)	201 (44.70%)	117 (26.00%)	450 (100%)	3.88 (0.922)*	

Source: Estimated from field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.3.6 Freedom at work across the firms

Freedom in the work affects the psycho-social life of all the employees especially with the internal migrant workers as they are alienated from the main stream domestic workers. This component involves the opportunity to do work according to the ability of the employees and flexibility and schedule of the time in the work. It also looks in to the job stress in the firm and provision of additional responsibility for the growth of the employee. Table 6.19 explains the mean scores across the firms for the component freedom at work with the percentage of responses for different scales. In the table the estimated mean values across the firms are almost similar. Therefore, the test value is insignificant and it is said that there exists no significant difference across the firms with regard to the component autonomy of work for the internal migrant workers.

Table 6.19

Firm wise analysis of the component freedom at work across the firm

Type of firms	Autonomy of work in the firm						Mean & Std. deviation	Test Value
	Strongly disagree	Disagree/ Dissatisfy	uncertain/ neutral	Agree/ satisfactory	Strongly agree	Total		
Micro	0 (0.00%)	6 (4.00%)	71 (47.30%)	73 (48.70%)	0 (0.00%)	150 (100%)	3.45 (0.57)*	1.389 (0.25)**
Small	0 (0.00%)	2 (1.30%)	63 (42.00%)	84 (56.00%)	1 (0.70%)	150 (100%)	3.56 (0.53)*	
Medium	1 (0.70%)	12 (8.00%)	45 (30.00%)	92 (61.30%)	0 (0.00%)	150 (100%)	3.52 (0.67)*	
Total	1 (0.20%)	20 (4.40%)	179 (39.80%)	249 (55.30%)	1 (0.20%)	450 (100%)	3.51 (0.598)*	

Source: Estimated from field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.3.7 Social and work life balance across the firm

The component social and work life balance in the firm is assessed with the presence of enough free time between work to meet the basic needs of the employees and also with the recreation facilities available inside the firm or in the premises of the firm. Table 6.20 explains the mean scores across the firms for the component work life balance with the percentage of responses for different scales. In the table it is seen that the estimated mean values across the firms are almost similar. Therefore, the test value is insignificant and it is said that there exists no significant difference across the firms with regard to the component social and work life balance for the internal migrant workers.

Table 6.20
Firm wise analysis of the component
social and work life balance across the firms

Type of firms	Social and work life balance in the firms						Mean & Std. deviation	Test Value
	Strongly disagree	Disagree /Dissatisfy	uncertain/ neutral	Agree/ satisfactor y	Strongly agree	Total		
Micro	0 (0.00%)	7 (4.70%)	67 (44.70%)	73 (48.70%)	3 (2.0%)	150 (100%)	3.48 (0.621)*	0.646 (0.52)**
Small	0 (0.00%)	4 (2.70%)	63 (42.00%)	78 (52.00%)	5 (3.3%)	150 (100%)	3.56 (0.607)*	
Medium	1 (0.70%)	11 (7.30%)	51 (34.00%)	86 (57.30%)	1 (0.7%)	150 (100%)	3.5 (0.673)*	
Total	1 (0.20%)	22 (4.90%)	181 (40.20%)	237 (52.70%)	9 (2.0%)	450 (100%)	3.51 (0.634)*	

Source: Estimated from field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

6.4 INTER FIRM DIFFERENCE IN THE COMPONENTS OF QUALITY OF WORK LIFE

In this section, the study examines the status of quality of work life among internal migrant labourers who are coming under different firms of an industry. This analysis will help to compare the status of QWL with respect to different components among internal migrant labourers working in the different type of firms coming under a particular industry. Mean and standard deviation is found separately for different components of QWL for the micro, small and medium firms coming under plywood and footwear industries. Table 6.21 shows the mean and standard deviation for each component of QWL separately for different type of firms and the 'F' value is also estimated to analyse the significant difference if any among the average mean scores of the firms.

From the table 6.21, a significant difference is seen in the mean scores of the micro, small and medium firms of the plywood industry with respect to QWL components namely; work environment in the firm, training and professional development programmes in the firm, compensation and rewards in the firm, job satisfaction and security in the firm, freedom of work in the firm and work life balance at the firms. At the same time differences in the mean scores among different types of firms are insignificant in the plywood firms with respect to the components organisation, relation and co operation and facilities in the firms.

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Table 6.21
Inter firm difference in the components of quality of work life

	Components of the QWL	Plywood				Footwear			
		Micro	Small	Medium	Total	Micro	Small	Medium	Total
		Mean & Std. deviation	Mean & Std. deviation	Mean & Std. deviation	Mean & Std. deviation	Mean & Std. deviation	Mean & Std. deviation	Mean & Std. deviation	Mean & Std. deviation
1	Work environment in the firm	3.16 (0.517)*	3.12 (0.929)*	3.68 (0.774)*	3.47 (0.796)*	4.00 (0)*	3.99 (0.115)*	4.01 (0.260)*	4.00 (0.164)*
	F Value	12.169 (.000)**				0.496 (.610)**			
2	Organisation culture in the firm	3.99 (0.115)*	3.93 (0.300)*	4.01 (0.307)*	3.98 (.258)	3.61 (0.517)*	3.12 (0.929)*	3.68 (0.774)*	3.47 (0.796)*
	F Value	.496 (0.610)**				12.169 (0.000)**			
3	Relation and co operation inside the firm	3.49 (0.529)*	3.52 (0.623)*	3.37 (0.851)*	3.46 (0.681)*	3.95 (0.226)*	3.88 (0.366)*	4.01 (0.307)*	3.95 (0.309)*
	F Value	.987 (0.374)**				3.576 (0.030)**			
4	Training and professional development programmes in the firm	2.37 (0.673)*	2.07 (0.684)*	3.09 (0.524)*	2.51 (0.762)*	3.01 (0.260)*	3.17 (0.415)*	3.29 (0.514)*	3.16 (0.424)*
	F Value	52.219 (0.000)**				8.813 (0.000)**			
5	Compensation and rewards in the firm	3.64 (0.849)*	3.96 (1.032)*	3.12 (0.734)*	3.57 (.943)	4.56 (0.526)*	4.75 (0.468)*	4.96 (0.197)*	4.76 (0.451)*
	F Value	17.391 (0.000)**				16.866 (0.000)**			
6	Facilities like over time, ESI, accommodations etc. in the firm	3.17 (0.742)*	2.97 (0.569)*	3.03 (0.657)*	3.06 (0.662)*	3.99 (0.201)*	3.95 (0.280)*	4.95 (0.324)*	4.29 (0.537)*
	F Value	1.848 (0.160)**				322.273 (0.000)**			
7	Satisfaction and job security in the firm	3.71 (0.941)*	3.60 (1.065)*	3.03 (0.854)*	3.44 (0.999)*	3.96 (0.346)*	4.04 (0.383)*	4.95 (0.324)*	4.32 (0.569)*
	F Value	10.943 (.000)**				181.526 (.000)**			
8	Freedom at work in the firm	3.19 (0.562)*	3.55 (0.576)*	3.07 (0.684)*	3.27 (0.641)*	3.71 (0.458)*	3.57 (0.498)*	3.97 (0.162)*	3.75 (0.433)*
	F Value	12.572 (0.000)**				19.271 (0.000)**			
9	Social and work life balance at firm	3.21 (0.664)*	3.41 (0.699)*	3.01 (0.626)*	3.21 (0.681)*	3.75 (0.438)*	3.71 (0.458)*	3.99 (0.201)*	3.81 (0.402)*
	F Value	6.813 (0.001)**				11.670 (0.000)**			

Source: Estimated from field survey, 2021

Values with single star show standard deviation and that of with two stars stand for significance level

From the table 6.21, it is also observed that the estimated mean values for the medium firms of footwear industry are significantly high for all the nine components of QWL. Therefore, a significant difference is seen in the micro, small and medium firms of footwear industry with respect to all QWL components except work environment in the firm. It is seen that work environment is almost same in all types of firms in the case of footwear industry. Data from the study shows that medium firms of the footwear industry are providing better work life for its migrant workers.

6.5 INTRA FIRM DIFFERENCE IN QUALITY OF WORK LIFE BETWEEN INDUSTRIES.

In this section, intra firm differences in the components of quality of work life for the migrant workers are analysed. Mean scores and standard deviations of the responses are estimated separately for micro, small and medium firms of plywood and footwear industries to analyse the status of various components of QWL among the different firms of the industries.

6.5.1 Quality of Work Life across the Micro Firms

For the present study, the plywood and footwear industries are taken as sample clusters and from each industrial cluster five micro firms are being selected for the samples. From each micro firm 15 internal migrants are taken as the sample and the responses of these migrants are analysed and the comparison of the mean scores are done across the firms. Table 6.22 examines the mean scores and standard deviations of the different components of quality of work life for the micro firms of plywood and footwear industries. From the table it is observed that mean scores for all the components in the case of footwear firm are higher than that of the plywood firms. Therefore, the test value of mean scores shows a significant difference between micro firms of plywood and footwear industries with regard to the component of QWL. It is also observed from the study that this advantage in the footwear firms are seen because of the better work environment in the footwear firms of Kozhikode district.

Table 6.22

Intra Firm difference in the Quality of Work Life across micro Firms

	Components of the QWL	Industry Type	Mean	Std. deviation	Test value
1	Work environment in the firm	Plywood	3.6081	0.51863	43.402 (0.000)*
		Footwear	4	0	
		Total	3.8067	0.41283	
2	Organisation culture in the firm	Plywood	3.2973	0.5163	129.040 (0.000)*
		Footwear	3.9868	0.11471	
		Total	3.6467	0.50682	
3	Relation and co operation inside the firm	Plywood	3.4865	0.52975	48.553 (0.000)*
4	Training and professional development programmes in the firm	Plywood	Footwear	3.9474	0.22478 0.46516
		Footwear	Total	3.72	
		Total	2.6933	0.60142	
5	Compensation and rewards in the firm	Plywood	3.6216	0.83916	68.631 (0.000)*
		Footwear	4.5658	0.52499	
		Total	4.1	0.84146	
6	Facilities like over time, ESI, accommodations etc. in the firm	Plywood	3.1622	0.74073	87.681 (0.000)*
		Footwear	3.9868	0.19956	
		Total	3.58	0.67823	
7	Satisfaction and job security in the firm	Plywood	3.7027	0.94695	4.962 (0.027)*
		Footwear	3.9605	0.34412	
		Total	3.8333	0.71809	
8	Freedom at work in the firm	Plywood	3.1892	0.56558	36.379 (0.000)*
		Footwear	3.6974	0.46245	
		Total	3.4467	0.57389	
9	Social and work life balance at firm	Plywood	3.2027	0.66167	35.969 (0.000)*
		Footwear	3.75	0.43589	
		Total	3.48	0.62089	

Source: Estimated from field survey, 2021, *Values with single star show significance level*

6.5.2 Quality of Work Life across the small firms

In the present study, from each small firm 25 internal migrants are taken as the sample and the responses of these migrants are analysed and the comparison of the mean scores are done across the small firms. Table 6.23 shows the obtained mean scores and standard deviations for small firms of the plywood and footwear industries. From the table it is seen that except the factor freedom at work in the

firm, the mean scores for all other eight factors are higher for footwear firms than that of plywood firms. The factor freedom at work is more or less same in the case of small firms in both the industries as per the obtained data. Therefore, the test values for all the components except autonomy of work in the firms show a significant difference between the mean scores of the small firms of plywood and footwear industries. The differences in the scores are observed because of the better work environment and work life that are prevailing in the footwear firms of Kozhikode district.

