

Analysis of Labor Migration in Gurugram: A Study of Construction Workers

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Abstract: This paper aims to study the stipulation of inter-state labor immigrants in the construction sector. The location of the study is Gurgaon, Haryana. The construction sector in urban agglomerations like Gurgaon is largely dependent on the immigrant workers that migrate from BIMARU states in search of work and livelihood. The qualitative and quantitative data analysis was done on the information and data collected through interview method and a questionnaire survey. The data was collected from 150 construction laborers migrated from Bihar, Madhya Pradesh, Rajasthan and Uttar Pradesh and presently living in Gurgaon. It was found that, though registered under government schemes like NREGA/NREGA, the residents of BIMARU states have to migrate to other states to earn subsistence living for themselves and their families back in their villages. Although most of them are hired through contractors, no specific arrangements are made for their living and they end up living in hazardous and unhealthy conditions on construction sites.

This investigation concludes that government policies and schemes for rural development are failing to keep people satisfied in rural areas. It is recommended that state governments should intervene for the social and economic development of daily wage workers. Further state governments must strictly maintain the demographic balance by regulating the emigrant workers.

Keywords: *Labor Migration, Construction Labor, Inter-State Labor Migration, Gurgaon Construction Workers.*

Introduction:

Labor migration is a general phenomenon which occurs all over the world. Migration is the shift from a place of residence to another place for some length of time or permanently, including different types of voluntary movements. It has a great impact on the economic, social, cultural and

psychological life of people, both at the place of emigration as well as of migration (Kaur, 2003; 2010). In India, social structure and uneven pattern of development are main reasons to influence internal migration. Factors like poverty, low wage rate, lack of opportunities, large family size, and natural calamities push people of rural areas to migrate towards Gurgaon, Delhi, and many other developing cities. Better employment and better income speed up the migration towards cities. People migrate in search of a good life and many more reasons. Migrant labor increases the supply of labor in the host country (Borjas, 1989; Friedberg & Hunt, 1995). Over the time period, migration to Gurgaon has been increasing because of increasing job availability and easy access to reach Gurgaon via different means of transport.

Gurgaon has gone through three phases of industrial development which lead to extensive infrastructural construction (Kasarda, 2008). The first began in the 1980s when Maruti Udyog Limited was established in Gurgaon in collaboration with Suzuki Motors. This was followed by Hero Honda, Honda Motors, Suzuki MotorCycles, and several ancillary units supplying parts for these automobile companies. The second phase began in the 1990s with the commencement of the Central Government's economic liberalization policies. The exclusive zone of high fashion readymade garments and home furnishing production units were developed at Udyog Vihar, Khandsa and Manesar. These units export clothes to several multinational brands in Organization for Economic Cooperation and Development (OECD) countries such as GAP, NEXT, H&M, American Eagles, etc. The third phase began in 2003 with further liberalization of the FDI policy and the enactment of the Special Economic Act by the Central Government in 2005. In this phase, the state government of Haryana initiated a policy to create "social infrastructure" such as education hubs and Medicity. This has boosted realty developers' business in Gurgaon manifold. Industrial development requires hardworking skilled and unskilled workers. This demand has been fulfilled by migrants from other states. During industrial development in Gurgaon the demand for rented houses shot up, which again generated more demand of labor for construction of buildings and houses. Basically Gurgaon from 1980 has been a good place for migrants from other states (Chatterji, 2013).

The construction sector in urban agglomerations like Gurgaon is largely dependent on the immigrant workers that migrate from BIMARU states in search of work and livelihood. In India, there are around 501 million workers working in different occupations, out of which 60 million workers are inter-state labor migrants. It is assumed that around 10% of India's GDP is contributed by these workers. There are studies that have investigate labor migration extensively (Manjeet, &

Kumar, 2017; Nayyar, & Kim, 2018; Jindal, 2020; Hembram, & Garai, 2021) but none of the research has studied the conditions of migrant workers from BIMARU states in urban agglomerations like Gurgaon. Thus the present research is an attempt to fill this gap. The current study intends to investigate the stipulation of inter-state labor immigrants in the construction sector in Gurgaon, Haryana. It would examine the labor migration effect on the laborers themselves and the underlying cause of the migration. Thus the current study aims to study the socio-economic profile of the migrated laborers from BIMARU states, examine the reason for migration, to study whether they create competition or become a helping hand in the host country and finally preliminary analysis of psychological impact on the respondents.

