CROSS BORDER MOVEMENT AND ACHIEVEMENTS OF MIGRANT WORKERS - CHANGING PERSPECTIVES

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Abstract

Migration of workers from rural to urban area is on the increase in recent years. Working conditions and earning opportunities of unorganized sectors play a major role for providing job to the migrated workers. The present study examines the interrelationship between the socio economic conditions and the achievements of migrated workers in unorganized sectors. The total sample for the study covers thousand migrated workers from various unorganized sectors of Erode and Tirupur districts in Tamil Nadu. The economy of India is known for the presence of informal or unorganized labour employment to a greater extent. 93% of India's work forces are either self employed or employed in unorganized sector. A widely recognized reason for poverty and rural out-migration is found to be high man land ratio due to population pressure. Therefore most of the studies have agreed that migrant population, both internal and international, have moved for finding a better opportunity of economy.

KEYWORDS: Migration, Workers, Opportunities, Achievement, Poverty.

1. Introduction:

Migration is not a recent phenomenon. Socio-economic development course is affected by an essential factor called labour migrant. The most important feature of Indian labour market is increased in migration rate from rural and backward areas in job search. This has increased the concerns like economic, social and political migration of migrant workers particularly the unskilled ones from insufficient and lowered regions to find employment and living. Hence, migration is apprehended to be stimulated by the extent of social groups' susceptibility thereby resulting in the susceptibility increase at the destination point. Increase in the number of migrants of various backgrounds may grow the diversity and innovations in culture, also creating the effective merging policies which are more challenging. In fact, a devoted attention is needed to manage the social changes accompanying the migration in all nations. Protection of migrant human rights will become the most needed priority, as the irregular migrant's rights to question and protection of them is increasing severely. New migration forms like international border crossing due to environmental changes necessitate a reflection in and reconsideration possibility of present legal and normal frameworks.

2. Net Migration Rate:

According to World Bank report of 2011, -2999998.00 in the year 2010, is the last reported Indian net migration. Net migration is the net total of migrants during the period i.e. the emigrant's total number is less than the annual emigrants number, which includes both citizens and non-citizens, the data are five year estimates. The UN population division considers old migration history of a country or area, country's migration policy and the refugee's influx in recent period to derive the estimates of net migration. These official estimates are calculated using various sources like border statistics, administrative records, surveys and senses, to acquire the data. Inadequate data cannot be used to make official estimates, therefore, a net migration is obtained through balanced equation i.e. the difference between growth of overall population and their increase naturally during 1990 – 2000 inter censual period. This page includes a historical data chart, news and forecast of Net migration in India. The economical differences of India include traditional farming in villages, agriculture, handicrafts, a wide range of modern industries and numerous services. The major economic growth source is the services that accounts more than half of India's output with less than one third of its labour force. The main growth rate of more than 7% in the decade has been posted by the economies since 1997, which reduced poverty by about 10% points.
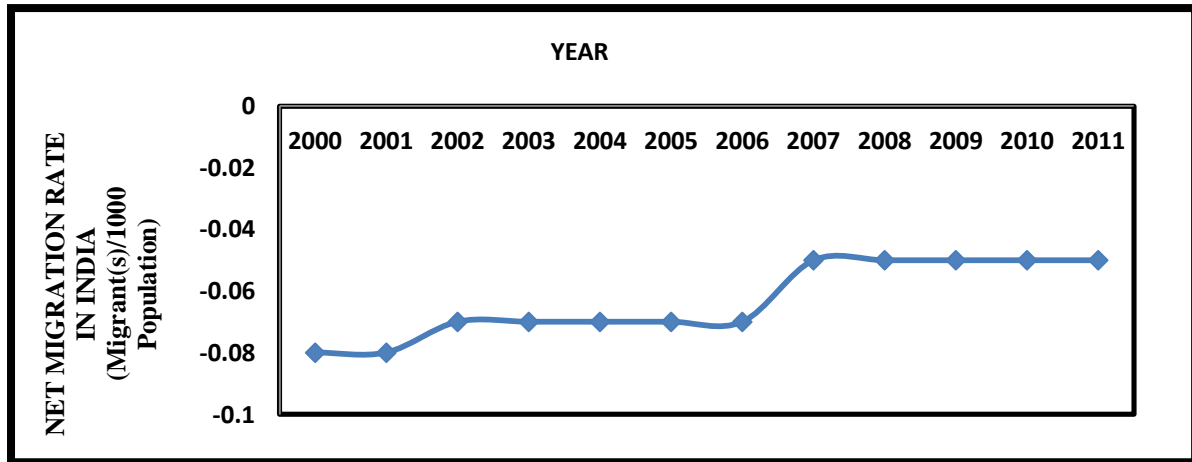
Figure 1: Net migration rate in India (migrant(s)/1000 population)