Table 6.23

Intra Firm difference in the Quality of Work Life between Small Firms

	Components of the QWL	Industry Type	Mean	Std. deviation	Test value
1	Work environment in the firm	Plywood	3.108	0.92998	66.823 (0.000)*
		Footwear	3.986	0.79035	
		Total	3.553	0.79035	
2	Organisation culture in the firm	Plywood	3.270	0.70802	56.537 (0.000)*
		Footwear	3.934	0.63348	
		Total	3.606	0.63348	
3	Relation and co operation inside the firm	Plywood	3.513	0.62468	19.566 (0.000)*
		Footwear	3.881	0.54032	
		Total	3.7	0.54032	
4	Training and professional development programmes in the firm	Plywood	2.054	0.68029	148.699 (0.000)*
		Footwear	3.171	0.79148	
		Total	2.62	0.79148	
5	Compensation and rewards in the firm	Plywood	3.945	1.03225	38.151 (0.000)*
		Footwear	4.75	0.89094	
		Total	4.353	0.89094	
6	Facilities like over time, ESI, accommodations etc. in the firm	Plywood	2.959	0.55982	188.910 (0.000)*
		Footwear	3.947	0.66181	
		Total	3.46	0.66181	
7	Satisfaction and job security in the firm	Plywood	3.594	1.07166	11.595 (0.001)*
		Footwear	4.039	0.82795	
		Total	3.82	0.82795	
8	Freedom at work in the firm	Plywood	3.540	0.57788	0.191 (0.663)*
		Footwear	3.578	0.53696	
		Total	3.56	0.53696	
9	Social and work life balance at firm	Plywood	3.405	0.60734	4.178 (0.002)*
		Footwear	3.710	0.70066	
		Total	3.56	0.60734	

Source: Estimated from primary survey, *Values with single star show significance level*

6.5.3 Quality of Work Life between the Medium Firms

For the present study, from each industrial cluster one medium firm with a sample of 75 internal migrants is taken and the responses of these migrants are analysed and the comparison of the mean scores are done between these medium firms. Table 6.24 examines the mean scores and standard deviations for medium firms of plywood and footwear industries. From the table it is observed that mean scores for all the components in the case of footwear firm are higher than that of plywood firm. Therefore, the test values for the mean scores show a significant difference between medium firm of plywood and footwear industries. The quality of work life is comparatively better in the medium firm of footwear industry as this firm provide conducive work environment and work life in the firm.

Table 6.24
Intra firm difference in Quality of Work Life between the medium firms

	Components of the QWL	Industry Type	Mean	Std. deviation	Test value
1	Work environment in the firm	Plywood	3.7027	0.69695	13.223 (0.000)*
		Footwear	4.0132	0.25786	
		Total	3.8600	0.54379	
2	Organisation culture in the firm	Plywood	2.9324	0.53202	220.647 (0.000)*
		Footwear	4.0132	0.32660	
		Total	3.4733	0.69221	
3	Relation and co operation inside the firm	Plywood	3.3919	0.84103	31.365 (0.000)*
		Footwear	3.9868	0.38274	
		Total	3.6933	0.71369	
4	Training and professional development programmes in the firm	Plywood	3.0946	0.52783	5.273 (0.023)*
		Footwear	3.2895	0.51162	
		Total	3.1933	0.52707	
5	Compensation and rewards in the firm	Plywood	3.1351	0.72762	352.737 (0.000)*
		Footwear	4.9211	0.39203	
		Total	4.0400	1.06739	
6	Facilities like over time, ESI, accommodations etc. in the firm	Plywood	3.0270	0.66153	457.905 (0.000)*
		Footwear	4.9211	0.39203	
		Total	3.9867	1.09291	
7	Satisfaction and job security in the firm	Plywood	3.0405	0.85109	279.481 (0.000)*
		Footwear	4.9079	0.46698	
		Total	3.9867	1.15849	
8	Freedom at work in the firm	Plywood	3.0676	0.68907	117.853 (0.000)*
		Footwear	3.9605	0.19601	
		Total	3.5200	0.67277	
9	Social and work life balance at firm	Plywood	3.0270	0.61873	138.842 (0.000)*
		Footwear	3.9605	0.30291	
		Total	3.5000	0.67307	

Source: Estimated from primary survey,
Values with single star show significance level

PART 3

6.6 IMPACT OF THE SELECTED VARIABLES ON THE QUALITY OF WORK LIFE OF THE INTERNAL MIGRANT LABOURERS

In the previous section the thesis has analysed the status of the quality of work life of the internal migrants working in the MSMEs of Kerala. The analysis has given certain relevant insights over the work life of migrants working between the industries and also across the firms. This section makes an attempt to analyse the impact of selected variables on the quality of work life of internal migrant labourers working in the MSMEs of Kerala. It is observed that the quality of work life is the favourableness or unfavourableness of job environment for the workers in a firm and the better quality of work life enhances the quality of relationship between employees and the total working environment in the firms. The quality of work life is the composite index of many factors as we seen in the previous section but at the same time the quality of work life of migrant workers is also determined by many other factors which are there within the firm and outside the firm. Here we have traced out some independent variables and try to analyse the impact of these variables on the quality of work life of migrants.

This study has considered the quality of work life as dependent variable and other variables namely; monthly income of the migrants, work experience of the migrants, job satisfaction of the migrants, nature of appointment of the migrants, daily wage of the migrants, social relation of the migrants, years of schooling of migrants, reasons for migration to MSMEs by migrants, industry and firm types of migrants and native state of the migrants as independent variables. The study has used multiple linear regression models (first regression model in the methodology chapter) to find out the impact of selected variables on the quality of work life of the internal migrants. Table 6.25 explains the summary statistics used for the multivariate analysis. Here it has estimated six regression models by controlling different independent variables.

Table 6.25

Summary statistics of the regression model

Variables	Observation	Mean/%	Std. dev
Monthly Salary (in %)			
15000-20000	450	0.802	0.398
20000- 25000	450	0.16	0.367
Work Experience in the firms (in %)			
2 to 5 years	450	0.897	0.303
More than 5 years	450	0.071	0.257
Job satisfaction (Mean)	450	1.66	0.523
Nature of Appointment (in %)			
Daily Wage	450	0.369	0.483
Permanent	450	0.191	0.393
Social Relations (Mean)	450	1.924	0.28
Year of Schooling (Mean)	450	6.928	2.844
Reason for migration to MSMEs (Mean)			
Organisation culture	450	0.011	0.104
Training and development	450	0.004	0.066
Compensation and reward	450	0.469	0.499
Job satisfaction and security	450	0.442	0.497
Product type (1=Plywood)	450	0.5	0.5
Native State (in %)			
Bihar	450	0.128	0.335
Orissa	450	0.217	0.413
West Bengal	450	0.186	0.39
UP	450	0.104	0.306
Jharkhand	450	0.04	0.196
Others	450	0.022	0.147

Source: Estimated from the field survey, 2021

Reference Category Variables: Monthly Income: 10000-15000, Work experience: less than 2 years, Nature of appointment: Contract, Reason for migration: Work environment in the firm, organisation culture, freedom at work and work life balance, Product type: Plywood, Native state: Assam, Type of firm: Micro

6.6.1 Regression Result: Without Control Variable

Table 6.26 presents the basic regression model without controlling variables, which considers only five independent variables: monthly income, work experience, job satisfaction, nature of appointment, and social relations of the migrants. The first

regression result shows that the average quality of work life index is higher for migrant workers who have a monthly income between Rupees 15000 to 20000, by 31% compared to the reference group with a monthly income between Rupees 10000 to 15000. The average quality of work life is also higher by 26% for the group with a monthly income between Rupees 20000 to 25000, in comparison with the reference group. The estimation shows that all categories of monthly income are statistically significant. Therefore, it can be concluded that the average quality of work life of a migrant laborer working in the MSMEs of Kerala is influenced by the monthly income received by them. In other words, as the monthly income of a migrant laborer increases, the average quality of work life also increases.

Table 6.26 also presents the regression results on the impact of work experience on the average quality of work life of the internal migrant laborers. The results indicate that work experience has a significant positive impact on the average quality of work life for those migrant workers who have more than five years of experience. However, for the group with experience between two to five years, the impact on the average quality of work life of migrant workers is found to be insignificant. Thus, it can be concluded that as the work experience in the firm increases, the average quality of work life also increases for migrant workers.

Job satisfaction is a crucial factor that determines the work life of laborers in a firm. It is determined by various factors such as comfort in the work, job security, productivity, trade union activity, satisfactory salary, fair job rotation, work freedom, and so on. Interstate migrants are often forced to work in tough conditions and live in deplorable conditions as they are considered outsiders, and these migrant workers face discrimination at all levels compared to domestic workers. This study has shown that job satisfaction for the migrant workers who are working in the plywood industries is poor compared to the migrant workers working in the footwear industries. From Table 6.26, it is observed that the average quality of work life of the migrant workers increases with an increase in job satisfaction. The estimated result shows a positive sign of 0.28, which means that the average quality of work life increases by 28 percent with an increase in job satisfaction by one unit.

This indicates that job satisfaction plays a significant role in determining the quality of work life of migrant workers. Therefore, it can be concluded that improving job satisfaction for migrant workers can positively impact their work life quality.

The nature of appointment is an important independent variable that impacts the average quality of work life of the internal migrant workers. This study considered three types of appointment in the firms: permanent, daily wage, and contract. The estimated regression result from Table 6.26 shows that both daily wage and permanent employees have a better quality of work life in their firms. The analysis finds that the average quality of work life increases by 108 percent for the internal migrant workers who are appointed for daily wage compared to the reference category of "contract workers," while it is 125 percent higher for permanent internal migrant workers. Therefore, it can be concluded that the nature of appointment significantly influences the average quality of work life of the internal migrant workers, with permanent employees having the best quality of work life followed by daily wage workers, and contract workers having the poorest quality of work life.

