

**A Comparative Study of Socio-Economic Correlates of
Labour Migration in Selected Zones of India with
Special Reference to Pre & Post Globalization of
Indian Economy**

**Thesis Submitted
To
Dayalbagh Educational Institute
For the Award of Degree of
Doctor of Philosophy
In
Applied Business Economics**

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(2019)

Chapter- 7

CONCLUSION & SUGGESTIONS

In this chapter of the thesis researcher gives the summarize account of the main findings of this study and draws out the meaningful suggestions for preventing the labour migration with in the nation or outside the nation.it focus on the root cause which facilitates the labour migration and its consequences. This study is based on secondary data which is related with government institutions like the Census of India, planning commission, the Central Statistics office, Directorate of economic & statistics of respective state government for all states and migration related books and journals. This chapter suggests some idea for policy makers and government for obstruction of labour migration.

7.1 Summary:

This study analyzed the economics of workers migration decision and its relationship with urban formal and informal sector employment. The study is based on secondary sources. The selection of the states are predominantly guided by the dominance of rural-urban labour migration and the wide occurrence of agriculture and non- agriculture activities. By finding the motives of worker migration across the states of India, the study delivers a vibrant picture of the internal migration of India. On the other hand this study delivers a picture of labour Immigration in Context of Globalisation period of Indian economy. Appropriate statistical tools have been used to validate the economical as well as statistical explanations of internal migration for work and employment data in India.

The entire study is divided into seven chapters. Separately from Introduction (Chapter 1), Research Outlay (Chapter 2) and Socio Economic Profile of Selected Zones (Chapter 3), the essential investigation issue of the study have been addressed in Chapter four, five and six. These three chapters constitute the root of the thesis. Chapter four, emphasizes on the worker migration pattern of selected states of India with special reference to Globalisation of India economy. This chapter also captures the impact of globalisation on Indian economy. Chapter five focuses the trend of labour emigration from India with special reference to globalization. This chapter also captures the impact of labour emigration on Indian economy and other

countries economy where workers migrate. Chapter six, Identify the factors which influences the worker migration and inspects the nature of association between the spread of urban informal sector and the range of rural to urban and urban to urban worker migration in India. It is quite clear that internal labour migration from rural to urban has inescapable connections to agricultural efficiency and rural industrial development. Finally, chapter Seven concludes with the all finding of the study and provides suggestions for policy makers and government for prevention of labour migration.

7.1.1. Analysis – I: Chapter- 4

This chapter analyzed the trend of Labour Migration in selected reference period in respect of globalisation in Indian economy and its impact on labour Migration. On the other hand this chapter also includes the comparative study of labour migration in all selected zones of India in selected reference period. Here in this chapter researcher calculate the labour migration rate in respect of population of selected states.

- In comparison between labour migration rates of selected zones of India researcher obtained that there is no signification relationship between zones.
- In comparison between labour migrations in India with special reference to Pre and Post era of Globalization. Researcher obtained that labour migration is increasing consistently. There is no significant impact of globalisation. Some neutralize reasons can be affected like poor socio economic situation, Increasing rate of population, slow infrastructure development, low wage rate in native areas etc.

Trends of labour Migration in Eastern Zone of India during selected different period of time:

- In eastern Zone of India from 1971 to 1981, labour migration rate was low in comparison to other zones like west, north and south. In this zone labour migration rate was high in Arunachal Pradesh (8.3%) in respect of state's population and then West Bengal (2.8%), Bihar (2.2%), Manipur (1%) and Assam (0.3). But on the other hand, labour migration data in respect of work and employment was high in West Bengal (15,04,180) then Bihar (11,63,426), Arunachal Pradesh (52,739), Manipur and Assam.

- From 1981 to 1991, worker migration has declined in all selected states of this zone. During this period of time labour migration rate in respect of population of state was high in Bihar (1.4 percent) then Arunachal Pradesh (0.6%), West Bengal (0.3%), Manipur (0.3%) and Assam (0.3). But in respect of number figure Bihar was highest migrant state (8,82,518) in this zone and Manipur was lowest migrant state (5612).
- In this zone, after the globalisation of Indian economy since 1991 to 2001 labour migration rate has significantly increased from past decades 1981 to 1991. In this period Arunachal Pradesh (9.1%) has become highest migrant rate in respect of population among all states. In 2001, from West Bengal 17,23,919 people has migrated for work and employment and its highest number among all states of this zone and then Bihar (4,73,161), Assam (3,77,143), Arunachal Pradesh (1,00,464) and Manipur (13716).
- As per calculated data in 2001 to 2011 labour migration rate of selected states of India has increased significantly from past decades. Labour migration rate of Arunachal Pradesh has slightly increased from previous decade 9.1 to 9.3 %, in Bihar 0.6 to 0.9%, in Assam 1.4 to 2.1 % and in Manipur 0.6 to 2.1%, in West Bengal Constant 2.1 to 2.1 %. On the other side number of people migrated from West Bengal (19,30,502), Bihar (9,62,483), Assam (6,45,868) and Manipur (35,662) for work and employment.

