

Factors affecting the survival of migratory labour at brick kilns in Haryana

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ABSTRACT

Brick kiln sector has been rapidly growing sector worldwide. It not only accounted for highest migration across the nations but it also generates millions of opportunities for these migrants. The migrants find higher wages, better employment opportunities, and improved living conditions than their native places at their migratory locations. This fosters the continuous movement of migration in the country. The current study focus on the factor affecting survival of migrants at their workplace at brick kilns in Haryana. The data sample of 714 has been collected from the laborers working in the brick kilns in Haryana through convenience and snowball sampling. Factor analysis is applied to identify the factors affecting migration in the country and simple linear regression is used to analyze the most and least influential dimensions affecting survival of migrants in brick kilns in Haryana. Current study found out that migrants are being lured by higher earnings prospects and availability of better livelihood facilities whereas some parameters such as caste exploitation have negligible role in migration of labour.

1. Introduction

Labour migration in India: Migration is a universal process where individuals are continuously moving from one place to another in search of work. According to the nature of work sometimes they move alone or sometime with their families. Literature elaborates the fact that migration is growing as one of the most widely adopted survival strategy for unemployed labour throughout India (PRAXIS, 2002, Rogerly et al., 2001). In India there are different phases of migration and in initial phase rural people generally migrate with-in-state to their neighborhood areas and become accustomed, then they start moving inter-state to big cities (Greenwood, 1971). Seasonal migration is becoming a continuous trend in underprivileged areas due to low skill set of people and less job opportunities at native place. There are more than 300 million migrants in India and from them above 13 million migrates to other places for season only (Smita, 2008).

Migrant labour perceives that for their survival and better future prospects they need to relocate to another areas permanently or temporarily so that their living conditions could be improved (Nair, 1985, Singh, 1986, Biswas et al, 2001). Migration helps in providing accommodation facilities during the process of seasonal agricultural activities and also to gain more and lure employment opportunities (Ellis and Freeman 2005). Seasonal migration helps in overall poverty reduction and improves their living conditions and stabilizes their households although it involved, underdeveloped and underprivileged and less educated people in India (Deshingkar, 2005). Adivasi labour migrates every year from one state to another state of western India in search of work and these workers live a very tough life (Mosse et al, 2005).

Labour migration at brick kilns: Many people remain unemployed after the agriculture season so to meet their daily needs and expenses they shift to another segments like brick kilns firms for the off-season and finally meet their consumption and productive needs (Rafique and Rogaly, 2003). Brick production in Haryana almost entirely depended on migrant

workers and in the absence of migratory labour the brick industry may collapse. Though migration has improved their working conditions and uplifted socio-economic level but the condition of female workers working at brick kilns is worse than male workers because they need to play dual role as a mother and as a worker (Singh, 2005). The economic condition of the workers working at brick kilns is very poor as they get work according to their skills but the wages is not sufficient for their survival (Das, 2014). Labour working at brick kilns takes advances to earn their living and they got trapped under the debt. They have to work till they pay the advance and they can't quit before it (Chopra, 1982). Labour prefer to migrate to those states which are near to their native place as they get more respect over there. They feel a sense of security as they are close to their place of origin (Sinha and Mishra, 2012)

Factors responsible for labour migration: Various researchers have studied various issues and factors related to migration in India and it is concluded that one of the major factors that is child's education is more or less found missing (Zachariah, 1964 Bose, 1967 and Rele, 1969). Economic factors, high wages, better living conditions encourages the individuals to migrate to other areas (Divakara Rao, 1973, and Singh et al, 1980). There are many social and political factors, which foster the migration process, for example, currently, Latin America residents has the highest migration rate in the world to Canada and USA to get higher wages in American labour market. Thus, for the workforce better employment and finding employment in developed cities have been always the dominant ones for migration in India (Ravenstein, 1889). The most significant factors for migration are lure of high wages, good employment and improved living standards etc. in the migratory areas than their native places. Thus the worse factors at native place have been overcome by the movements to another flourished destination known as migration to other areas in lure of better opportunities and higher wages. Thus labour migration helps in improving socio-economic equality across the globe (Bhagat, 2005).

