

CIRCULAR MIGRATION: A SOCIOLOGICAL STUDY AMONG IT PROFESSIONALS IN KOCHI CITY



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**CICULAR MIGRATION: A SOCIOLOGICAL STUDY AMONG IT PROFESSIONALS IN
KOCHI CITY**

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requirements for the award of the degree of **Master of Arts in Sociology***

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CERTIFICATE

I certify that the thesis entitled “**Circular Migration: A Sociological Study among IT Professionals in Kochi City**” is a record of bonafide research work carried out by Alisha Mendez, under my guidance and supervision. The thesis is worth submitting in fulfillment of the requirements for the award of the degree of Master of Arts in Sociology.

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DECLARATION

I, Alisha Mendez, hereby declare that the thesis entitled “A Sociological Study on Circular Migration Among IT Professionals in Kochi City” is a bonafide record of independent research work carried out by me under the supervision and guidance of Sajitha Kurup. I further declare that this thesis has not been previously submitted for the award of any degree, diploma, associateship or other similar title.

Ernakulam

27 February, 2023

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CONTENT

SL.NO.	TITLE	PAGE NO.
1	INTRODUCTION	
2	REVIEW OF LITERATURE	
3	METHODOLOGY	
4	ANALYSIS AND INTERPRETATION	
5	FINDING AND CONCLUSION	
6	BIBLIOGRAPHY	
7	APPENDIX	

CHAPTER – 1

INTRODUCTION

Over the past few decades, migration has undergone a tremendous shift, one of which is the huge increase in “Circular Migration”. Although this type of mobility have long history, circular migration is still prevalent today. Distance between the place of origin and destination where migrant workers have those options by which they can gain the best employment or business has been reduced, thanks to modern modes of transportation and communication. According to the most recent economic study, about nine million people moved between states in the past five years. The current research structure and design was built on the group grade of male and female IT professional migrants in Kochi city. The current study examines numerous issues which arise with circular migration and offers a clearer understanding of the potential future of circular migration.

The study first looks at the socio-economic aspects that contribute to circular migration and then looks at reasons why migrants still keep strong ties to their home towns. It also sheds light on how circular migration affects migrants as well as their families. Additionally, the study establishes pattern and connections for this phenomena by arguing the strength of several factors impacting circular migration dynamics. To determine the migrant’s standard of living, circular migration population’s occupational pattern has also been examined in the later parts. Such a study will yield priceless information suited for planning and administration by government associations. The current study structure and design will help to strengthen the foundational system for current IT professionals and aid in the creation of a skilled workers in IT profession. The study is conducted in a manner that it appropriates for all potential circular migration structures and paves the way for both urban and rural development. The IT working population, which includes people of all ages, benefits from the examination of circular migration because it is useful for discovering employment prospects in the IT field.

Circular migration is a phenomenon that refers to the movement of people, particularly professionals, between their home country and a foreign country for work purposes. Circular migration among IT professionals has become increasingly common in recent years, as the demand for skilled IT workers continues to rise in many countries around the world.

Circular migration among IT professionals typically involves a temporary or semi-permanent move to a foreign country to work on a specific project or for a specific period of time. IT professionals may choose to migrate circularly for a variety of reasons, including better job opportunities, higher pay, exposure to new technologies and work environments, and the opportunity to gain international experience and expand their professional network.

One of the key benefits of circular migration for IT professionals is the ability to earn higher salaries than they might in their home country. For example, a software developer in India may be able to earn significantly more money by working in the United States or Canada. Additionally, circular migration can provide IT professionals with the opportunity to work on cutting-edge projects and gain valuable experience that can help them advance their careers.

Another advantage of circular migration is the ability to expand one's professional network. By working in a foreign country, IT professionals can build relationships with colleagues and clients from around the world, which can lead to future job opportunities and collaborations. Additionally, IT professionals can gain exposure to new technologies and work environments, which can help them develop new skills and become more versatile in their careers.

However, circular migration also has its challenges. For one, IT professionals may experience culture shock when working in a foreign country, which can affect their productivity and overall job satisfaction. Additionally, circular migration can be stressful for IT professionals who are trying to balance their work and personal lives while living in a foreign country.

In summary, circular migration among IT professionals is a growing trend that offers many benefits, including higher pay, international experience, exposure to new technologies, and expanded professional networks. However, it also presents challenges, such as culture shock and work-life balance issues. As such, it is important for IT professionals to carefully consider their motivations for circular migration and to have a plan in place to address any challenges that may arise.

Certainly! Circular migration among IT professionals typically involves several stages. The first stage is the decision to migrate, which may be influenced by factors such as job opportunities, pay, and work culture. IT professionals who are interested in circular migration may research different countries and job markets to find opportunities that match their skills and interests. They may also

consult with recruitment agencies or other professionals to learn more about the migration process and what to expect.

The second stage of circular migration is the actual move to the foreign country. This can be a complex and challenging process, involving a range of legal and logistical issues such as obtaining visas, finding housing, and adjusting to a new culture. IT professionals who are migrating circularly may work with employers or immigration lawyers to ensure that they have all the necessary documentation and support for their move.

Once they arrive in the foreign country, IT professionals may face a period of adjustment as they adapt to new work environments and cultural norms. This may involve learning new software, working with colleagues who speak a different language, and adjusting to new work schedules or expectations. During this period, IT professionals may rely on support networks such as other expatriates or local colleagues to help them navigate the new environment.

Over time, IT professionals who engage in circular migration may develop a pattern of moving back and forth between their home country and the foreign country where they work. This can be beneficial for both the IT professional and their employer, as it allows them to gain new skills and experiences while also maintaining connections to their home country and culture. In some cases, circular migration may lead to permanent relocation if an IT professional decides to settle in the foreign country or if their employer offers them a permanent position.

Overall, circular migration among IT professionals is a complex and dynamic process that involves multiple stages and challenges. While it offers many benefits, such as higher pay and international experience, it also requires careful planning and preparation to ensure a successful outcome.

Circular migration among IT professionals in Kochi city can be examined from a sociological perspective, specifically through the lenses of social networks, globalization, and urbanization.

Firstly, social networks play a crucial role in facilitating circular migration among IT professionals in Kochi city. Many IT professionals who migrate to other countries or cities have family or friends who have already migrated, and they can rely on these networks for information, social support, and job opportunities. These networks are often based on shared cultural backgrounds, educational

experiences, or work connections, and they provide a sense of community and belonging that can be especially important for newcomers.

Secondly, globalization has transformed the labor market for IT professionals in Kochi city, creating both opportunities and challenges for circular migration. The growth of the IT industry and the rise of digital technologies have increased the demand for highly skilled workers, and IT professionals from Kochi city are increasingly able to work remotely for companies located in other countries or cities. However, globalization has also created a highly competitive and volatile job market, with IT professionals often facing pressure to keep up with rapidly changing technologies and to demonstrate their value in a global marketplace.

Finally, urbanization has shaped the experience of circular migration among IT professionals in Kochi city. As a rapidly growing urban center, Kochi city has attracted many IT professionals who are seeking job opportunities and a cosmopolitan lifestyle. However, urbanization has also created challenges such as high living costs, traffic congestion, and environmental pollution, which can affect the quality of life for both migrants and residents. Circular migration among IT professionals in Kochi city is a complex social phenomenon that is shaped by social networks, globalization, and urbanization. Understanding these sociological factors can help us to better understand the motivations, experiences, and challenges of IT professionals who move between different locations in pursuit of their careers.

Circular migration among IT professionals in Kochi city is a phenomenon that is rooted in social, economic, and cultural factors. The IT industry in Kochi has grown rapidly in recent years, attracting professionals from different parts of India and the world. However, IT professionals in Kochi often face a highly competitive job market, where staying up-to-date with rapidly changing technologies and demonstrating one's value in a global marketplace is crucial.

Social networks play a critical role in facilitating circular migration among IT professionals in Kochi. These networks are often formed based on shared cultural backgrounds, educational experiences, or work connections. For example, IT professionals from Kerala, who have migrated to the United States, Canada, or the Middle East, often form tight-knit communities that offer social support, information on job opportunities, and a sense of belonging. These networks also

provide newcomers with information about the local culture, housing, and other important aspects of life in the new location.

Globalization has been a driving force behind circular migration among IT professionals in Kochi. The rise of digital technologies and the growth of the IT industry have created a demand for highly skilled workers, and IT professionals from Kochi are increasingly able to work remotely for companies located in other countries or cities. This has enabled many professionals to pursue their careers while remaining connected to their families and communities in Kochi. However, globalization has also created a highly competitive and volatile job market, where IT professionals must constantly upgrade their skills to remain competitive. This can be a significant challenge for those who wish to return to Kochi after working abroad or in another Indian city.

Urbanization has also played a significant role in shaping the experience of circular migration among IT professionals in Kochi. As a rapidly growing urban center, Kochi offers a cosmopolitan lifestyle, excellent educational institutions, and diverse job opportunities. However, the cost of living in the city has increased significantly, and traffic congestion and environmental pollution are significant challenges that can affect the quality of life for both migrants and residents.

The experience of IT professionals who move between different locations in pursuit of their careers is influenced by a variety of factors, including access to information, social support, job opportunities, and quality of life. Understanding these sociological factors is crucial for policymakers, researchers, and other stakeholders who seek to promote sustainable and inclusive development in Kochi and other cities in India.

To further elaborate on the sociological view of circular migration among IT professionals in Kochi, it is useful to draw on some key sociological concepts and theories. One such concept is social capital, which refers to the resources that individuals can access through their social networks. In the context of circular migration among IT professionals in Kochi, social capital can include information about job opportunities, access to influential people in the industry, and emotional support from family and friends. Social networks are critical in facilitating the movement of IT professionals between different locations, as they provide the necessary resources for a successful migration.

Another important concept is the idea of transnationalism, which refers to the maintenance of social, cultural, economic, and political connections across national borders. Transnationalism is a significant factor in the experience of circular migration among IT professionals in Kochi, who often maintain close ties with their home community while also forging new connections in the destination location. This can lead to the development of a transnational identity, where individuals feel a sense of belonging to both their home community and the new location.

Globalization is a key driver of circular migration among IT professionals in Kochi, and this can be understood through the lens of global labor markets. In the globalized economy, highly skilled professionals are in demand, and companies often seek out talent from around the world. This has led to the creation of a global labor market, where individuals can work remotely for companies located in different countries. IT professionals in Kochi are well-positioned to take advantage of this trend, as they are highly skilled and well-educated, with a strong knowledge of English.

Finally, the experience of circular migration among IT professionals in Kochi can be understood in terms of the urban-rural divide. As a rapidly growing urban center, Kochi offers many opportunities for IT professionals, including high-paying jobs, world-class educational institutions, and a cosmopolitan lifestyle. However, many migrants also face significant challenges, such as high living costs, traffic congestion, and environmental pollution. These challenges can be particularly acute for migrants who come from rural areas, and who may have a difficult time adjusting to life in a large city.

circular migration among IT professionals in Kochi is a complex phenomenon that is influenced by a range of sociological factors. Social capital, transnationalism, global labor markets, and the urban-rural divide all play a significant role in shaping the experience of migration for IT professionals in Kochi. Understanding these factors is important for policymakers, researchers, and other stakeholders who seek to promote sustainable and inclusive development in the city.

we can examine the factors that influence the decision-making process of IT professionals to migrate between locations. These factors can include individual, social, and structural factors. Individual factors refer to the personal characteristics of the IT professional, such as their skills, qualifications, and motivations. Many IT professionals in Kochi migrate in search of better job opportunities, higher salaries, or the chance to work on cutting-edge technologies. Others may be

motivated by personal or family reasons, such as the desire to be closer to loved ones or to experience life in a new location.

Social factors refer to the influence of social networks and cultural factors on the decision to migrate. Social networks can provide critical information about job opportunities, housing, and other aspects of life in the destination location, and can also offer emotional support to migrants. Cultural factors, such as language and religion, can also play a role in the decision to migrate, as migrants may feel more comfortable living in a location where they share common cultural traits.

Structural factors refer to the broader economic, political, and social forces that shape the experience of circular migration among IT professionals in Kochi. These factors can include the global labor market, urbanization, and government policies on migration. For example, the growth of the IT industry in Kochi can be seen as a structural factor that has attracted IT professionals from around the world, while the high cost of living in the city can be seen as a structural barrier that may prevent some migrants from staying long-term.

Another important sociological perspective on circular migration among IT professionals in Kochi is the idea of social integration. Social integration refers to the process by which migrants are incorporated into the social and cultural fabric of the destination location. IT professionals in Kochi may face significant challenges in terms of social integration, as they may be part of a highly skilled, highly mobile workforce that is disconnected from the broader community. Additionally, language and cultural barriers can make it difficult for migrants to feel fully integrated into the local community.

Understanding these factors is important for policymakers, researchers, and other stakeholders who seek to promote sustainable and inclusive development in the city. By recognizing the challenges and opportunities of circular migration, it may be possible to develop policies and programs that support the social and economic integration of IT professionals in Kochi and other cities around the world.

Concept of Migration

Migration is a strategy for moving from one location to another for both survival and employment purposes. To put it another way, migration is the phrase for when people move permanently or temporarily to a particular place for a job, safety or any other suitable purpose. Many people choose to relocate in order to live more widely. The main factor influencing people to move is job opportunities. In addition to that, insufficient employment possibilities, improved education, infrastructural development, globalization and natural disasters like floods, famines and crop failures led peasants to relocate to cities.

Defining Circular Migration

Circular migration is the temporary and usually repetitive movement of a migrant worker between home and host areas, typically for the purpose of employment. The transformation of diverse economic activities helps Kochi city as a whole prioritise various necessities related to technical advancement and also supports the circular migration. Rapid urbanisation with marital status, however, calls for dedication to set up and strike a balance in managing regional growth with those involved in circular migration.

IT Professionals

The fastest-growing and most dynamic industry in the world is reportedly the IT sector. Every aspect of life now depends on computers, which are utilised in fields including education, communication, business, entertainment, construction, medicine, military, etc. Information technology is used to create marketing plans for business owners and entrepreneurs, accounting software for financial institutions, databases for effective customer, resource, and communication management, and tools and equipment for engineering, agriculture, and other fields. Any person connected in any way to the computer world might be referred to as an IT professional because the word "IT professional" refers to Information Technology.

