

Labourers Migrating to the Construction Sector in the State of Haryana: An Analysis of Push and Pull Factors

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Abstract

Migration is a global phenomenon which has a vital role in any region's economic development. This study examines the major push and pull factors of the migration of labourers towards the construction sector of the state of Haryana. Alongside this, the study also sheds light on the socio-economic conditions of migrant labourers. For this purpose, the study was conducted among 200 migrant labourers engaged in the construction sector of Hisar, Rohtak, Panipat, and Kurukshetra districts of Haryana, with the help of a well-designed questionnaire. It has been found that among the pull factors— higher wages, job opportunities, and consistent work are the major causes of migration. Among push factors, unemployment and low wages are responsible for migration from their native place to their place of destination. Apart from this, wage differences and better living standards also attract labourers to Haryana. So far as improvement in the status of migrants' is concerned, the study found that the socio-economic status of migrant labourers has improved after they migrated to the state of Haryana.

Keywords: Pull Factors; Pull Factors; Labourers; Migration; Construction Sector; Haryana; India

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Introduction

India has been experiencing a significant economic growth rate of 6 to 7% annually since the inception of the 21st Century. This rapid economic growth has helped many people to overcome poverty and hunger, but still, 270 million poor exist worldwide, and one out of every five poor people live in India (World Bank, 2016). But due to the COVID-19 pandemic, the number of people living in extreme poverty increased from 70 million to 700 million people worldwide, and the rate of global poverty has increased from 8.4% in 2019 to 9.3% in 2022 (Indian States Briefs, 2018; World Bank, 2023). Nevertheless, despite India's economic growth, development has been uneven across all the states. Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Odisha, Rajasthan, and Uttar Pradesh are the states experiencing underdevelopment compared to others. About 60% of the total poor population of India is found in these states, and most of them reside in rural areas. Delhi, Goa, Maharashtra, Karnataka, and Haryana are high-income states (India States Brief, 2018). This disparity in income and uneven economic development in the states is the primary cause of inter-state migration. As per the census of India 2011, about 307 million people were reported to have migrated inter-state by place of birth, which is around 30% of the total population. On the other hand, the number of migrants by place of last residence stands at 13.08 %. A drastic surge in migration is evident, and it has almost doubled in the last two decades from 2.4 % in 1991-2001 to 4.05 % in 2001-11. In this line, Srivastava (2011) reported that 37% of people are migrants, out of whom 80 % are male.

Migration is a global phenomenon, and different economic, social, political, environmental, calamity challenges, geographical, cultural, and educational factors are responsible for it (Tipayalai, 2020). The process of shifting people from their native place to their place of destination for the fulfilment of any specific purpose, such as employment, education, marriage, and better living standards, is known as migration. A migrant labourer is generally

found to be engaged either in organised or unorganised labourers markets. The organised sector includes those registered or licensed sectors that pay taxes. In contrast, the unorganised sector comprises different sectors where people are self-employed and economic activities are unregistered or unlicensed with no social security for workers (National Commission for Enterprises in Un-organized Sector, 2015).

A vast majority of the migrant labourers are engaged in the building and construction work of the unorganised sector, standing approximately almost forty million, followed by small industries, domestic labourers, textile, brick kiln, oil mills labourers, transport, stone quarries, mines, street vendors and loaders, fishing & prawn processing and hospitality services and agriculture sector (Deshingkar & Akter 2013; Turrey, 2016). Generally, most of the migrated labourers of India are absorbed by the unorganised sector (Mukerjee et al., 2011). Haryana, Punjab, Karnataka, Maharashtra, and Gujarat are the major states in which the rate of lifetime migration is found to be higher, and it has increased gradually during the last three decades. Delhi, Haryana, Maharashtra and Madhya Pradesh, Kerala are the main receivers' states of migrated labourers, whereas Bihar, Uttar Pradesh, Rajasthan, Himachal Pradesh and Odisha are popular sending states (Srivastava et al., 2020).