Push and pull factors of migration: There are various factors if these factors are worse at native place then it pushes the people to migrate and better employment, high standard of living, better environment, socio-cultural stability, education facilities for their children etc. at destination place attracts people to migrate (Kainth, 2009). Better employment opportunities, industrialized development and moderately privileged wages in Punjab fascinating the brick kiln workers (Srivastava and Sasikumar, 2003). Low rural earnings and the expectations of handsome wages in urban areas are considered as significant factors for migration. Thus, people having poor housing facilities at the place of origin migrate with their families (Connell et al., 1976). Dandekar and Rath (1971) have considered low wages and poverty at origin place as major factors responsible for migration whereas Banerjee and Kanbur (1981) criticized the notion. The importance of employment opportunities and better living conditions fosters rural natives to migrate towards better places (Chkrapani and Mitra, 1995).

2. Objective of the study

Current study has two objectives, which are as following:

- i. To identify the various factors responsible for labour migration at brick kilns in Haryana.
- ii. To analyze the factors affecting survival of migratory labour at brick kilns in Haryana.

3. Research Methodology

The current study deals with migration and factor affecting migration of labour in Brick Kiln firms in Haryana. The data is collected from labour working in brick kilns firms operating in Haryana. Simple random and convenience sampling is used to collect the responses from the respondents. Factor analysis is used to extract the factors. Descriptive and frequency statistics is used to interpret the demographics of the study. Simple linear regression is applied to the extracted factors affecting survival of labour in brick kiln firms in Haryana.

Table 1 Demographics of respondents

Gender of respondents	Frequency	Percent	Cumulative Percent
Male	533	74.6	74.6
Female	181	25.4	100.0
Age in (years):			
less than 20 years	208	29.1	29.1
20-40 years	391	54.8	83.9
40-60 years	76	10.6	94.5
more than 60 years	39	5.5	100.0
Marital status:			
Married	414	58.0	58.0
Unmarried	212	29.7	87.7
Widow	88	12.3	100.0
Type of family:			
Joint	584	81.8	81.8
Nuclear	130	18.2	100.0
Educational status:			
Illiterate	147	20.6	20.6
primary	418	58.5	79.1
middle	108	15.1	94.3
Matric	41	5.7	100.0
Place of origin			
Rural	662	92.7	92.7
Urban	52	7.3	100.0
Total	714	100.0	

Source: Primary Data

Table 1 represents that majority of the majority of the migration labour are males and are less than 40 years. The migratory labour which is more than 60 years of age consist few numbers i.e. they don't like to relocate or migrate to other places. Majority of the labour is married and they somehow migrate with their families. Women and children are always accommodated along in migration process in case of family. It is further revealed from the table that maximum people know how to write their names and to do the simple calculations

whereas 20 percent of the labour is illiterate. More than 90 percent of the labour is born and brought up in rural areas and due to low income generation opportunities and bad living conditions they tend to migrate along with other members of same village.

The final data from 714 labourers is found suitable for final analysis of the sample. With the help of exploratory factor analysis, six factors have been extracted which are found responsible for migration of labour to brick kilns firms in

Haryana. The cronbach alpha value for all the factors is found greater than 0.7, which is considered as satisfactory and signifies good reliability of data and there is sound internal consistency among items of every factor. The six factors, which have been extracted, are named as Development Factor, Survival Factor, Self Aspiration Factor, Employment Opportunities Factor, Earnings Factor, Other Factor. These

factors focus on different parameters which are accountable for migration of labour to brick kilns in Haryana. The factor loading of every item for all the factors is found significant and more than 0.6, which clearly indicate that all the items are significantly loaded on their respective factors. The overall factors are having sound reliability and internal consistency among them.