In order to comprehend the "cyclical movement" in Kochi city, a framework has been established by the recent research. The theoretical framework suggests a prerequisite for determining the idea of "circular migration" in terms of its impact on the Kochi city as well as on the lives of those outside of this region. The researcher looked over existing literary works of a similar sort to lay

the groundwork for future research and establish the likelihood and practicable linkages with an urban and regional perspective. The study has made an effort to identify the study's target group and operationally classify circular migrants in demographic analysis. A primary survey questionnaire has been designed to record the opinions of chosen respondents. The information received from the primary survey was then organised in tabular form, with all of the questionnaire items coded, and further statistical analysis using SPSS started. Analyses at the regional level have been conducted to investigate how circular migration influences the economic importance of the Kochi city relative to other states. The degree of lingering in the target nation and the recurrence of even the smallest amount are included in the operationalization of this concept. The classification, standards, time period, orientation, and sources for its measures should be acknowledged in order to produce high-quality insights on "circular migration." As a result, there is an obvious need to establish stronger definitions and standards for "circular migration" and to place it in relation to related ideas such as ephemeral, transitory, and revisit migration.

A standard measurable definition is suggested in order to achieve the goal of factual quantifiability, which should enable the compilation of the key worldwide comparable numbers on "circular migration": A cyclical migrant is someone who has crossed the national borders of the reporting nation at least three times over a 10-year period, with each stay lasting at least one year (either abroad or within the country). A country's population fluctuates throughout time as people are born, die, leave the country, or move in. The population can also be seen as a pool of people who move in both directions in spurts. For the purpose of measures in "circular migration," the pool of inhabitants can be divided into subsets of people who are described by different criteria, such as birth nation, age, sex, residential place, previous residential nation, and other factors.

Motivations for Circular Migration: IT professionals may have different motivations for engaging in circular migration. Some may be motivated by financial considerations, such as earning higher salaries or taking advantage of exchange rate differences. Others may be driven by a desire to gain international experience, exposure to new technologies, or to build a professional network that spans different countries.

Impact on the Native Place: Circular migration among IT professionals can have both positive and negative impacts on their native. On the one hand, it can lead to a brain drain, as skilled professionals leave their home country for better opportunities abroad. On the other hand, it can

also result in the transfer of knowledge and skills back to the native, as IT professionals bring new ideas and practices learned from their work abroad.

Collaboration and Innovation: Circular migration can lead to increased collaboration and innovation, as IT professionals bring diverse perspectives and experiences to their work. This can lead to the development of new products, services, and processes, and can help to improve the competitiveness of the companies and industries in which they work.

Work-Life Balance: Living and working in a new place can be stressful for IT professionals, who may struggle to maintain a healthy work-life balance. Employers can help by providing support for relocation, such as assistance with finding housing, and by offering services such as language and cultural training.

Scope of the research

This study's investigation of alternative application models and frameworks appropriate for the circular migration will help Kochi city create more employment prospects. All state-level policies³ for "circular migration" require the most basic employment estimates as well as a detailed commitment to circular migration. Here, the transformation of various economic activities aids Kochi city as a whole in prioritising various requirements related to technological advancement and aids in the analysis of the cyclical migration issue. This aims to support knowledge and a setting favourable for the growth of small-scale companies in the area. Rapid urbanisation coupled with marital status, however, also calls for a commitment to set up and strike a balance in managing regional development with those involved in circular movement. In addition to providing a Demographic Study with multiple application models and frameworks for "Hi-tech cities," "special economic zones," and industrial sites throughout the entire Kochi city, this research will be useful for career chances in the IT profession. All age groups can benefit from a variety of financial and other rewards, which measure circular migration. A measurement of "circular migration" appropriate for the production of region-wise conclusions is also provided by family-related factors. The "circular migration" concept has a number of implications for data analysis planning that are appropriate for it in Kochi city.

The scope of research on circular migration among IT professionals in Kochi city refers to the range of topics, questions, and approaches that could be explored in such a study. The scope can be quite broad and could involve multiple aspects of the migration phenomenon.

Motivations and decision-making processes: Understanding the factors that influence IT professionals' decision to migrate and return could provide insights into the push and pull factors that influence the decision to migrate. This could be accomplished through interviews, surveys, and focus groups with IT professionals.

Social and economic impacts: Investigating the social and economic impacts of circular migration among IT professionals in Kochi city could provide insights into how migration affects the labor market, housing, and other aspects of the local economy. This could be accomplished through analyzing data from various sources, such as the government's employment statistics, housing market data, and wage data.

Social integration: Understanding the social and cultural factors that influence IT professionals' integration into the destination location and how they establish social networks in their new location could provide insights into the social integration of IT professionals. This could be accomplished through interviews, surveys, and focus groups with both IT professionals and local residents.

Policy implications: Studying the policy implications of circular migration among IT professionals in Kochi city could provide insights into the types of policies and programs that can be used to promote sustainable and inclusive development in the city while supporting the needs of IT professionals and their families. This could involve analyzing existing policies and programs in Kochi city, reviewing policies and programs from other contexts, and conducting interviews with policymakers and stakeholders.

In general, the scope of research on circular migration among IT professionals in Kochi city will depend on the research goals, available resources, and the interests and expertise of the research team. The research could involve multiple methodologies and interdisciplinary approaches, such as sociology, economics, and policy studies.

SIGNIFICANCE OF THE RESEARCH

Circular migration among IT professionals in Kochi city can have several significant benefits, including:

- 1. Economic growth:** Circular migration can help boost the economy by providing a flexible workforce that can meet the needs of different industries. It can also increase job opportunities and contribute to the development of local businesses.
- 2. Knowledge sharing:** Circular migration can help facilitate the sharing of knowledge and expertise between different regions. This can lead to the development of new ideas and innovations that can benefit the IT industry as a whole.
- 3. Cultural exchange:** Circular migration can also facilitate cultural exchange, allowing IT professionals to learn about different cultures and ways of working. This can help to foster greater understanding and collaboration between different regions.
- 4. Diversification of skills:** Circular migration can bring a diverse range of skills and expertise to the local IT industry. This can help to build a more resilient workforce and increase the competitiveness of the industry.
- 5. Career advancement:** Circular migration can provide IT professionals with opportunities for career advancement, as they can gain experience and skills from working in different locations.
- 6. Personal growth:** Circular migration can also contribute to personal growth, as it can provide opportunities for personal and professional development, as well as exposure to different cultures and ways of life.

CHAPTER – 2

LITERATURE REVIEW

A literature review examines similar books, informative articles, and a few other sources relevant to a certain issue, area of research, or conjecture to provide an overall appraisal of these works in respect to the examination subject being reviewed. The goal of literature reviews is to highlight the relevance and scope of the current research in a broad area while also outlining the sources that have been examined to support a particular claim.

To increase awareness of the obvious reality of migration, many political figures, community scientists, journalists, and other academics have joined forces. It is now difficult to analyse all of the material that is available because there is such a large body of research on population movement. The section that follows gives an epigrammatic review of some of the current migration literature. It is advantageous to comprehend the importance and objectives of modern study.

Review of Literature on Circular Migration

Circular migration is a significant component of the sources of income for many oppressed people who live in horticulturally marginal zones, according to Deshingkar, Priya, and Farrington, John (2009)¹, who wrote the edited book "circular migration and multi-locational livelihoods strategies in rural India" published by Oxford University Press, New Delhi. Also, this study examines mutually unmarked field material that shows how moving and relocating are currently illuminating many people's lives in rural India, a fact that has been taken into consideration by bureaucrat insights.

Gidwani, V. and Sivaramakrishnan, K. (2003)² presented a short-term theory of rural cosmopolitanism as a counterpoint to traditional discussions of cosmopolitanism and demonstrated its importance for researching South Asian modernity in their article "circular migration and rural cosmopolitanism in India," which was first published in the SAGE journal in February 2003. They define circular migration as a person who relocates as a result of development and expansion in any place of origin, a change in their perceptions and beliefs, as well as the strategies and resources that enable the transformation of public spaces in different parts of the world. Additionally, they pointed out that the regionalization of job postings in India and the consequent tendency of labour

dispersing across the regions also serve to specifically draw our attention to the nomadic population.

Internationally, circular migration has drawn a lot of attention as a triple-win approach that benefits the migrant workers themselves, the destination countries, and the countries of origin. It is also seen as a crucial method for maximising the benefits of labour mobility for growth. The theoretical foundations of circular migration, its purported benefits, and its broader implications for immigrant rights and protection, particularly those pertaining to low skilled workers, are all examined in this essay. The paper distinguishes between "Spontaneous circular migration" and "Controlled" or "Regulated" circular migration programmes. In recent years, these restricted programmes have attracted increased attention as a method for migration policy to address a number of difficult and contentious issues relating to contemporary international migration.

REVIEW OF LITERATURE ON RAPID TRANSFORMATION OF CIRCULAR MIGRATION

In their book "The age of migration: International population movements in the modern world," fifth edition published by "Palgrave Macmillan International Higher Education, Castles, S., De Haas, & Miller, M. J. (2013)³ explained many challenges available for global migration, general trends in contemporary migrations, global governance in migration, and ethnic diversity. Additionally, it covers functionalist theories, historical structural theories of migration, and the migration paradox.

In their work titled "The Internal Dynamics of Migration Processes: A Theoretical Inquiry" published in "Journal of Ethnic and Migration Studies," De Haas, H. (2010) provides a hypothetical system on the internal dynamics of migration processes. In order to accomplish this, they present a wide range of possible consequences on the vivid migration-facilitating and migration-undermining reaction tactics in the many phases and courses of relocation organisation structure and rejection.

Dustmann, C., and Görlach, J. S. (2016)⁴ had explained a concept of circular migration while explaining all the issues crucial to creating balanced employment opportunities in micro, small, and medium enterprises in their research paper titled "The economics of temporary migrations" that was published in the journal "Journal of Economic Literature"⁵ They developed a circular migratory model for their research paper that considered factors like birth, fertility, and mortality

rates. They created a conceptual model in response to several study subjects in order to build and quantify various estimations of circular migration related to education and vocation.

After conducting this review, the researcher concluded that the aforementioned variables—income level, educational attainment, occupation, and transformational activities during the early stages of population development—are the best indicators of circular migration among IT professionals in Kochi City. It was also noted that in order to understand all the factors that both positively and negatively effect circular migration in Kochi City, a review of the functional domains of various Divisions, Districts, and Cities is crucial.

The approaches and mechanisms that Edwards and Ward G.B. (2011)⁶ have articulated lie beneath the notion of cyclical migration. Circular migration may have an effect on Kochi City's disease prevalence, income level, educational attainment, and occupation, it has been found. In order to understand the most current economic developments among IT professionals in Kochi, the researcher examined the transformative efforts made by small and medium-sized firms, which also have an impact on circular mobility.

The cyclical migration process is supported overall by management and infrastructure, according to further research of the Dalton & Dalton (2012) model. To illustrate the workings of the sources described above in the area, the researcher additionally reviewed economic trends among IT workers. This review assisted the researcher in developing the framework for the current study and will offer recommendations for strengthening the base of the circular migration system. A study design that is appropriate for the current research structure and creation of the decision-making process was chosen with the help of looking at these concepts as well.

Sang J.K. & Ratorin X.V. (2010) identified the spectrum of demographic features as major determinant factors for circular migration in addition to "gross domestic product-GDP," "per capita income," "workforce, agriculture, and industrial output." According to their claims, the presence of migrants from other states changes the employment alternatives available, and this reciprocal migration affects income levels in Kochi city regions through a range of incentives and value-added services.

Daintith W.T. and John, S.U. have released a process for assessing the effect of circular migration on the IT profession on policy (2009). In their 2010 study, Sang J.K. & Ratorin X.V. identified

and quantified several demographic traits, including those that are ultimately accountable for circular movement, such as gross domestic product, per capita income, workforce, agriculture, and industrial output. They observed how the circular movement influenced numerous industries and comprehended how it affected fiscal policy as well as other associated benefits. People discovered that employment possibilities were essential for circular mobility despite the fact that they engage in a variety of jobs, working styles, and company environments.

The research by Sang J.K. & Ratorin X.V. (2010) provided details about the family's line of work. Understanding how migration from rural to urban areas affects migrants' income levels requires study and analysis of the transmission and statistics of the value-added services in the region. Information on the family's occupation that led to the cyclical migration of IT workers in Kochi city is included in the whole database.

PATTERNS AND MECHANISM OF CIRCULAR MIGRATION

Edwards and Ward G.B. (2011) looked at change in "Union Territories of Andaman and Nicobar Islands Chandigarh Dadar and Nagar Haveli Daman and Diu Lakshadweep Pondicherry" to determine the growth factors responsible for Kochi city. The significance of the corporate environment in terms of its economic influence was stressed in their study. Also, they emphasised the significance of developing policy metrics for demographic challenges and developed hypotheses to investigate circular migration. Aside from factors that facilitate migration, their investigation also identified every factor driving rapid urbanisation, which has a wide range of characteristics.

This survey also examined the reasons for and patterns in IT professionals' migration to Kochi city. The demographic factors affecting Kochi city's economy, industrial sector, and services sector can be described using the study's classification of circular migration by region. Edwards and Ward G.B. (2011) made a connection between the corporate environment and the expansion of social demographic traits in their study, which is relevant to the current investigation.

Daintith W.T. and John, S.U. (2009), Sang J.K. & Ratorin X.V. (2010), and Sang J.K. & Ratorin X.V. (2010) all concentrated on the aspects required to evaluate the effectiveness of employment estimates in Kochi city. The service and industrial sectors in Kochi City that are linked to the execution and framework of governmental policy are the main subjects of this study. It also offers

information on how circular migration impacts these places' general social and economic environments.

Sang J.K. and Ratorin X.V. (2010) conducted a case analysis while considering demographic factors and theories. The data advantage of this study reveals the effects and economic importance of circular migration in Kochi city.