Haryana offers very high wage rates compared to other neighbouring states, with its recent industrial development around selected six districts in the study. Migrant labourers move to Haryana from neighbouring states of Bihar, Uttar Pradesh, Punjab, Rajasthan, and Himachal Pradesh. In the beginning, migration took place from neighbouring states, mainly to industrial hubs like Panipat, Gurgaon, Faridabad, Sonapat, Yamuna Nagar, Ambala and Bahadurgarh etc., but recently, it has been observed that migrant labourers have been found in almost every district of Haryana (Aggarwal et al., 2020). Here, the majority of the migrant workers are engaged at construction sites, the main occupation for a short duration. This absorbs about 36% of total

short-duration migration, whereas the manufacturing sector absorbs about 16% of the total short-duration migration (Srivastava, 2011; Srivastava, & Sutradhar, 2016). The construction sector is a part of the industrial/ secondary sector. It covers three sectors: buildings, infrastructure and industrial. Building construction is further divided into non-residential & residential. The infrastructure contains large-scale public works, railways, highways, dams, bridges, water and wastewater management, etc. Industrial construction covers chemical processing, refineries, mills, and mining. This study attempts to explore why migration is taking place towards the construction sector of Haryana state.

The paper is composed of five sections. The first section provides an introduction followed by a review of the existing literature on the state of migrant labourers and the push and pull factors of the migration, in addition to elaborating on the socio-economic condition of the migrant labourers. The third section then deals with the specific methodology used in the study, while the fourth section discusses the results based on collected information from a primary survey of the labourers engaged in the construction sector. The penultimate section addresses the main findings; conclusions are charted in the final section.

Literature Review

Theoretical Perspective

The Lewis development model elaborates that surplus labourers in the subsistence sector migrate to the urban manufacturing sector, creating a surplus in the urban manufacturing sector (Sanyal & Maity, 2019). This surplus helps economic growth, promoting capital formation through reinvestment in the manufacturing sector. Although this result shows theoretical implications easily, it is challenging to identify the surplus labourers engaged in the subsistence sector. Harris and Todaro (1970) show some positive aspects of migration in their development model. This model elaborates on the benefits of migration of labourers from rural to urban areas to achieve economic growth (Sanyal & Maity, 2019). In this line, Harris-Todaro

describes expected higher earnings in the urban sector as the precondition of migration. Besides Ravenstein laws, Everett Li also developed an econometric model in 1960, belonging to classical migratory theories (Sanyal & Maity, 2019). The model draws attention towards various push and pull factors of migration, defining factors responsible for the arrival and departure of labourers from one region to another. These factors impact people at the mass level, and some of these factors affect only particular individuals. There are various factors which influence the people to migrate. Some of the factors, such as availability of job opportunities, wage difference, level of per capita income, state of poverty, social discrimination, religious freedom, war, climate changes, natural disasters, etc., are classified as economic pushing-pulling factors (Gurieva & Dzhioev, 2015; Sanyal & Maity, 2019; Brar & Seo, 2021). Recent research reports the persistence of a significant gender earnings gap across workers' occupational structure and work status (Madan & Mor, 2022) and worker skill level affects the workers' wage-earning potential (Madan & Mor, 2020).

Socio-Economic Status of Migrant Labourers Engaged in the Construction Sector

Migrant labourers belong to a vulnerable category, and the vulnerability of migrants has been manifested in extreme ways in India. The predicament of migrant labourers has been well illustrated by various societies, organisations, and researchers (Bhattacharyya et al., 2023; Swan, 2020; Srivastava et al., 2020). These studies have witnessed that the socio-economic conditions of the unorganised migrant laborers are very miserable and vulnerable at their migrated place. Their housing is very poor, and they hardly enjoy hygiene. Their educational level is low, requiring more physical work than required mental skills (Bhattacharyya et al., 2023; Saikia, 2010; Puniakar, 2015; Srivastava et al., 2020). Bihar, Uttar Pradesh, Madhya Pradesh, Odisha, and Rajasthan are some states with low literacy rates, whereas Kerala, Delhi, Goa and Haryana have high literacy rates. Poverty and poor education systems are the

