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## Socio-Economic Conditions Of Migrant Workers In Slums–a micro Study Of Kathuacity (J&K).

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### Abstract:

*Migration is the barometer of changing socio-economic and political conditions at the national and international levels. Migration is closely linked to development –driven factors where migration of people are mainly motivated by better employment opportunities, higher wages, good quality of education, health, and better living conditions and /or distress –driven factors where migration of people is impelled by push factors such as lack of employment opportunities, low wage rates, frequent crop failure, indebtedness, droughts and natural calamities. Migration from rural areas to urban areas is because of severe social and economic hardships in the rural areas where migration for survival and subsistence becomes a necessity. The present study makes an attempt to examine the causes of the internal migration, occupational structure, their living and working conditions, and income, consumption and saving pattern. For conducting the present study from Kathua city, out of four slum areas two were selected randomly, selecting 15 households from each for the study. The primary data has been collected through a well-structured questionnaire administered to the respondents personally. Data has been collected on age, occupation, family member, education level of people, on their income, and then expenditure made by households on food items and non-food items, etc. and also some general information on culture and other aspects etc. After the collection of the data it has been tabulated and analyzed. Simple statistical tools such as percentage has been applied in the present study.*

*After migration from their native places to the present destination, the employment opportunities and income of the respondents has shown an improvement but living conditions are poor. With an increase in income 6.7 percent households have found no change in their consumption level but 93.3 percent households have noticed an improvement in their consumption but by less than the increase in income. Majority of them are sending their children for education in government schools and only few in private schools. Their savings have gone up in comparison to the earlier period which they are using for purchase of land, livestock at their native places, whereas few are keeping in their savings with post-offices and banks. Migration has helped the migrants and their families to improve their income, skills, and social status, build up assets and improve the quality of life at their native places. Besides this the level of awareness among them about health and education has shown improvement. At the place of destiny they have come across with new culture and traditions. There is change in their taste, perceptions and attitudes.*

### KEYWORDS:

Migration, Migrants, Jhuggis, Push, Pull, Native place, Destination.

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## 1. INTRODUCTION:

Migration is the barometer of changing socio-economic and political conditions at the national and international levels. Since time immemorial people have migrated from one place to another in the search of livelihood. In the present era of globalization, industrialization and urbanization migration has continued at an unabated rate. India is undergoing radical changes in demographic patterns as streams of people migrate to regions which offer better opportunities than their homes. A recent report by UNDP states that without migration, majority of the poor would not be able to spend on health, consumption and other basic needs and would face the risk of sliding deeper into poverty (UNDP, 1998, 2009)

Migration is closely linked to development—driven factors where migration of people are mainly motivated by better employment opportunities, higher wages, good quality of education, health, and better living conditions and/or distress—driven factors where migration of people is impelled by push factors such as lack of employment opportunities, low wage rates, frequent crop failure, indebtedness, droughts and natural calamities. Migration from rural areas to urban areas is because of severe social and economic hardships in the rural areas where migration for survival and subsistence becomes a necessity.

Migration is one of the most important development and demographic issue. It is a major factor in the process of urbanization and social change. United Nations has defined migration as a form of geographical mobility or spatial mobility between one geographical unit and another, generally involving a change in residence from the place of departure to the place of destination or place of arrival. Rural to urban migration plays an important role in the process of economic development and social transformation because of shift from agricultural sector to non-agricultural sector. The total volume of migration in the country during 1981 was 201.6 million, 225.9 million in 1991 and 309.4 million in 2001.

A substantial amount of recent literature emphasizes the positive impact of labour migration on growth and development. The World Bank (2009) finds migration a correlate of a growth process, which due to scale and agglomeration economies, tend to concentrate growth in certain areas. The UNDP (2009) also emphasizes the positive implications of migration. Yet, even if the positive consequences of migration outweigh its negative consequences, both these types of consequences need to be recognized.