In the empirical study conducted by Sang J.K. and Ratorin X.V. (2010), which also established an economic importance of circular migration, stages of circular migration were described as a continual process to detect the gap between traditional and modern working practises. All the economic trends in the IT industry reported in various Government publications and other papers show the impact of circular migration on the activities and structure of Kochi city. Without a doubt, this data is useful for the ongoing research. The study's findings also clearly demonstrate how organised state and federal policies impact India's economic trends, and they will encourage more study. This study uses extensive data analysis to describe circular migration in Kochi city, which is important for monitoring elements of empirical research for in-depth analysis and laying the groundwork for numerous research avenues to be considered.

By offering answers to problems, this study helps to highlight the severe situation in Kochi City and facilitates decision-making in the socioeconomic context. A full understanding of these issues surrounding cyclical migration will direct alternative actions and enable scholars to do additional research.

REGION WISE CLASSIFICATION OF CIRCULAR MIGRATION IN KOCHI CITY

In their book titled "The Economics of Circular Migration," which was published in the International Handbook on the Economics of Migration, Amelie F. Constant and Klaus F. (2013)⁷ illustrated that even though circulation is incredibly common in India with millions of underprivileged migrants, migration can expose their health. When parents who have abandoned their children are the circular travellers, it is even worse. This research looks at a popular example of circular migration in order to analyse the key concepts that are helpful to create results of circular migration on birth rate, fertility rate, mortality rate, diseases, income level, education, and employment. This study identified the factors affecting the age group and provides a summary that is suitable for India's agricultural and industrial structure.

The Indian Planning Board can outline the appropriate structures and strategies for the transfer of people to Kochi city using the circular migration concepts identified in earlier research. The resilience of the migrants from Delhi, Haryana, and Uttar Pradesh is also highlighted in these earlier research on the advantages of circular migration, which also advance all statistical and graphical presentation automation.

Mc Catty (2004) focuses on the effects of rural to urban migration, especially on urbanisation in emerging nations. His research examines the Todaro model, the family/family unit relocation model, and the Lewis twofold division model as possible explanations for the process of provincial urban migration. In addition, he contends that unbalanced policies and the financial development of metropolitan areas would ultimately lead to the displacement of rural areas into cities. So, it is important to consider mobility as an adjusting reaction to economic instability. As long as there are inequalities in rural-urban business prospects brought on by urban bias, movement will continue; it is the government's duty to lessen this imbalance. This study also examines the benefits and drawbacks of provincial urban migration, and it concludes that while there may be some advantages, there is no way to avoid the disadvantages in emerging nations. Because the moderate societal costs of urbanisation greatly outweigh the insignificant private costs, urbanisation is unproductive. Urbanization occurs when insignificant private costs are balanced by insignificant private benefits.

Non-permanent migrations between residences and places of employment abroad are often made in a circle, claims Zimmermann, K.'s essay on circular migration, which was published in the IZA World of Labor journal in 2014. Employees routinely discover methods to enter the country illegally, bring their families with them, and then depart their houses, making regulations that restrict employee mobility ineffective. Hence, restricting movement may result in wellbeing deficits. Liberated labour mobility has a higher likelihood of bringing benefits to all stakeholders. Examples of accommodating policy tools include dual citizenship, limitations on permanent residency, and straightforward movement agreements between two nations.

EFFECT OF CENTRAL AND STATE GOVERNMENTS' POLICIES ON THE ECONOMIC TRENDS OF CIRCULAR MIGRATION

The current research study's objective is to examine proactive methods for formulating research questions and the suggested research design. Modifications and enhancements in this context

reconfigure the circular migration processing techniques as well as the factors of birth, fertility, and mortality rate, diseases, income level, education, and employment. Yet, this study offers ideas for building a suitable framework for state-level "circular migration" policy.

Cross-tabulation study using demographic data and the hypothesis yields both the traditional and modern aspects of the change of "circular migration." Researchers will be better able to grasp the root causes of these issues with the aid of data on how "circular migration" policy measurement impacts India's economy. In order to replicate the changes, rapid urbanisation variables must be compared to other factors, such as the city of Kochi's social, economic, political, technological, and legal settings.

In the current research, a conceptual plan is presented for the use of "circular migration" to review and develop with the gap associated. All the above described principles and features related to "circular migration" will be addressed through case analysis and a special, practical model. Finding the "circular migration"-related economic relevant components for the IT profession is made easier with the establishment of such a process. The functional domains for the current study that were taken into consideration by earlier academic researchers identified various Divisions, Districts, and Cities in order to organise the regional centres for migration activities suitable for economic relevance in Kochi City.

With this strategy, the current research assists in classifying "circular migration" by location, identifying its limitations, and identifying its organisational structure. In Kochi City, where regional expansion must be balanced with the concomitant rapid urbanisation, the current research has addressed and clearly explored the organisations of "circular migration." This study develops a helpful model that will help assess the difficulties caused by "circular migration" as well as the importance of "circular migration" in the socioeconomic development of Kochi city. All previous and current demographic factors will be developed, together with hypothesis testing, to develop values. Data manipulation for "circular migration" with the factors of birth, fertility, and death rates, diseases, income level, education, and occupation highlight various factors of difficulty that must be replaced with the processing techniques of "circular migration" used in the current research study. This is especially true when compared to the rapid urbanisation and security.

The purpose of numerous interconnections and "circular migration" mechanisms in Kochi city will be highlighted by the current research model. By considering a few demographic factors and hypotheses that prior research determined to be appropriate to the present study, this study helps to address the research issues. In order to find further patterns and mechanisms of "circular migration" in Kochi city, this study seeks for significant evidence that is reliable and validates the direction for further exploration. The examination of demographic variables within the category of frequencies distribution results in the comparison of demographic components found for the region-by-region classification of "circular migration."

It became evident from reading the literature that some things needed to be detailed in greater detail in order to provide correct data for the policy measurement of "circular migration" among IT employees in Kochi city. Furthermore recognised was the need for a framework for employment estimates and the capacity to provide information for the construction of a classification of "circular movement" by region for such factors, which have a substantial impact on the economy.

Employment growth and the economic revolution were highlighted by demographic analysis and hypothesis testing as crucial factors to take into account when formulating "circular migration" policy efforts. The "circular migration" method in Kochi will be used to explain the succession planning for the functional areas of divisions, districts, and cities in Kochi city as well as in other locations.

The current study will offer a framework for measuring the effects of "circular migration" on socioeconomic activities in order to comprehend the implications of federal and state policies enacted in response to the changing nature of the IT industry. As a result, the current research's defined structure will be useful in addressing challenges relating to diverse sectors. Aspects such as "circular migration" and balanced regional development have been considered. All processing techniques have received the appropriate consideration, including those that take into account the frequency of births, pregnancies, and deaths, diseases, income, education, and occupation.

It has also been demonstrated that "circular mobility" is classified regionally and economically by Kochi IT professionals in a fairly thorough manner. In order to advise changes to national and state governments' policies addressing the economic trends of IT experts, "circular migration" has also been classified by region. The study also demonstrates the importance and effectiveness of this

form of analysis in locating opportunities and assessing the economic impact of government policies and guidelines as well as those of other stakeholders in India. All policy measurements of "circular migration" that impact the economy require in-depth investigation, and cross-tabulation analysis has been carried out for the research variables as a result.

The literature review acknowledges how challenging it is to predict the analysis of the influencing reasons, patterns, and mechanisms of "circular migration" in Kochi city. Several studies of the same kind found that if these company worries are not flexible, they have an effect on regional growth, but these earlier studies did not demonstrate how distinct business concerns of economic relevance are related to one another.

Since then, an effort has been made to link "circular migration" to other socio-economic problems in order to demonstrate a linkage in this direction. The current study develops a cogent framework to understand the underlying causes of the worldwide "circular migration's" rapid evolution. In order to design an appropriate policy that takes into account factors like the birth, fertility, and death rates, illnesses, income level, level of education, and employment, the current study advises continued efforts to remove all barriers to "circular movement."

The stability and growth of the IT workforce in Kochi city may be affected by "circular migration," which is also covered in this study. Furthermore, it offers job projections, where region-by-region analysis helps classify "circular circulation" in terms of its economic significance. According to the existing studies, the current migration mechanism is not very effective at starting the technological growth chain or resolving commercial problems. This will improve the system's capacity to utilise internal and external data sources effectively. In particular, the factors affecting education and employment will expand to provide room for "circular mobility," as will all the factors necessary for economic relevance.

CHAPTER SUMMARY

As far as the researcher is aware, no extensive research project focusing on statistical analysis of "circular migration" has been carried out to yet. By conducting an extensive statistical analysis of the "circular mobility" of IT employees in Kochi city, the current study has made a comprehensive effort in this area. The notion of "circular migration" has been thoroughly explored in a number of study publications, theses, journals, newspapers, and internet sources in order to identify research variables and other characteristics Using a literature survey, the study's conceptual framework was

successfully defined by the research. Also, a research hole in this process was identified, and the research team conducted an extensive statistical study that is covered in more detail in later chapters. This section of the current study also evaluates the flaws in older literary creations.

CHAPTER - 3

METHODOLOGY

STATEMENT OF THE PROBLEM

Kochi city, located in the southern Indian state of Kerala, has emerged as a hub for the Information Technology (IT) industry in recent years. The growth of this industry has attracted a large number of IT professionals to the city, many of whom are migrants from other parts of India or abroad. However, the phenomenon of circular migration, where these IT professionals move back and forth between their home region and Kochi for work, is increasingly becoming common. The researcher's aim is to examine the factors associated with circular migration among IT professionals in Kochi city. The various factors examined in this study are related to the factors favoring for migration, social and economic implications for IT professionals and their families, the challenges they face and job satisfaction.

General Objective

A sociological study on circular migration among IT professional in Kochi city.

Specific Objectives

- i. To study the socio-economic profile of the IT professionals
- ii. To study the factors responsible for circular migration
- iii. To study the effects of circular migration on the individual migrant and their families
- iv. To find out the satisfaction level of the migrants

CLARIFICATION OF CONCEPTS

THEORETICAL DEFINITION

Circular migration - Circular migration is repeated movement of persons between two or more countries (UN, 1998). Research in this category includes studies on transnationalism and the impact of gender in short-term and circular migration patterns.

IT Professionals - Information Technology Professional (IT) means an individual whose position is assigned work associated with the establishment of and enforcement of standards and

specifications for network computer systems; or the development of computer systems applications; or the development, installation and maintenance of local area network and mainframe computer systems or server environments; or the development, installation and maintenance of telecommunications systems; or provision of user support for any such systems.

OPERATIONAL DEFINITION

Circular migration – Circular migration is the temporary and usually repetitive movement of a migrant worker between home and host areas, typically for the purpose of employment. The study focuses on the circular migration among the IT professionals in Kochi city.

IT Professionals - IT professionals, also known as information technology professionals, are individuals who work in the field of information technology. They are responsible for designing, developing, maintaining, and supporting various types of technology systems and solutions. IT professionals have expertise in a wide range of areas, including computer hardware and software, networking, cybersecurity, data analysis, and programming. They may work in a variety of industries, including healthcare, finance, manufacturing, and technology, among others. The specific roles and responsibilities of IT professionals can vary depending on their job titles and areas of expertise. Some common job titles in this field include software engineer, network administrator, database administrator, cybersecurity analyst, and data scientist, among others.

VARIABLES

Variables are characteristics or attributes that can be measured, observed, or manipulated. They are used to describe or explain the phenomena being studied and to test hypotheses. Independent variables these are the variables that are manipulated or changed by the researcher to observe their effect on other variables. Dependent variables these are the variables that are measured or observed to see if they are affected by the independent variable.

Independent Variables

Gender, Age, Education, Income, Marital Status and Type of family

Dependent Variable

Level of satisfaction

UNIVERSE

The term "universe" refers to the entire population or group of individuals, objects, or phenomena that a researcher is interested in studying. The universe represents the total set of elements that meet the criteria for inclusion in a particular study. **Universe of the study is all the IT professionals in Kochi city.**

SAMPLE

The sample is a smaller group of individuals, objects, or phenomena that are representative of the larger population or universe, allowing the researcher to draw conclusions about the entire population or universe. **The sample size of this stud is 100 IT professionals in Kochi city.**

SAMPLING METHOD

Sampling is a critical step in research because it allows researchers to draw conclusions about the entire population or universe from a smaller, more manageable sample. The sampling technique used in this study was **Simple Random Sampling**. A segment of a population is chosen at random in a simple random sampling. Each person in the population has an exact equal probability of getting chosen using this sampling technique.

TOOL OF DATA COLLECTION

In this study questionnaire is used as the tool of data collection. The factors favoring for circular migration, the effect of migration on the individual and their families and their level of satisfaction are the main focus of the questionnaire.

ANALYSIS OF DATA

SPSS was used to modify, clarify and tabulate the data that were gathered for this research. Statistical analysis was done using the tables and graphs to analyse the data, that were supplied to help with the understanding of the data.

LIMITATIONS OF THE DATA COLLECTED.

The limitations of circular migration among IT professionals in Kochi city may include:

1. **Limited job opportunities:** One of the major limitations of circular migration is that there may be limited job opportunities in the destination city, which can make it difficult for IT professionals to find suitable work.

2. **Uncertainty:** Circular migration involves moving back and forth between two locations, which can create uncertainty about job prospects, housing, and other logistical concerns.
3. **Disruptive to personal life:** Frequent relocation can be disruptive to personal life, especially for those with families. It can be difficult to maintain social connections and build a sense of community when moving frequently.
4. **Cost:** Circular migration can be costly, with expenses for travel, relocation, and housing. This can put a strain on personal finances, especially if the IT professional is moving frequently.
5. **Impact on the local economy:** Circular migration can have a negative impact on the local economy, as it may lead to a temporary workforce that does not contribute to the long-term growth and development of the region.
6. **Difficulty in building skills:** Frequent movement may make it difficult for IT professionals to build specialized skills or gain expertise in a particular area, which may limit their career advancement opportunities.
7. **Inability to establish roots:** Frequent movement may make it difficult for IT professionals to establish roots in a particular community, which can affect their sense of identity and belonging.