main reasons for the low literacy rate. High-income states have a well-structured education system, enabling their residents to acquire skills to avail better work opportunities and act as contributors to the per capita income of the states (Brar & Seo, 2021). Per capita income of a state affects the migration rate in the form of inward and outward migration; low per capita income promotes outward migration, and higher per capita income promotes inward migration. Migration is evident from low-income states, i.e., Bihar, Uttar Pradesh, Odisha, Madhya Pradesh, and Rajasthan, to middle and high-income states Delhi, Punjab, Haryana, Maharashtra, Himachal, Karnataka and Gujarat (Bhattacharyya et al., 2023; Brar & Seo, 2021). So far as the economic status of migrant labourers is concerned, it is found that their saving habits are not good as a significant portion of remittances sent home is used for meeting household expenditures.

Further, a meagre amount is invested in agriculture, education of dependents, buying land and building houses, etc., and a significant proportion of earnings is used for repaying debt. In short, a major portion of their income is generally spent on household expenditure & repaying debts, and they are not able to save money, and very few of them manage to send some money to their native place (Sanyal & Maity, 2019; Pardeep et al., 2020). On the other hand, the remittances and savings of the migrants can also be helpful in improving the standard of living of the people of the recipient regions. Herein, the remittances and savings of the migrants can also be beneficial to improve the standard of living of the people of the recipient regions (Sanyal & Maity, 2019; Pradeep et al., 2020). Approximately 48% of migrant construction labourers belong to the Muslim community, 43% are Hindus and Christians, and 10% belong to other communities (Manoj & Viswanath, 2015; Saikia, 2010; Sanyal & Maity, 2018). Rural migration occurs mainly because of poverty and poor living conditions in their native place. They have to migrate in search of better living conditions and job opportunities. Therefore, their preference is on food, health & sanitation, basic amenities like electricity, safe

drinking water, etc., to improve their living standards. The socio-economic status of the unorganised migrant labourers was found to be exceedingly miserable and vulnerable at their migrated place (Guru, 2010; Shamala, 2021).

Push and Pull Factors of Migration to the Construction Sector of Haryana

The pattern of migration is structured by the nature of uneven development promoted by the practice of capitalist development in India (Srivastava et al., 2020). The major factors of migration in India are employment opportunities, poverty, marriage, low living standards and lack of basic amenities (Bhattacharyya et al., 2023; Brar & Seo, 2021). India launched a new economic policy known as Liberalisation, Privatisation and Globalisation (LPG), and as a result, the competition intensified for employment (Misra & Alam, 2014). The push factors for migration are poverty, underdevelopment, poor economic conditions, exhaustion of natural resources, occurrence of natural calamities, scarcity of cultivated land, inequitable land distribution, low agricultural productivity, etc. Pull factors which attract migrant labourers to an area are higher education opportunities, higher wages and better working conditions & facilities compared to their native place. The high rural unemployment rate also acts as a push factor, and the low urban unemployment rate acts as a pull factor for rural-urban commuting (Vasavi et al., 2020). Among these factors, job opportunities are the primary cause of migration. When commerce, business and industry grow in an area, migration takes place in the city ward. Migration towards the cities within the country has a close functional relation to the process of industrialisation, advancement of technology, and socio-economic and cultural changes, which are characteristics of the evolution of modern society in all over the world. Under the capitalistic development model, investments are generally concentrated towards the urban areas, encouraging people to migrate towards the urban areas to seek better employment. In recent years, the trend to move from India and other developing countries to

U.K., U.S.A., Canada and Middle East has emerged at a high rate in expectation of better employment, higher wages, higher education & professional courses and better living standards. Thus, pull factors are found to be operational not only in rural-urban migration but also in domestic and international migration (Kainth, 2009). Apart from this, wage differences, the level of income per capita, the quality of government policies and better living standards also attract labourers to other places. Regional disparity is also a cause of migration (Bala, 2017; Vasavi et al., 2020). Several regional studies attempted to explore the factors for inter-state migration in India.