According to the results presented in Table 6.26, social relations have a significant impact on the average quality of work life of internal migrant workers in MSMEs. The analysis reveals that an increase in the social relations network of employees results in a 21% increase in the average quality of work life for migrant workers. This finding is statistically significant at the 1% level, indicating that social relations are an important factor in determining the quality of work life for internal migrant workers in MSMEs. Therefore, it can be concluded that social relations play a crucial role in improving the work environment and overall well-being of internal migrant workers in MSMEs.

Table 6.26

Regression results

Variables	Model I (without controlling variables)	Model II (Controlling Years of Schooling)	Model III (Controlling Reasons for Migration to MSMEs)	Model IV (Controlling Types of Industry)	Model V (Controlling Types of Firms)	Model VI (Controlling Native States)
Monthly Salary						
15000-20000	0.310 (2.12)**	0.301 (2.07)**	0.169 (0.13)	0.06 (0.51)	0.128 (0.97)	0.073 (0.6)
20000 above	0.265 (1.61)***	0.194 (1.17)	0.313 (0.149)**	-0.049 (0.35)	0.339 (2.25)**	0.003 (0.02)
Work Experience in the firm						
2 to 5 years	0.086 (0.55)	0.079 (0.5)	0.068 (0.48)	0.082 (0.64)	0.132 (0.95)	0.077 (0.6)
More than 5 years	0.356 (1.89)**	0.356 (1.9)**	0.251 (1.49)	0.306 (1.98)**	0.303 (1.81)**	0.279 (1.78)
Job satisfaction	0.282 (4.85)***	-0.312 (-5.27)***	-0.219 (-3.78)***	-0.122 (-2.28)**	-0.149 (-2.49)**	-0.092 (-1.63)
Nature of Appointment						
Daily Wage	1.081 (16.9)***	1.039 (15.29)***	0.944 (12.84)***	0.264 (2.67)***	0.877 (11.7)***	0.191 (1.82)**

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Permanent	1.253 (13.39)***	1.191 (123.62)***	0.672 (7.55)***	-0.183 (-1.56)	0.761 (8.53)***	-0.313 (-2.08)**
Social relations	0.215 (2.11)**	-0.243 (-2.11)**	-0.239 (-2.61)***	-0.243 (-2.9)***	-0.113 (-1.19)	-0.195 (-2.14)**
Years of Schooling		0.027 (2.39)**	0.039 (3.8)***	0.033 (3.4)***	0.051 (4.7)***	0.031 (2.92)***
Reasons for Migrating to MSMEs						
Organisation culture in the firm			0.247 (1.02)	0.394 (1.77)	0.259 (1.08)	0.361 (1061)
Training and professional development programmes			0.552 (1.49)	0.447 (1.32)	0.565 (1.55)	0.486 (1.42)
Compensation and rewards in the firm			0.637 (6.25)***	0.656 (7.04)***	0.63 (6.27)***	0.658 (7.05)***
Satisfaction and job security in the firm			1.121 (10.35)***	0.956 (9.51)***	1.091 (10.19)***	0.943 (9.25)***
Type of Industry				1.041 (9.32)***	1.041 (9.32)***	1.174 (8.74)***
Type of firm						
Small Firms					0.005 (0.09)	-0.036 (-0.64)
Medium Firms					0.278 (3.7)***	-0.03 (-0.38)
Native State of the Migrants						
Bihar						-0.033 (0.44)

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Orissa						-0.072 (-1.01)
WB						-0.161 (-2.24)**
UP						-0.217 (-2.18)**
Jharkand						-0.274 (-2.01)**
Others						0.027 (0.17)
Constant	6.351 (21.68)***	6.32 (21.66)***	5.539 (19.84)***	5.509 (21.59)***	4.993 (16.06)***	5.467 (18.56)***
F Value	74.84	68.65	69.97	83.98	64.12	55.59
Adj R²	0.596	0.601	0.682	0.734	0.692	0.736
Sample size	450	450	450	450	450	450

Source: Estimated from the survey data, (Values in the brackets are t values)

Reference Category Variables: Monthly Income: 10000-15000, Work experience: less than 2 years, Nature of appointment: Contract, Reason for migration: Work environment in the firm, organisation culture, freedom at work and work life balance, Product type: Plywood, Native state: Assam, Type of firm: Micro

6.6.2 Estimated Regression Results- Controlling Years of Schooling

From the present study it is found that interstate migrant workers having minimum years of schooling are more prone to internal migration. It is proved in the study with the estimated percentage of sample population which is found to be 69.6 percent for the category of below eight standard of education. Evidences say that the levels of education of a person have positive impact on their work life. In this part it has tried to analyse to see the impact of years of education upon the average quality of work life of the migrants. In the table 6.26, the estimated result of regression by controlling years of schooling is given. It is found that the education level has significant relation with the quality of work life of migrant labourers. It is seen from the table that the level of education augments the average value of quality of work life of the migrants.

6.6.3 Estimated Regression Results: Controlling Reasons for Migration to MSMEs.

In this section it measures the impact of reasons of internal migration to the MSMEs on the average value of the quality of work life of the migrant workers by running the regression model by controlling reasons for migration to MSMEs. It is found from the table 2.29 that ‘compensation and rewards’ in the firm and ‘job satisfaction and job security’ have significant relation with quality of work life. Quality of work life is higher for the migrants who are reported ‘compensation and reward’ in the firm as the main reason for migration compared to the reference category. It has estimated 63 percent higher for the migrants who reported ‘compensation and reward’ as the main reason for migration towards MSMEs. It is again noted that quality of work life is 112 percent higher for the migrants who are reported ‘job satisfaction and job security’ as the reason for migration towards MSMEs.

6.6.4 Estimated Regression Results: Controlling Types of Industry.

Type of industry or product is an important factor determining the quality of work life of the interstate migrant labourers. In the present study it has taken two industries namely; plywood and footwear and the primary data say that the quality of work life of migrant workers working in the plywood industry is poorer than that of the footwear industry. In the table 6.26, it tries to estimate the influence of type of industry on the quality of work life. In the table it has given the result of regression by controlling the type of industry with fixed effect. From the table it is found that type of industry has a significant impact on the quality of work life of the migrants. It is estimated that the average quality of work life is 104 percent higher for the migrants working in the footwear industry. It is observed from the study that the job satisfaction is higher among the migrant workers of footwear industry as they experience better job security and also other fringe benefits like free health treatment, provident fund etc. at the firms.

6.6.5 Estimated Regression Results- Controlling Types of Firms.

Type of firm is another factor determining the quality of work life of interstate migrant labourers working in the MSMEs. From the earlier part of the analysis it has revealed that the quality of work life has significant difference across the micro, small and medium firms. In the table 6.26, it has given the regression results by controlling the type of firms. The estimated results say that compared to micro firms the average quality of work life is 27.8 per cent higher for the migrants working in the medium firms. The estimated regression result shows statistically insignificant result for small firms with regard to quality of work life of domestic migrants. It is also observed from the study that better quality of work life is seen in the medium firms as they provide better fringe benefits to migrant workers. The provision of better facilities is more visible in the case of medium footwear industries

6.6.6 Estimated Regression Results: Controlling Native State

Native state also has certain impact on the quality of work life of the interstate migrants working in the MSMEs. Table 6.26 shows the regression result by controlling the native state of the domestic migrants. It is found from the table that the quality of work life is lower for the domestic migrants coming from Bihar, West Bengal, UP, Orissa and Jharkhand compared to the reference category state of Assam. Estimation says that the migrant workers from Assam have better quality of work life compared to the domestic migrants of other states. The table says that the migrants from the state of Bihar and Orissa have insignificant relation with quality of work life. This result is natural as we have more migrant workers from Assam in the medium MSMEs of the state.

In the above regression analysis F value shows the overall goodness of fit for the fitted models. The estimated F values are high in the models and therefore, the fitted models are consistent models. The estimated adjusted R^2 value is 0.736 in the last table and it means that 73 percent of variation in quality of work life is explained by the explanatory variables introduced in the function.

The main objective of this thesis was to identify the key factors that influence the quality of work life for internal migrants employed in MSMEs in Kerala. To achieve this objective, the study considered various independent variables such as monthly income, work experience, job satisfaction, nature of appointment, daily wage, social relations, years of schooling, motivating factors, industry and firm types and native state. The dependent variable was the quality of work life. Through the analysis, it was found that the nature of appointment and monthly income were the two most important factors that determine the quality of work life for internal migrants in MSMEs. The third most important factor was a combination of job satisfaction and job security. In other words, the study suggests that internal migrants are more likely to experience a higher quality of work life if they have a permanent or daily wage appointment and a higher monthly income. Additionally, job satisfaction and job security also play a significant role in

improving the quality of work life. Overall, this study provides valuable insights into the factors that influence the quality of work life for internal migrants in MSMEs in Kerala. By identifying these factors, policymakers and employers can take steps to improve the working conditions and quality of life for internal migrants, ultimately leading to a more productive and sustainable workforce.

6.7 Industry wise distribution of the impact of selected variables on the QWL

The study conducted separate regression analyses to examine the impact of the selected variables - monthly salary, work experience in the firm, job satisfaction, and social relations - on the QWL of domestic migrants working in both plywood and footwear industries. The results from Table 6.27 indicate that job satisfaction and monthly salary have a significant impact on the QWL of internal migrants working in the plywood industry. An increase in monthly salary by one unit is associated with a 20.7 percent increase in average QWL in the plywood industry. Similarly, a one point increase in job satisfaction on the Likert scale is associated with a 19.5 percent increase in average QWL.

Table 6.27

Industry wise distribution of the impact of selected variables on the QWL (the case of Plywood Industry)

Variable	Coef.	Std. Err	T	P Value
Monthly Salary	0.207	0.137	1.80	0.09
Work Experience in the firm	0.165	0.147	1.13	0.261
Job satisfaction	0.191	0.108	1.76	0.08
Social Relations	0.124	0.128	0.97	0.335
Constant	5.862	0.551	10.63	0
F Value			1.86	
Adj R ²			0.015	
Sample Size			225	

Source: Estimated from the field survey, 2021

Table 6.28 presents the impact of selected variables on the QWL of domestic migrants working in the footwear industry. The results show that job satisfaction and work experience are the two most important factors determining QWL in the footwear firms. An increase in job satisfaction by one point in the Likert scale leads to a 42.5 percent increase in the average value of QWL, while an increase in work experience results in a 19.4 percent increase in the average value of QWL.