Migration of labour takes place through two ways such as internal and external. The present paper confines itself to internal migration. The internal migration is more frequent and regular. It is because of the ongoing structural changes and consequent alternations in the economy as a whole that results into migration. Internal migration was thought to be a natural process in which surplus labour was gradually withdrawn from the rural sector to provide needed manpower for urban industrial growth. This process was deemed socially beneficial because human resources were being shifted from locations where their social marginal product was often assumed to be zero, to places where their marginal product was not only positive but also rapidly growing as a result of capital accumulation and technological progress. The rural to urban migration and the urbanization are associated with a vertical shift in the labour force from the agriculture sector to the urbanized- industrial sector. In India migration is from rural agricultural sectors to urban informal sectors as well. Traditionally rural-urban migration exists in India as villagers seek to improve opportunities and lifestyles.

Migration will increase in the long term as the work opportunities as traditional agriculture shrinks, it is positively related to modernization, industrialization and development.

It is through migration that people from poor households in rural areas make serious efforts to diversify their livelihood through a variety of informal sector job opportunities available in the urban areas. (Bhattacharya, 1998) The decision to migrate involves contextual factors which force migrants out of rural areas and pull factors which attract migrants to urban areas. Urban areas provide a lot of scope to diversify incomes through the various informal sector job opportunities. (Indrani Gupta and Arup Mitra, 2002). According to 62nd round of NSSO out of the total employed in the labour market, self-employed (55.40 percent) are maximum in proportion followed by casual labour (29.80 percent). (NSSO 62nd round). The most important pattern of migration that prevails in India is rural to urban migration. Mass migration to cities has become apart of the development process of regions creating imbalances in development and growth among states and its inhabitants. (Deshingkar, 2004) Mobility of labour takes place when workers in source areas lack appropriate options of employment and livelihood and there is expectation of improvement in the standard of living through a continuous source of employment in the areas where they intend to migrate in terms of increased income and more participation in employment (Lall, Selod and Shalizi, 2006). Migrant workforce make an immense contribution to urban development and the pace of internal migration of skilled, semi-skilled, and unskilled from rural to urban areas has increased after liberalization and globalization (1991). (Pattanaik, 2006). This study found that a substantial part of the increased labour force, due to migration, in the modern sector is likely to be absorbed in the informal work in the unorganized sector where people create their own employment

opportunities to the extent their capital and skills permit.(Kundu and Sarangi ,2007).

The thrust of different studies is on the push and pull factors and on the diversification of the job opportunities in the urban informal sector where migrants move in the hope of better income and employment opportunities and make an immense contribution in the development of urban areas and are able to stabilize their level of living .

## II OBJECTIVES&METHODOLOGY:

In this background the present study makes an attempt to examine the causes of the internal migration ,occupational Structure, their living and working conditions, and Income,consumption and saving pattern.The state of J&k(India) had 22 districts by March 2008. Out of these Kathua district serves as the gateway to enter J&K state. Kathua town had made much headway in the field of expansion and development of small scale industrial units resulting into the growth of slums and at the same time serves as a destination for migrants . According to NSSO, the number of slum dwellers in J&K in2001 was 3.95 lakh and in2011 it has been 4.94 lakhs.Since the present micro study is about the migrant workers, for this purpose four slum areas have been identified in Kathua city. Out of four slum areas two were selected randomly, selecting 15 households from each for the study. The primary data has been collected through a well-structured questionnaire administered to the respondents personally. Data has been collected on age, occupation, family member, education level of people, on their income, and then expenditure made by households on food items and non-food items, etc. and also some general information on culture and other aspects etc.After the collection of the data it has been tabulated and analyzed.Simple statistical tools such as percentage has been applied in the present study.

Hypothesis: With migrationthe level of employment and Income earning opportunities have gone up making a considerable improvement in the level of living.