In this line, Sakia (2010) reported that availability of work, higher wages, better working conditions, employment, opportunities and meeting household expenditure without much effort and accumulation of savings are the main factors of migration in Kerala. In Punjab state, better income and employment opportunities at the workplace are found to be the major factors responsible for the migration of the labourers belonging to the states of Bihar, Uttar Pradesh, Jharkhand, Madhya Pradesh and Nepal (Kaur et al., 2011). Labourers, after migration, avail themselves of the benefits of more working days and higher wages compared to their native place. Government should maintain a demographic balance by regulating the migrants and help verify credentials of migrating labourers to Punjab (Kaur et al., 2011). Most of the people found to be migrated from their far-off villages to the big cities of Kolkata, Mumbai, and Delhi. In rural areas, due to fewer employment opportunities, low wages, drought, lack of basic amenities, landlessness, and social factors, people migrate to urban areas for more employment opportunities, higher income, better wages, and better facilities. Most of the studies have discussed two factors responsible for migration: push and pull factors. Among these factors, job opportunity is the primary cause that coerces people to migrate. Apart from this, wage differences and better living standards also attract workers to other places. Regional disparity is also a cause of migration. Where the resources for development are less,

migration is obvious from that area to a developed area with better health, educational and employment facilities available.

Objectives of the Study

Given the existing literature, the present study attempts to analyse the labourers migrating towards the construction sector in Haryana. The objectives of the study are as follows:

- To study the socio-economic conditions of the migrant labourers in the construction sector.
- To explore the pull & push factors of the migration in the construction sector of the state of Haryana.

Research Methodology

This study is based on primary data that was collected from migrant labourers engaged in the construction sector of the state of Haryana. To collect the data, local people have been approached with the help of which construction sites were explored. For this purpose, a semi-structured questionnaire is designed, and the required information is obtained from a representative 200 construction migrant labourers using a random sampling technique. The required information is obtained while having personal interaction with construction labourers because of the questionnaire. To appropriately represent the migrant labourers from the state of Haryana, one district from each of the four divisions of Haryana is selected. Hereby, Rohtak district from Rohtak division, Panipat from Karnal division, Hisar from Hisar division and Kurukshetra from Ambala division are selected to collect the required information. The study utilises cross-tabulation to compile the information obtained from the field survey with the help of Statistical Package for Social Science (SPSS) version 20.

Limitations of the Study

However, the study is limited to the urban area of only four districts out of 22 districts of Haryana, and it covers the informal labourers market of the construction industry only. Hereby, the study includes only construction migrant labourers, while other migrated

labourers engaged in sectors like textile, brick kiln, oil mills, transport, stone quarries, mines, fishing, street vendors & loaders, etc., have not been covered in the present study.

Results and Discussion

Demographic Profile of Migrant Labourers

Table 1 reveals that most migrant labourers are male, that is 91%, out of which approximately 76% are Hindu, 17% are Muslims, and 7% of migrant labourers belong to other religions.

Table 1: Socio-Economic Profile of Construction Migrant Labourers		
Social-Economic variables	Frequency (200)	Percentage (100)
Gender of the Respondents		
Male	182	91.0
Female	18	9.0
Religion of the Respondents		
Hindu	151	75.5
Muslim	35	17.5
Sikh/Punjabi (any others)	14	7.0
Social Category of the Respondents		
Schedule Tribes (ST)	9	4.5
Schedule Castes (SC)	82	41.0
Other Backward Communities (OBC)	73	36.5
General Category (GEN)	36	18.0
Age of the Respondents (in years)		
15-30	58	29
31-45	107	53.5
46 and above	35	17.5
Marital Status of the Respondents		
Unmarried	32	16.0
Married	159	79.5
Any others (Widow/Divorce)	9	4.5
Education Profile of Respondents		
Illiterate	55	27.5
Primary	58	29.0
Middle	61	30.5
High school	19	9.5
Senior Secondary	5	2.5
Higher education	2	1.0
Education Mode of Respondents' Children		
Private	87	43.5
Government institute	31	15.5
Not going to school	63	31.5
Don't have child	19	9.5

Source: Authors' Calculation based on Primary Survey

The highest percentage of migrant labourers belong to Schedule Castes (SC), that is, 41%, while 36% from Other Backward Class (OBC), 18% belong to the general category, and only 4% belong to Schedule Tribes (ST) community. Our survey reported that 69% of the migrant labourers are married, while 16% are unmarried, and about 4% are either widowed or divorced. It is apparent from Table 1 that the sample

comprised a high age group of young migrant labourers, with about 54% of migrants below 45 years. The minimum age of respondents is 18 years in the age group of (15-30 years) and the maximum age of respondents is 53 years in the age group of 46 years and above.