Year	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Migration Rate	-0.08	-0.08	-0.07	-0.07	-0.07	-0.07	-0.07	-0.05	-0.05	-0.05	-0.05	-0.05

Table 1: Net migration rate in India (migrant(s)/1000 population)
Source: CIA World Fact Book

3. Need of The Study

Internal migration has emerged as a prominent feature of society in India. One of the most dominant incentives to migrate is to find work. Unbalanced economic growth and development is a major reason for migration of workers. Providing job with better environment and life conditions of some districts and states in India attract many migrant workers. Most of the migrant workers move from their region to another region where they have friends and family already established. Around 20 million domestic workers migrate from rural areas of the various states like Bihar, Orissa, Kerala, Chhattisgarh, Assam and Madhya Pradesh to urban areas and metro cities regularly. Erode and Tirupur districts of Tamil Nadu are the major attractive districts for migrant workers from the states of Bihar, Orissa, Kerala and Madhya Pradesh. These migrant workers are filling jobs in agriculture, construction, garment industry, dying industry, mills and bakeries of unorganized sectors. Migrant workers provide a cost effective and hardworking work force to the unorganized sectors and also they provide valuable services with their worker to the economic development of India.

4. Statement of The Problem:

Most of the migrated workers earn annual incomes below the level of poverty. They are recklessly joining the domestic workers team, even accepting low wages than already working people. They become verbal and sexual exploitation preys working without any grievance redress mechanism. The

local government's inhumane expulsion dislocates and destabilizes most of the people's lives thus worsening their condition but whose absence would create an incapacitate stoppage in cities. They are in compulsion to live in shift tents made of plastic covers, bathing and defecating in open. Being migrants, not possessing PDS (Public Distribution System) cards, they are compelled to buy the food grains and kerosene at a greater price of market. The ruling group considers child labour as thread, while they do not recognize it as a natural migration's consequence. The income of sex workers constitute the second large group of migrants, are distributed among seven heads like Pimp, Land lady, Police, Protector, Money lender, Medical practitioner and Supply of groceries.

5. **Objectives Of The Study:**

I.   To know the level of achievements among migrant workers in unorganized sectors of Erode and Tirupur districts.

II. To give suitable solutions to improve the life style of migrant workers.

6. **Research Methodology:**

Business research is a systematic enquiry that provides information to guide business decisions and aimed to solve managerial problems. Business research is of recent origin and it's largely supported by business organizations that hope to achieve competitive advantages. This research is based on descriptive research design. The study used both primary as well as secondary data. The primary data was collected from the respondents of unorganized sectors in Erode and Tirupur districts. Field survey method was employed to collect first hand information. For this purpose, a well structured questionnaire was used as a tool for collecting the pertinent data from the 1000 sample respondents. The respondents were selected by using simple random sampling method from the selected two districts. Secondary data was also collected for the study from leading journals, magazines and the records of ILO surveys. The collected data were classified into suitable tabular forms for analysis and interpretation. Multi Discriminant analysis was used for further analysis.

7. **Discriminant Analysis:**

Discriminant analysis is a dependence multivariate technique. The purpose of dependence technique is to predict a variable from a set of independent variables. It is also used for predicting group membership on the basis of two or more independent variables. Discriminant analysis is a technique for analyzing data when the criterion or dependent variable is categorical and the predictor or independent variables are interval in nature. The level of achievement perceived by the respondents

working in unorganized sectors varies according to the perception level. In the study area out of 1000/ respondents divided into two groups, one is low level achievers and the other is high level achievers. How the respondents are achieving against the various factors? Do all the factors selected in the analysis differ from these groups? In general, what are all the variables which significantly discriminate the respondents of one group from other group? Discriminant functional analysis answers these questions in various stages. viz., 1. Construction of discriminant function 2. Classification 3. Interpretation.