Literature Review:

Migrants make significant and essential contributions to the economic, social, and cultural development of their host countries and their communities back home. But too often these contributions go unrecognized. – Guy Ryder, ILO Director-General (Adonia Dalli, University of Malta)

Under the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, adopted by the United Nations General Assembly in resolution 45/158 on 18 December 1990, the term “migrant worker” applies to a person who does not hold citizenship of the state where he/she will be engaged, is engaged or was engaged in a remunerated activity (UN, 1997: 33) (Antoine Pecoud, United Nations Migrant worker’s convention). Labor Migration is a temporary emigration to another country in search of a job and to earn money, with the goal of returning to the country of origin. There are various categories of labor migrants including seasonal migrants, migrants under an employment contract, temporary migrants, shuttle migrants, settled migrant workers and illegal migrant workers.

Migrant workers are recognized as an unrecognized sector in our country as we have seen various incidents during the pandemic- nobody takes them into account, neither the central government nor the state government. It shows that these governments need to bring this strata of workers within the semi-organized/organized sector and keep proper account of their inflow and outflow. The studies have shown the analysis of Bangladesh-India migration corridor (Joseph, & Narendran, 2013). It revealed the major cause for cross-border migration, from Bangladesh as India shares its 5 states with Bangladesh as a border. There are several push factors that trigger people to migrate from their original place to the host country. In the historical context of Bangladesh as well

and its relation with India over the years the migration and immigration links have always been there. The study talks about the direction of Bangladeshi women's migration; that for women in Bangladesh India is the primary destination country-wise and Middle East the first destination region-wise. 35% of the women migrated to India against 11% of the men in 2011. The studies have revealed that these are various cases which lead to and support illegal migration that takes place (Thieme, & Wyss, 2005; Deb, Mahato, Miah, & Chakraborty, 2015). Many studies have analyzed labor migration in the small villages within India. These studies investigated village economies and their challenges, generating employment, causing migration, and their struggle which migrated from the village to urban cities. It has also been analyzed that there are various categories of migrants (Gidwani, & Sivaramakrishnan, 2003; Picherit, 2012). The migrants have a negative impact on the village economy. Labor migration brings lots of changes in socio-economic, political effects of the labor market. Some studies also talk about the expenditure of migrants and how they save their income (Fakiolas, 1999; Hatziprokopiou, 2006).

Various studies have analyzed the influx of migrant labor, particularly in the agriculture sector. Punjab agriculture is mainly dependent on migrant laborers. In order to find the cause and impact of labor migration in Punjab they studied the push and pull factors of migration (Oberai & Singh, 1980; Kainth, 2009; Kaur, Singh, Garg, Singh, & Singh, 2011). Respondents are basically from Bihar, Madhya Pradesh, Jharkhand, U.P, and Nepal. The results have revealed that better income and employment opportunities were the major factors for migration. It also finds the remittances sent back to their native places from their income. On the other hand, the flip side of the influx of migrants in the study area increased the drug menace and social tension. Punjab deals with the monoculture in the cropping pattern and hence it increases the demand of labor in the market.

Another study of labor migration from Tajikistan studies the operation and organization for Migration. It talks about the "brawn drain" and "brain drain" that is the emigration of highly skilled specialists (Olimova, & Bosc, 2003). Also, Tajikistan migrants are often seen as shuttle and replacement migrants. The paper talks about labor migration before 1990 and post getting independence from the Soviet Union in 1991 (Olimova, 2010). The highlighted reasons for migration were many, like declining public sector, rising unemployment and social protection and many more. The above reasons help people to move from their native land. The paper highlights the opportunities migrants got in the receiving country and also the challenges they faced regularly in the foreign land (Danzer, & Ivaschenko, 2010).

In the recent research on the mobility of labor during COVID-19 the studies have highlighted the impact of the pandemic on migration (Irudaya Rajan, Sivakumar, & Srinivasan, 2020; Mishra, 2021; Martin, & Bergmann, 2021). The rapid spread of pandemic caught countries across the world off-guard, resulting in widespread lockdown that clamped down on mobility, commercial activities, and social interaction. The study of internal labor migration during lockdown revealed that migrant laborers faced lots of trouble in returning back to their respective lands. The studies have talked about the policy relief as well as the analyses of the limitation of public policy in addressing migrants and give recommendations as well (Mishra, Singh, Hembram, & Garai, 2020; Khanna, 2020; Jesline, Romate, Rajkumar, & George, 2021).