So far as the educational background of migrant labourers is concerned, 30% are educated up to the middle standard, 29% have primary

education, 27% are illiterate, about 10% have secondary education, and only 1% have a graduation degree. Most of the labourers send their children to study in private schools because of the long documentation process in government schools. In addition, the fear of socio-economic discrimination also prevents them from availing of education in government schools. As per the survey, approximately 44% of children of migrant labourers are going to private schools, while 31% of children are not going to schools (Table 1).

Social Conditions of the Migrant Labourers

It is clear from Table 2 that most of the migrant labourers live in squalid conditions. Among the

total sample, 52% of migrant labourers do not have their own house and live in rented accommodations and many cases, more than one person shares one room. Our study unveiled that 47% of migrant labourers live in accommodations built of tin or simple tents provided by the companies, especially at the worksites. And sadly, in most cases of accommodation, there is no sanitation provision. The findings unveil that many people generally use one washroom and have no access to potable water. Besides, about 53% of migrants use LPG for cooking, while 13% use wood & LPG as fuel; the remaining 13% manage their cooking with the help of wood and roadside dry plants and leaves (Table 2).

Table 2: Social Conditions of Migrant Labourers		
Social Status of Migrant Labourers	Frequency (200)	Percentage (100)
House Ownership		
Own House	1	0.5
Rental	105	52.5
Through companies/ industries	94	47
House Conditions		
Kaccha	7	3.5
Pakka	142	71
Tent / Tin Houses	51	25.5
Types of Cooking		
LPG	105	52.5
Wood	25	12.5
Wood & LPG (both)	69	34.5
Roadside Dry Plants or Leaves	1	0.5
Sources of Drinking Water		
Bore with a hand pump	76	38
Public tap	94	47
Private tap	30	15
Electricity connection types		
No connection	1	0.5
Provide by owner	92	46
Through companies / Industries	105	52.5
Self-made Connection	2	1
Condition of Sanitations		
Open Defecation	4	2
Through Companies /Industries	96	48
Community Toilets	100	50
When is the sick treatment?		
Public hospitals/ clinics	72	36
Private hospitals/ clinics	41	20.5
Both	87	43.5

Source: Authors' Calculation based on Primary Survey

Economic Conditions of the Migrant Labourers

The study reports that about 56% of migrant labourers have tailoring machines, radios / TV sets, mobiles/fans and own two-wheelers and 44% of migrant labourers have only mobiles & fans. A meagre percentage of migrants, less than

1% (to be precise, 0.5 %), do not have any household assets. Table 3 reveals that about 44% of the migrant labourers have ownership of agricultural land (1 to 2 hectares) at their native places, while 57 % of the migrant labourers do not have any land assets at their native place.

Table 3: Household & Agriculture Assets of Construction Labourers		
Economic Variables	Frequency (200)	Percentage (100)
Do you possess Agricultural Land?		
Yes	87	43.5
No	113	56.5
Source of Irrigation		
Canal	32	16.0
Bore well	14	7.0
No irrigation	151	75.5
Any others	3	1.5
Details of Household assets		
Mobiles and Fans	88	44.0
Tailoring Machines, Radios/TVs, Mobiles/ Fans, Vehicles (two-wheeler)	42	21.0
Radios/TVs, Mobiles and Fans, Vehicles (two-wheelers)	69	34.5
NO household items	1	.5
Details of Agricultural Assets		
Bullock Carts	1	.5
Steel Plough/Sprayers	20	10.0
Rentals	24	12.0
No Agriculture Items	155	77.5
Source of Income		
Wage (monthly)	142	71.0
Wage, Farming, Tailoring & General Store	16	8.0
Wages, Tailoring & General Store	42	21.0