Trends of labour Migration in Western Zone of India during selected different period of time:

- Intercensal data of labour migration rate in respect of population of states have decreased in Madhya Pradesh, Maharashtra, Goa, Gujarat and Rajasthan in 1991 in comparison to 1981. In M.P (5.1% to 0.3%), Maharashtra (3.4% to 0.4%), Goa (7.2% to 1.5%), Gujarat (4.1% to 0.3%) and Rajasthan (2.8% to 0.7%).
- Out of all states in western zone of India Maharashtra (88, 29,750), Gujarat (33, 27,437) and Madhya Pradesh (26,37,364) are highest migrant states in terms of work and employment since 1971 to 2011. In 2011 Maharashtra has the highest percentage of labour migration rate (7.9%) and Rajasthan has the lowest migrant states in respect of work and employment (2.7%).

- From 1981 to 2011, in Madhya Pradesh labour migration rate has increased from 2001 to 2011 it was 2.9% to 3.6%. But since 1981 to 1991 labour migration rate for work and employment decreased, 5.1 percent to 0.3 percent.

Trends of labour Migration in Northern Zone of India from selected different period of time:

- In 1971 to 1981 labour migration rate were high in Himanchal Pradesh (4.4%) in respect of state population after that Haryana (3.5%), Punjab (3.1%), Jammu & Kashmir (1.6%) and Uttar Pradesh (1.3%). But on the basis work and employment labour migration was highest from Uttar Pradesh (13, 22,862) and lowest from Jammu & Kashmir (95,441).
- As per analysis of data 1981 to 1991, labour migration rate has decreased from all states of this zone except Uttar Pradesh, it remains constant. During this period migration rate was high in Himanchal Pradesh (1.6%) and low in Jammu & Kashmir (0.4%).
- After the globalisation era 1991 to 2001, labour migration rate has increased significantly from previous decades 1981 to 1991. Presently in this decade Himanchal Pradesh has highest migrant rate (4.5%) then Punjab (3.6%), Jammu & Kashmir (1.1%), Uttar Pradesh (1%) and Haryana (0.5%). In this period Uttar Pradesh (17,38,326) has become highest worker migrant state in term of work and employment and then Haryana (9,64,125), Punjab (8,65,046), Himanchal Pradesh (2,73,398) and Jammu & Kashmir (1,09,916).
- Labour migration for work and employment was high in Uttar Pradesh (37,42,219) during 2001 to 2011 after that Haryana (14,34,924), Punjab (14,30,587), Himanchal Pradesh (3,29,365) and Jammu & Kashmir (1,46,335). During this period labour migration rate in respect of population has been increased from previous decade. In Haryana 5.6 percent labour migration rate has been found after that Punjab 5.2 percent, Himanchal Pradesh 4.8 percent, Uttar Pradesh 1.9 percent and Jammu & Kashmir 1.2 percent respectively.

Trends of labour Migration in South Zone of India during selected different period of time:

- Reason for work and employment migration data was highest in Tamil Nadu (17,49,811) and then Karnataka (13,78,498), Andhra Pradesh (8,98,436), Kerala (5,67,527) and Orissa (5,17,382) in 1971 to 1981 in south zone of India. In respect of population labour migration rate was high in Karnataka 3.7 percent and low in Andhra Pradesh 1.7 percent during this period.
- The shifting of migration for work and employment was very low in this decade 1981 to 1991. Tamil Nadu was highest among all states of labour migration in this zone and Orissa was the lowest state. From previous decade Labour migration rate was slightly low in this period except Karnataka. During this period 0.3 percent labour migration rate of Andhra Pradesh and then 0.5 percent of Orissa, 0.7 percent of Tamil Nadu, 1.1 percent in Kerala and 3.7 in Karnataka.
- In this period 1991 to 2001, out of all states in this zone except Karnataka labour migration rate has increased from previous decades. In Karnataka labour migrate rate was high 3.6 percent which is highest among all states of this zone then Andhra Pradesh 3.0 percent, Tamil Nadu 2.5 percent, Orissa 2.1 percent and Kerala 1.8 percent. On the other side in terms of work and employment labour migration data has highest in Andhra Pradesh (22,43,581) and lowest in Kerala (5,80,764).
- As per analysis of data 2001 to 2011, Labour migratin data for work and employment was highest in Tamil Nadu (41,13,778) and lowest in Kerala (7,55,059). But in respect of labour migration rate Andhra Pradesh (8.1 percent) is highest among all sates of south zone and then Tamil Nadu (5.7%), Karnataka (5.3%) and Orissa and Kerala 2.3 percent.