8. **Construction of Discriminant Function:**

The discriminant analysis model involves the linear combination of the following form,

$D = b_0 + b_1x_1 + b_2x_2 + b_3x_3 + \ldots\ldots.. + b_kx_K$

b_n = Discriminant coefficients or weights, x_n = Predictors or independent variable

The coefficients or weights (b) are estimates, so that the groups differ as much as possible on the values of the discriminant function. This will happen when the ratio of between group sums of square to within group sum of squares for the discriminant scores is at the maximum. Any other linear combination will result in a smaller ratio. For the purpose of the study, twelve variables were selected such as, Age, Gender, Education, Language known, Marital status, Family size, Family earning members, Income, Knowing way about work place, Experience in work, Staying place, Hobbies in free hours (With respect to the level of achievement perceived on migration). The DFA attempts to construct a function with these and other variables, so that the respondents belonging to these two groups are differentiated at the maximum. The linear combination of variables is known as discriminant function and its parameter are called discriminant function co-efficients.   In constructing this discriminant function, all the variables which contribute more to differentiate these two groups are examined.

9. **Discriminant Analysis For The Problem Under Study:**

Since DFA involved classification of problems, and also to ascertain the efficiency of the DFA, all the variables which satisfy the entry and removal criteria were entered into the function. Normally the criteria used to select the variables for inclusion in the function is minimum F to enter into the equation (i.e.) F statistic calculated for the qualified variable to enter into the function is fixed as ≥ 1. Similarly, any variable entered in the equation will be removed from the function if F statistic for the variable calculated is < 1. The two groups are defined as,

Group 1   -   Low level   Group 2   -   High level

The mean and the standard deviation for these groups and for the entire samples are given for each variable considered in the analysis.

Level of Achievement	Factors	Mean	Std. Deviation	Valid N (List Wise)	
				Un Weighted	Weighted
Low Level	Age	2.11	.856	499	499.000
	Gender	1.23	.419	499	499.000
	Education	1.97	.523	499	499.000
	Language known	5.49	3.714	499	499.000
	Marital status	1.55	.498	499	499.000
	Family members	2.33	.647	499	499.000
	Earning members	2.27	.929	499	499.000
	Annual income	1.83	.780	499	499.000
	Knowing about particular work	1.98	1.099	499	499.000
	Working years	2.19	.756	499	499.000
	Staying place	2.74	1.077	499	499.000
	Hobbies in free hours	4.06	1.541	499	499.000
High Level	Age	2.06	.992	501	501.000
	Gender	1.10	.295	501	501.000
	Education	2.06	.669	501	501.000
	Language known	5.69	3.730	501	501.000
	Marital status	1.51	.500	501	501.000
	Family members	2.18	.631	501	501.000
	Earning members	2.06	.895	501	501.000
	Annual income	1.74	.695	501	501.000
	Knowing about particular work	1.77	1.033	501	501.000
	Working years	2.05	.726	501	501.000
	Staying place	2.77	1.283	501	501.000
	Hobbies in free hours	3.98	1.758	501	501.000
Total	Age	2.09	.926	1000	1000.000
	Gender	1.16	.368	1000	1000.000
	Education	2.02	.603	1000	1000.000
	Language known	5.59	3.722	1000	1000.000
	Marital status	1.53	.499	1000	1000.000
	Family members	2.26	.644	1000	1000.000
	Earning members	2.16	.918	1000	1000.000
	Annual income	1.78	.740	1000	1000.000
	Knowing about particular work	1.88	1.071	1000	1000.000
	Working years	2.12	.744	1000	1000.000
	Staying place	2.76	1.185	1000	1000.000
	Hobbies in free hours	4.02	1.653	1000	1000.000

Table 2: (Between low and high achievement groups) group mean

Factors	Wilks' Lambda	F	df1	df2	Sig.
Age	.999	.625	1	998	.429
Gender	.968	32.554	1	998	.000
Education	.993	6.641	1	998	.010
Language known	.999	.705	1	998	.401
Marital status	.999	1.167	1	998	.280
Family members	.985	14.697	1	998	.000
Earning members	.987	13.084	1	998	.000
Annual income	.996	3.806	1	998	.051
Knowing about particular work place	.990	9.646	1	998	.002
Working years	.992	8.237	1	998	.004
Staying place	1.000	.218	1	998	.641
Hobbies in free hours	.999	.558	1	998	.455