Source: Authors' Calculation based on Primary Survey

Financial Status of Migrant Labourers

The finding presented in Table 4 paints the financial status of migrant labourers in the construction sector. It clarifies that 75% of the labourers save money in their bank accounts, whereas the remaining 25% do not save money. Monthly savings of approximately 61% of migrant labourers fall in public banks' INR 1000-3000 range. However, as far as the level of debt is concerned, 82% of the labourers have no borrowing after migrating to Haryana. They have managed to pay their loans with their earnings in the state of Haryana. Only 10% of labourers have to borrow in times of difficulty, such as to cure health problems and for spending in marriage or when purchasing a vehicle (Table 4).

Table 4 further shows that 71 % of the construction migrant labourers earn from regular mode of wage, and the remaining 29 % of migrant labourers have mixed sources of income such as wages, farming, tailoring and operating a general store. Table 4 illustrates that the average monthly earning of about 33 % of construction migrant labourers lie between INR 10000-15000, whereas 25 % are those who earn between INR 15000-20000, approximately 30 % earn between the ranges of INR 20000- 30000, while only 12 % of the migrant labourers earn above INR 30000. Overall, the average monthly expenditure of 64 % of the migrant labourers was found to be between INR 5000-10000. It should be around the average monthly expenditure worked out by taking actual labourers' spending on each component. It is

also evident from Table 4 that 61 % of the labourers spend on perishable goods, intoxicants, services (such as health, education, mobile bills, etc.), marriage & religious festivals, and social responsibilities, including rent for housing, while the rest 39 % of migrant labourers do not pay rent but, their expenditure is almost similar to the above mentioned 61 % migrant labourers. It is observed that about 40 % of migrant construction labourers are able to send

money (on an average of INR 1000-3000) to their native place on a monthly basis, while 27 % send INR 3000- 6000 and 33% do not send money to their native place (Table 4). The findings from Table 4 further reveal that the relatives of the migrant labourers, at their native place, spend the remittances on consumption, services (health, education, mobile bills, etc.), marriage, religious festivals, rent & social responsibilities etc.

Table 4: Financial Status of Migrant Labourers		
	Frequency (200)	Percentage (100)
Saving of Respondents (INR)		
1000-3000 Monthly	122	61.0
3000-5000 Monthly	28	14.0
Not saving	50	25.0
Mode of Saving		
Bank deposits	108	54
LIC	26	13
Any others (gold, private finance)	11	5.5
Not saving	55	27.5
Source of Loan		
Public bank	10	5
Private Money Lenders/ Relatives	10	5
Cooperatives society	2	1
No Borrowing	164	82
Money Lenders at the destination	10	5
Money Lenders at native place	4	2
Purpose of Loan		
Marriage & Social Causes	9	4.5
Health Issues & Education	16	8
Any others (vehicle, construction, investment, agriculture purpose)	11	5.5
No Borrowing	164	82
Total monthly income (INR)		
10000-15000	65	32.5
15000-20000	51	25.5
20000-30000	60	30.0
Above 30000	24	12.0
Total monthly expenditure (INR)		
5000	51	25.5
5000-10000	128	64.0
10000-15000	21	10.5
Household monthly expenditure (INR)		
Perishable goods, Services, clothing & bedding and Rent, Marriage and Religious fest & Social Responsibilities,	78	39.0
Perishable goods, cookies and pulses & cereals, Intoxicants, Services, Marriage & Religious fest	122	61.0
The total amount of income sent to home as remittance (INR)		
1000-3000 (monthly)	79	39.5
3000-6000	54	27.0
No Remittance	67	33.5
Use of Remittance		
Consumption	21	10.5
Health	1	0.5
Agricultural Investment	3	1.5
Consumption, Health, Social & Religion causes	73	36.5
Consumption, Education, Health, Social & Religion causes	25	12.5
Consumption, Education, Health, Social & Religion causes	12	6
Not sent	65	32.5

Source: Authors' Calculation based on Primary Survey

Push & Pull Factors of Migration

As stated above, the major causes of migration have been classified into two broad categories: push and pull factors. Different economic, social, political, environmental, cultural, and educational factors are responsible for it. These factors act as a push from the native area and pull in the migrated and more developed areas so that the migrants find better job opportunities and scope to improve their socio-economic conditions in the areas of migration.

