



**RELATIONSHIP BETWEEN FACTORS OF MIGRATION AND WORKLIFE QUALITY OF
MIGRANT LABOUR IN PLYWOOD INDUSTRY.**

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ABSTRACT

Migration had become a worldwide phenomenon in recent years. Millions of people all over the world had been moving out of their normal places of residence to seek their future elsewhere. The present research work on the relationship between factors of migration and worklife quality of migrant labour in plywood industry had focused its attention on the correlation between push factors and pull factors of migration and quality of their work life in plywood industry. The study reveals the fact that both the push and pull factors had significant relation to the quality of their work life.

Keywords: Migrant labour, pull factor, push factor, plywood industry, quality of worklife.

INTRODUCTION

Migration had become a worldwide phenomenon in recent years. Millions of people all over the world had been moving out of their normal places of residence to seek their future elsewhere. The major causes of the exodus of the people on various occasions in the past had been many and varied, but by and large economic factors had induced the people to migrate to a very great extent in the modern period. However, the exact circumstances under which people migrate from time to time and from place to place might vary considerably. Migration might have a far reaching impact not only in the society, but also in both the places of the origin and the destination of the workers.

The present research work on the relationship between factors of migration and worklife quality of migrant labour in plywood industry. The paper had focused its attention on the

correlation between push factors and pull factors of migration and quality of their work life in plywood industry.

REVIEW OF LIERATURE

JieShen (2017)¹ made a study and found that migrant people living space plays a crucial role in their social inclusion process. In China migrants are coming to the major cities due to the opportunities offered. They are settled in the urban peripheral area. Migrant people have little chance of moving to the central locations and they are trapped in the suburbs. This study contributes to the literature on understanding the social- spatial exclusion of migrants.

Economic Survey (2017)² reported that interstate labour mobility is higher than previous survey reports. Female migration tremendously accelerating. Interstate migration is about 60 million and an inter district migration as high as 80 million. Another finding is that migration for work and education is at an increasing rate. High growth and multiplication of economic opportunities are the main reason for the acceleration to migrate. The report also highlights another point is that language is not a constraint for the flow of people from one point to another. Less per capita income states have high out migration and high per capita income states are the largest recipient of migrants.

Mythri Prasad Alyemma (2017)³ examining the wages of migrant workers and local unionized labour in Ernakulam in Kerala. She details the practices in port building site and spot labour markets for construction sites. Wages of local workers and migrant workers are different in terms of quantity, processes and practices surround them.

STATEMENT OF THE PROBLEM.

Plywood industry is one of the ancient industrial sector in kerala. Almost all the work in plywood industry carried out by the migrant labour especially from north eastern part of India. So the rsearchr enthusiasm is that how factors of migration affect the worklife quality of migrant labour in plywood industry in kerala.

OBJECTIVES

1. To study the relationship between the push factors of migration to the migrant labour and quality of their worklife in plywood industry.
2. To study the relationship between the pull factors of migration to the migrant labour and quality of their worklife in plywood industry.

HYPOTHESIS OF THE STUDY

1. Push factors of migrant labourers have no relationship with the quality of their work life
2. Pull factors of migrant labourers have no relationship with the quality of their work life.

METHODOLOGY

For the purpose of the study, researcher considered Perumbavoor which is the biggest cluster of plywood industry in Kerala as the area of the study. This study area consist of total of 335 plywood units. Among the 335 units, researcher selected the plywood units which is having more than 60 migrant labour. Thus the selected sample plywood units comes around 71. The total population of the migrant labour in the selected plywood units are 4814.

For the purpose of selecting the samples from the population, the researcher adopted the Krejcie and Morgan (1970) table at a confidence level of 95 % and 5% margin of standard error. According to this table, the adequate sample size from a population of up to 5000 is 355. Then the researcher equally selected 5 migrant labour from 71 units and the total sample size of the study comes around 355. The researcher approached 355 migrant labour with the structured interview schedule for the purpose of data collection. Out of 355 responses, 342 responses were complete and the same was considered for the analysis of data. Hence the response rate of the survey was about 96.33 percent by eliminating the 13 incomplete responses. Hence the sampling technique adopted for the study is proportionate random sampling method.

DATA ANALYSIS

Relationship between the push and pull factors of migrant labourers to their quality of work life – Multiple Correlation analysis

Multiple Correlations is used to measure the relationship between two or more independent variables and the dependent variables. A higher coefficient value of multiple correlations indicates a better predictability of the dependent variable from the predictor variables.

Table: 1 Correlation between the push factors of migrant labourers and quality of their work life

H₀₁: Push factors of migrant labourers have no relationship with the quality of their work life

Push Factors	PC	Sig.	N
Lack of employment	-.823**	.000	324
Unviable land holding	-.513**	.000	324
Low income	-.788**	.000	324
Indebtness	-.726**	.000	324
Social Conflicts	-.521**	.000	324
Family Conflicts	-.603**	.000	324
** Correlation is significant at the 0.01 level (2-tailed)			

Source: Computed from Primary Data

Table 1 deals with the correlation between the push factors of migrant labourers and quality of their work life. It indicates that all the independent variables of push factors such as lack of employment, unviable land holding, low income, indebtedness, social conflicts and family conflicts have significant relationship with the dependent variable quality of work life at 1 percent level of significance (P value .000 < 0.01). Hence the hypothesis is rejected. The result also reveals that among the migrant labourers, push factors such as lack of employment (82.3 percent), unviable land holding (51.3 percent), low income (78.8 percent), indebtedness (72.6 percent), social conflicts (52.1 percent) and family conflicts (60.3 percent) have significant

negative relationship with quality of their work life. It is concluded that the lack of employment has the highest significant relationship with the quality of work life of migrant labourers. Hence, the push factors such as lack of employment, low income, indebtedness and family conflict will reduce the quality of work life of migrant labourers.

Table: 2 Correlation between the pull factors of migrant labourers and quality of their work life

H₀₁: Pull factors of migrant labourers have no relationship with the quality of their work life

Push Factors	PC	Sig.	N
Better employment opportunity	.682**	.000	324
Higher wages	.726**	.000	324
Skill of Work	.421**	.000	324
Nature of job	.623**	.000	324
Security of job	.574**	.000	324
** Correlation is significant at the 0.01 level (2-tailed)			

Source: Computed from Primary Data

Table 2 deals with the correlation between the pull factors of migrant labourers and quality of their work life. It indicates that all the independent variables of pull factors such as better employment opportunity, higher wages, skill of work, nature of job and security of job have significant relationship with the dependent variable quality of work life at 1 percent level of significance (P value .000 < 0.01). Hence the hypothesis is rejected. The result also reveals that among the migrant labourers, pull factors such as better employment opportunity (68.2 percent), higher wages (72.6 percent), skill of work (42.1 percent), nature of job (62.3 percent) and security of job (57.4 percent) have significant positive relationship with quality of their work life. It is concluded that the higher wages has the highest significant relationship with the

quality of work life of migrant labourers. Hence, the pull factors such as higher wages, better employment opportunity and nature of the job will improve the quality of work life of migrant labourers.

CONCLUSION

Factors of migration plays a vital role in the work life quality of migrant labor in plywood industry. The correlation analysis shows that the push factors such as lack of employment, low income, indebtedness and family conflict will reduce the quality of work life of migrant labourers. It is concluded that the pull factors such as higher wages, better employment opportunity and nature of the job will improve the quality of work life of migrant labourers.

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