CHAPTER - 4

DATA ANALYSIS AND INTERPRETATION

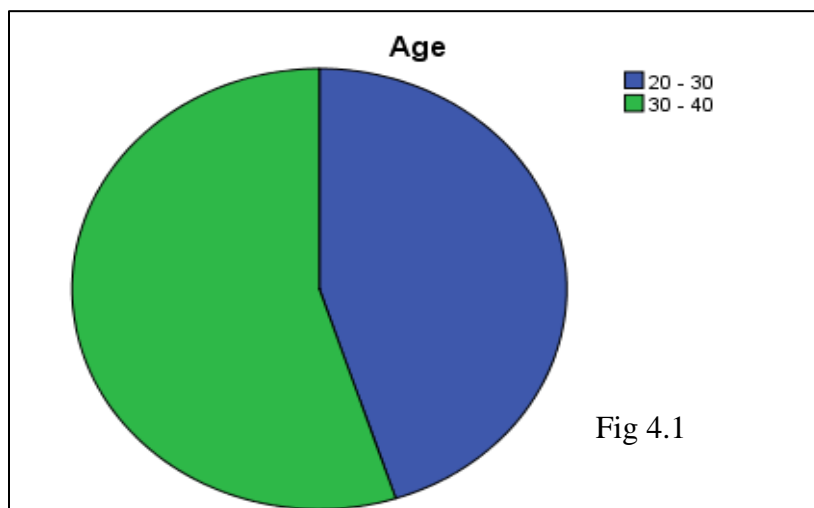
DATA ANALYSIS

Data analysis is the process of examining, cleaning, transforming, and modeling data in order to draw conclusions, make predictions, and inform decision-making. It involves using various statistical and computational methods to explore data, identify patterns and trends, and extract insights from complex data sets. Data analysis can be performed on a wide variety of data types, including numerical, categorical, and textual data. It can be used in a range of fields and industries, from finance and marketing to healthcare and scientific research.

AGE

Table 4.1

	Frequency	Percent	Valid Percent	Cumulative Percent
20 - 30	45	45.0	45.0	45.0
30 - 40	55	55.0	55.0	100.0
Total	100	100.0	100.0	

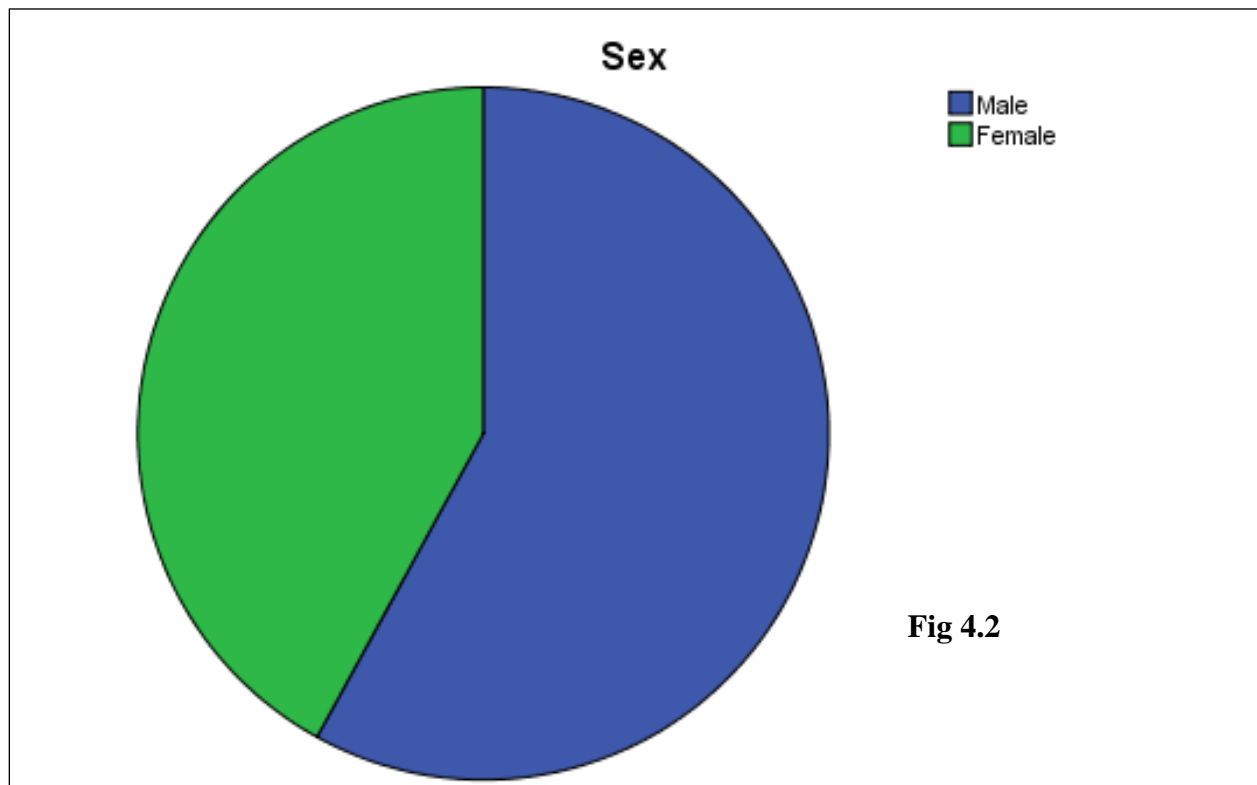


Data was gathered from people of different ages, and almost 45% of respondents were between 20 – 30 years of age, 55% of respondents were between 30 – 40 years of age. The researcher did his utmost to ensure that the initial survey included a wide range of respondents in terms of age.

SEX

Table 4.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Male	58	58.0	58.0	58.0
Female	42	42.0	42.0	100.0
Total	100	100.0	100.0	

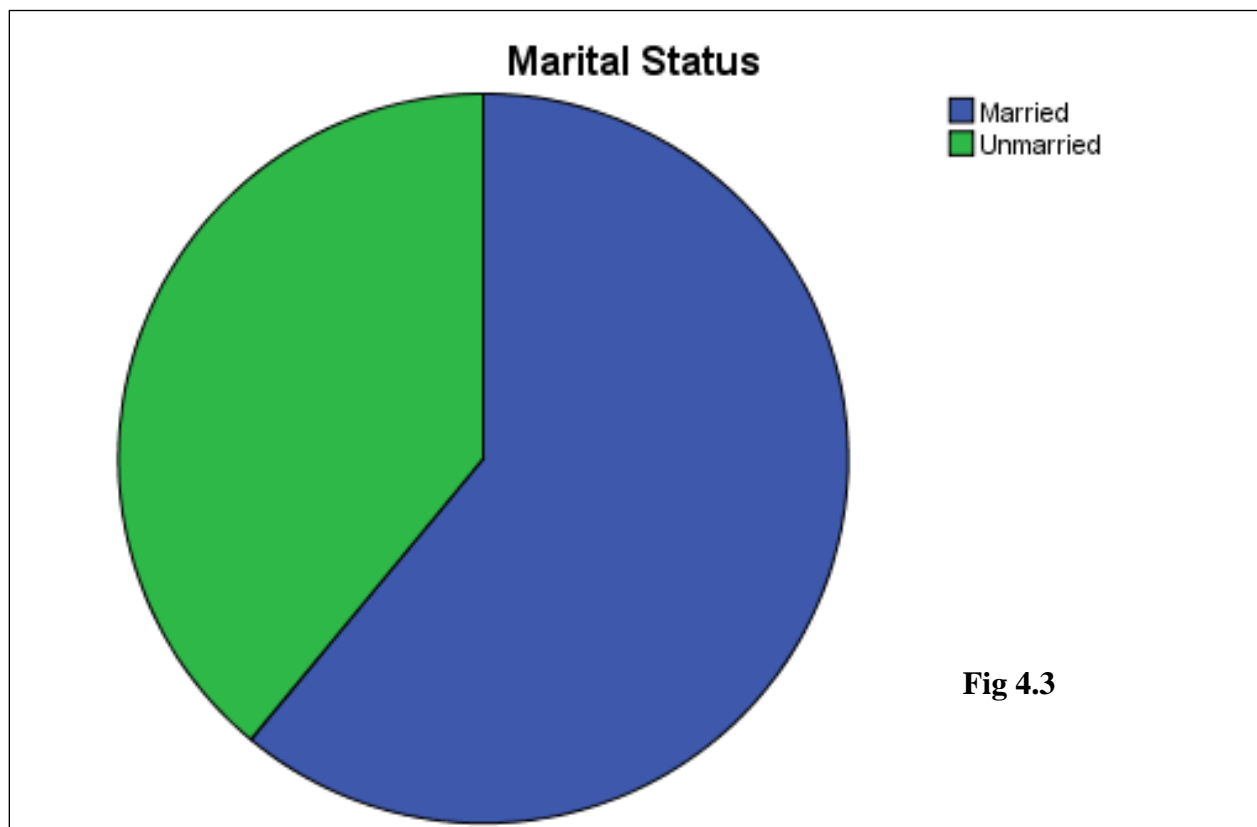


In order to accurately record the voices of both stakeholders—men and women—the researcher has gathered data from both male and female respondents. Almost 58% were male respondent and rest 42% were female respondent considered for the current study during the primary survey.

MARITAL STATUS

Table 4.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Married	61	61.0	61.0	61.0
Unmarried	39	39.0	39.0	100.0
Total	100	100.0	100.0	



High number of respondents with 61% were married, 31% were unmarried.

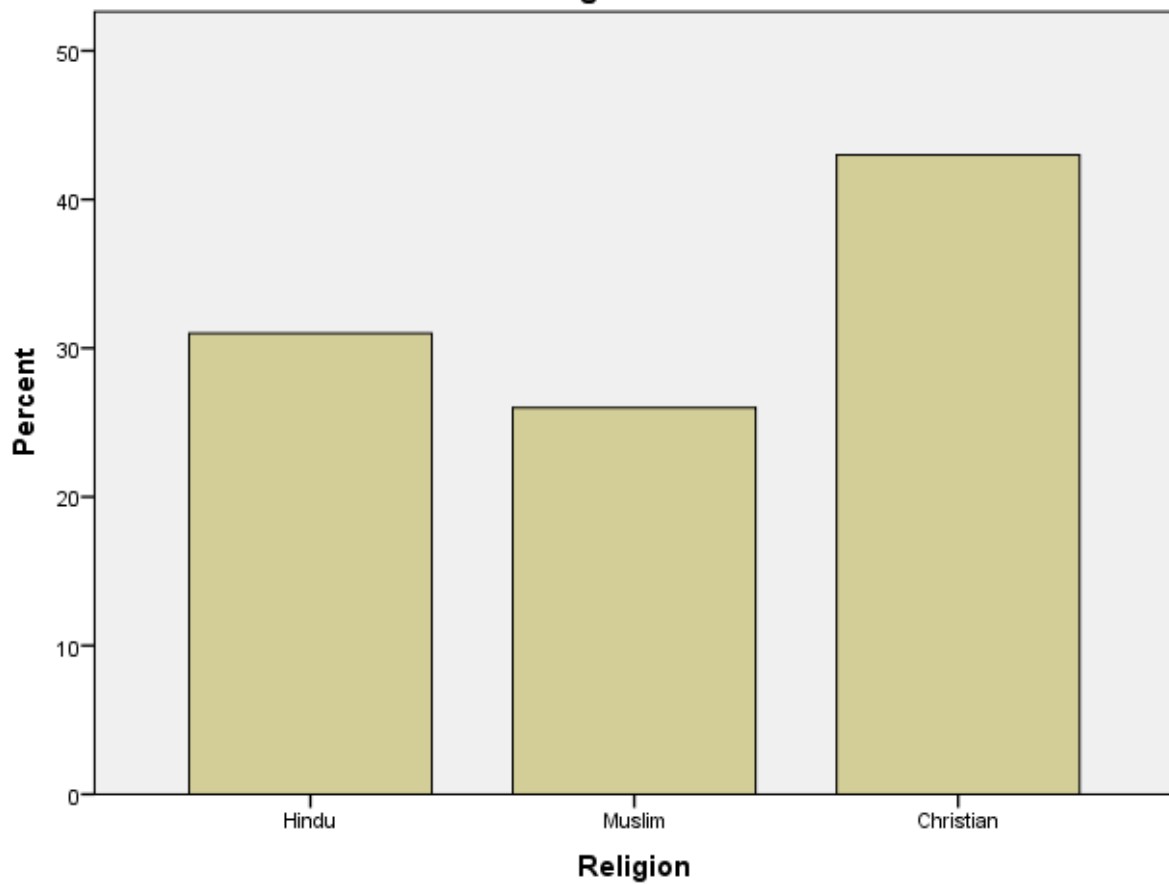
RELIGION

Table 4.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Hindu	31	31.0	31.0	31.0
Muslim	26	26.0	26.0	57.0
Christian	43	43.0	43.0	100.0
Total	100	100.0	100.0	

Fig 4.4

Religion



Out of the 100 respondents almost 31% of respondents were Hindus, 26% of respondents were Muslims and the remaining 43% of the respondents were Christian.