After thorough literature review, it has been realized that there were no studies done so far on the effect of migration on the economies and development of the state through remittance sent by the migrant as well as there was no research done on different rules and laws affecting the labor force of an economy. None of the research has studied the stipulation of migrant workers from BIMARU states in urban agglomerations like Gurgaon. The current study proposes to examine the condition of inter-state labor immigrants in the construction sector in Gurgaon, Haryana.

Thus the current research intends to study the relationship between the labor migration and the development of labor sending states (defined through HDI income). It will investigate the labor migration policies and different schemes related to labor and its effect on migrants. It also studies how various government policies failed to create employment in the rural sector, which triggered people to migrate towards cities like Gurgaon.

Research Methodology:

The study is exploratory and preliminary in nature. To achieve the objective of the study so as to investigate the effects of the pull and push factor of migration towards the migrant construction worker, especially the remittance sent by the migrant bringing a structural development in the migrant family, the study uses correlational and causal design. Taking remittance as a dependent variable and migration as an independent variable. The study tries to capture the before and after study design i.e., pre migration and post-migration. The difference in between these phases will show the development of migrant family and individual development.

The qualitative and quantitative data analysis was done on the information and data collected through interview method and a questionnaire survey. Primary data was collected from 150 construction laborers migrated from Bihar, Madhya Pradesh, Rajasthan and Uttar Pradesh and

presently living in Gurgaon. The purposive sampling was used and the inclusion criteria for the sample was that the individual must be a migrant from BIMARU state of India and he/she must be working in the construction sector. The data was collected from 5 different construction sites in Gurgaon where labor/workers had migrated for the construction work from BIMARU states.

Interview method was used to collect qualitative data from various migrants and also a questionnaire was used to collect quantitative and demographic information. Most of the workers were illiterate and very few could read, write and understand, thus, the data was collected from each and every worker one by one by explaining the questions in the Hindi language.

The responses to the interview questions were analyzed and statistical software was used to analyze the quantitative data. Descriptive statistics were used and the data was analyzed using tabulations.

Results and discussion:

The demographic information was collected from respondents to understand the characteristics of the sample. Table 1 shows the demographic details of the sample in terms of gender, age and educational qualification.

Table1: Distribution of worker by gender, age and educational qualification

N:150		Gender				Total
		Male	Percentage	Female	Percentage	
Gender		130	86.67%	20	13.33%	150
Age	Below 20 years	19	12.67%	0	0	19
	20 years to below 30 Years	41	27.33%	8	5.33%	49
	30 years to below 40 years	33	22%	7	4.66%	39
	40 years to below 50 years	26	17.33%	5	3.33%	30
	50 years to below 60 years	11	7.33%	0	0	13
	60 years and above	0	0	0	0	0

	Total	130	86.67%	20	13.33%	150
Education	Never attended school	67	44.67%	19	12.67%	86
	Primary Education	36	24%	1	0.67%	37
	Middle School	18	12%	0	0	18
	Secondary Education	7	4.67%	0	0	7
	Graduate	2	1.33%	0	0	2
Marital Status	Married	71	47.33%	20	13.33%	91
	Not married	59	39.33%	0	0	59
	Separate	0	0	0	0	0
	Divorced	0	0	0	0	0
Native Place	Bihar	35	23.33%	1	0.67%	36
	Madhya Pradesh	36	24%	7	4.67%	43
	Rajasthan	25	16.67%	4	2.67%	29
	Uttar Pradesh	34	22.67%	8	5.33%	42

The data was collected from 150 migrant workers. All the respondents were migrants from BIMARU states. The location of the study is Gurgaon, Haryana. It was found that 87% of respondents were male and 13% of respondents were females working in the construction sector. This reveals that the sector majorly employs males. The number of females engaged in this occupation is very limited. As construction work is more laborious and time consuming, females basically don't prefer to be in the construction sector. The study revealed that these people usually migrate in large scale from their native places preferably to a city close to their native place. Thus, 29% migrant respondents were from Madhya Pradesh, 28% from Uttar Pradesh, 24% were from Bihar and 19% from Rajasthan. Most of the workers were between 20 to 40 years old. Around 33% of the workers were of 20-30 years of age and 26% workers were between 30-40 years. Basically, the age group of 20-40 years comprised around 59% which indicates that the workers who migrate from the rural to urban are mostly young. All the females were between 20 to 50 years of age. We found that around 70% of respondents were married and the other 30% were unmarried. None of the respondents was divorced or separated. All the female respondents were married and on deliberation they revealed that they accompany their husbands to the work and work with them only.