III.Causes of Migration: Responding to the causes for migration73 percent of them stated that lack of social and physical infrastructure,Unemployment, underemployment, lowwages,poverty, indebtedness,small size of holdings,poor rainfall, lack of irrigation, high cost of inputs and low productivity, low prices for their products, high cost of fodder and cultivation, landlessness,droughts,natural calamities,social conflict etc. were the push factorsresulting into migration from place of origin to the present place .27 percent of them statedthat the better employment opportunities, regular work,relatively higher wages, better health facilities were the pull factors which motivated them for migration from rural to urban areas. Majority of them have migrated because of push factors to present destination.All the respondents are from M.P,Orrisa, Bihar and Chatttigarh states.Though migration involves some social,physicaland economiccost but people still move in the search of better income and employment opportunities.

IV.Empirical findings:

## GENERAL INFORMATION:

**Table1:Gender,Caste,Marital Status and Education Level.**

Age Group(years)	Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
0-15	18	21.95	6	15.78	24	20
15-30	29	35.36	12	31.57	41	34.16
30-45	17	20.73	8	21.05	25	20.83
45-60	13	15.85	10	26.31	23	19.16
60 & above	5	6.09	2	5.26	7	5.83
Total	82	99.98	38	99.97	120	99.98

Source: Field Survey, 2010.

. The total numbers of family members along with these migrants at this place are 120. Out of which 68.33percent were male and 31.66 percent female. So for as the age composition is concerned 20 percent were in the age group of 0-15, 34.16 percent in between 15-30, 20.83 percent in between 30-45,19.16 percent in between 45-60, 5.83 were of 60years and above . The average family size is of four persons. Majority of population is in the working age group. Population of dependents (children & old age) has been less than population belonging to earning age group. When asked about the family size, the response of the majority of women was to have few children because of increase in cost of living and breakup of the joint family system.

#### OCCUPATIONAL STRUCTURE AND INCOME:

**Table 3:**  
**Occupational Structure and Income of the Migrants.**

Occupation	General	SC	OBC	Total	Total income per month (Rs.)	Average income(Rs.)
Contractors	3(33.33)	1(10)	1(7.69)	5(16.66)	65,000(29.54)	13000
Mason	2(28.57)	-	2(15.38)	4(13.33)	36,000(16.36)	9,000
Plumber	-	1(9.9)	-	1(3.33)	7,000(3.18)	7,000
Fruit/Vegetable vendors	-	2(18.18)	1(7.69)	3(10)	26,000(11.81)	8666.66
Carpenter	-	-	2(15.38)	2(6.66)	14,000(6.36)	7,000
Laborer	2(28.57)	6(54.45)	7(53.84)	15(50)	72,000(32.72)	4,800
Total	7(23.33)	10(33.33)	13(43.33)	30(100)	220,000(99.97)	7333.33

Source: Field Survey. (Figures within the brackets represent percent).

:At the destination a different occupational structure has been found 16.66percent have been found working as contractors,13.33percent as masons,3.33percent plumber ,10 percent as fruit/vegetable vendors, 6.66percent as carpenters and 50 percent as laborer's. Out of total 23.33 were from general caste, 33.33 to SC and 43.33 to OBC performing different activities.

The lower level of income before migration was Rs.1200 and the higher income was Rs.7000. The average income per household before migration was Rs. 2164. After migration the lower income has been Rs.4500, the higher income of Rs.16,000 and the average income per household per month has been Rs. 7333.33.

After migration the contractors were relatively with higher income and labourers with low income due to structural wage differentials, and the commission which contractors used to charge from the labourers for their employment and shopkeepers for the sale of their products. The average income in case of contractors was of Rs. 13000, for masons Rs.9000, plumber and carpenters each Rs.7000, fruit vendors Rs.8666.66 and in case of labourers it was Rs.4800. The total income of the 30 households has been Rs2,20,00 per month.