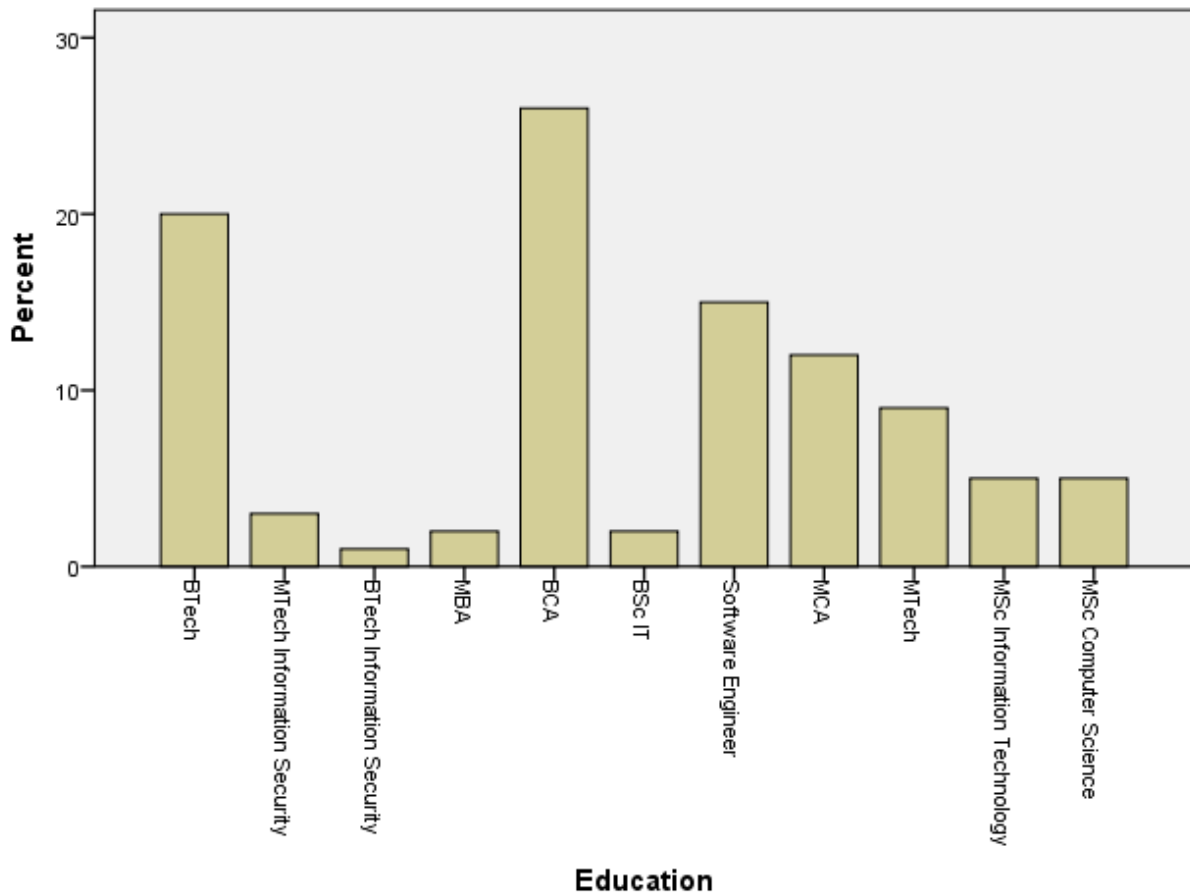
EDUCATIONAL QUALIFICATION

Table 4.5

	Frequency	Percent	Valid Percent	Cumulative Percent
BTech	20	20.0	20.0	20.0
MTech Information Security	3	3.0	3.0	23.0
BTech Information Security	1	1.0	1.0	24.0
MBA	2	2.0	2.0	26.0
BCA	26	26.0	26.0	52.0
BSc IT	2	2.0	2.0	54.0
Software Engineer	15	15.0	15.0	69.0
MCA	12	12.0	12.0	81.0
MTech	9	9.0	9.0	90.0
MSc Information Technology	5	5.0	5.0	95.0
MSc Computer Science	5	5.0	5.0	100.0
Total	100	100.0	100.0	

Table 4.5

Education

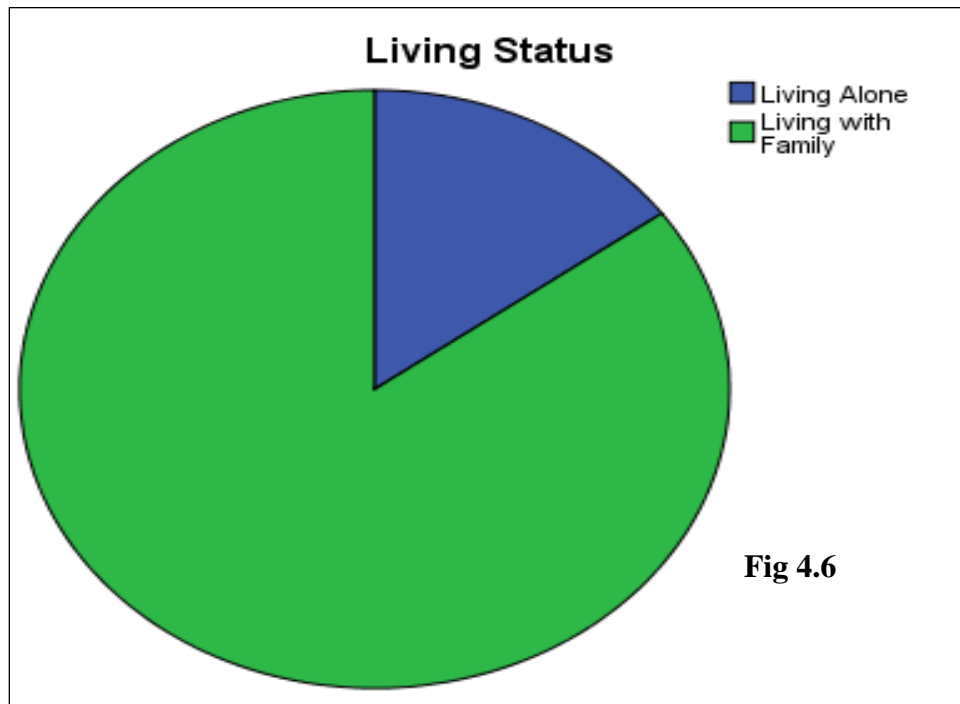


The highest percentage of respondents were found to be 26% with educational qualification in BCA. 20% of the respondents have educational qualification in BTech, 15% of the respondents have educational qualification of Software Engineer, 12% of the respondents have educational qualification of MCA, 9% of the respondents have educational qualification of MTech, 5% of the respondents have educational qualification of MSc Information Technology, another 5% of the respondents have educational qualification of MSc Computer Science, 3% of the respondents have educational qualification of MTech Information Security, 2% of the respondents have educational qualification of MBA and 1% of the respondents have educational qualification of BTech Information Technology.

LIVING STATUS

Table 4.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Living Alone	15	15.0	15.0	15.0
Living with Family	85	85.0	85.0	100.0
Total	100	100.0	100.0	



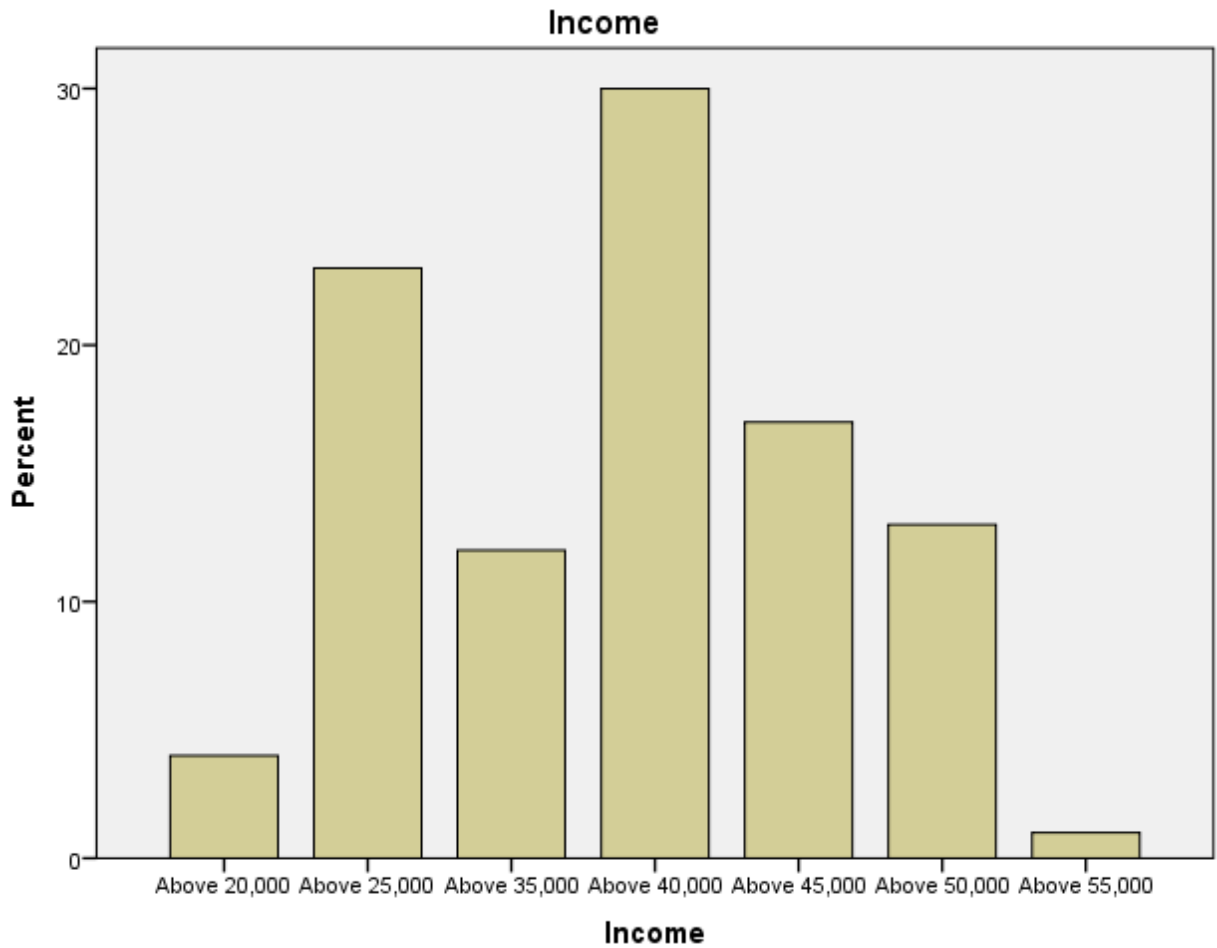
Out of the 100 respondents it was found that 85% of the respondents are living with their families and the remaining 15% of the respondents are living alone.

INCOME

Table 4.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Above 20,000	4	4.0	4.0	4.0
Above 25,000	23	23.0	23.0	27.0
Above 35,000	12	12.0	12.0	39.0
Above 40,000	30	30.0	30.0	69.0
Above 45,000	17	17.0	17.0	86.0
Above 50,000	13	13.0	13.0	99.0
Above 55,000	1	1.0	1.0	100.0
Total	100	100.0	100.0	

Fig 4.7



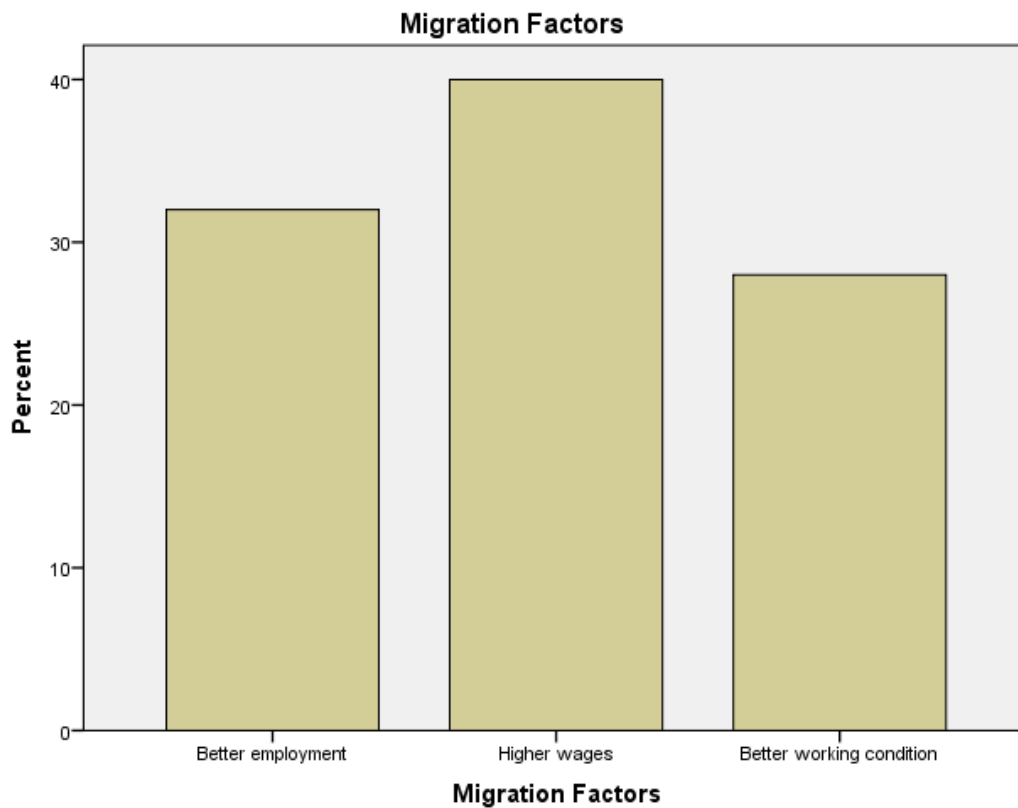
Almost 30% of the respondents have monthly income above 40,000, 23% of the respondents have monthly income above 25,000, 17% of the respondents have monthly income above 45,000, 13% of the respondents have monthly income above 50,000, 12% of the respondents have monthly income above 35,000, 4% of the respondents have monthly income above 20,000 and 1% of the respondents have monthly income above 55,000.

MIGRATION FACTORS

Table 4.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Better employment	32	32.0	32.0	32.0
Higher wages	40	40.0	40.0	72.0
Better working condition	28	28.0	28.0	100.0
Total	100	100.0	100.0	

Table 4.8



Out of 100 respondents 40% of the respondents have migrated to Kochi for higher wages, 32% of the respondents have migrated to Kochi city for better employment and 28% of the respondents have migrated to Kochi city for better working condition.