When we examined the population regarding educational qualification, we found that 37% of respondents went to school but never completed 10th board examination because of various reasons and 57% of respondents never went to school and the rest of the 6% respondents completed their 12th and graduation.

The respondents were interviewed to understand the main reason for migration from native place to Gurgaon. Figure 2 reveals the causes of migration as pointed out by the respondents. The analysis shows that 83% of males and 90 % female migrants were registered with MGNREGA.

Table 2: Causes of migration

Cause of Migration	Males		Females		Total			
	Yes	No	Yes	No	Yes	%	No	%
Registered with MGNREGA	108	22	18	2	126	84%	24	16%
Curiosity for city life	11	119	4	16	15	10%	135	90%
Family Trend	112	18	14	6	126	84%	24	16%
Lack of opportunities at native place	130	0	20	0	150	100%	0	0
Low wage rate in the native place	130	0	20	0	150	100%	0	0
Financial contribution and for family subsistence	124	6	20	0	144	96%	6	4%

All the respondents expressed that they have migrated due to lack of opportunities at their native place and also the wage rate is low and is not sufficient for their subsistence. Only 10% respondents revealed that they have migrated because they were curious about life in cities. 84% respondents expressed that their families have been into the same occupation thus they chose to be construction workers in urban areas. 96% of respondents revealed that they contribute and repatriate the money they earn from the construction work. For most of the construction workers were hired by the contractor in their native places and then were brought to the work destination. Most of them were secured with a job either before the arrival or within the first week of arrival to the city.

There are different types of migration which occur all around the whole world. One type of migration is calculated in terms of time period like short-time period migration and long-term migration. A person who moves and resides for a period of at least 3 months but less than a year is

known as a short-term migrant and if a person stays for more than 1 year then he is considered a long-term migrant. In Gurgaon both types of migration occur in construction sectors. Table 3 shows the duration of stay of the respondents as migrant workers. 50% of migrants have been staying in Gurgaon for more than 1 year. Thus, during this study, it was found that 50% of the migrant workers are long term migrants and 50% of the migrants are short term migrants. Only 5% of migrants said that they have migrated within the last three months.

Table 3: Duration of stay as migrant worker (in months)

Duration	Males	%	Females	%	Total
Less than 3 months	7	4.66%	1	0.67%	8
3 to 6 months	25	16.66%	3	2%	28
6 months to 1 year	32	21.33%	7	4.66%	39
More than 1 year	66	44%	9	6%	75
Total	130	86.66%	20	13.34%	150

Table 4: Number of hours of work per day (in hours)

Working Hours	Males	Females	Total	Percentage
6-9 hours per day	12	14	26	17.33%
9-12 hours per day	56	6	62	41.33%
12 - 15 hours per day	40	0	40	26.67%
More than 15 hours per day	22	0	22	14.67%
Total	130	20	150	100%

Table 4 shows the number of hours these migrant workers work per day. 41% workers work for 9-12 hours and 27% respondents said that they work for 12 to 15 hours per day. All the female respondents said that they do not spend more than 12 hours in a day. All these migrant workers work 6 days a week and most of the migrants even work on holidays to earn extra money. Some of the workers also work for more than 15 hours per day, while performing security work in construction

sites. After interviewing respondents, we found that workers didn't get any extra money for any kind of recreational activity which led to loneliness and depression.

Wage rate in Gurgaon in the construction sector usually starts from Rs.8000 and goes up to rupees 30,000. Since one of the major reasons for inter-state migration is wage rate, corresponding to the number of hours of work done per day, the data on wages earned per month were collected. Table 5 reveals the wages earned per month by these migrant workers. 38% of migrant male workers earn between Rs. 15, 000 to Rs. 20, 000 per month. 80% of female migrant workers earn between Rs. 8, 000 to Rs. 10, 000 per month and the rest 20% earn between Rs. 10, 000 to Rs. 12, 000 per month. The wages earned by female workers commensurate with their number of hours in work.

Table 5: Wages earned per month (in Rs.)