The consumption pattern of the migrant workers:

Expenditure on -Food Items:

**Table: 4**  
**Average Monthly Expenditure on Food Items**

-	Contractors	Masons	Plumber	Fruit/vegetable vendors	Carpenters	Labourers	-	-
Food items	Per household Expenditure (Rs)	Per household Expenditure (Rs.)	Per Household Expenditure (Rs.)	Per Household Expenditure of (Rs.)	Per Household Expenditure (Rs)	Per Household Expenditure (Rs)	Total Expenditure	Average Expenditure
Cereals	580(20)	512.50(18.9)	500(27.62)	480(35.03)	600(33.80)	670(34.82)	18140(28.69)	604.66
Pulses & Pulse Product	220(7.58)	316.25(11.7)	230(12.70)	200(14.59)	220(12.39)	148(7.69)	5855(9.26)	195.16
Meat, Egg & Fish	490(16.58)	678(25.12)	320(17.67)	150(10.94)	250(14.08)	344(17.87)	11592(18.3)	386..4
Milk, Milk Products	470(16.20)	337.5(12.5)	250(13.81)	230(16.78)	170(9.95)	184(9.56)	7740(12.24)	258
Vegetables	500(17.24)	362.5(13.43)	200(11.04)	50(3.67)	160(9.01)	244(12.68)	8280(13.09)	276
Sugar	100(3.44)	74(2.74)	60(2.20)	45(3.28)	35(1.97)	41(2.13)	1676(2.65)	56
Salt	20(0.68)	15(0.55)	20(1.10)	15(1.09)	20(1.12)	20(1.03)	565(0.89)	18.83
Spices	30(1.03)	27(1.0)	30(1.65)	30(2.18)	40(2.25)	35(1.81)	983 (1.54)	32.50
Beverages	100(3.4)	65(2.40)	60(3.31)	40(2.91)	50(2.81)	36(1.87)	1580(2.49)	52.66
Refreshment & processed food	90(3.10)	47.5(1.76)	40(2.20)	40(2.91)	60(3.38)	26(1.35)	1310(2.07)	43.66
Fruits /Dry fruits	300(10.34)	262.5(9.73)	100(5.52)	90(6.56)	170(9.57)	150 (7.79)	5510(8.71)	184
Total	2900	2697.75	1810	1370	1775	1898	63231	2107.43

Source: Field Survey ,2011.

Note: (Figure in bracket shows percentage of total)

The pattern of consumption expenditure on food items shows that major chunk of expenditure 28.69 percent is made on the consumption of cereals, 18.33 percent on meat egg & fish, 13.09 percent on vegetables, 12.24 percent on milk and milk Products, 9.26 percent on pulses and pulse products, 8.71 percent on fruits and dry fruits .Least expenditure is made by these households on sugar, salt, spices, beverages and refreshment. Expenditure on cereals, meat egg & fish, vegetables, milk and milk Products, pulses and on fruits shows that households in slums are dependent on these products for their calorie intake. Their expenditure pattern shows being self-employed these slum workers were not reluctant to buy these products. Their least expenditure on beverages and refreshment shows that they were not willing to opt for new culture because according to them they were already consuming the diet required by

them and expenditure on these is wastage for them. The consumption pattern of 30 households shows that in their food basket, higher weightage is given to the Cereals ,Vegetables Meat, Egg & Fish, pulse and pulse products ,milk and milk Products ,fruits /dry fruits and least to salt,spices,sugar,beverages and refreshment and processed food. exhibiting a diversified food basket with balanced diet.Before migration they were not able to access a diversified food basket but after migration their accessibility to diversified food basket has improved .