Table 6.28

Industry wise distribution of the impact of selected variables on the QWL (the case of foot wear industry)

Variable	Coef.	Std. Err	t	P Value
Monthly Salary	0.058	0.051	1.79	0.08
Work Experience in the firm	0.194	0.067	2.9	0.004
Job satisfaction	0.425	0.045	9.33	0.000
Social Relations	0.085	0.209	0.41	0.685
Constant	7.228	0.215	33.52	0.000
F Value			32.32	
Adj R ²			0.358	
Sample Size			225	

Source: Estimated from the field survey

PART IV

6.8 IMPACT OF THE QUALITY OF WORK LIFE ON THE INTERNAL MIGRATION

Another objective of the present study is to assess the impact of the quality of work life on the internal migration to the MSMEs. To achieve this objective, the migration status was analyzed across selected explanatory variables including QWL. Along with QWL, other important factors such as monthly income, years of schooling, age, and caste of the internal migrants were taken as independent variables in the analysis. It is understood that push and pull factors are the main drivers of internal migration, and these factors are influenced by various exogenous

factors. Therefore, the gravity of the selected independent variables on internal migration was analyzed in the following sections.

6.8.1 Impact of the QWL and Other Factors on the Push and Pull Factors of Migration

The previous chapter analyzed whether internal migration to the state was push-induced or pull-induced. The findings showed that 62.44% of internal migrants were drawn to Kerala due to pull-related reasons, while only 37.56% migrated due to push-related reasons. The study also found that 82.22% of migrant workers in footwear firms were induced to migrate to Kerala due to pull factors, while only 42.67% of migrant workers in plywood firms reported the same. Additionally, push-induced reasons (57.33%) were the major driving force of internal migration to plywood firms, whereas it was only 17.78% in the case of footwear firms. Overall, it was found that pull-related factors (62.44%) were the main determinants of internal migration to the state. It can be inferred that the better work environment provided by MSMEs attracts domestic migrants, and the level of push and pull factors in relation to QWL and other factors are discussed further in this chapter.

This section examines the effect of selected explanatory variables, including QWL, on the push and pull factors of internal migration. Table 6.29 presents the QWL differences between the push and pull reasons of internal migration. The results indicate that the average QWL is higher among internal migrants who reported pull factors as a primary reason for migration. Additionally, the average years of schooling are also higher among migrants who reported pull factors as the reason for their migration. The table also shows the results of an independent sample "t" test, which indicates a significant difference in the average value of QWL between push and pull reasons for migration. Furthermore, a significant difference in the average years of schooling and average age between the push and pull reasons for internal migration was also identified.

Table 6.29

Distribution of Migration Status across Selected Explanatory Variables

Variables	Push	Pull	Total	Test Value
Quality of Work Life	6.17 (0.68)	6.95 (0.935)	6.51 (0.890)	106.32***
Years of Schooling	6.13 (2.302)	7.93 (3.137)	6.93 (2.845)	49.404***
Age of the migrants	35.76 (4.927)	33.60 (2.845)	34.65 (4.653)	34.840***

Source: Estimated from the primary data, 2021

Numbers in the bracket are standard deviations

Note: independent sample t testis used to test the average values of the QWL, years of schooling and the age between the push and pull factors.

The relationship between factors of reasons for migrations and selected variables namely; monthly salary and caste is estimated here to get an insight about their relationships. From the table 6.30, it is seen that there exists a significant difference in the monthly salary between the migrants who reported push and pull factor for their migration. The estimated chi square test result is also statically significant at one percentage level. It is again found from the table that domestic migrants with high salary are driven by pull induced reasons and the migrants with low levels of salary are driven by push induced reasons. As far as caste is concerned it is found that caste wise difference exists between push and pull factors of migration. Mostly internal migrants belonging to scheduled caste and tribe come under push factors of migration where as the domestic migrants belonging to other backward caste come under the pull factors of the migration.

Table 6.30

**Distribution of Migration Status across the Selected Explanatory Variables
(Monthly Salary and Caste)**

Variables	Push	Pull	Total	Test Value
Salary at MSMEs				
10000-15000	87.5% (14)	12.5% (2)	100% (16)	83.36***
15000-20000	64% (231)	36% (130)	100% (361)	
20000-25000	83% (6)	91.7% (66)	100% (72)	
25000-30000	0.0% (0)	100% (1)	100% (1)	
Caste of the Migrants				
General	58.7% (71)	41.3% (50)	100% (121)	23.598***
OBC	44.8% (81)	55.2% (100)	100% (181)	
SC	62.8% (81)	37.2% (48)	100% (129)	
ST	94.7% (18)	5.3% (1)	100% (19)	

Source: Estimated from the field survey, 2022

Numbers in brackets are actual counts.

6.7.2 Impact of the QWL on the internal migration to the MSMEs

One of the objectives of this study is to evaluate the impact of QWL on internal migration to MSMEs. To assess this impact, a logistic regression model was used with the reason for migration as the dependent variable and QWL of domestic migrants as the independent variable. The study estimated a regression model by taking QWL alone and added years of education in the second model. In model three, all the remaining independent variables given in Table 6.31 were added. The table reports the odds ratios [Exp(B)], and if the value of the odds ratio is greater than one, then there is a positive impact of QWL on the likelihood of internal migration. If the odds ratio is less than one, then there is a negative impact of QWL on the likelihood of migration.

Table 6.31 shows that QWL has a positive impact on domestic migration towards MSMEs in Kerala, as indicated by the estimated odd ratios that are greater than one in all three models. Specifically, the probability of internal migration increases by 2.72 percent for every one percent increase in QWL. The number of years of schooling also has a positive impact on internal migration to MSMEs, as the odd ratio is greater than one. The analysis also found that age has a negative impact on internal migration, i.e., the likelihood of internal migration decreases with an increase in the age of the migrants (the odd ratio is below one in the table). Additionally, monthly income and caste of the migrants are significant factors that impact the likelihood of internal migration to Kerala. The estimated chi-square value is 421.416, and its corresponding “P” value is 0.000, indicating that the estimated model is significant.

Table 6.31

Impact of the QWL on the internal migration towards MSMEs

Variables	Model I	Model II	Model III
	Exp(B)	Exp(B)	Exp(B)
Quality of Work Life of Domestic Migrants	3.86*** (0.156)	3.340*** (0.158)	2.726*** (0.165)
Years of Schooling		1.206** (0.045)	1.070** (0.056)
Age of the migrants			0.903*** (0.033)
Monthly Salary			10.77*** (0.423)
Caste of the Migrants			
General			2.905** (1.094)
OBC			6.210** (1.064)
SC			2.475*** (1.076)
Constant			(2.330) 0.000
Chi Square value		421.416(0.000)	

Source: Estimated from the field survey, 2021

Values in brackets are standard error

6.7.3 Impact of the QWL and the years of schooling on the internal migration between industries

In this section, the study aimed to estimate the impact of QWL and years of schooling on migration towards MSMEs, specifically the plywood and footwear industries. The results of the analysis are presented in table 6.32. The table reveals that QWL and years of education have a significant impact on the likelihood of migration to MSMEs, but the impact differs across industries. The analysis shows that QWL has a negative impact on the likelihood of internal migration to the plywood industry, whereas there is a positive impact on the likelihood of migration to the footwear firms (odd ratio is 16.25). On the other hand, years of schooling have a negative impact on the likelihood of migration to the plywood industry but a positive impact on the likelihood of migration to the footwear industry. These findings suggest that the impact of QWL and education on migration varies across industries. The study indicates that the footwear industry provides better work environment and conditions, which pulls the internal migrants towards it. However, the plywood industry needs to improve the working conditions to attract more internal migrants. Overall, the study highlights the importance of QWL and education in determining the likelihood of internal migration to MSMEs, and the need for industry-specific policies to promote migration towards them.

Table: 6.32
Impact of QWL and Years of Schooling on the Internal Migration between Industries.

Variables	Plywood Industry	Footwear industry
	Exp(B)	Exp(B)
Quality of Work Life of Internal Migrants	0.379 (0.258)**	16.256 (0.591)***
Years of Schooling	0.978 (0.089)	1.504 (0.087***)
Constant	43.938 (1.422)	0.000 (4.519)
Chi Square value	164.139	210.89
Observation	225	225

Source: Estimated from the field survey, 2021

Values in brackets are standard error

6.7.4 Impact of the QWL and Years of Schooling on the Internal Migration across the Firms

In this section, the impact of QWL and years of schooling on the migration decision of domestic migrants to MSMEs is estimated at the firm level. Table 6.33 shows the results of the firm-wise estimation. It is observed that QWL has a significant positive impact on internal migration to all the firms. However, this impact is higher for micro firms, but least for small firms. Regarding years of education, there is a positive impact on internal migration to micro, small, and medium firms of Kerala. The table also shows that the impact of education on the likelihood of migration is higher among small firms.

Table 6.33

Impact of the QWL and the years of schooling on the internal migration across the firms

Variables	Micro Firms	Small Firms	Medium Firms
	Exp(B)	Exp(B)	Exp(B)
Quality of Work Life of Domestic Migrants	13.980 (0.590)**	1.702 (0.292)***	2.543 (0.234)***
Years of Schooling	1.379 (0.102)	1.523 (0.099)	1.347 (0.124)***
Constant	0.000 (4.214)	0.001 (2.012)	0.001 (1.411)**
Chi Square value	130.008	165.871	148.030
Observation	150	150	150

Source: Estimated from the field survey, 2021

Values in brackets are standard error

In this section, the study has estimated the impact of quality of work life (QWL) on internal migration in Kerala. The results show that QWL has a positive impact on the migration decision of migrants towards the MSMEs in Kerala. This impact is particularly higher among migrants in the footwear industry, which may be attributed to the better QWL practices observed in these industries.

PART V

6.8 IMPLICATIONS OF THE QWL ON THE WORK LIFE OF THE INTERNAL MIGRANT LABOURERS

The philosophy behind the quality of work life emphasizes the development of human resources rather than their mere utilization. It is a crucial concept in the modern industrial world as it improves the productivity and value of labor. Both individuals and organizations need to make efforts to improve QWL in the workplace. Redesigning existing jobs with flexible work schedules and providing opportunities for career development can help improve QWL. Attention to QWL is necessary to meet the basic and higher-order needs of laborers. Research shows that better QWL leads to increased job involvement, competence, job satisfaction, and job performance among employees. Therefore, better QWL results in healthier, more productive, satisfied employees and efficient, profitable, and adaptive organizations.

This study aimed to understand the status of QWL among internal migrant laborers in Kerala. The factor analysis in the pilot survey identified nine components that influence QWL: work environment, organizational culture, human relations and cooperation, training and professional development programs, fair compensation and other rewards, facilities such as overtime, ESI, and accommodations, job satisfaction and security, freedom at work, and social and work-life balance in the firm. These findings offer valuable insights into improving QWL for internal migrant laborers in Kerala.