Wage per month	Males	Females	Total	Percentage
Less than 8, 000	0	0	0	0
8000- 10,000	18	16	34	22.67%
10,000 - 15,000	48	4	52	34.67%
15,000 - 20,000	56	0	56	37.33%
20,000 - 25,000	4	0	4	2.67%
25,000 - 30,000	4	0	4	2.66%
Above 30, 000	0	0	0	0
Total	130	20	150	100%

Migrant workers get attracted towards extra money. 35% of workers earn Rs.10,000- Rs.15,000 per month and 37% of the workers with good experience get a better wage rate, comparable with the fresher one earning 15,000 to 20,000 per month. It was revealed by the migrants during the interview that they are able to earn double of the amount they earn by working at their native place.

Table 6: Amount and medium and use of remittance to the native place (in Rs.)

Amount of Remittance				
Amount	Male	Female	Total	Percentage

Nil	2	2	4	2.67%
Up to 2, 000	18	6	24	16%
From 2, 000 to below 5, 000	45	10	55	36.67%
From 5, 000 to below 8, 000	36	2	38	25.33%
From 8, 000 to below 10, 000	27	0	27	18%
From 10, 000 to below 12, 000	2	0	2	1.33%
12, 000 and above	0	0	0	0
Total	130	20	150	100%
Medium of Remittance				
Self	17	1	18	12%
Post Office	6	0	6	4%
Bank Accounts	61	5	66	44%
Through family, friends and relatives	46	14	60	40%
Total	130	20	150	100%
Use of Remittance				
Uses/Purpose	Males	Females	Total	
Monthly Needs	58	14	72	48%
Education	17	1	18	12%
Repayment of Loans	26	3	29	19.33%
Construction of House	27	0	27	18%
No remittance send	2	2	4	2.67%

Out of 30 respondents, 24 respondents send remittance to their family from Rs.2000 to Rs. 10,000 every month for various needs. Workers usually send more than 50% of their earnings to support their family. Workers use various mediums to send remittance like via bank account, post office deposit and even personally visit their home regularly to give remittance to their family. It was found that 73% migrant workers use Bank A/C transfers to send money back to the village. Post offices and self-visits are the other ways to send remittances used by migrant workers. Remittance is divided into various accounts, mostly being used for monthly needs which consist of

grocery, cooking fuel, vegetables and fruits etc. Educational expenses are also incurred by many migrant families for their children to get better education to overcome poverty and a low standard of living. Some migrants use remittance money to rebuild their homes and some use it for repayment of loans, and few migrant workers didn't send any money to their village because they already moved with their family in cities with low wage rate and high expenses, finding it difficult to fit themselves in the metro city like Gurgaon.

Table 7: Occupation and income before migration

Occupation Before Migration				
Occupation	Male	Female	Total	Percentage
Farming	86	15	101	67.33%
Construction	39	2	41	27.33%
Nothing	5	3	8	5.33%
Total	130	20	150	100%
Income before migration (in Rs.)				
Income	Male	Female	Total	
Nil	5	3	8	5.33%
Upto 5, 000	105	17	122	81.33%
5, 001 to 8, 000	18	0	21	14%
8001 - 10,000	2	0	2	1.33%
10,001 - 15,000	0	0	0	0
15,001 - 20,000	0	0	0	0
20,001 - 25,000	0	0	0	0
25,001 - 30,000	0	0	0	0
Above 30, 000	0	0	0	0
Total	130	20	150	100%

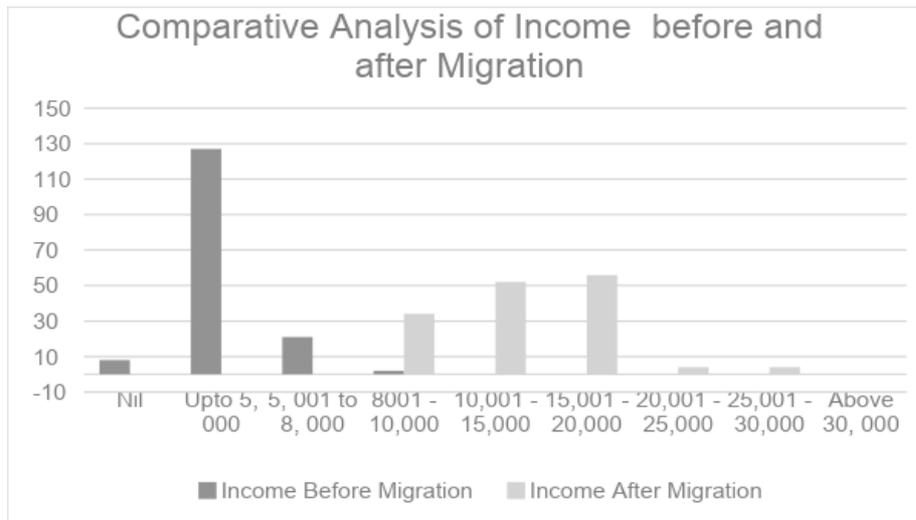
Table 7 shows the occupation and income of migrant worker pre-migration. In villages migrant workers respond that they usually work in the field i.e., farming. 67% of respondents work