7.1.2. Analysis – II: Chapter-5

This chapter analyzed the trend pattern of Labour Immigration from India in respect of globalisation of Indian economy (1991-2011). On the other hand this chapter identifies the

impact of labour immigration on Indian economy and foreign economy where Indian immigrants are high. After the analyzing the data and various government reports and articles, researchers found that about 80 to 90% unskilled and semi-skilled labour force immigrate to middle east countries like UAE, Saudi Arabia, Oman, Bahrain, Malaysia, Kuwait etc.

Trend Pattern of Immigration from Different zones

- In east zone average number of emigration clearance are (7,47,560) from Bihar then West Bengal (3,31,363), Assam (30,456), Arunachal Pradesh (1417) and Manipur (198) during 1993 to 2014. Total average number of clearance from this zone is 11,10,994.
- Average Labour Immigration from west zone of India is high from Rajasthan (33,589) and lowest from Goa (2009) during this period 1993-2014. Overall average of immigration clearance from this zone in this time period is 75,916.
- Uttar Pradesh is highest average immigration clearance states (73830.77) during 1993 to 2014 from north zone then Punjab (26988.5), Jammu & Kashmir (1835.9), Haryana (1074.09) and Himanchal (680.68). Total number of average clearance from this zone is 1,04,409.94 during 1993-2014.
- Kerala has Highest Immigration percentage from 1993 to 2014. 38 percent average immigration clearance from Kerala (1,07,103,.14) then Tamilnadu 31 percent (85,657), Andhra Pradesh 21 percent (57,876.05), Karnataka 8 percent (23605.5) and Orissa 2 percent (5062.5). Total number of average clearance of this zone are 2,79,304.
- As per analysis researcher obtained that labour emigration does not affect highly in the economic growth, both are independent. Labour emigration and GDP growth rate of India have moderate positive (0.40) relation. Only 16 percent variation is caused by labour emigration and 84 percent variation is caused by other factors.

7.1.3. Chapter 6- Model for Labour Migration in Selected Area

In this chapter researcher has tried to present the dynamic model of socio economic correlates of labour migration from different zone of India which are also a prime objective of this study. From the eastern part of the country labour migration is highly influenced due to high population, low wage rate, low per capita income, poverty, unemployment, large family size,

less infrastructure development etc. In west zone many states are drought prone area. Agriculture is based on monsoon and other factors like lack of employment, better life style and high aspirations, social and political interferences bound to migrate from their origin place. However in north and south zone labour migration pattern is different from other states. In North states suffering from uneven development pattern, landlessness and seasonal work, caste based facilities etc. on the other side in southern part of India migration increases due to Indebtness of agriculture labour, low salary, fragmentation of land, hardworking conditions etc.

7.2. Overall Conclusion of the study

In this study researcher found that, there are deep interlink connection between labour migration and development issues. A household worker who decides to migrate always calculates the economic benefits at the destination place after movement. From the analysis researcher found that there is no difference between pre and post migration period in reference to globalisation of Indian economy. Labour data increasing significantly from 1971 to 2011 in respect of states population. Since 1981 to 1991 labour migration had been declined in all states of India due to various government policies and programme (IADP- 1960, MFALA 1973-74, TPP-1975, TRYSEM- 1979, IRDP- 1980 and RLEGP- 1983 etc) implemented by government of India for rural - urban development but after globalisation period 1991 it increases significantly. Labour migration is highly affected by economical factor then social factor, psychological factor and in last political factor.

7.3. Suggestions (For Policy Makers and Government)

In this study researcher gives valuable suggestions for government and policy makers by which they prevent the labour migration from rural to urban areas and national to international level for better opportunities like better employment, safety etc.

- The state government can play a crucial role for holding the labour migration in hill areas like Assam, West Bengal, Kerala, by developing small scale industries unit for tea processing work and in Jammu & Kashmir and Himanchal Pradesh government should pay attention to develop eco-tourism in own hill areas and enhance the horticulture and related industries to checkup labour migration. However in plain areas of the country

like Bihar, Uttar Pradesh, Madhya Pradesh, Haryana and Punjab may be developed by establishing agro-based and agro-allied industries like animal husbandry, fisheries, apiculture, horticulture and dairy etc. For developing Coastal areas like Kerala, Orissa, Tamil Nadu, Maharashtra and Goa there should be rational utilization of marine resource and establishment of forest based industries and development of tourism.