The study found that the quality of work life (QWL) for internal migrant laborers working in the MSMEs of Kerala state is almost satisfactory. The mean score for the entire sample is 3.62, which is close to the satisfactory score of 4 on the Likert scale. Both the plywood and footwear industries also have almost satisfactory QWL scores, with the footwear industry having a significant advantage over plywood in terms of QWL. This is due to the good practices seen in footwear firms, such as providing facilities like ESI, provident fund, better accommodations, and a better payment and reward system for employees.

In contrast, migrant workers in plywood firms face hardships in terms of their work conditions, accommodations, and payments. The work in plywood firms requires more manual labor and physical effort, and migrant laborers often perform work similar to that of construction workers. As a result, they experience poor QWL. Management, government authorities, and NGOs need to intervene and make efforts to improve the QWL for these internal migrants.

The analysis of different components of the QWL shows that the component compensation and other rewards in the firms have highest mean score and it implies that internal migrant labourers are getting a satisfactory compensation at the firms irrespective of their industry. Job satisfaction and security and work environment in the firm are other two important components determining the QWL in the MSMEs. These three components namely; compensation and other rewards, job satisfaction and security and work environment in the firms determine the migrant worker's decision to migrate in to MSMEs. Another major finding is about training and professional development programmes in the firm and it has found that this component has recorded lowest average score in the QWL and which in turn implied that the migrant workers are left without professional or in service training at the firms. It is again noted that the components like organisation culture in the firm, relation and co- operation inside the firm, facilities in the firm, freedom at work in the firm and social and work life balance have recorded an average score in determining the quality of work life of domestic migrants in the MSMEs.

Industry wise average scores of different components of QWL shows a significant advantage for the internal migrants working in the footwear firms. The study observed that the internal migrants working in the plywood firms are not satisfied in their quality of work life as the average score of their responses are poor. Most of these migrants were neutral or uncertain about the questions asked by the investigator with regard to QWL and they were not satisfied especially with the components training and development opportunities at the firms and also with the facilities at the firms. The components compensation and other rewards, job satisfaction and security and facilities at the firms have shown satisfactory or highly

satisfactory scores for the migrants working in the footwear firms. This advantage in the footwear firms is attributed to the better interventions of management to cater the dignity of labourers at the firms. It is seen that the management in the footwear firms used to fix the salary for the workers by taking in to account the minimum wage policy of the government. Most of the migrant workers enjoy the benefits of ESI facilities and provident fund in the footwear firms and it is more prevalent in the case of medium footwear firms. But these facilities are rarely seen even in the medium firms of plywood industry. The managers of the plywood firms say that the facilities like ESI and provident funds are very difficult to implement at their firms as majority of these migrant workers stay in the firm for short periods.

The quality of work life of internal migrant labourers across the micro, small and medium firms has been estimated in the study. It is found that the migrants working in the medium firms experience satisfactory work environment, organizational culture, better relation and cooperation and better facilities at the firms. They also have comparatively satisfactory job satisfaction and job security. At the same time, the study reveals that the small firms provide the migrant workers satisfactory compensation, freedom for work and an atmosphere to balance their work and life. From this analysis this is understood that medium firms provide better facilities to the migrant workers and they maintain a work culture at the firms by following rules and regulations put forward by authorities at different course of time. Compensation and other rewards is an important component of the QWL, this is comparatively high in the case of small firms due to the nature of works offered by these firms. Often they offer contract jobs for domestic migrants without providing facilities like ESI and provident fund. This is helping the small firms to offer comparatively satisfactory compensation to the migrant workers.

This study also compared the status of the QWL components across the firms in different industries. It is found that a significant difference exists among the micro, small and medium firms of plywood industry with respect to the QWL components namely; work environment, training and professional development programmes, compensation and other rewards, job satisfaction and security, freedom

of work and work life balance in the firms. At the same time, the differences are insignificant with respect to the components organisation culture, relation and co operation and facilities in the plywood firms. Medium firm has comparatively better work environment in the plywood industry whereas with regard to compensation and job satisfaction the small firms of plywood industry have satisfactory scores.

In the case of footwear industry, the medium firms have satisfactory or almost highly satisfactory scores for the entire components of the QWL. An important observation is that the migrant workers are highly satisfied with the QWL components namely; compensation, facilities and job satisfaction in the medium firms of footwear industries. Data from the study show that medium firms of the footwear industry are providing better work life for its migrant workers. But at the same time, the migrant workers in the plywood firms always meet with hardship in their life in terms of their work condition, accommodation facilities and also with their payments. It is seen that the work in the plywood firms requires more manual work and physical efforts and most often a migrant labourer working in the plywood firm is performing just like a counterpart does in the construction sector. Evidences say that the migrant workers in the plywood firms lead a work life which is similar to construction workers leading in that sector and the firms keep only a few workers as permanent employees with all the benefits. Therefore, a strong intervention from the part of government authorities, management and NGOs are badly needed to improve the QWL of the migrants working in the plywood firms.

Intra firm differences between different industries reveal that the firms of footwear industries have better score in all the components of the QWL. The differences in the scores are observed because of the better work environment and work life that are prevailing in the footwear firms of Kozhikode district. The medium firm of footwear industry provides compensation to the migrant workers on the basis of minimum wage prevailing in the state and they also provide ESI facilities and provident fund to all the migrant labourers. The firm used to provide furnished accommodation with mess facilities to all the migrant labourers in the premises of the firm and they were free to appoint the cooks to prepare their native

food. The firm again ensures the working hour not to exceed eight hours per day and they used to provide overtime benefits for overtime works to the employees.

One of the major objectives of this thesis was to find out the major factors influencing the quality of work life of domestic migrants working in the MSMEs of Kerala. In order to understand the major influencing factor the study has considered the quality of work life as a dependant variable and certain other variables namely; the monthly income of the migrants, work experience of the migrants, job satisfaction of the migrants, the nature of appointment of the migrants, daily wage of the migrants, social relation of the migrants, years of schooling of the migrants, job satisfaction of the migrants, industry and firm types of the migrants, native state of migrants as independent variables. From the analysis it was observed that the nature of appointment and monthly income turn out to be the first and second factors, respectively determining the quality of work life of the domestic migrants of the MSMEs. The factor Job satisfaction and security turns out to be the third major factor determining the quality of work life of internal migrants of the MSMEs. Therefore, in order to improve the quality of work life of the workers, a firm has to improve the compensation and job satisfaction given to its employees by deliberate efforts and planning. It is also found that the nature of appointment has a strong bearing on the QWL and there exists a strong relation between the permanency of job and the value of the QWL.

It was seen from the analysis that 62.44 percent of domestic migrants were migrated to Kerala due to pull related reasons while only 37.56 percent of domestic migrants were migrated due to push related reasons. The last part of the analysis tried to see the impact of quality of work life on the migration decision of the domestic migrants. Migration status across selected explanatory variables including QWL is taken here to understand the effect of these variables on the push and pull factors of internal migration. The study observed that the average QWL is higher among the internal migrants who reported pull factor as an important reason for migration. Therefore, the study can conclude with evidences that the better QWL

existing in the MSMEs influence the migration decision of the domestic migrant labourers of the state.

Conclusion

The estimated mean score for the quality of work life obtained for internal migrant laborers working in Kerala's MSMEs indicates an almost satisfactory QWL for all domestic migrant laborers. Industry-wise analysis of the average QWL score shows a significantly better score in the footwear industry than in the plywood industry. The better QWL in the footwear industry is the result of better practices and relations observed in this industry. This study has empirically demonstrated that compensation, facilities, job satisfaction, and security are the major components that determine the quality of work life in the state's MSMEs. This study confirms earlier findings on internal migration that economic factors are the primary driving force behind migration to the state. Additionally, this study concludes that the better QWL in the state's MSMEs influences the migration decisions of domestic migrant laborers from other states.

Chapter Seven
SUMMARY AND CONCLUSION

7.1 Major Findings of the Study

7.2 Suggestions and Recommendations

CHAPTER VII

SUMMARY AND CONCLUSION

Internal migration has tremendous potential for poverty reduction, meeting the Millennium Development Goals (MDGs), and contributing to economic growth in developing countries than international migration (Priya Deshingkar, 2006). Internal migration involves the movement of poorer people from poorer regions of a country to certain flourishes areas or regions and ultimately it has a substantial role in attaining the Millennium Development Goals. Internal migration is an essential driver of growth in many sectors, including agriculture, manufacturing, construction, coastal economies, and services of a region (Priya Deshingkar, 2006). In recent years, the word “migration” has nearly always been associated with international migration while internal migration has been subsumed under such terms as population distribution or urbanization, and those working on international migration seldom consider internal migration as relevant to their interests (Skeldon, 2003). Therefore, internal migration has tended to be neglected in the literature of migration and economic development. The flow of people within the country is not well recorded or documented; therefore, it is neglected and less discussed by scholars.

Inter-state migrant workers have been playing a remarkable role in Kerala’s labour market, particularly of informal sector, by occupying the vacuum caused by external labour migration from the state. The labour market of Kerala is characterised by the paradoxical coexistence of high unemployment rate and high demand for labour (Nair, 1998). Even though there is high demand for casual labour in various sectors with high wage rate people are reluctant to take up the sort of manual works. Thus Kerala’s labour market has always been dependent on migrant workers as most of the unskilled manual works are regularly carried out by them. Construction sector in Kerala heavily depends on migrant labour and engages the largest proportion of such workers in the state. (Benoy Peter and Vishnu Narendran, 2017). It is said that the proportion of migrant labourers in the construction sector of

the state overtakes the domestic workers. A major share of the domestic migrant workers in the state is employed in the micro, small and medium enterprises (MSMEs) located across the state.

In Kerala, the MSME sector has consistently been registering higher growth rates compared to other sub sectors in the industrial sector (Economic review, 218). Kerala state lacks the presence of heavy industries but at the same time there exist greater opportunities for micro, small and medium scale industries. It can contribute more employment and revenue to the state if this sector is promoted well. As the state was suffering from the shortage of unskilled and semi skilled workers in the various fields, the inflow of workers from the northern part of India has brought greater opportunities to the different sectors of the economy especially to micro and small industries of the state as they get unlimited labour supply. As per various estimates, it is seen that a major inflow of north Indian migrant labourers are there in to the districts of Ernakulam, Calicut, Palakkad and Thiruvananthapuram of the state. One of the reasons for this inflow of migrants to these districts is the growth of the small and micro industries in these districts and the resultant employment opportunities existing in MSMEs of these districts. Presently, the heavy concentration of migrant workers is seen in the places where the micro, small and medium industries are located.