#### EXPENDITURE ON NON-FOOD ITEMS:

**Table :5 Average Monthly Expenditure on Non- Food Items(Rs.)**

Non-food items	Per household Expenditure of contractors	Per household Expenditure of masons	Per Household Expenditure of plumber	Per Household Expenditure of Fruit/vegetable sellers	Per Household Expenditure of carpenters	Per Household Expenditure of laborers	Total Expenditure	Average Expenditure
Intoxicants	470(9.96)	562(19.07)	400(15.26)	480(19.43)	570(19.89)	253(14.47)	11373(14.70)	379.1
Fuels and Light	440(92)	295(10.01)	320(12.21)	180(7.28)	150(5.23)	135(7.72)	6565(8.48)	218.83
Footwear/ Clothing	367(7.8)	460(15.60)	450(17.17)	350(14.17)	430(15.08)	260(14.87)	9935(12.84)	331.16
Durable items	1189(25.21)	367(12.45)	250(9.54)	470(19.02)	625(21.81)	350(20.02)	15573(20.13)	519
Miscellaneous Goods and Services	700(14.84)	490(16.62)	500(19.08)	450(18.21)	510(17.80)	300(17.16)	12830(16.57)	427.66
Consumer services and Repair Charges	1550(32.58)	773(26.22)	700(26.71)	540(21.13)	580(20.23)	450(25.74)	21072(27.23)	702.40
Total	4716(100)	2947(100)	2620(100)	2470(100)	2865(100)	1748(100)	77348(100)	2578.26

Source: Field Survey ,2010.



Note: (Figure in bracket shows percentage of total)

Table 5 shows the pattern of monthly expenditure on non-food items. Out of total expenditure on non-food items, 27.23 percent was spent on consumer services and repairs, 20.13 percent on durable items, 16.57 percent on miscellaneous goods, 14.70 percent on intoxicants, 12.84 percent on clothing and footwear and 8.48 percent on fuel and light. The pattern of expenditure on non-food items exhibited that it was high in case of all working classes, except laborers. Apart from this the expenditure on intoxicants and miscellaneous items is also high. The migrant workers were found using consumer durables such as Fans, Radios, Television and Coolers. The information technology has revolutionized their life, all the migrants possess cell phones showing an improvement in their communication level. Moreover the impact of technology is being felt in their work, where they prefer to use machines for drilling cutting etc. Sometimes they even hire these machines for their work. The average expenditure on food items before migration was higher than on non-food items but after migration except laborers, for all others it was higher on non-food items.

The Income – consumption and saving pattern of the migrant workers:

**Table 6:**  
**Income consumption and saving pattern of the migrant workers.**

Occupation (number)	Total income per month (Rs.)	Average Income per month	Average expenditure per month on food items	Average expenditure per month on non- food items	Average total expenditure per household on food and non-food items	Total monthly expenditure of all the households	Total savings per month of all the households.	Average savings per month
Contractors(5)	65,000(29.54)	13000	2900	4716	7616	38080(27.08)	26920(33.89)	5384
Mason(4)	36,000(16.36)	9,000	2697.75	2947	5644.75	22579(16.06)	13421(16.89)	3355.25
Plumber(1)	7,000(3.18)	7,000	1810	2620	4430	4430(3.15)	2570(3.23)	2570
Fruit/Vegetable vendors(3)	26,000(11.81)	8666.66	1370	2470	3840	11520(8.19)	14480(18.23)	4826.66
Carpenter(2)	14,000(6.36)	7,000	1775	2865	4640	9280(6.60)	4720(5.94)	2360
Laborer(15)	72,000(32.72)	4,800	1898	1748	3646	54690(38.90)	17310(21.79)	1154
Total(30)	220,000(99.97)	7333.33	12450.75	17366	29816.75	140579(100)	79421(100)	2647.36

Source: Field Survey 2010.

Note: (Figure in bracket shows percentage of total)

This table reveals that the average income and savings was higher in case of contractors, followed by the masons, vegetable/ fruit sellers and was lower in case of laborers. Contractors followed by masons, carpenters, plumber and laborers are with higher level of expenditure on food items and on non-food items. Fruit/ vegetable sellers are with lower expenditure on food items. Apart from this the contractors are with higher income have higher expenditure on non-food items in comparison to food items and the same trend has been observed in case of all the working classes except the laborers who have higher expenditure on food items than on non-food items. With an increase in income, the expenditure on non –food item has shown an improvement in all cases except laborers. The average rate of savings is higher for contractors and fruit/ vegetable sellers, but is lower for laborers. When enquired all of them stated that there is an improvement in their level of savings in comparison to the earlier ones. The average level of income and savings is lower in case of labourers who are unskilled. High rate of savings and investment is required for high rate of the capital formation. The average total expenditure on food and non-food items is higher for contractors, masons, carpenter, plumber and is lower for fruit/ vegetable sellers followed by labourers. with the rise in income the expenditure on non-food items particularly on consumer services and durables items has shown an increase. On the basis of an expenditure of \$1 per day all of them are stated to be above the poverty line but while taking into account as quality of life as parameter for poverty, all are stated to be in the poverty.