- In rural areas the poor farmers, unemployed youth and women's should be provided credit facilities and loan opportunities at much lower rate of interest to expand their farming, agro based business and by new crops. For farming subsidies should be given on chemical fertilizers, pesticides, insecticides, weedicides and herbicides and other basic requirement of the farmers. The government should directly purchase the farm inputs from the companies and sell to the farmers at subsidies rate. The agriculture officer should increase these outreach programme to educate the farmers in the rural areas about technical farming methods so that they become more vibrant and productive in their field.
- The central and state government should create good governance policy for labours to prevent exploitation at workplace. Urban facilities like theaters, big shopping marts & malls, sports academies, stadiums, parks and widen roads attracts the rural youth; therefore government should develop such infrastructure facilities and amenities in rural areas for preventing the rural migration to the urban areas.
- Although there are many government schemes and programme for the rural areas of the country like National scheme on welfare of fisherman (in 12th plan), Rashtriya krishi vikas yojana (2007), Sampoon Gramin Rojgar Yojana (SGRY, 2001), Swarn Jyanti Gramin Swrojgar Yojana (SGSY, 1999), National Rural Livelihood Mission (NRLM, 2011), National Carrier Service (NCS, 2015), Antyodaya Anna Yojana (2000), Pradhanmantri Kaushal Yojana (2015), National Health Insurance Plan (2008), CDP 1952, IADP 1960-61, MFALA 1973-74, TPP 1975, TRYSEM 1979, IRDP 1980, RLEGP 1983, PMIUPEP 1995, NHRM 2005, MNREGA 2006 etc. but it is not properly implemented and monitored in all parts of the country. It needs effective

implementation and regular monitoring of such schemes and programmes for better employment and poverty alleviation in rural areas of the country. Thus it will be effective and helps in preventing the rural migration.

- The government should promote the skill development programme in rural areas as well as urban areas so that the trained youths improve their potentials to create their own jobs in their home towns and thus prevents the migration.
- It may be recommended that higher educational institutions may also be developed in rural areas to check outflow of students from the rural to urban area. In educational institution more emphasis should be paid on professional (vocational) education so that the rural students do their own jobs after completing their education. The promotion of professional education in rural areas can curve the rural migrants for the education in urban areas.
- Due to limited facilities available in rural areas the works and their family use to face several health challenges due to work environment, limited availability of clean water in adequate health care access, poverty and lack of insurance facility etc. it creates many health problems like anemia, diabetes, gastro problems, arthritis, allergy asthma etc. therefore the government should have to give much attention on health services and all types of health facilities in backward and rural areas of the country which may restrain the rural migrants who are coming for better health and medical services to the urban areas.
- Labour migration cannot be reduced without controlling the extraordinary natural growth of population. It is an urgent need to popularize small family planning scheme under the slogan of two child norms in the all sections of the society by raising the socio economic standard of the rural people of the country.
- Development of good connectivity of transport and communication system between rural to urban areas of the country. The people can commute very effectively in to the cities and towns for the purpose of employment, education, health and entertainment

activities etc. and return back at their native destination after finishing their respective works.

- Development of big industrial units in the interior rural backwards states which provides the jobs for highly qualified & skilled youths and thus hold up the rural to urban and national to international labour emigration.
- Government should establish a global national minimum social security packages for labours which prevent the migration from their native place to some other places in search for employments.
- The government should revised labour safety and security act, 2008 and make reforms in their wages in present context. If any mishappening takes place during job, labour family should benefited good amount for livelihood. All the terms and conditions regarding jobs and safety should in their regional language so that they acquainted with laws of jobs.
- In every rural area, the government skill development plan should be implemented in a good manner and the related activities should be initiated so that youth can generate job in their own area and improve the economic conditions of the area.
- Emphasis should be laid on making job oriented education system, so that young people should not flee to other areas in search of work, and the person should also get remuneration according to his work.
- Digital connectivity should be enhanced in rural areas. The rural people should take advantages of E-governance and improves their economic status in digitalization era.
- Government should control the corruption present in the society and provide employment in all sectors in transparent way. Through this step we can hold up the labour emigration from India.
- Workshop and training programme regarding different schemes should be organized at a regular interval in rural and semi-rural areas in their regional language so that people can take maximum advantage and perform in better way.

- Government should establish small scale industry in rural areas based on the raw material produced in particular areas. Labours should be given proper training for the respective jobs so that they can get work in their own areas.