as a farmer in a village, some have their own land and others work on a neighbor's land and get paid on a daily basis. Construction is another source of employment for a short time period with a low wage rate. 33% of respondents work in the construction sector, as they don't have their own land to perform farming. Migrant workers while working in their own village or nearby usually get paid around Rs.4000 to Rs.7000. The amount is so low that their family's monthly expenses only get paid and sometimes they need to take short term loans for their family's monthly expenses and during emergencies most migrants go broke. One migrant during the interview quoted, "we live daily, we die daily" as they don't have any security of their own life. The wages are so low in villages that they only have to live in the present, they don't have so much strength that they can think of the future. Savings of the migrant workers are most time nil. Due to this they get trapped in the vicious circle of poverty.

Figure 1 compares the income of labor, pre-migration and post-migration. Income in village indicates (pre-migration) with blue color and income in Gurgaon (post-migration). As we can see before migration, workers are only able to earn max Rs.7000 and when they migrate, they earn double most of the time. After migration they get more money to spend on different accounts like education for children, purchasing various assets like mobile, TV, Bike.

After getting experience their occupation changes and their income increases over the time period. As we can see, the monthly income of the respondent in the village is low, which constitutes the major reason for migration. After migration, the high wage rate as compared to villages gives migrants aspiration to live and achieve something more in life. Every individual needs financial independence here. In this case we found that income after migration brings more opportunities and opens doors financially. In the village (before migration) we found that respondents have limited job opportunities and restricted income.

Figure 1: Comparative Analysis of Income before and after Migration



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Table 8: Satisfaction at workplace

N = 150	Male		Female		Total
	Yes	No	Yes	No	
Satisfied with working condition	76	54	12	8	150
Risk at work	89	41	19	1	150
Forced to do work	29	101	16	4	150
Conflict at workplace	37	93	3	17	150

In table 8, we discuss the satisfaction level of migrant workers in different aspects like working conditions, risk to perform work; we will check whether they are forced to do work and if they face any conflict during working. From their response we found that in working conditions it was a mixed response from the migrants' workers with 53% saying yes and 47% saying no. About risk at work, the majority said yes, around 70% of workers face risk at work. Laborers in the

construction sector are given less gadgets to wear, while working in the sight which increases the level of risk physically.

When we asked them if they are forced to do extra work, 80% of laborers said no and 20% said yes that they are forced to do extra work which exceeds the 8 hours per day limit. When we ask them about conflict, the majority of laborers said there is no conflict involved during work. Around 62% said this and 48% said yes. Sometimes conflict happens with the co-worker and constructor as well.