NEW LIFESTYLE

Table 4.9

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	90	90.0	90.0	90.0
No	10	10.0	10.0	100.0
Total	100	100.0	100.0	

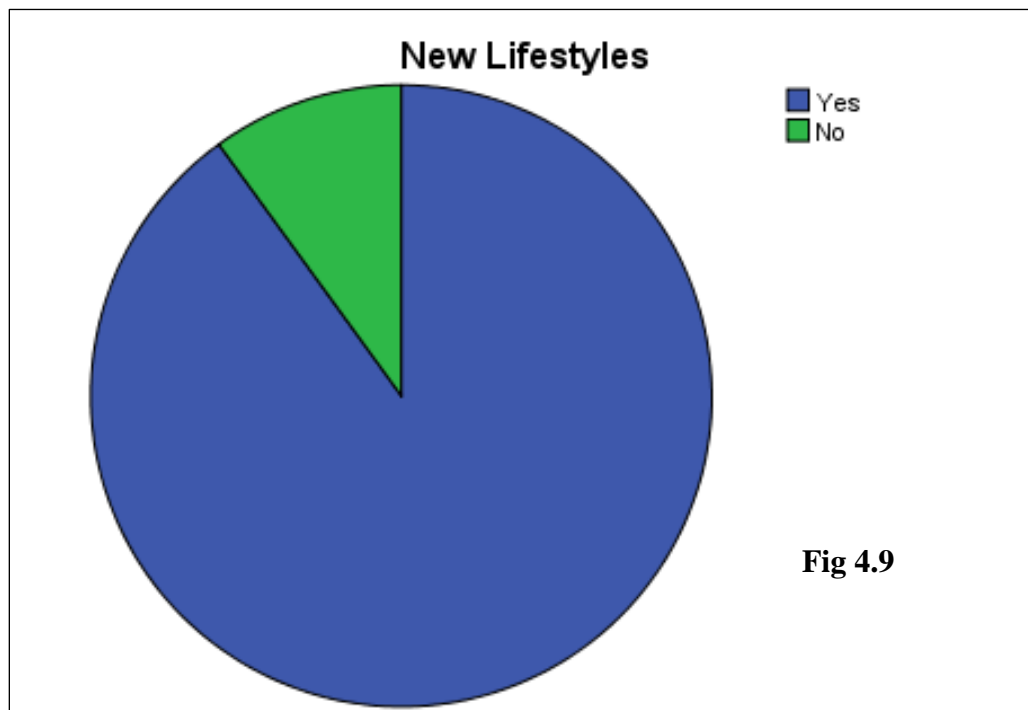


Fig 4.9

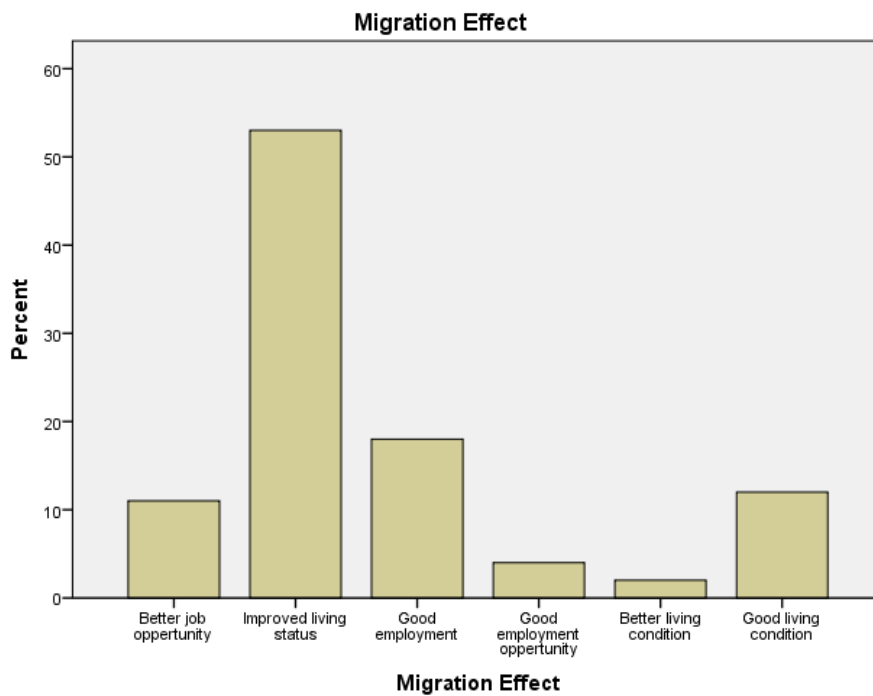
Out of the 100 respondents 90% of the respondents have adjusted to the new lifestyles of Kochi city and 10% of the respondents have adjusted to the new lifestyles of Kochi city.

MIGRATION EFFECT

Table 4.10

	Frequency	Percent	Valid Percent	Cumulative Percent
Better job opportunity	11	11.0	11.0	11.0
Improved living status	53	53.0	53.0	64.0
Good employment	18	18.0	18.0	82.0
Good employment opportunity	4	4.0	4.0	86.0
Better living condition	2	2.0	2.0	88.0
Good living condition	12	12.0	12.0	100.0
Total	100	100.0	100.0	

Fig 4.10

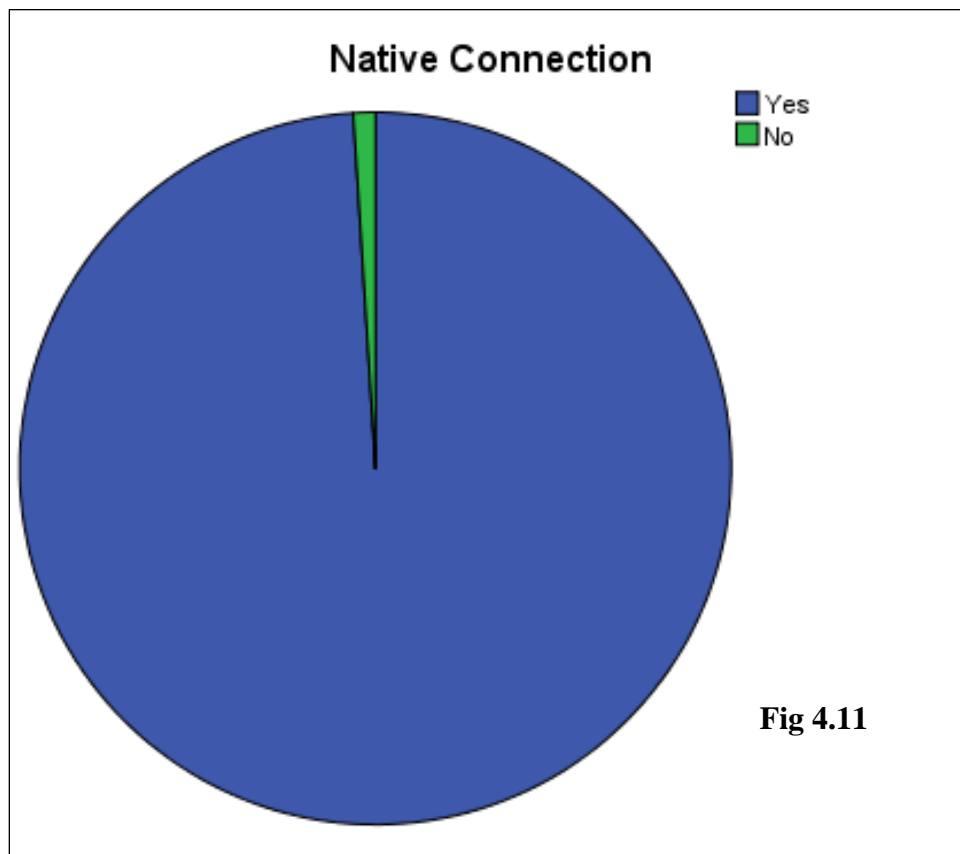


Almost 53% of the population have improved living status after migration and 18% of the respondent have experienced good employment opportunity after migration.

NATIVE CONNECTION

Table 4.11

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	99	99.0	99.0	99.0
No	1	1.0	1.0	100.0
Total	100	100.0	100.0	



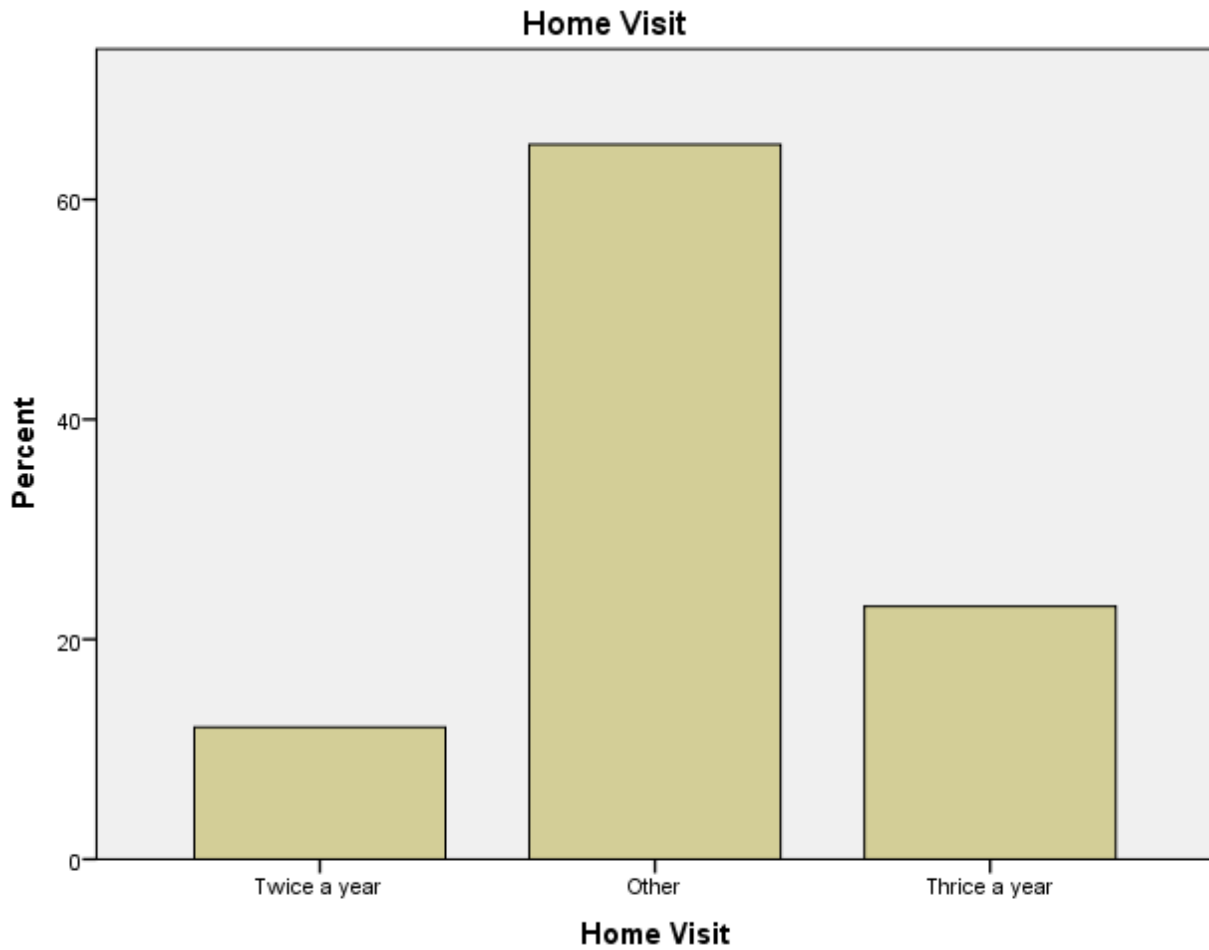
Out of 100 respondents 99% respondents maintain connection with their place of origin and 1% of the respondents does not maintain connection with their place of origin.

HOME VISIT

Table 4.12

	Frequency	Percent	Valid Percent	Cumulative Percent
Twice a year	12	12.0	12.0	12.0
Other	65	65.0	65.0	77.0
Thrice a year	23	23.0	23.0	100.0
Total	100	100.0	100.0	

Fig 4.12



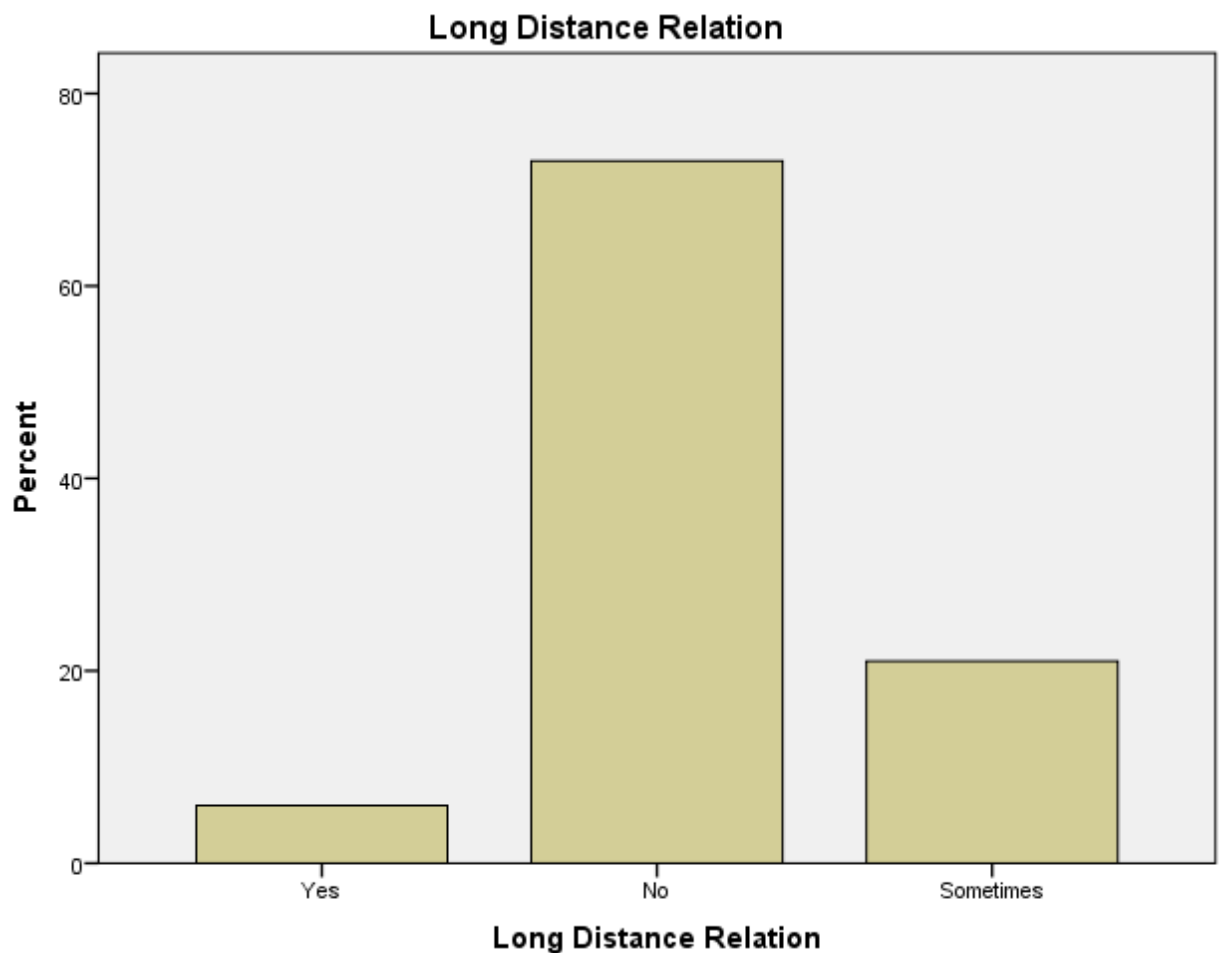
Almost 65% of the respondents visit their home town frequently, 23% of the respondents visit their home town thrice a year and 12% of the respondents visit their home town twice a year.