Table 3: Tests of equality of group means

The above table shows the one way Anova used to assess the significance between the mean of the selected groups, for each of the independent variable. It is seen from the table, that all the variables except age, language known, marital status, annual income, staying place and hobbies in free hours were significant at 1% level and 5% level which shows the differentiating between low level and high level achievement on migration. Since the objective is to determine the variables which discriminate most efficiently between low level and high level, all the factors were retained for further analysis and the step wise approach was used to remove any insignificant factors. The step wise procedure begins with examining all the variables for inclusion in the function. The variable, if selected that maximizes the Mahalonobis Minimum D Square between the groups is entered into the function first. In order to restrict all the variables being entered into the equation, a minimum f value of 1.00 is fixed as entry criterion for inclusion in the discriminant function.

Step	Factors	Tolerance	F to Remove	Min. D Squared	Between Groups
1	Gender	1.000	32.554		
2	Gender	.978	38.115	.033	Low and High
	Working years	.978	13.690	.130	Low and High
3	Gender	.975	35.367	.090	Low and High
	Working years	.977	12.907	.181	Low and High
	Family members	.997	11.541	.187	Low and High
4	Gender	.975	34.930	.121	Low and High
	Working years	.977	12.378	.213	Low and High
	Family members	.992	10.153	.223	Low and High
	Knowing about particular work place	.995	7.172	.235	Low and High

Table 4: Variables in the analysis

The above table gives the list of variables considered for analysis at each step, with corresponding F to remove and D square values to examine the possible inclusion of variables in the equation. The table reveals that the entry criterion has eliminated the variables age, education, language known, marital status, earning members, annual income, working hours, staying place and hobbies in free hours from possible inclusion in the equation. Also the table gives the information as which should be variable entered first by examining D square value, which maximizes the distance between the selected groups, it is seen that at each step a variable is entered, the D square value has increased, thereby increasing the discrimination between the two groups. The variable which maximum discriminated between the two groups can be identified from the variable which was entered first. Here, the level of achievement on migration was analysed with this scores. At each step a value is entered, the significance of the function is tested using Wilk's Lambda and D square values arrive for these function.

Both the statistics showed that the discriminant function is significant at 1% level. The results are given in the following table.

Step	Number of Variables	Lambda	df1	df2	df3	Exact F			
						Statistic	df1	df2	Sig.
1	1	.968	1	1	998	32.554	1	998.000	.000
2	2	.955	2	1	998	23.329	2	997.000	.000
3	3	.944	3	1	998	19.564	3	996.000	.000
4	4	.938	4	1	998	16.557	4	995.000	.000

Table 5: Wilks' Lambda

Once entered in the equation, at each step, the variables already entered are further examined for positive removal from the equation. A variable is removed if high multi collinearity exists between the included independent variables. Like entry criterion, the removal criterion is also fixed at 1.00. This process of selection, inclusion and removal continuous until all the variables satisfying above entry and removal conditions are satisfied.

10. **Summary of Canonical Discriminant Functions:**

The following table provides the multi-variate aspects of the model given under the heading "Canonical Discriminant Function". The canonical correlation is 0.250, when squared is 0.062 that is 6.2% of the variance in the discriminant group can be accounted for by this model. Wilk's Lambda and chi-square value suggest that D.F is significant at 1% level.

Function	Eigenvalue	% of Variance	Cumulative %	Canonical Correlation
1	.067[a]	100.0	100.0	.250

Table 6: Summary of canonical discriminant functions (eigen values)

a. First one canonical discriminant functions were used in the analysis.

Test of Function(s)	Wilks' Lambda	Chi-square	Df	Sig.
1	.938	64.182	4	.000

Table 7: wilks' lambda

11. **Discriminant Function Coefficients:**

The variables given above were identified finally by their D.F.A. as the eligible discriminating variables. Based on the selected variables the corresponding D.F. coefficients were calculated. They are given in the following table.

Factors	Function 1
Gender	2.062
Family members	.632
Knowing about particular work place	.318
Working years	.606
(constant)	-5.702

Table 8: Canonical discriminant function coefficients

The Discriminant function (Z) for the problem under the study can be written as Z = -5.702, + 2.062 for gender, +0.632 for family members, +0.318 for knowing about particular work place, and +0.606 for working years.