Utilization of Savings: When asked about the utilization of savings It has been found that 43.33 percent of them have used for the purchase of land, 10 percent for livestock at their native places and about 46.66 households deposited their savings with post offices and banks with the help of the agents of these institutions with minor payments to them.

The UNDP report on migration states that migration performs a crucial task of increasing the migrant's disposable income which facilitates financing of education of their children due to increase in income from migration. After migration their income and savings have gone up in comparison to the earlier period. Remittances and savings constitute a primary channel through which the migrant workers are able to stabilize or improve their living conditions and have also impact on inter and intra household relations and the pattern of growth and the development at their native places. Many rural-urban migrants retain strong links with their home villages through remittances, food supplies, work at the harvest time etc. there by contributing in the process of development of both locations.

Living conditions: Rural –Urban migration adds pressure on the urban housing and civic amenities, due to shortage of housing facilities and their availability at higher rent the poor migrants are compelled to search for alternative housing facilities in the form of construction of temporary huts known as Slums or Juggis.

Migrant workers have resulted into over-crowding of population adding to pressure of population in this city. The demand for basic amenities like housing, education, medical facility, transport and communication has gone up but the supply of these services fall short of demand causing a lot of hardship to these people. After the migration all the respondents have been living in the slums with common water connection and paid kundi electricity connection, with no toilet and drainage system, adding breeding grounds for insects and germs of different diseases. The growth of Slums leads to environmental pollution and ecological imbalances in the study area. During evening majority of them consume alcohol and other drugs and create menace at their places and sanitation facility. They live with poor hygienic conditions leading a miserable life at the destination. They pay a rent between Rs. 150-300 rupee for the construction of Jhuggis (temporary kucha hut).

Availability of Work: After migration, with regard to the availability of work, majority of them said that they are able to get regular work at a slightly lower wage than market because they have to pay a commission to their contactor for providing them work, only few said that they find it difficult to get regular work. Majority of the migrants were from vulnerable sections of the society, with low level of education and were unorganized though they had some informal unions. When asked about any meeting among them they said while waiting for work and sometimes after working hours they interact at tea stalls with each other regarding the availability of work, working conditions, and working hours and about the prevailing wage rate.

Working Conditions: Except fruit and vegetable vendors all others have to work for eight hours, with a lunch break of one hour. For extra time all of them do not get overtime payments. They get wages in the form of cash. Only few stated that they were unable to get regular wages at the market rate because of resistance on the part of the employers who employ them. Their working conditions are not conducive. They can be thrown out of employment by the contractor without any justified reason. While working if injured

no compensation or medical treatment is reported. Moreover they have no social security cover at their work place. During sickness there is loss of their labour and wages. They get treatment at nominal rates in the government hospitals and health centers. Sometimes they get raw treatment from the hospital officials. The barriers to health services arises due to financial constraints, lack of knowledge and awareness. Being Non-locals they had little say in Municipal Committee for ensuring hygienic conditions.

**Social Atitude:** Regarding education, 100 percent believed in child education including the girl child but among them only 56.7 percent were sending their girl child to school regularly. 90 percent of households were having idea about loan for self-employment, provided by the banks at their native place but nobody had availed any type of loan from banks because of complex procedures. All of them agreed that women are making significant contribution to their household activities but they are not treated equally at par with men. Though they know about the ill effects of the intoxicants but because of their nature of work and habits they are used to it. The noise pollution and crime in the society has increased because of them.