Generally, it is observed that across the world the migrant workers are discriminated from main stream and they are being exploited in terms of labour contracts, wages, leave, medical benefits compared to the domestic workers. Therefore, it is believed that the work environment of migrant workers is poor across the country. It is observed that no serious study is seen so far regarding the migrant workers working in the micro, small and medium enterprises of the state. The flow of internal migrants to the MSMEs is increasing despite the fact that the salary they received in the sector quite less than that of the amount availed in the construction sector. Why migrants are attracted towards MSMEs, what is the quality of work life of these migrants in different MSMEs and what are the factors

influencing the quality of work life of the migrants are the important research questions that the present study has posed for discussions.

The empirical analysis of the study was based on the primary data collected from the inter-state migrants working in the MSMEs of Ernakulam and Kozhikode district of Kerala by administering a structured interview schedule. A sample of 450 inter-state migrants was selected for the present study and out of the total samples, 225 samples were taken from plywood cluster of Ernakulam district and the remaining 225 samples were taken from the footwear cluster of Kozhikode district. Each cluster has small, micro and medium enterprises and from each enterprise a sample of 75 migrants were identified randomly and taken as sample for the study. A structured interview schedule with 82 questions is administered among sample migrant workers in the month of September and October of 2021.

The quality of work life is one of the important techniques used by the researchers to measure the work environment and work life of labourers working in the manufacturing and service sectors across the world. Before administering the final interview a pilot study was conducted in the month of May 2021 to check the reliability and validity of questions. A principal component analysis was also conducted during pilot study to trace out the predominant components of the quality of work life. The principal component analysis has helped to reduce the number of observed dimensions or component of QWL from the given 50 factors to nine factors. These nine factors broadly contain most of the characteristics of the dimensions in the given data set. After principal component analysis, the selected factors or components for the present study are; work environment in the firms, organisation culture of the firm, human relation and cooperation in the firm, training and professional development programme in the firm, fare compensation and other rewards, facilities like over time, ESI, accommodations in the firm, job Satisfaction and job security in the firm, freedom at work in the firm and social and work life balance in the firm. Analysis of the pilot study revealed that these nine dimensions together explain 82.24 percent of the total variance. For developing the QWL index, the total score obtained by a respondent for nine component of QWL on Likert scale

is found and this score is divided with the number of components to obtain the average score for each respondent.

For making the present study more systematic and scientific, it has used statistical tools like arithmetic mean, standard deviation, ANOVA tests, Chi square tests, independent sample T test and multiple and stochastic regression models. The study has used multiple linear regression models to find out the impact of selected variables on the quality of work life of migrants. It was assumed that the quality of work life as a dependent variable on certain independent variables such as monthly income, work experience of the migrants, job satisfaction of the migrants, nature of appointment of the migrants, daily wage of the migrants, social relation of the migrants, years of schooling of migrants, reasons for migration to MSMEs by migrants, job satisfaction of migrants, industry and firm types of migrants, native state of migrants. To find out the impact of the quality of work life on the internal migration to MSMEs, the study had used the binary logistic regression model. This model is estimated by using maximum likelihood methods.

7.1 MAJOR FINDINGS OF THE STUDY

The study has examined the demographic profile and work environment of the internal migrants so as to obtain a deeper understanding of the work life of these migrants in the MSMEs of Kerala. One of the major contributions of this study is the development of a tool to measure the quality of work life of labourers who are working in the manufacturing sectors. This tool might be useful for measuring the work environment or work status of the employees working in the different MSMEs. It would help to obtain systematic picture of the work life of the labourers in the firms. Again this study reinstates the findings of the earlier studies pertaining to the internal migration and says that the economic factors are the main driving force of internal migration towards the state. It is found that economic factors like high wage rate, better payment system, more job opportunities and job security are the most important components which are pulling the migrants to the state. From the analysis it was found that nature of appointment, monthly income and Job satisfaction and security are the major factors determining the quality of work life of the internal

migrants and therefore, it could be stated that the migration to the MSMEs are pull induced migrants.

7.1.1 Demographic Profile

- It was found that 30 percent of the migrant labourers working in the plywood and footwear industries are from the state of Assam and followed by Bihar with 21.8 per cent. It is observed that plywood firms encompass more migrant labourers from Assam and Orissa as these people have previous connection with timber and related works.
- Internal migrant labourers from Bihar are seen more in the footwear firms and followed by labourers from UP and Assam.
- It was found that only 12.9 percent migrant labourers from West Bengal are engaged in the works of MSMEs even though their number is high among the total number of internal migrant labourers in the state.
- With regard to the distribution of the migrant labourers on the basis of their native place, it was found that 85.6 percent of them are from rural places and only 14.4 percent of them are from the urban areas of their respective states.
- Age wise distribution of the domestic migrants says that the state has a healthy mean age of domestic migrants with an average age of 34.65 years and this mean age is 36.41 years for the plywood industry and 32.90 years for the footwear industry. It is observed that the mean age of workers is less in footwear firms compared to plywood firms.
- Religion wise distribution of the internal migrants says that 75.3 percent of them were from the Hindu community and it was followed by the Muslims with 24 percent. Only a few were there from Christian community. It was also observed that both the industry had more labourers from Hindu community and the number of labourers from the Muslim community was more in the plywood industry compared to footwear industry.

- The distribution of the social category of the migrants depicts that the majority of these migrants are hailing from backward castes, scheduled castes and scheduled tribes. All these migrants are the poorest of the poor people of their native states.
- With regard to the marital status of the migrants, it is found that 79.6 percent of domestic migrant labourers are married and only a few of them (3.6 percent) are taken their family to their work place. Therefore, this flow of migration to Kerala could be termed as single male oriented temporary internal migration.
- Educational status of the migrants says that 69.6 percent of sample population lies in the category of below eight standards at the same time 0.7 percent of them lies under illiterate category. It is also seen that only five persons are there with higher secondary level of education and no one is qualified degree or any technical course. From this data we can conclude that people with minimum years of schooling are more prone to internal migration.
- The mean year of schooling for the entire migrants was obtained as 6.93 years and it was 5.92 and 7.94 years respectively for plywood and footwear industries. From the study it could be assumed that migrant labour who are not skilled and not having higher educational qualification are absorbed in the works of plywood manufacturing units as these units do not require higher level of previous skills for workers.

7.1.2 Work Profile of Domestic Migrant Labourers

- With regard to the nature of the work, it was found that 85.8 percent of the migrant workers are employed as the main worker in the firm and the remaining workers are working as helpers in the firm.
- Another important finding is about the nature of appointment. It was found that only 19.1 percent migrant workers are permanent workers in the firms

where as the remaining migrants are working either on the contract basis or on the daily wage basis. It was observed that majority of workers (74.44%) are working on the contract basis both in the plywood and footwear industries. An important observation is that out of total permanent employees, 97.7 percent of migrant workers are employed there in the footwear industries. This may be due to the better quality of work life of footwear industry compared to plywood industry.

- The duration of working hours of the migrants in the firms is estimated and it was found that 84.22 percent of migrant workers used to work more than eight hours in the firm. This high duration of work for migrant workers is mainly caused by the contract nature of their job prevailing in the industries especially in the case of plywood firms
- The migrant workers get more number of workings days with a higher wage rate in Kerala than what they received in their native places. This has significantly improved their earnings, and they have moved from low to high-income brackets. The average daily wage obtained by a migrant labourer in the MSMEs of Kerala is estimated as Rupees 704.98. This is Rs. 684.22 and Rs.724.67, respectively for plywood and footwear industries.
- It is also found that domestic migrants working in the footwear industries have advantage over their daily wage compared to their counter parts working in the plywood industries.
- Across the micro, small and medium firms, the migrants working in the medium firms have advantage over other firms with regard to the daily wage.
- The average monthly income of the domestic migrants working in the MSMEs of Kerala was estimated as Rupees 18144.44 and it was Rupees 17366.67 and Rupees18922.22, respectively for plywood and footwear industries

- It was found that a significantly high monthly average income was recorded for the migrant workers who are working in the footwear firms. This difference in the income was resulted due to the relatively consistent employment received by migrant workers working in the footwear industries compared to their counterparts in plywood firms.
- The mean score with regard to the monthly salary says that the migrants working in the micro firms have advantage over other firms. This advantage is mostly resulted due to the availability of over time facilities in the micro firm.
- With regard to the work experience in the state, it is found that 40.66 percent of migrant labourers had more than five years of experience in Kerala and 48.88 percent of migrants had two to five years of work experience in the state. This result reveals that the migrant workers see Kerala as an attractive destination in terms of job availability, better payment and work environment.
- Retention of workers in the same firm was high in the case of footwear industry compared to plywood industry. It was seen that 45.33 percent of domestic migrant workers in the footwear industry have more than five years of experience where as it was only 26.66 percent in the case of plywood industry.
- With regard to the previous experience of migrants, it was observed that 97.55 percent of domestic migrants do not possess previous training in the same field. It was again found that 25.33 percent of domestic migrant workers have undergone any one of the in service trainings in the firm but it was mainly found in the footwear industry.
- Level of satisfaction of domestic migrant workers at the firms was found in the study. It was observed that 61.11 percent of the migrants were not satisfied with their present job whereas 55.55% of migrant labourers working in the footwear firms were satisfied with their present job. It was again

observed that only 17.33 percent of workers are satisfied in the plywood firms with their present job. Relatively high satisfaction level was seen in the jobs of footwear firms which might be due to the better quality of work life prevailing in this industry.

- Distribution of the domestic migrants with regard to their previous employment says that 68.22 percent of them were engaged in agriculture related jobs at their native place. It was also found that 14 percent of migrants were engaged in service and construction sector and 11.55 percent of them were engaged in manufacturing sector. It was again observed that a few of them (6.22%) were engaged with their self employment at their native states before their migration to Kerala.
- The level of income received by the migrants at their native place prior to their migration was analysed and it was found that 70.4 percent of migrants received an income between Rupees 200 to 300 per day for their work at their native state. The average daily income of the migrants at their origin prior to their migration was estimated only at Rupees 296 whereas the daily average income was Rupees 704 here in the Kerala for these migrant workers.
- The average monthly income of the migrants at their origin prior to their migration to the state was estimated as only Rupees 6756 whereas the monthly average income was Rupees 18144 here in the state for this migrant workers. The estimated figure has shown a threefold increase in the monthly income after their migration.
- Monthly work status of domestic migrants prior to their migration to the state was measured and it was found that 92.66 percent of migrant labourers used to work 10 to 20 days per month whereas only 6 percent of migrants had 20 to 30 days of work per month. It is again noted that 91.56 percent of migrants were not happy with this daily status of work as it brought them insufficient level of income for leading a decent level of living. These

evidences again reveal the economic motivation behind every migration to the state.