LONG DISTANCE RELATION

Table 4.13

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	6	6.0	6.0	6.0
No	73	73.0	73.0	79.0
Sometimes	21	21.0	21.0	100.0
Total	100	100.0	100.0	

Fig4.13



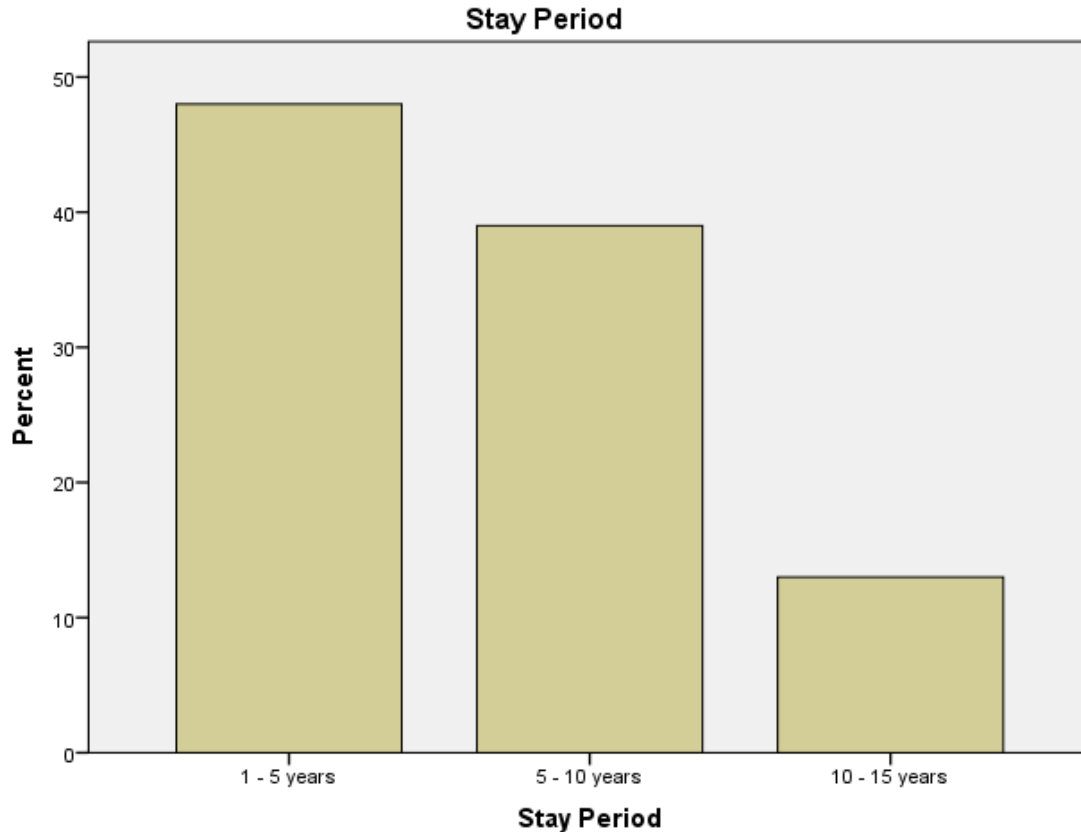
73% of the respondents responded that family relations does not get deteriorated, 21% of the respondents responded that sometimes family relations get deteriorated and 6% of the respondents responded that family relation will get deteriorated when a member shifts to another city.

STAY PERIOD

Table 4.14

	Frequency	Percent	Valid Percent	Cumulative Percent
1 - 5 years	48	48.0	48.0	48.0
5 - 10 years	39	39.0	39.0	87.0
10 - 15 years	13	13.0	13.0	100.0
Total	100	100.0	100.0	

Fig 4.14

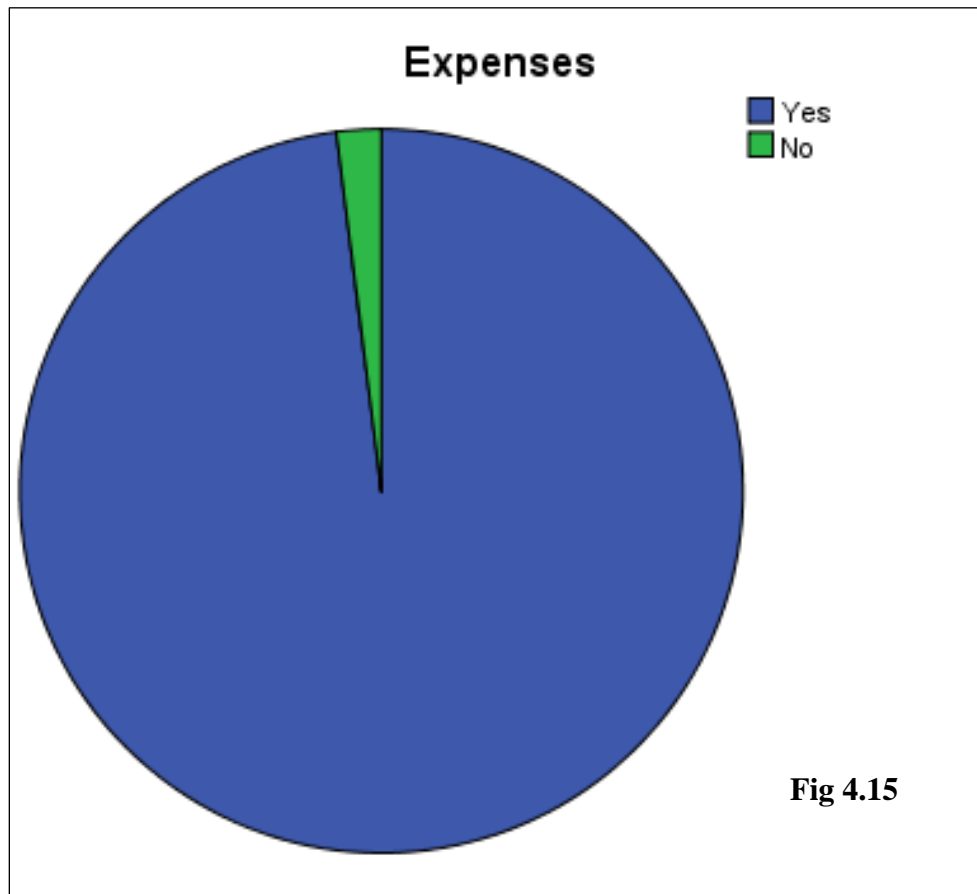


Out of 100 respondents 48% of the respondents have been living in Kochi city for 1 – 5 years, 39% of the respondents have been living in Kochi city for 5 – 10 years and 13% of the respondents have been living in Kochi city for 10 – 15 years.

EXPENSES

Table 4.15

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	98	98.0	98.0	98.0
No	2	2.0	2.0	100.0
Total	100	100.0	100.0	



From the diagram it can be concluded that 98% of the respondents were able to meet with the expenses in the city and 2% of the respondents had difficulty in enduring the expenses in city.

LIVING CONDITION

Table 4.16

	Frequency	Percent	Valid Percent	Cumulative Percent
Satisfied	98	98.0	98.0	98.0
Neutral	2	2.0	2.0	100.0
Total	100	100.0	100.0	

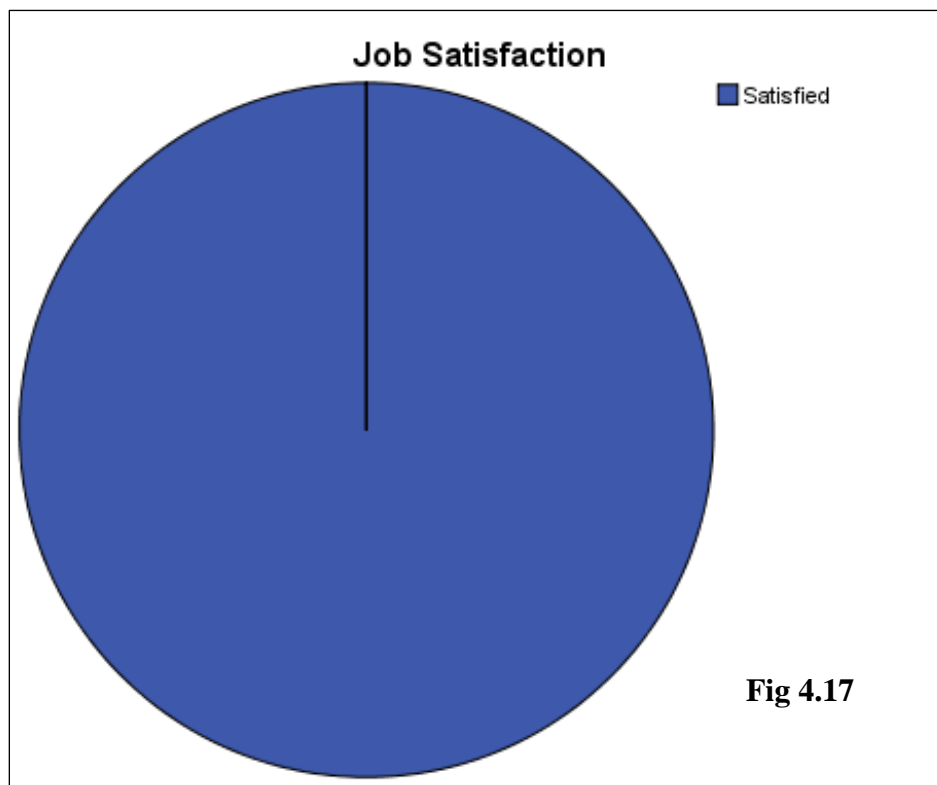


Out of 100% of the respondents 98% of the respondents were satisfied with the living conditions in Kochi city and 2% of the respondents were neutral towards the living conditions in Kochi city.

JOB SATISFACTION

Table 4.17

	Frequency	Percent	Valid Percent	Cumulative Percent
Satisfied	100	100.0	100.0	100.0

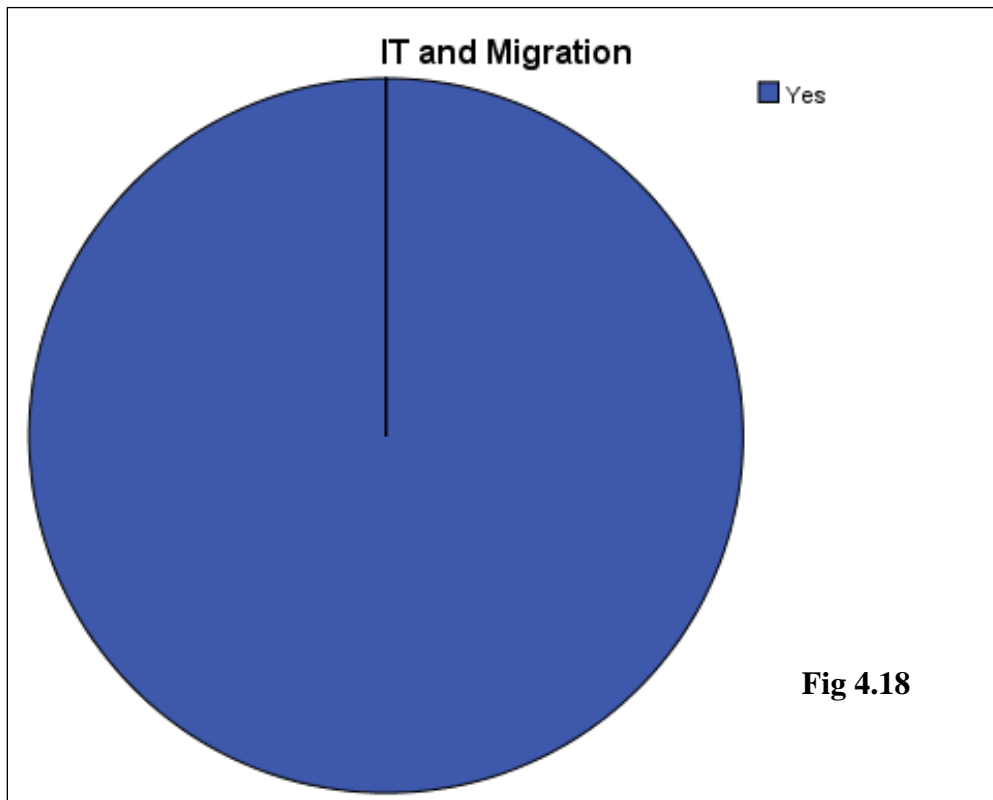


All the 100 respondents were satisfied with their job in the IT field.