4. Analysis and Interpretation

Table 2 Mean score of age of labourers for the factors affecting migration of the laborers

	less than 20 years	21-40 years	41-60 years	more than 60 years	Total
Development Factor	27.0192	27.2583	22.6184	17.6410	26.1695
Survival Factor	26.8942	27.0691	26.1053	25.2051	26.8137
Self Aspiration Factor	19.2740	19.3657	17.8026	19.6154	19.1863
Employment Opportunities Factor	24.1683	23.2148	22.8158	21.6667	23.3655
Earnings Factor	19.0481	19.1100	18.3421	17.6154	18.9286
Other Factor	18.6490	18.3836	17.8158	17.7436	18.3655

Source: Primary Data

Table 2 represents that respondents who are less than 20 years mainly focus on development, survival and employment opportunities factors than other factors whereas older people mainly migrate for survival and employment opportunities. The matured migrants aged between 20 to 40 years prefer to migrate for survival and employment opportunities. The table further emphasis on the fact that self aspiration, earnings and other factors are least accounted for migration purpose. The main objective is to find good job prospects and meanwhile the laborers compromise with their wages and other economic

aspects. This could be illustrated with a facts observed during the data collection that some of employers were providing shelter and giving three times a meal to laborers working at their brick kiln firm so the labourers were ready to work at low wages as compared to other brick kiln firm in the same area. This is how the migrants used to migrate for survival and employment opportunities. Das (2014) has supported the facts that survival and employment opportunities which could be permanent or for maximum time are more preferred by the migrant labour than other factors (Das, 1993).

Table 2.1 ANOVA test statistics with respect to age of labourers for the factors affecting migration of the labourers

	Levene Statistic	Sig.	Welch	Sig.	F	Sig.
Development Factor	31.119	.000			119.304	.000
Survival Factor	1.162	.323	3.306	.022		
Self Aspiration Factor	4.104	.007			7.366	.000
Employment Opportunities Factor	2.946	.032			6.304	.000
Earnings Factor	.508	.677	3.586	.015		
Other Factor	2.943	.032			1.579	.193

Source: Primary Data

Table 2.1 represents the ANOVA test statistics applied to the factors accountable for migration based on age of the respondents. It is found that the table assesses the difference in opinions of various age groups for the factors affecting migration. Levene test has provided insignificant result for the dimensions Development Factor, Self Aspiration Factor, Employment Opportunities Factor, and Other Factors. It represents that the variance in opinion of labourers having different age groups for the above dimensions is homogeneous. F test analysed significant results for dimensions Survival Factor and Earnings Factor. It exhibits that

all the labourers irrespective of their ages, have significantly diverse views for the two dimensions of migration. It can also be said that variation in age of laborers produces significant variation in their opinion for dimensions Survival Factor and Earnings Factor. The above findings can be seen in the work carried by Bhagat (2005), where the author has mentioned that majority of the migrant labour prefer to migrate due to in lure of survival and high wages than their native places than other factors. Chnkrapani (1995) has also produced the similar findings for the same.

Table 3 Model summary of regression model of Survival factor

Model Summary				
R	R Square	Adjusted R Square	R Square Change	Durbin-Watson
.468 ^a	.219	.213	.219	1.845

a. Predictors: (Constant), Other Factor, Employment Opportunities Factor, Self Aspiration Factor, Earnings Factor, Development Factor
b. Dependent Variable: Survival Factor

Source: Primary Data

Table 3 shows that regression have been applied to the all the factors extracted by applying EFA. Survival factor is considered as dependent factor whereas other factors as independent factors and simple linear regression is applied thereof. The result indicates that the value of R is 0.468, which signifies that the model explains the 46.8 percent of the variance and found significant for the model. This further

achieves the standardized benchmarks for Durbin-Watson value, which is less than 3 and highlights the fact the Values from 0 to less than 2 indicate positive autocorrelation. This further explains that model is found to be good model fit for the survival factor. This concludes that all the independent factors have significantly positive impact on the dependent factor.