The Push Factors

Push factors constrain a person to leave his native place and migrate to some other place due to various reasons, such as lack of job opportunities, low wages, unemployment and lack of industrialisation, social and caste exploitation, overuse of natural resources and natural calamities, poor education system, non-consistency in jobs and poor economic condition. These push factors coerce the labourers to leave their native places in search of job opportunities with consistent work & better socio-economic conditions.

State	No of migrants	In Percentage (%)
Bihar	74	37.0
Utter Pradesh	75	37.5
Madhya Pradesh	16	8.0
Rajasthan	5	2.5
Punjab	14	7.0
Others	16	8.0
Total	200	100.0

Source: Authors' Calculation based on Primary Survey

Our study further found that the lack of alternative income generation sources is one of the critical factors responsible for migration. The majority of the respondents of our study have only meagre agricultural activities for income generation in rural areas. Besides, the division of ancestral property remains a complex process because of the joint (or extended) family system, as it restricts many people from leaving their native place in search of employment.

As far as the place of origin of migrant labourers is concerned, the highest percentage of migrated construction labourers belongs to Bihar and UP, 37 % & 38 %, respectively; while

8% of labourers have migrated from MP, while another 8 % have migrated from other states, 7 % from Punjab and 2% of the migrant labourers have migrated from Rajasthan (Table 6).

The push factors of migration are shown in Table 6, signalling that 29% of migrant labourers are pushed from their native place because of the lack of employment, low wages and inconsistent work, whereas 26% of migrant labourers are found to be pushed from their native place because of both lack of employment and inconsistent work. High wages are not a concern for the last 26% of migrated labourers.

Table 6: Push Factors of Migration								
Push Factors of Migration from Native Place	Place of Origin							Frequency
	Bihar	UP	MP	Rajasthan	Punjab	Other states	Percentage	
Lack of Employment (high unemployment)	9	8	0	0	0	1	9	18
Not Consistent work	8	7	7	5	8	5	20	40
Lack of Employment (high unemployment), Low Wages, Not Consistent work,	5	42	2	0	2	7	29	58
Lack of Employment (high unemployment), Non-consistency in work.	44	6	0	0	2	1	26	53
Lack of Employment (high unemployment), Not Consistent in work, unsafe environment	8	12	7	0	2	2	15	31
Total	74 (37%)	75 (38%)	16 (8%)	5 (3%)	14 (7%)	16 (8%)	100	200

Source: Authors' Calculation on Primary Survey

The Pull Factors of Migration

We again reiterate here that the pull factors refer to those factors which allure the labourers to come to any region for job opportunities, better education and health facilities, better working conditions with consistent work, higher wages, and many other improved facilities. Migration from one region to another has a functional relation. It is the result of industrialisation, urbanisation, and other cultural changes. The capitalistic development model depicts the tendency to invest a considerable proportion of investment into urban areas, which attracts labourers to migrate to urban areas to seek better working environments with higher wages.

In recent years, Haryana has emerged as an industrial hub in producing cars, mobile cranes, tractors, two-wheelers, rubber tires and various science equipments. In terms of agricultural production, Haryana contributes hugely to food grains. The study findings detail the pull factors of migration of Haryana (Table 7).

In the total export of Basmati rice to other countries, Haryana contributes about 60% (India Brand Equity Foundation, 2021). The industry sector of Haryana is classified into the following sub-sectors: 69% as manufacturing, 28% as construction, 2% as utilities and the remaining 1% as mining sector (State Statistical Abstract of Haryana, 2018; Indian States Briefs, 2018). There are 32 special economic zones (SEZs) in Haryana. Most of the industrial projects are running in the national capital region (NCR) of Haryana state. It is to be noted here that before 2005, the majority of the labourers were employed in the agricultural sector. However, post 2005, new employment opportunities have become available in the construction and service sectors. Table no. 7 reveals the primary pull factors of migration. Our study showed that 57% of migrant labourers who migrated to Haryana were looking for better employment opportunities, higher wages, better working conditions and consistency in work and employment.