**A COMPARATIVE STUDY OF SOCIO ECONOMICCORRELATES OF LABOUR
MIGRATION IN SELECTED ZONES OF INDIA WITH SPECIAL REFERENCE TO
PRE & POST GLOBALISATION OF INDIAN ECONOMY**

**A
SUMMARY
of the thesis
SUBMITTED FOR THE AWARD OF DEGREE OF
DOCTOR OF PHILOSOPHY
IN
DEPARTMENT OF APPLIED BUSINESS ECONOMICS
FACULTY OF COMMERCE**

**UNDER THE SUPERVISION OF:
ASSIT. PROF. DR SAURABH MANI**

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MARCH 2019

SUMMARY

India has a long history of migration. The term labour migration reveals the shifting of a person from one area to another area in search of improved livelihood. It is the most significant feature of human survival. While some regions fall behind in their capacity to support populations, people move ahead and migrate to assess these emerging opportunities. Industrialisation widens the gap between rural and urban area and it induces a shift of the labour (work force) towards industrialisation area. There are various factors that cause population to shift from one part to another. Various studies show that the process of migration is influenced by social, cultural and economic factors and outcomes and vastly different for men and women for different groups and different locations. India and China is the biggest supplier of labour workforce at global level. In past colonial era two types of labour emigration arise from India, one took place mainly towards the industrialized countries like United Kingdom, United states of America, Canada and Australia and others were directed towards the oil rich gulf countries like Oman, Saudi Arabia, Iran, Iraq, UAE etc. On the other side internal migration also divided into two categories like rural to urban migration and urban to urban. Labour migration is very crucial issue for any developing countries by which they enhance their development. After independence of India, the volume of labour migration has increased significantly. But since 1981 to 1991 labour migration for work and employment has been decreased in all states of India except Uttar Pradesh, due to several schemes and programs for rural people like Marginal Farmer and Agriculture Labour Agency (MFALA, 1973-74), Twenty point programme (TPP,1975), Training Rural Youth for Self Employment (TRYSEM,1979), Integrated Rural Development Programme (IRDP,1980), RLEGP,1983 etc. have been introduced by government of India for rural development and generation of employment in rural areas. Although after globalisation of Indian Economy 1991, labour migration has been increased rapidly in all states of India. About 14.70 percent of labour population migrated for work and employment in 2001 and 10.22 percent in 2011.

Labour Migration in India: An Overview

Historically, labour migration for work and employment has been a phenomenon that accompanies the structural transformation of economies. Migratory flows of the skilled and unskilled labour have undergone changes due to the pervasive economic restructuring under globalization that creates opportunities as well as challenges. The migration of unskilled labour from states (or country) is due to poor management of state administration and lack of development schemes which provides safe and proper legal protections. The study of internal migration is important to understand the population redistribution social and economic factor would have been the major causes underline migration. The factor is the natural rate of increase in population contributes for internal migration. The dominant movement of population before partition from west to east which was mainly due to industrial and urban development of Bengal and tea states in Assam. The second direction of migration was from south to west due to attraction of urbanisation in Mumbai and state agricultural of Western Ghats.

Traditional views on mobility of labour forces in India have held it to be low and stagnant over the years. According to census of India 2011, 45.36 crores (37 percent) Indian are migrants in India. 10.2 percent Indians are migrating for work and employment purpose it's a lessor from (14.4 percent) 2001 census data.

Labour Emigration from India: An Overview

Emigration from India is ruled by Gulf Cooperation Council (GCC) countries, with all (Saudi Arabia, United Arab Emirate, Oman, Kuwait, Bahrain, Malaysia) Six GCC Countries featuring in the top nine countries that account for over 80 percent of Indian Emigrants. This 6 gulf countries together accounted for about 80-90 percent of labour emigrants from India (Based of Emigration Clearance no.). Saudi Arabia, UAE, Oman, Kuwait, Bahrain were the most popular destination countries from Indian Emigrant labours from 1993-2014. "According to India International labour Migration Update, August 2016; India doesn't collect data on high skilled labour emigrant or on those travelling to work in countries other than 18 emigration check required (ECR) countries." Labour emigration clearance report is not updated from 2015.