- The status of domestic migrant worker's houses at their origin was analysed and it was found that 78.89 percent of the migrants got houses without minimum condition. It was also found from the study that many of these migrants were living in a single room house made up of mud and grass.
- It was observed from the study that 88.89 percent of domestic migrants possessed ration card at their origin whereas the remaining 11.11 percent did not possess ration card. It was also found that 89.5 percent of the card holders came under below poverty category and it gives us the insight that majority of the domestic migrants who are being migrated to the state belong to the below poverty category.
- Migration to Kerala has positively affected the migrants in terms of their income, consumption, saving or investment and 92.88 percent of migrants responded that their overall life standard had improved after migration
- Migration has helped the domestic migrants to improve the educational level of their family. It also helped their family to obtain better medical treatment. It was again noted that 81.55 percent of migrants have purchased new lands at their origin after their migration to the state. Therefore, it can state that the internal migration has positively affected the migrants to increase their level of living.
- The migrants feel themselves being isolated from the surrounding community since they are taken to be the second citizens in the public sphere. In the present study it is observed that around 13 percent of the migrants have this kind of alienation besides which around 52 percent of them feel themselves that they often isolated from the social space of Kerala
- Most of the migrants rarely mingle with the natives and most of them felt that the native people are reluctant to interact with them.

- Around 72.8 percent of the domestic migrants felt that language has become a barrier for them for their social interaction but at the same time, the domestic migrants have good social relation at their work place with the native workers working in the same firm.
- It is inferred that around 90 percent of domestic migrants were not aware of different Government programmes exclusively meant for them and only a few of them often used to get the benefit of government programmes.
- The problem of accommodation was comparatively less for the internal migrants working in the footwear firms while the accommodation problem is still a hurdle in the case of migrants who are working in the plywood firms as these firms have comparatively poor work environment.
- The study did not observe any significant difference in the case of social and civic dimensions between internal migrants working in the footwear and plywood firms except the factors like social relations inside and outside the firms and the hurdles in obtaining accommodation. Internal migrant labourers working in the footwear firms had significant advantage on these three factors.
- Comparatively better status for migrant workers was seen in the footwear firms as these firms provide ESI facilities, provident fund and better accommodation especially in the medium footwear firms.
- The study also enquired the number of migrants who registered in the police station and found that only 51.55 percent of the internal migrants have been registered their name in the nearest police station. It was understood from the field survey that the owners of plywood firms often faced difficulty in compelling the migrant workers to get their name registered in the police station as these workers often change their firms with a short span of time.
- AAWAZ is an insurance scheme for the domestic migrants and it was found that only 8.88 percent of the internal migrants got registered in the scheme

where as the majority of them did not go for their registration. Efforts from the part of government and other agencies are required to make aware of this insurance programme to the migrant workers.

7.1.3 Work profile of Domestic migrant Labourers during Covid-19 Pandemic

- It was observed that the internal migrants in Kerala were safe while comparing with the migrant workers of the other states. The study found that only 6 percent of migrant workers were affected with Covid-19 virus and 94 per cent of migrants were safe in the state and therefore, majority of them expressed less concern over their health issues and medical expenses.
- It was also seen that 73.33 percent of migrants did not face problem with medical treatment as it was freely available in public health centres. Interestingly, migrant workers working in the medium footwear firms expressed less concern over their health issues as the firm provided them ESI and other medical services.
- The migrant workers of plywood firms expressed more concern over their health issues as most of the plywood firms treated them as unorganised workers.
- The socio-psychological dimensions of internal migrant's life also was analysed during the pandemic and it was found that only a few of them were panic due to the uncertainty and hypes created by the pandemic whereas majority of them were not panic in the midst of pandemic and lockdown.
- It was again observed that the majority of internal migrants felt safety during lock down as they received free food from community kitchen and also other helps from their sponsors during lock down.
- Another issue often faced by the migrants is social discrimination and humiliation from local community. But it was found from the study that only 2 migrants felt discrimination during lock down where as the majority of them did not face any type of discrimination from local community.

- There was a great concern about group living of the migrants at the onset of pandemic but these migrants were less worried about their group living and it was felt that this group living might have helped the internal migrants in reducing their tensions and mental agonies during lockdown.
- An important observation was that the majority of internal migrants felt safety during lock down as they received free food from community kitchen and also other helps from their sponsors during lock down. The state's concern in the welfare of the interstate migrant workers was reflected in the socio-psychological life of the migrants working in the state.
- Covid-19 pandemic had really affected the economic life of the migrants in terms of their income and employment. It was seen that 99 percent of migrants faced a decline in their employment opportunities and also in their income. The pandemic has reduced the wage or salary of the migrants and its impact was high among the workers of the plywood firms.
- The study revealed that the income of the internal migrants have been decreased due to Covid-19 related factors where as the health concern of the migrants were not that much high as it was observed in the other states of India.

7.1.4 Determinants of internal migration

- An important question in the study was to understand whether the internal migration to the state was push induced or pull induced. It was found that 62.44 percent of domestic migrants were migrated to the state due to pull related reasons and this finding again reinstated that the internal migration to the state is pull induced.
- It was also found that 82.22 percent of migrant labourers working in the footwear firms responded that the pull related factors have induced them to migrate to Kerala whereas the push induced reasons were the major driving force of internal migrations towards the plywood firms.

- Data pertaining to the pull factors unraveled that an overwhelming majority (44.48 percent) of the migrants were attracted towards the job security and better work environment prevailing in the state. It was followed by the factors high wage rate, better payment system and more job opportunities prevailing in the state.
- Poverty, unemployment and under employment at the origin was the most important push factor (50.88%) that induces the migrants to migrate to the state. The second important push factor was low wage rate and low income at the origin.
- Economic factors like high wage rate, better payment system, more job opportunities and job security are the most important components of the pull factors of the internal migration whereas economic factors like low wage rate, low income, poverty, unemployment, under employment and loss in agriculture at the origin are the major push factors of internal migration. Therefore, economic factors are the main factor of internal migration to the state as it was accounted for 96.44 percent of responses from the domestic migrants.
- The major factors determining internal migration in terms of the quality of work life was analysed and it was found that the component compensation and rewards was the most important component determining the internal migration to the MSMEs. Job satisfaction and job security was the second component determining the internal migration towards the MSMEs.
- Another interesting finding from the study was the component compensation and rewards was the most important component in the case of plywood firms while it was job satisfaction and job security in the case of footwear firms.

7.1.5 Quality of Work Life for domestic migrant labourers working in the MSMEs

Quality of work life (QWL) affects the job involvement, competency, job satisfaction and job performance of the employees. A job will be more productive and challenging if the employees get appropriate level of quality in their work life and the quality is attained if a firm addresses the physical and psychological requirements of its workers. The following are the major findings with regard to the quality of work life of domestic migrants.

- The study found a comparatively better quality of work life score for all the domestic migrant labourers working in the MSMEs as the obtained mean score 3.62 was greater than that of real average score of the Likert scale. Both the mean scores of the plywood and footwear also indicate a better score of QWL.
- The study again found a significant advantage of footwear industry over the plywood with regard to quality of work life. Comparatively better score in the footwear industry was the result of good practices that were seen in the footwear firms in connection with the work life of employees. Majority of footwear firms used to provide facilities like ESI, provident fund and better accommodations to its employees in addition to better payment and reward system.
- The migrant workers who work in the plywood firms always met with hardship in their toil in terms of their work condition, accommodation facilities and also with their payments. It was seen that the work in the plywood firms requires more manual work and physical efforts and most often a migrant labourer working in the plywood firm used to work just like a counterpart does in the construction sector.
- The analysis of different components of QWL revealed that the component compensation and other rewards at the firms had highest mean score with

regard to QWL. It implied that the domestic migrant labourers used to get a satisfactory compensation at the firms irrespective of their industry.

- The three QWL components namely; compensation and other rewards, job satisfaction and security and work environment in the firms found to be the major determinant of the migration to the MSMEs.
- The QWL components like organisation culture in the firm, relation and co-operation inside the firm, facilities in the firm, freedom at work in the firm and social and work life balance had recorded an average score in determining the quality of work life of domestic migrants in the MSMEs. The component training and professional development programmes in the firm has recorded the lowest average score in the QWL.
- Industry wise average scores of different components of QWL revealed a significant advantage for the domestic migrants working in the footwear firms. This advantage in the footwear firms was attributed to the better interventions of management to cater the dignity of labourers at the firms.
- The study observed that the domestic migrants working in the plywood firms were not satisfied in their quality of work life as the average score of their responses were poor. It was found that the facilities like ESI and provident funds are very difficult to implement in the plywood firms as the majority of these migrant workers used to stay in the firm for short periods.
- The quality of work across the micro, small and medium firms revealed that the migrants working in the medium firms have experienced satisfactory work environment, organizational culture, better relation and cooperation and better facilities at the firms. They also have comparatively satisfactory job satisfaction and job security.
- The study again revealed that the small firms are providing satisfactory compensation, freedom for work and an atmosphere to balance their work and life at the firms. It is observed that the contract nature of the job found in

the small firms might have compelled those firms to offer comparatively high compensation to the migrant workers.

- Intra firm differences between the firms of different industries revealed that the firms of footwear industries have better score in all the components of the QWL. Significant difference across micro, small and medium firms with regard to QWL components were observed both in the case of plywood and footwear industries.
- Intra firm differences between the firms of different industries reveal that the firms of footwear industries have better score in all the components of the QWL
- The study has analysed the major factors that are influencing the QWL and it was found that the nature of appointment and monthly income were the first and second factors, respectively influencing the quality of work life of the domestic migrants of the MSMEs. Job satisfaction and security has come as the third major factor determining the quality of work life of internal migrants of the MSMEs.
- The study observed that the average QWL was higher among the internal migrants who reported pull factor as an important reason for their migration. Therefore, the study has concluded with evidences that the QWL in a firm influences the migration decision of a domestic migrant.

7.2 SUGGESTIONS AND RECOMMENDATIONS

The labour migration is more a requirement of the state than that of the migrant workers themselves, and it is fundamental to create awareness about this among the key stakeholders. The problems like poor accommodation, lack of health and sanitation facilities, inadequate schooling and language problems resulted the migrants to feel that they are being ignored and alienated in the Kerala Society. Therefore, the best way before the state is to prepare well in advance to welcome and receive the migrant labour in a hassle free environment and so that it would definitely play a vital role in further strengthening and sustaining the growth trajectory of not only Kerala's economy but also of the states of origin of migrants.