Pull Factors of Migration of Haryana State	Place of Destination					
	Hisar	Rohtak	Panipat	Kurukshetra	Percentage	Frequency
Employment Opportunities	2	0	2	5	4.5	9
High Wage (as compared to native place)	0	0	1	0	1.0	2
Employment Opportunities, High wages, Better Work Conditions, Consistent Employment	35	31	33	16	57.0	114
Employment Opportunities, Better Work Conditions, Consistent employment	13	19	14	29	37.5	75
Total	50	50	50	50	100	200

Source: Author's Calculation on Primary Survey

Conclusion and Policy Suggestions

The present study found that the socio-economic status of the construction migrant labourers, though not pretty good at their migrated place, was observed to be better than that of their native place as indicated by their housing conditions, fuel used for cooking and level of income earned by them (Guru, 2010; Shamala, 2021). As a result of our study regarding the condition of accommodations of labourers, 71% of them live in *pakka* house, whereas 52% reside in rental houses, and 48 % live in the houses provided by their respective employers. About 52 % of labourers use only LPG for cooking, while 49% use wood & LPG both as fuel for their cooking (Table 2). It is reiterated here that a major portion of the income of labourers is generally spent on household expenditure & repaying debts, and they are not even able to save money and very few of them

manage to send some money to their native place (Sanyal & Maity, 2019; Pradeep et al., 2020).

The present study reported an increase in the income of construction migrant labourers after migrating to Haryana. Despite better earnings at their place of migration, they are now able to save money and send income earned to their native places to repay their parental debts and to meet household expenses. So far as their water & sanitation conditions are concerned, most migrants still do not have access to safe drinking water. They hardly enjoy hygiene, and the majority of migrants use community toilets. Though the educational level of migrant labourers engaged in the construction sector is very low as most of them are hardly educated up to primary or middle level, but they manage to ensure that their children have proper access to education at the migrated place.

The push factors of less job opportunities, low wages, poor living standards, less availability of medical and educational institutions at the native place coerce people to move towards cities. People migrate in large numbers from rural to urban areas in search of employment in industries, trade, transport and services especially in the unorganised sector. Rural areas generally fail to provide employment to labourers because of various economic development issues. Even the small-scale and cottage industries of the villages fail to provide employment to the entire rural community (Bala, 2017).

The study unveils that among all push factors of migration, lack of employment, non-consistency of work at native places, and comparatively low wages are the major areas of concern. There are various pull factors of migration, such as better economic conditions, better education & health facilities, higher wages & better standard of living. Industrial development in Haryana state has also attracted migrant labourers. As push and pull factors are found to be equally responsible for migration as per this study, it can be suggested that more government policies should be framed and need to be implemented effectively to remove regional disparities so that migration can be controlled up to a great extent. This will also come in handy to address the problems related to urbanisation and other related issues. The department of labourers should take proper action towards the rationalisation of data collection of migrant labourers, appropriate compilation and maintenance of it (see also, Bhattacharyya et al., 2023).

Therefore, the socio-economic conditions of migrants need to be adequately analysed to frame suitable policies to improve their socio-economic conditions. Protection and support for all labourers' unorganised sectors is necessary for economic and social development (Bhattacharyya et al., 2023; Sathaya, 2014). The Government should ensure the appropriate wages for the migrants, timely payment of the wages, and their welfare, including residence, health and hygiene, medical facilities, electricity

and drinking water facilities, and providing claims in case of fatal accidents or injuries. Migrant labourers are mostly found unaware of their rights and privileges. To make them aware of their legal rights and legislations, the Government, trade unions, non-government organisations and other social organisations can organise timely campaigns.

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Author Contribution Statement

Sonu Madan: Methodology, Discussion and Content Analysis.

Pooja Dangi: Review of Literature and Data Collection from the Field.

The authors jointly contributed to the manuscript's writing results and discussion part.

Informed Consent

We declare that all the required permission has been taken before we submitted the manuscript to the journal.

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