B. Kaur & Singh (2011), have analyzed the cause and effect of labour migration in Punjab. They found that 64 percent of labours earned less than 20,000 per annum at their origin places. 60 % of labours have less than 200 days of employment in a year, while 23% of the workers were unemployed at their origin place. **Singh (1986)** has studied the characteristic pattern of rural and urban migration in three states like Kerala, West Bengal, and Bihar. The study was based on census data and there cross cultural prospective. It was focused on different cultural, social and economic structures which have a definite impact on rural and urban migration. According to the study of **Nijam khan (1986)**, the migration is due to the economic backwardness in the rural areas and the lack of employment opportunities. The increasing size of the families due to population explosion is one of the significant causes in the migration from rural to urban areas in search of livelihood. Initially the migration was seasonal but later it becomes a permanent migration.

According to research study of Directorate of labour and Labour Welfare Department of states it is obvious that generally weaker section of the society due to illiteracy and poverty compelled to migrate from rural areas to urban areas of different states. The percentage of such migrants is about to 85-90 percent of which 25 – 30 percent belongs to SC/ST populations. Due to shortage of alternative employment, lack of lands and irrigation facilities migrant labours are compelled to migrate from one place to another place for works. 60- 70% labour migrant are illiterate or they passed only matric class so they came in grip easily to local contractors or agents having much influence in their areas and they were responsible for drafting to different states. 30-35 percent of such migrants lost a part of their wages due to mischief of such local agents. About 10-15 percent of migrants are indebted to the money lender for loan to meet their personal and social requirements. Rapid growth of population explosion and over crowdedness in agriculture, decrease in cotton industries and handicrafts etc. resulted in unemployment and forced for migration towards developing to developed states.

RESEARCH GAP

On a deep analysis of all the international and national studies on labour migration it is evident that migration has become significant over a period of time. All the studies have identified

variety of causes of migration and its related consequences. However, no comparative study has been conducted to measure the impact of people migration during pre and post globalization period in India.

Research Motivation

Given current economic environment of India, migration has become very important issue. Migration in India is mostly influenced by social structure and patterns of development. Selected zones like some districts of East and South zones and North zone are very rural and poor area. They have many socio and economic problems like job, education, infrastructure facilities etc.

There is migration at a large scale from Eastern and Northern zones; it is because of the following factors –

- Lack of Job Opportunity – In Selected zones there is scarcity of power supply i.e. there is no proper industrialization. Power is important factor for the development of the state. People Compelled to survive on agriculture.
- Lack of Infrastructure facilities – In selected zones power supply is very less by which infrastructure facility is very poor.
- Lack of Educational Facilities – Educational facility are not proper in there area's by which people migrate to other developed areas for providing better educational facilities and for better life style.
- Lack of Safety – In the rural area of certain district there is lack of safety measures. Peoples feel unsafe for their family and moved towards urban areas.

In these zonal states government can generate hydroelectric power but unfortunately a limited amount of the power is generated which is not sufficient for the proper development of their areas. Lands of these areas are fertile but the farmers not fully utilized their lands for the proper production like Punjab & Haryana. Due to lack of advance technique of agriculture and government support, farmer depends on traditional farming. There is no proper advancement of farming facilities like other state such as western Uttar Pradesh, Haryana and Punjab where the

farmers use advanced techniques of farming. Hybrid seeds, advance technique of irrigation system etc.

Hence, researcher felt the need to identify, analyses the trend pattern of labour migration and impact of emigration on economic development of country and find out the specific cause of labour from different zones and suggest a model for effective utilization of economic resources for reverse migration.

Implication of the study:

Migration of any kind disturbs the regional distribution balance. At one side, migration increases the burden on the place where people migrate and on the other hand there is a situation of underutilisation of economic resources in place of origin. The present study focuses on the situation under which the people compelled to leave their place to increase their life standard and to earn livelihood and they migrate towards the developed places.

Due to globalization labour migration rate is highly increased over a period of time. The world is presently facing economic crisis due to which economic world are considered to be entering into prolonged slowdown in economic activities. Labour migration rate is highly fluctuated during economic slowdown period.

Present study shall help in understanding the need of re-distribution of labour and optimum utilisation of economic resources of migration. This study will have both policy as well as economic implication.

Objectives of the study

The study focuses on following objectives.

- To identify specific socio economic correlates of labour migration in selected zones of India.
- Comparative study of labour migration in four selected zones of India in selected reference period.
- Comparative study of labour migration in India with special reference to pre-post globalisation of Indian economy.
- To relate global economic movement and international labour migration from India.

- To suggest a dynamic model of labour migration.

Limitation of the Present Study

This study has been carried out under the shadow of several limitations. Few important limitations are as follow:

- This study has been limited to labour migration for work and employment only. Interstate migration is higher in comparison with intrastate migration. So researcher has focused on interstate data.
- In this study researcher has taken all duration of residence migrated from birth place.
- For discussing the comparative data related with labour migration for work & employment, only secondary data were taken into account. Because it was not practicable to conduct such investigation at mass level.
- The Investigator has taken only 20 years of emigration remittance clearance data from India because government has issued data from 1993 to 2014.