**Cultural impact:** Majority of them used to perform all their rituals and festivals. The cultural impact is felt in the form of change in their Language, dresses, eating habits and even in case of marriages where some of them are going for inter-caste marriages. Majority of them stated that they are being penalized for if they violate the norms of their villages. At the destination they have started consuming a diversified basket of goods and services. They listen their own local songs and Hindi pictures music. They prefer to visit fairs, poojapandals and even some of them organize joint Ganesh and Chathpooja. Majority of them are having T.V. Sets along with cable connections. They watch movies and serials during their off-time. Migration of people of different races, languages, culture etc. leads to national integration with people in J&K. Thus migration leads to all round economic development

**Social Equity:** Migration has played an important role in the economy of kathua by generating demand for goods and services, adding revenue on the one side and pressure for the civic amenities of the city through their remittances to their origin in the form of savings it has also encouraged the economic activities at their origin. Therefore Intra regional migration leads to reduction in regional imbalances and harnessing social equity.

#### CONCLUSION :

Migration between urban and rural areas has fundamentally changed interactions between rural and urban settlements. Migration has helped the migrants and their families to improve their income, skills, and social status, build up assets and improve the quality of life at their native places. Besides this the level of awareness among them about health and education has shown improvement. At the place of destiny they have come across with new culture and traditions. There is change in their taste, perceptions and attitudes.

#### V. SUGGESSTIONS:

Migrant workers are hardly employed by single employer. They frequently change the employers and alternate between the wage employed and self-employed status. In the long-term perspective, a social security system for an unorganized worker that is designed for such transient employment categories needs to be developed. In this regard an important bill was passed in Indian parliament, Unorganized Sector Workers Bill, 2008, if enforced with a strong zeal, may stage a turn-around of the current situation, bringing significantly more well-being to these workers. A simple but broad based security system will have to be developed to improve the quality of employment in a scenario, where migrant workers will be rapidly growing, such a social security system coupled with better labour incomes based on better productivity of trained manpower will facilitate the conversion of emerging work opportunities into meaningful jobs, where chances of extreme exploitation of labour gets eliminated.

As Agriculture work opportunities continue to shrink, the informal sector will grow rapidly. To cope up with such expected trends, strategies are needed to promote labour intensive and capital saving technology. Employment creation in small establishments will have to be promoted by incentives linked with jobs created rather than capital invested. Migrant labour will increase social pressure. A strategy to raise the wage level of those who migrate will have to be based on a massive programme for development of vocational skills. Skills and training needs to be imparted to the illiterates to start their own enterprises in the villages.

Besides some facilities provided in the village such as road and transportation connectivity, telephone facilities, school facility etc. Still there are so many facilities which are required by these villages. People migrate because of lack of rainfall, droughts, landlessness etc., so the efforts of the government in their respective states should be on interlinking of rivers for irrigation, rainwater harvesting

and regeneration of traditional water bodies. Waste and barren land to be distributed among Landless, SC, ST, and weaker sections of the society for their sustenance.

Majority of the respondents are from rural areas of M.P, Orissa, Bihar and Chattisgarh, the inter-statemigration pattern reflects that there is an inequality in the regional development. Here, there is a need for balanced regional development. More focus should be on development of these states with particular thrust on the diversification of agriculture and the non-farm sector. Rural-Non-Farm-Activities (RNFA) play an important role in providing supplementary employment to small and marginal farm households, reducing income inequalities and rural-urban migration.

Apart from this, the investment in rural education, vocational training, skill development, health and early nutrition will not only improve job prospects but will also reduce interstate disparities and rural urban migration.

Provision of urban amenities in rural areas must be promoted on a large scale to bridge the rural-urban divide in terms of infrastructure. Investment in social and physical infrastructure is required. Moreover the growth and development of any nation to a considerable extent depends on its work force, their skills, capabilities, entrepreneurship culture and qualitative business services which needs to be encouraged by providing education, training and financial support in the rural economy.

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