Figure 2: Satisfaction at workplace

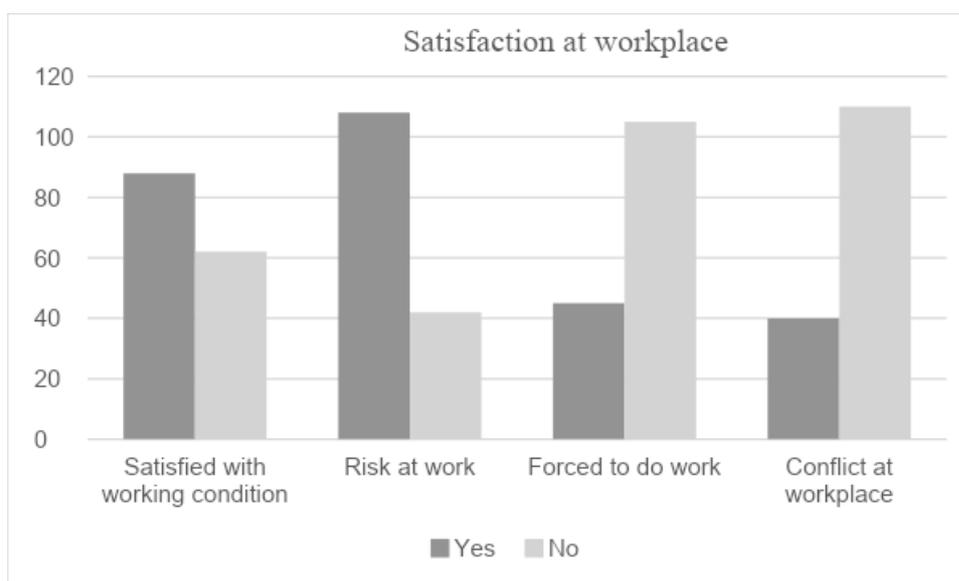


Table 9: Awareness about government policies for rural development (MGNREGA)

N=150	New law for inter-state migrants	Do you know what MGNREGA is?	Have you registered yourself in MGNREGA?	Have you heard about the 100 days' work scheme?	MGNREGA provide Rs.289 per
Yes	36	83	43	33	11
No	114	67	107	117	139

In table 9 and figure 3, we found the awareness level of different rules and schemes provided by the government of India for migrant workers. We have checked whether they are aware of the new norms and policies provided by the Central Government of India. The new rules were implemented by the government in last December 2020, after covid-19 epidemic lock down stating that employers will now have to provide a lump sum amount every year to each inter-state migrant employee. When we asked them the same question, the major answer was no, 87% of respondents being unaware of the rule. When we asked them regarding the government scheme MGNREGA, about 55% of the sample knew about it and about 45% didn't know. It was also seen that only 29% of the population has registered themselves in MGNREGA but due to low wage, they flee away from their respective village into various metro cities in search of higher wage rate. They also wanted to live in their village with their family and friends but due to low job opportunities and income they are forced to leave their family and village in search of a high-income job.

Figure 3: Awareness about government policies for rural development (MGNREGA)

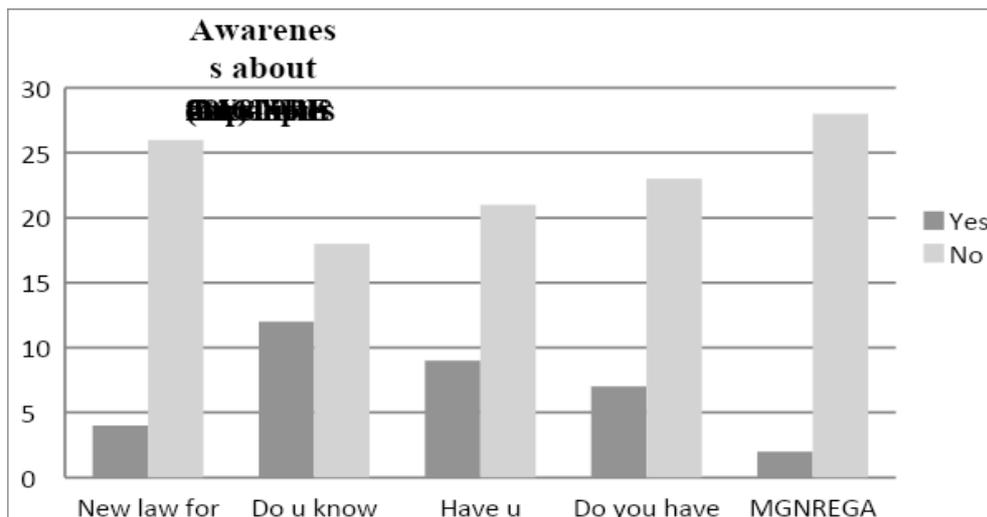


Table 10: Assets purchased after migration

N = 150	Assets purchased after migration
Mobile Phone	105
Bike	20
TV	14
Washing Machine	2
Plot	1

In this table we try to analyze their spending and it is seen that migrant workers have more purchasing power when they are in Gurgaon as compared to when they worked in a village. We have collected data of assets which were purchased post-migration. Smartphones are the most common asset; about 105 laborers purchase the same. Other assets such as bikes, TV, washing machines, and plots are also purchased by the migrants, mostly in their own village; these assets are used by the migrant family. They don't purchase any product in cash because they don't have a large amount in hand so they choose a monthly installment method for payment. It was also seen that few migrants find difficulty in purchasing any kind of assets. They use normal mobile phones instead of smartphones. In this survey we also found that few migrants didn't like to purchase any asset. They believe unnecessary purchases often lead them to financial crises and in difficult times they will not have money so they keep their status low and life simple. They often save money in their post office or bank.