Research Methodology

To accomplish above mentioned objectives the researcher followed following research methodology.

- For identifying the specific socio- economic correlates of labour migration in selected states researcher analyzed the trend and content using secondary data collected from Census and International Labour organisation reports and official websites of state government reports and other articles and related researchers.
- Comparative Analysis: on the basis of trend of labour migration from various zones. ANOVA single factor has used for Variance testing between states.
- On the basis of data researcher found the average percentage of labour migration on related states population. T test is using for comparison between pre & post globalisation period.
- Find out the impact of out migrants through regression analysis and comparison between states by using T – test analysis.

- To suggest a dynamic model for reverse migration by using Causal model technics on the basis of content analysis of various government reports, ILO reports on migration and labour migration related studies.

Data and Sources

- Data Series: Decadal data on the basis of Census of India
- Data Sources: The study is based on secondary data collected from books, journals, reports, working papers, newspapers and statistical data base of Central Statistic Organisation, Census data, Indian External affairs, Reserve Bank of India, Ministry of Finance, Govt. of India and other regulatory authorities.

Tools of Data Analysis

Mathematical and statistical tools used for data analysis percentage change, average, t-test, ANOVA single factor and Regression analysis.

Software Used

Microsoft Excel is used for compiling, sorting, conditioning and analysis of collected data and vensim software is used for making modeling.

Significance of the Study

Although a number of researchers attempted to study various aspects of migration, no such study has conducted on labour migration for work and employment in context of Pre and Post era of Globalisation and for specific reasons for migration by unskilled and semi-skilled labours. There is no comprehensive study covering all these aspects in Indian context. Present study shall help in understanding the need of re-distribution of labour and optimum utilisation of economic resources of migration. This study will have both policy as well as economic implication.

Findings

- In this study researcher found that, there are deep interlink connection between labour migration and development issues. A household worker who decides to migrate always calculates the economic benefits at the destination place after movement.

- After the trend analysis researcher found that there is no difference between pre and post migration period in reference to globalisation of Indian economy. Labour data increasing significantly from 1971 to 2011 in respect of states population.
- Since 1981 to 1991 labour migration had been declined in all states of India due to various government policies and programme (IADP- 1960, MFALA 1973-74, TPP- 1975, TRYSEM- 1979, IRDP- 1980 and RLEGP- 1983 etc.) implemented by government of India for rural - urban development but after globalisation period 1991 it increases significantly. Labour migration is highly affected by economical factor then social factor, psychological factor and in last political factor.
- As per analysis researcher obtained that labour emigration does not affect highly in the economic growth, both are independent. Labour emigration and GDP growth rate of India have moderate positive (0.40) relation. Only 16 percent variation is caused by labour emigration and 84 percent variation is caused by other factors.
- In comparison between labour migration rates of selected zones of India researcher obtained that there is no significant relationship between zones.
- In comparison between labour migrations in India with special reference to Pre and Post era of Globalization. Researcher obtained that labour migration is increasing consistently. There is no significant impact of globalisation. Some neutralize reasons can be affected like poor socio economic situation, Increasing rate of population, slow infrastructure development, low wage rate in native areas etc.
- From the eastern part of the country labour migration is highly influenced due to high population, low wage rate, low per capita income, poverty, unemployment, large family size, less infrastructure development etc.
- In west zone many states are drought prone area. Agriculture is based on monsoon and other factors like lack of employment, better life style and high aspirations, social and political interferences bound to migrate from their origin place.
- In North states suffering from uneven development pattern, landlessness and seasonal work, caste based facilities, reservation at work place, political interference etc.

- On the other side in southern part of India migration increases due to Indebtness of agriculture labour, low salary, fragmentation of land, hardworking conditions etc.

Suggestions (For Policy Makers and Government)

In this study researcher gives valuable suggestions for government and policy makers by which they prevent the labour migration from rural to urban areas and national to international level for better opportunities like better employment, safety etc.