Therefore, the state has to get prepared well in advance to welcome and receive the migrant labour in a hassle free environment as it is required to strengthen the growth trajectory of Kerala's economy

The study again reflected lack of systematic policy framework for internal labour migrants, therefore, enforcement of labour laws and enactment of a comprehensive law at the work places, stricter enforcement of existing labour laws, including the Interstate migrant act are to be enacted. Generally, it is believed that the probability of internal migration is inversely related to the distance between origin and destinations but these internal migrants prefer Kerala due to socio economic reasons as mentioned in the study despite the state is far away from their native states. Therefore, it is expected to increase the flow of internal migration in the coming years towards the state so that more inclusive policies could be adopted for the integration of this vulnerable section to the main stream of the society.

Quality of work life is almost satisfactory for the migrants working in the MSMEs but this is comparatively poor in the case of the plywood industries. Problems of proper accommodation and job satisfaction persist in the case of plywood firms in the state. This has to be addressed and the overall quality of work life has to be ameliorated for all the internal migrants working in the different sectors of the state.

In the present study, it is observed that 65 percent of the migrants feel themselves that they are often isolated from the social space of Kerala. Measures at different levels with the help of NGOs are to be initiated to make them feel safe in the state. The number of internal migrants registered in the AAWAZ insurance scheme from the MSMEs is found to be only 8.88 percent and majority of the migrants are not registered in the police station at their arrival. Efforts from the part of government and other agencies are required to make them aware of the various programmes designed for them. The internal migrants have to be persuaded for the registration of their names in the police station or other offices like labour office for their safety.

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APPENDIX- I

APPENDIX- I

Survey to conduct the quality of work life of the internal migrants in the micro, small and medium enterprises in Kerala

I. personal profile of Migrants

1. Name	
2. District where working	
3. Native state	
4. The nature of your native place	Rural/ Urban
5. Age	
6. Religion	Hindu/Muslim/Christian/any other
7. Category	General/ OBC/ SC/ST
8. Marital status	Single /married/ widower/divorced
9. Have you taken family to Kerala	
10 .Are you the sole bread winner of the family?	Yes /No
11. Educational qualification	Illiterate below 8/ 10 th / Plus two / degree / any other Vocational degree or diploma
12. Total year of schooling	
II. Present Work profile of the Migrants	
13. Name of MSME	
14. Product type	
15. Nature of your work	Main worker / helper
16. Nature of appointment	Contract base/ daily wage/ permanent
17.No of working hours you work per day	
18. Daily wage/ Rs._____	Monthly salary Rs._____
19. Have you got any training or skill development program before	Yes/ No.

entering to the job	
20. Are you getting any in-service training	Yes/ No.
21. How long you work here in the MSMEs	Year _____
22. Are you satisfied with your present job in this particular firm	
23. Whether your firm provide you free accommodation	
III. Previous work and household Profile before Migration	
24. What was your employment before migrating to Kerala? If there was no job write nil	Unemployed/Agriculture/ manufacturing/ service/ self employed/ others
25. Daily wage received in native state	Rs.
26. Was your wage reasonable for your level	Yes/ No.
27. Do you have house at your place	Yes/ No
28. If yes, do you have minimum facilities at house	Yes/ No
29. Do you have ration card	Yes/ No
30. Do you belong to BPL family	Yes/ No

I V. Possession of income and domestic property/ materials increased after migration

SI No	For the following questions answer to be given in Yes or No		
31	My income has been increased with migration to Kerala	Yes	No
32	I have purchased new land and other properties by using income after migration	Yes	No
33	My house and other amenities at home have improved with my migration	Yes	No
34	My consumption of food and other durables have improved with my migration.	Yes	No
35	My saving and investment have improved with migration	Yes	No

36	Education of my children and youngsters at home have improved with my migration	Yes	No
37	I am able to give better medical facilities for my children/parents/relatives with my migration	Yes	No
38	My overall life standard of living has improved with my migration.	Yes	No

V. Determinants of migration/ reasons for migration/ decision to migrate to Kerala

39	Reason for migration to Kerala is	1) Push Induced 2) Pull Induced
40	If it is push induced, which is most important reason	1) Poverty/ Unemployment & under employment. 2) Low wage rate and low income 3) Loss in agriculture and shortage of land. 4) Social and natural vulnerabilities.
41	If it is pull induced, which is most important reason	1) High wage rate & good payment system. 2) Better employment opportunities. 3) Job security and better job environment 4) Support from the part of Government.
42	From the right side, which factor mainly influenced your decision to migrate to Kerala	1) Economic reasons like high wage rate, better opportunities, chance to earn more income and saving etc. 2) Social factors like job security, good work environment, support from friends, discrimination at origin etc. 3) Demographic factors like age, sex, number of members at family etc. 4) Political factors like Govt. support, better migration policies, poor support at origin etc. 5) Natural factors like flood, drought and other calamities at the origin.
43	Determinants of migration in to MSMEs	1) Work environment in the firm 2) Organisation culture 3) Relation and cooperation 4) Training & development in the firm 5) Compensation and rewards 6) Facilities provided by firm 7) Job satisfaction and job security 8) Autonomy of work 9) Adequacy of resources

VI: Information related to Civic Dimension and Issues during Covid-19.

There are three options in each question, select the appropriate one

Sl. No.	Civic dimensions	Yes/ Available	Often	Not at all
44	Do you mingle with natives?			
45	Do you have accounts in social Medias like watts app, face book etc			
46	Do you observe the news related to Kerala in social media			
47	Have you registered with AWAS			
48	Did you register your name in Police Station			
49	Do the native people interact with you?			
Questions related to security of job during Corona-19 period.				
	Economic security during Corona -19			
50	Did your employer paid you during lock down?			
51	Did you get any other financial assistance from your firm?			
52	Did your employer provide you free food during lockdown?			
53	Did your employer give you free accommodation during lockdown?			
54	You did not face financial problem during lockdown			
	Security from Government			
55	Did you get any Govt. assistant during Covid-19			
56	Did you get benefits from community kitchen			
57	Are you getting correct and free medical treatments from Govt. hospitals			
58	Did you get any financial help from local bodies during lock down			

	Job security			
59	Did lock down affect your job in the firm			
60	Did Corona 19 pandemic affect your work at firm?			
61	Do you feel secured in your present job?			
62	Do you get overtime and other benefits during Corana-19 period?			
63	Did the employer reduce your salary and other benefits during Covid-19 pandemic?			
	Social security measures			
64	I was not panic during Covid-19 as I was in Kerala			
65	I did not feel discrimination in the Kerala society at the beginning of Civid-19			
66	I felt safety in Kerala during lockdown			
67	I did not feel humiliation with social Medias hypes during Lock down			

SECTION II

QUALITY OF WORK LIFE

A. Personal information

Sl. No.	Items	Response
1	Name of the firm	
2	Ownership of the firm	
3	Type of production	
4	Cluster	
5	Post and designation of worker	
6	Are you trained for this job	

B. Measurement of Quality of Work Life

The Likert scale is being used to elicit the response from respondents regarding the Quality of Work Life in the MSMEs. There are five to six options in each question/statements and options are stated as under

- 1) Strongly disagree or highly dissatisfactory

- 2) Disagree or dissatisfy
- 3) Uncertain or neutral
- 4) Agree or satisfactory
- 5) Strongly agree or highly satisfactory

Sl. No.	Factors affecting Quality of Work Life	5	4	3	2	1
1	Work environment in the firm	5	4	3	2	1
2	Organisational culture in the firm	5	4	3	2	1
3	Relation and co operation in the firm	5	4	3	2	1
4	Training and professional development programmes in the firm	5	4	3	2	1
5	Compensation and other rewards in the firm	5	4	3	2	1
6	Facilities like over time, ESI, over time, accommodations in the firm	5	4	3	2	1
7	Job Satisfaction and security in the firm	5	4	3	2	1
8	Freedom at work in the firm	5	4	3	2	1
9	Social and work life balance in the firm	5	4	3	2	1

APPENDIX- II

The factors of QWL and underlying variables with Eigen values

Sl. No	Predominant factors of QWL	No.	Underlying variables of QWL	Eigen values
1	Work environment in the firm	1	The firm has a motivating environment	2.816
		2	The firm has good working condition	2.816
		3	The firm provides me time for personal care	2.816
		4	The firm supports me for personal development	2.816
		5	The firm provides me all information related to work	2.816
		6	I can maintain my own style at work	2.816
2	Organisational culture in the firm	7	I can involve in decision making of the firm	2.213
		8	I get co-operation from other department	2.213
		9	The firm has uniformity in wage policies	2.213
		10	There is no discrimination in the firm between migrants and non migrants	2.213
		11	There is good communication between workers and employer	2.213
		12	Comments and suggestions are welcomed	2.213
		13	I am proud to work in this firm	2.213
3	Relation and co operation in the firm	14	I have good relationship with colleagues	1.733
		15	I feel belonging to firms	1.733
		16	There is no work demand stress for me in the firm	1.733
		17	I have good relationship with immediate superior	1.733
		18	I have good relationship with head	1.733

		19	I have good relationship with sub ordinates	1.733
4	Training and professional development programmes in the firm	20	Firm provide training program	1.690
		21	Training programmes are effective	1.690
		22	Firm provide training to develop interpersonal skills	1.690
		23	There is sufficiency of training programme in the firm	1.690
		24	Firm conduct training programmes frequently	1.690
5	Compensation and other rewards in the firm	25	Firm provide me fair compensation as wage or salary	1.599
		26	Firm pays based on responsibility	1.599
		27	Firm pays performance based salary	1.599
		28	There is fairness in promotion	1.599
		29	Firm rewards for good work	1.599
6	Facilities like over time, ESI, over time, accommodations in the firm	30	Firm provides us fringe benefits and overtime facilities	1.537
		31	There is social security and safety in the firm	1.537
		32	Firm provides us Transportation and accommodation	1.537
		33	Firm provide us ESI and treatments for health problem	1.537
		34	Firm provides us various welfare programmes	1.537
7	Job Satisfaction and security in the firm	35	I feel comfortableness in the present work	1.444
		36	I have Job security in this firm	1.444
		37	I feel I am productive in	1.444

			the firm	
		38	There is provision for trade union activity in the firm	1.444
		39	I get compatible satisfied salary in this firm	1.444
		40	We have fair Job rotation in the firm	1.444
		41	I have work freedom in the firm	1.444
		42	I am able to do work according to my ability	1.437
8	Freedom at work in the firm	43	I have flexible time in the firm	1.437
		44	I can take work to home for more earning	1.437
		45	I have no Job stress in the firm	1.437
		46	Firm gives me additional responsibility for my growth	1.437
		47	There is work life balancing in the job	1.437
9	Social and work life balance in the firm	48	There is enough free time and paid casual leave in the firm	1.337
		49	There is facilities for recreation in the firm or in the premises of the firm	1.337
		50	Yearly enough leave is permitted to visit native state	1.337