12. **Classification:**

Once the Discriminant function is arrived at then the efficiency of the function has to, how accurately it predicts the respondents into the respective groups must be accessed. For this, a classification matrix is to be developed using original and predicted group of respondents. Before a classification matrix can be considered, several things must be decided before hand. First, the group centroid (Mean), second, Cutting score and third, a prior probabilities of each group.

13. **Group Centroid:**

Using a Discriminant function given in (A), the Discriminant score for each respondent is calculated by substituting the values for discriminating variables from the study data. The mean scores for two groups are calculated, which are called group centroid.

14. **Cutting Score:**

Using the sample sizes and centroids for these two groups cutting score is calculated as follows,

$$Z_c = N_0 * Z_0 + N_1 * Z_1 / N_0 + N_1$$

Where, Z_c = Cutting score, Z_0 = Centroid for low level, Z_1 = Centroid for high level, N_0 = Sample size of low level, N_1 = Sample size of high level

$$Zc = \frac{499 \times 0.258 + 501 \times \text{-}0.257}{499 + 501} = 0.000215$$

Against this cutting score, each respondents Discriminant score is examined. If this score is less than Z_c value, then it is classified into low level achievement and if this score is higher than Z_c value, then it is classified into high level achievement.

Level of achievement	Function 1
Low	.258
High	-.257

Table 9: Unstandardised canonical discriminant functions evaluated at group means

15. **Prior Probabilities:**

A prior probability is calculated for each group based on the proportionate size of the sample in the respective groups and the results are given in the following table.

level of achievement	Prior	Cases Used in Analysis	
		Unweighted	Weighted
1	.500	499	499.000
2	.500	501	501.000
Total	1.000	1000	1000.000

Table 10: Prior probabilities for groups

Using these prior probabilities, centroids and cutting score of the classification matrix is formed. The following table is the classification matrix giving how many of respondents were correctly classified into the respective groups and the overall correct classification percentage.

		Level of achievement	Predicted Group		Total
			1	2	
Original	count	Low	265	234	499
		High	164	337	501
	%	Low	53.1	46.9	100.0
		High	32.7	67.3	100.0

Table 11: Classification results

Thus, it is seen from the above table that the Discriminant function has predicted 53.1% of the cases correctly in low and 32.7% in the high and on the whole, it has classified 60.2% of the cases correctly.

16. **Interpretation:**

Once the Discriminant function and its classification efficiency are assessed, then the next position remains to be answered is: how efficient are the discriminating variables in the Discriminant function? This cannot be answered directly; however, a discriminating power or the contribution of each variable to the function can sufficiently answer the question. The following table gives the structural correlation which measures the simple linear correlation between each independent variable and the Discriminant function. The R- square gives the percent contribution of each variable to Discriminant function.

	Function 1
Gender	.700
Family members	.470
Knowing about particular work place	.381
Working years	.352

Table 12: Structure matrix

It is seen from the above table, nearly 60.2% of the variation in the discrimination is due to the factors such as gender scores 0.700, which contributes maximally in level of achievement as low and high. It is followed by family members and knowing about particular work place with 0.470 and 0.381 scores respectively. The factor working years contribute the least position in level of achievement of low and high.

17. **Suggestions:**

1. Migrant workers should identify their potential skills; these skills carry them to enter right kind of career and also help to improve their economic status.

2. The decline of employment opportunities in rural areas, forces the migrant workers to search better opportunities. So, the employment programmes in rural areas should be implemented by the state and central government.

3. Change in migration policy may help migrant workers to reach their achievements and protect their rights.

18. Conclusion:

Migrant workers are an important part of the Indian workforce. Migration can be the best way for workers to enhance their survival and reach their achievements. The study has inter-related various socio economic factors and the level of achievements possessed by the migrated workers in unorganized sectors. A rapid employment growth in the unorganized sector indicates that the formal employment growth in a nation is always less than that of total employment. The study concludes that the experience of migrated workers mainly contribute in their level of achievements. The migrant workers are more vulnerable in the society. It has to be noted that the better chances should provide to migrant workers for developing their economic conditions.

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