- The state government can play a crucial role for holding the labour migration in hill areas like Assam, West Bengal, Kerala, by developing small scale industries unit for tea processing work and in Jammu & Kashmir and Himanchal Pradesh government should pay attention to develop eco-tourism in own hill areas and enhance the horticulture and related industries to check up labour migration. However in plain areas of the country like Bihar, Uttar Pradesh, Madhya Pradesh, Haryana and Punjab may be developed by establishing agro-based and agro-allied industries like animal husbandry, fisheries, apiculture, horticulture and dairy etc. For developing Coastal areas like Kerala, Orissa, Tamil Nadu, Maharashtra and Goa there should be rational utilization of marine resource and establishment of forest based industries and development of tourism.
- In rural areas the poor farmers, unemployed youth and women's should be provided credit facilities and loan opportunities at much lower rate of interest to expand their farming, agro based business and by new crops. For farming subsidies should be given on chemical fertilizers, pesticides, insecticides, weedicides and herbicides and other basic requirement of the farmers. The government should directly purchase the farm inputs from the companies and sell to the farmers at subsidies rate. The agriculture officer should increase these outreach programme to educate the farmers in the rural areas about technical farming methods so that they become more vibrant and productive in their field.
- The central and state government should create good governance policy for labours to prevent exploitation at workplace. Urban facilities like theaters, big shopping marts & malls, sports academies, stadiums, parks and widen roads attracts the rural youth;

therefore government should develop such infrastructure facilities and amenities in rural areas for preventing the rural migration to the urban areas.

- Although there are many government schemes and programme for the rural areas of the country like National scheme on welfare of fisherman (in 12th plan), Rashtriya krishi vikas yojana (2007), Sampoon Gramin Rojgar Yojana (SGRY, 2001), Swarn Jyanti Gramin Swrojgar Yojana (SGSY, 1999), National Rural Livelihood Mission (NRLM, 2011), National Carrier Service (NCS, 2015), Antyodaya Anna Yojana (2000), Pradhanmantri Kaushal Yojana (2015), National Health Insurance Plan (2008), CDP 1952, IADP 1960-61, MFALA 1973-74, TPP 1975, TRYSEM 1979, IRDP 1980, RLEGP 1983, PMIUPEP 1995, NHRM 2005, MNREGA 2006 etc. but it is not properly implemented and monitored in all parts of the country. It needs effective implementation and regular monitoring of such schemes and programmes for better employment and poverty alleviation in rural areas of the country. Thus it will be effective and helps in preventing the rural migration.
- The government should promote the skill development programme in rural areas as well as urban areas so that the trained youths improve their potentials to create their own jobs in their home towns and thus prevents the migration.
- It may be recommended that higher educational institutions may also be developed in rural areas to check outflow of students from the rural to urban area. In educational institution more emphasis should be paid on professional (vocational) education so that the rural students do their own jobs after completing their education. The promotion of professional education in rural areas can curve the rural migrants for the education in urban areas.
- Due to limited facilities available in rural areas the works and their family use to face several health challenges due to work environment, limited availability of clean water in adequate health care access, poverty and lack of insurance facility etc. it creates many health problems like anemia, diabetes, gastro problems, arthritis, allergy asthma etc. therefore the government should have to give much attention on health services and all

types of health facilities in backward and rural areas of the country which may restrain the rural migrants who are coming for better health and medical services to the urban areas.

- Labour migration cannot be reduced without controlling the extraordinary natural growth of population. It is an urgent need to popularize small family planning scheme under the slogan of two child norms in the all sections of the society by raising the socio economic standard of the rural people of the country.
- Development of good connectivity of transport and communication system between rural to urban areas of the country. The people can commute very effectively in to the cities and towns for the purpose of employment, education, health and entertainment activities etc. and return back at their native destination after finishing their respective works.
- Development of big industrial units in the interior rural backwards states which provides the jobs for highly qualified & skilled youths and thus hold up the rural to urban and national to international labour emigration.
- Government should establish a global national minimum social security packages for labours which prevent the migration from their native place to some other places in search for employments.
- The government should revised labour safety and security act, 2008 and make reforms in their wages in present context. If any mishappening takes place during job, labour family should benefited good amount for livelihood. All the terms and conditions regarding jobs and safety should in their regional language so that they acquainted with laws of jobs.
- In every rural area, the government skill development plan should be implemented in a good manner and the related activities should be initiated so that youth can generate job in their own area and improve the economic conditions of the are

- Emphasis should be laid on making job oriented education system, so that young people should not flee to other areas in search of work, and the person should also get remuneration according to his work.
- Digital connectivity should be enhanced in rural areas. The rural people should take advantages of E-governance and improves their economic status in digitalization era.
- Government should control the corruption present in the society and provide employment in all sectors in transparent way. Through this step we can hold up the labour emigration from India.
- Workshop and training programme regarding different schemes should be organized at a regular interval in rural and semi-rural areas in their regional language so that people can take maximum advantage and perform in better way.
- Government should establish small scale industry in rural areas based on the raw material produced in particular areas. Labours should be given proper training for the respective jobs so that they can get work in their own areas.