Table 3.1 Beta coefficients and VIF value for all the factors

Terms	β Coefficient	Standard Coefficient	Error	T- Stat.	Sig.	Tolerance	Variance Inflation Factor
Constant	9.788	1.474		6.638	.000		
Development Factor	.065	.033		1.979	.048	.879	1.138
Self Aspiration Factor	.308	.048		6.359	.000	.952	1.050
Employment Opportunities Factor	.154	.035		4.340	.000	.921	1.086
Earnings Factor	.336	.041		8.115	.000	.896	1.116
Other Factor	.029	.039		.752	.452	.995	1.005
a. Predictors: (Constant), Other Factor, Employment Opportunities Factor, Self Aspiration Factor, Earnings Factor, Development Factor							
b. Dependent Variable: Survival Factor							

Source Primary Data

Linear Regression Equation for the impact of independent factors for the survival factor for migrated labor in brick kiln industry will be as based on the regression equation $Y = a + bX + e$. In the current study, survival (Y) is taken as dependent factors whereas other factors such as development (X₁), self-

aspirations (X₂) employment opportunities factors (X₃), earning factor (X₄) and other factors (X₅) are independent factors. The value of beta coefficient for respective factors is represented in table 3.1. Based on the information obtained in the table 3.1, the regression equation can be derived as:

$$\text{Survival Factor} = 9.788 + .065 (\text{development factor}) + .308 (\text{self aspiration factor}) + .154 (\text{employment opportunities Factor}) + .336 (\text{earning factor}) + .029 (\text{other factors}) + e$$

Table 3.1 reveals that VIF value for all the factors is under control and less than the threshold limit which signifies that data is free from multicollinearity issues. This also explains that there is low correlation among the factors. Table further indicates that earning factor plays significant role in migration, luring of high wages motivates the labour to leave their native place and move to other flourishing area prevailing handsome wages. Availability of better employment opportunities and better working conditions and modernization of brick kilns industry in Haryana has become another reason for migration. Changing mindsets of labour towards brick kilns industry that they can get work at any time in brick kiln industry despite of seasonal break and moreover numerous employment opportunities at Haryana has also convinced the migrants to relocate from native place to Haryana. It is examined that earning factor has been accountable the highest influencing factor for survival followed by self aspiration factor, employment opportunities, development factor and other factors. Kaint (2009) has investigated in his study that higher wages and survival factors are considered as the most motivated factors for migration whereas Mose et.al. (2005) argued that better job prospects and high wages are the driving forces behind migration. It has been analyzed that

development and other factor has least contribution for migration such as freedom from slavery or castes exploitation, freedom from nuclear family and to start own business are not found satisfactory responsible reasons for migrations but it can't be ignored. In nutshell, availability of higher wages and better living conditions fascinates the migrants to Haryana especially to Brick Kiln industry. Mose et. Al. (2002) has conducted a study in tribal area and found that financial and economic factors are responsible for migration to cities from their native places.

5. Conclusion

The study highlights that migratory labour belongs to different parts of country have migrated to many brick kilns in Haryana because of poor housing facilities, lack of permanent job opportunities at native place. Higher wage rate, continuous employment and improved standard of living etc. at destination place are the factors attracting migrants. Majority of migratory labourers are below 40 years, illiterate, migrated with their families and belongs to rural areas. These workers are found to be engaged in continuous migration seasonally in agricultural cultivation and rest of the time in brick kiln firms to maximize the income of their families. Workers are ready to compromise

with wages if the employer is providing basic amenities to them. The study reveals that survival aspects and better economic opportunities encourage the workers to migrate to brick kiln sector (Nair, 1995). In addition to this, earning parameters and incentives or facilities assured to them along with income plays vital role and most significant factor for their survival at migrated place whereas lack of adequate requisites for survival at native place are found as the second most influential factor responsible for migration of workers from their origin place. The peer group influence or ancestral trend has

also significant impact in the movement of people from their residential place to brick kiln firms in Haryana (Kundu, 1986). In conclusion, it can be said that high wages, better living conditions, stability of job, and various job prospects are some of the factors, which encourage migration among labourers. Employers and government should reach to a collective decision which should focus on taking each and every possible step for the well-being of the migratory labour. This will help the labour to have permanent households rather than involved in migration after few months or days.

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