Push and pull factors for migration:

Migrations happen because of either push or pull factors. These factors can be defined into 4 perspectives: Economic, Social, Politics and Environment. In this study we have done socio-economic factors associated with labor migration interstate. Push factor of migration means when migrators unwilling to travel when their native conditions push them to leave their homes in search of job opportunities, primitive conditions, famine/drought, political fear/persecution, low medical facilities and natural disasters. Pull factors of migration mean when people willing travel to foreign land. It is totally opposite of the push factor in that it attracts people to settle themselves in desired locations because of better job opportunities, better standard of living, religious freedom, good educational facilities, better medical care and security.

Implications:

In this study, we have seen that migrant laborers work for more than 8 hours, which is still unnoticeable to our government. Almost the entire worker populace didn't receive any kind of rehabilitation from the government which makes their stay even worse in the city area. Few workers take rented houses and live with their co-workers and many construction workers stay in the construction site only and when the work is done, they move to different construction sites and the same pattern goes on. It not only hampers their living standard but also can create various complications in their health. In this research it was also seen that workers are very less aware of

the rules and schemes provided by the government. The major government schemes like MGNREGA have failed in the rural sector of our country. It shows the inadequacies of government policies and their limitations.

Conclusion:

There is a universal phenomenon regarding migration in various species like the migratory birds that travel all across from Siberia to India just to fulfill their needs and demands which are not being fulfilled in their native place, and same goes for human kind.

After studying primary data on migrant laborers residing in Gurgaon, I must say that human needs and demands make people migrate. Very few choose to migrate to the city for work willingly but rest of them are forced to migrate without their will, just to fulfill either their personal or family requirement. We have seen both factors i.e. push and pull factors play an important role for migration. Most migrants have seen that just because of more income they have to migrate, with the government scheme failing to provide adequate employment at their doorstep being another reason for migration. I would like to conclude by saying that state governments should make this unorganized sector more organized and keep in check the inflow and outflow of their people and people coming from different states. In our table no.1 it was seen that most of the laborers are uneducated and married, during the interview laborers claim that after marriage their responsibility increases hence, they decide to migrate in search for high income. Basically, the push factor of migration plays an important role during emigration in this study. In table 2 we discussed the cause of migration, mainly lack of opportunities in their village, low wage rate and financial contribution for family subsistence is the major root for emigration of unorganized laborers. In our table 3 we noticed that most of the laborers are seasonal migrants, within a year they go back to their home and again they come back to work. In table 4 we discuss the working hours. In this case we found that laborers do extra hours work to earn more, on an average most of the laborers work more than 9 hours per day. In table 5 we discussed wages earned per month after migration. Rs.10,000 to 20,000 is averagely earned by workers in the Gurgaon Construction sector. In table 6 we discuss the use of remittance and the medium used to transfer money. Most workers send more than 50% of their income to their family. Laborers spent less money in the host state as compared to their village. In table 7 we have done comparative analysis about income earned before and after migration, Push factor of migration plays a huge role in this study. Less income in the village pushes laborers to move and grab opportunities in their nearest cities. In table 8 we discuss risk involve and satisfaction

at workplace, in construction sector risk factor is more and necessary cloth and wearable gadget should be provided by the contractor but in this study we found constructor are reckless in term of safety and security in during the work and we also concluded after this study that laborers are partly satisfied by the working condition. In table 9 we asked all laborers who took part in research regarding MGNREGA and various new schemes for migrant workers. Most laborers were unaware of the schemes and benefits provided by our government. In our last table 10 we discuss utilization of their income in purchasing any assets we concluded that only small assets they had purchased while staying in Gurgaon and when they had taken risk of purchasing any medium or big assets, they always choose loan or monthly installment for payment and for paying debt they choose to do extra work for earn more money to clear they debt. Further there are certain limitations for the study as the study was conducted during COVID-19 period, the limited number of data could be collected. Further studies can be conducted on construction laborers in different cities where the migration of labor is large.

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