IT AND MIGRATION

Table 4.18

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	100	100.0	100.0	100.0

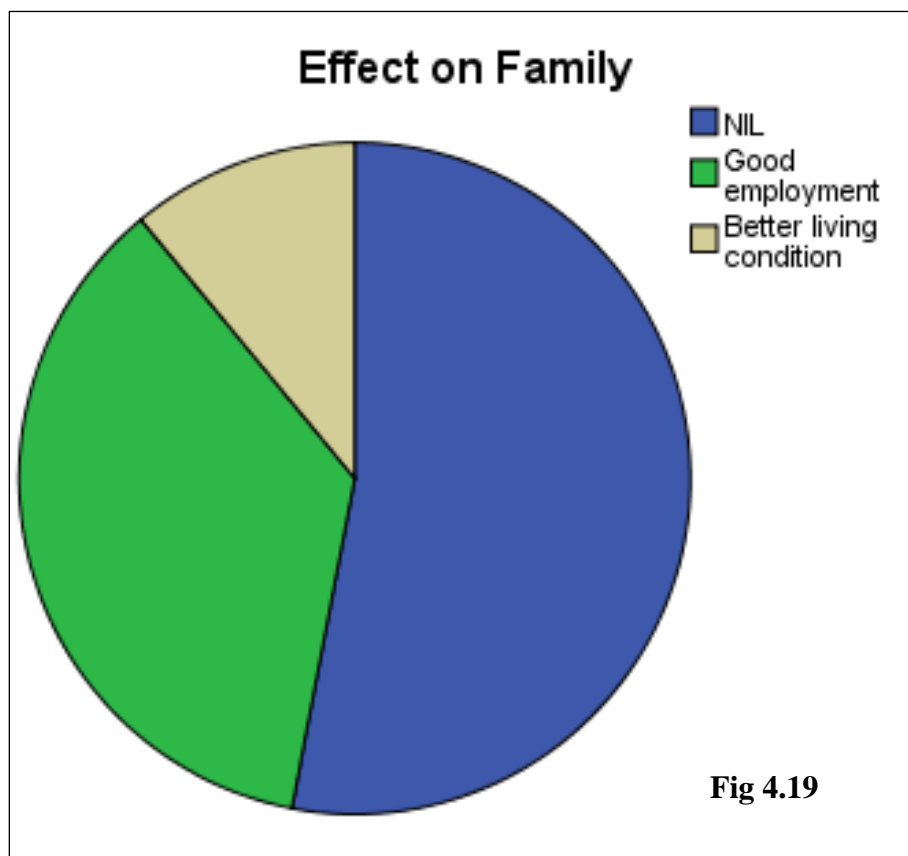


All of the 100 respondents would prefer the next generation to choose IT as profession and migrate to another city if needed.

EFFECT ON FAMILY

Table 4.19

	Frequency	Percent	Valid Percent	Cumulative Percent
NIL	53	53.0	53.0	53.0
Good employment	36	36.0	36.0	89.0
Better living condition	11	11.0	11.0	100.0
Total	100	100.0	100.0	

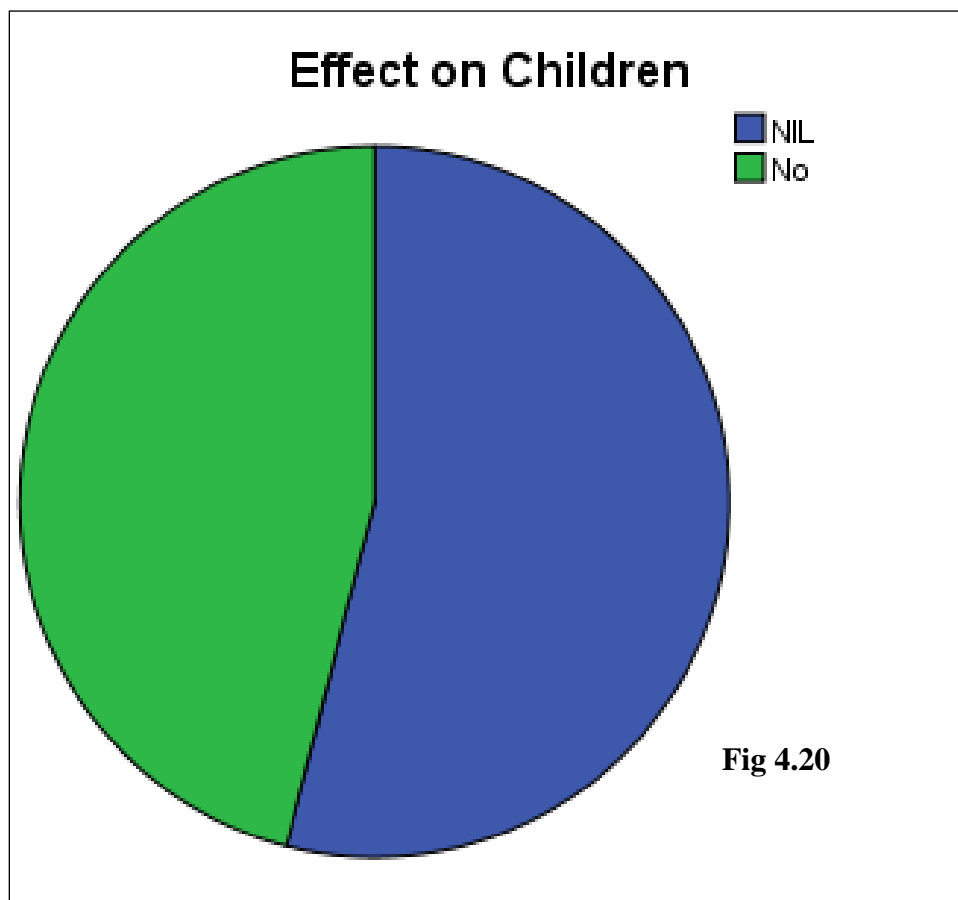


From the diagram we can understand that about 36% of the respondents had positive effect on the family of respondent and 11% of the respondent's family have better living condition after migration to Kochi city.

EFFECT ON CHILDREN

Table 4.20

	Frequency	Percent	Valid Percent	Cumulative Percent
NIL	54	54.0	54.0	54.0
No	46	46.0	46.0	100.0
Total	100	100.0	100.0	

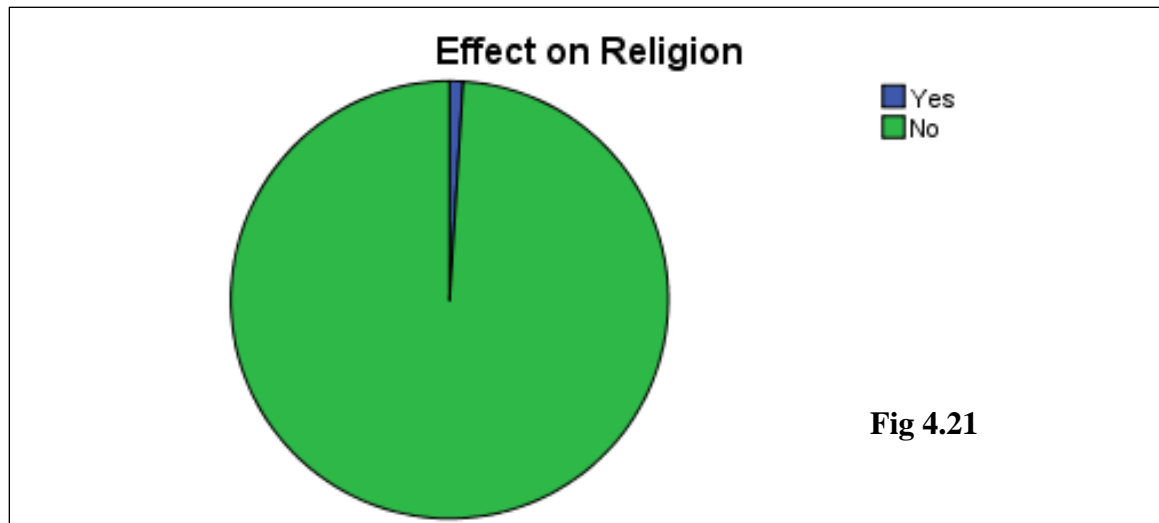


From the diagram we can conclude that 46% of the respondent's children did not face any difficulty in their admission after migrating to Kochi city.

EFFECT ON RELIGIOUS PRACTICE

Table 4.21

	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	1	1.0	1.0	1.0
No	99	99.0	99.0	100.0
Total	100	100.0	100.0	



Out of 100 respondents 99% of the respondent's religious practices were not affected after migrating to Kochi city and 1% of the respondents faced difficulty in carrying out their religious practices after migrating to Kochi city.

CHAPTER – 5

FINDINGS AND CONCLUSION

FINDINGS

Circular migration refers to the temporary or seasonal movement of people between two or more places, usually for work or economic reasons. Circular migration patterns can be seen in many industries, including IT, where professionals often move between different cities or countries for work assignments, projects, or job opportunities.

Kochi is a major city in the Indian state of Kerala and is known for its growing IT industry. While I do not have access to specific sociological findings on circular migration among IT professionals in Kochi, some potential factors that may influence circular migration patterns among this population could include job opportunities, career advancement, salary and benefits, quality of life, family obligations, and cultural or social factors.

Overall, circular migration can have both positive and negative impacts on individuals, communities, and the economy. It can provide opportunities for career advancement, skill development, and cross-cultural exchange, but it can also lead to social and economic dislocation, family separation, and increased vulnerability to exploitation and discrimination.

Certainly. Circular migration is a form of labor mobility where individuals move between two or more locations on a temporary or cyclical basis. It is a common practice in various industries, including IT, where professionals often move to different cities or countries for work assignments or projects. The duration of the migration can range from a few weeks to several years, and the frequency of movement can vary based on the individual's needs and circumstances.

In the case of Kochi, the IT industry has been rapidly growing over the past decade, attracting a significant number of professionals from different parts of India and abroad. IT companies in Kochi offer competitive salaries, job opportunities, and a conducive work environment that appeal to many IT professionals. This, in turn, has led to an increase in circular migration among IT professionals in Kochi.

Factors that influence circular migration among IT professionals in Kochi could include job opportunities, career advancement, salary and benefits, quality of life, family obligations, and cultural or social factors. For instance, IT professionals may move to Kochi for job opportunities, as the city has a robust IT industry with many multinational corporations and start-ups. They may also move to Kochi to advance their careers, as they may find more opportunities for growth and development in the city. Additionally, Kochi has a relatively high standard of living, which could be appealing to IT professionals who value quality of life.

However, circular migration can have both positive and negative impacts on individuals, communities, and the economy. On the positive side, it can provide opportunities for career advancement, skill development, and cross-cultural exchange. It can also boost the local economy, as migrants bring new skills, knowledge, and investment to the host location. On the negative side, circular migration can lead to social and economic dislocation, family separation, and increased vulnerability to exploitation and discrimination. Additionally, circular migration can result in brain drain in the migrants' home locations, as skilled professionals leave for better opportunities in other places.

Overall, circular migration among IT professionals in Kochi is a complex phenomenon that is influenced by various factors. It is important for policymakers and stakeholders to understand the drivers of circular migration and develop strategies that ensure that circular migration benefits both the migrants and the host and home locations.

Circular migration can have a significant impact on families, as it often involves separation and distance from loved ones for extended periods. Separation from family members can lead to emotional stress for both migrants and their families. Migrants may experience feelings of loneliness, homesickness, and isolation, while family members may feel a sense of loss, sadness, and anxiety. This emotional stress can also have long-term effects on mental health.

Circular migration can also result in financial strain on families. Migrants may have to bear the cost of travel and living expenses in the host location, while family members in the home location may have to manage household expenses without the migrant's financial support. This can lead to financial difficulties and strain on the family's economic resources.

Circular migration can have an impact on parent-child relationships, especially when one or both parents are migrants. Children may experience feelings of abandonment and may struggle to form strong attachments with absent parents. Parents, on the other hand, may miss important developmental milestones in their children's lives and may find it challenging to maintain a meaningful relationship with their children from a distance.

Circular migration can also affect gender roles and responsibilities within families. When male family members migrate, female family members may take on additional household and caregiving responsibilities, which can impact their social and economic empowerment. Families may develop coping mechanisms to deal with the challenges of circular migration. These mechanisms can include staying connected through technology, maintaining strong social support networks, and involving extended family members in caregiving and support roles.

Overall, circular migration can have complex and varied effects on families. While it can provide economic opportunities for migrants, it can also lead to emotional and financial strain for families left behind. Policymakers and stakeholders should consider the impact of circular migration on families and develop policies and programs that support the well-being of both migrants and their families.

In conclusion, circular migration among IT professionals in Kochi city reflects the global nature of the IT industry and can provide opportunities for IT professionals to gain diverse experiences and build their skills and networks. However, it also poses challenges related to work-life balance, cultural adaptation, and social integration. Policymakers and industry stakeholders can take steps to support IT professionals engaged in circular migration and ensure their well-being and productivity while working in different locations.

To address this challenge, individuals engaged in circular migration may need to develop strategies to maintain family relations across long distances. This could include using technology, such as video conferencing or messaging apps, to stay in touch with family members regularly. It could also involve making time for regular visits home, or inviting family members to visit them in their host country.

In addition to these individual strategies, employers and policymakers can take steps to support individuals engaged in circular migration in maintaining family relations. This could include

providing support services for families, such as assistance with childcare, education, or healthcare, and providing resources to help families adjust to the challenges of frequent relocation. Employers can also consider flexible work arrangements that allow individuals to maintain a better work-life balance, which can help to alleviate some of the stress associated with maintaining family relations while engaged in circular migration.

Maintaining family relations can be a significant challenge for individuals engaged in circular migration, but there are strategies and support systems that can help to mitigate some of the challenges. By working to maintain family relationships, individuals engaged in circular migration can ensure that they are able to maintain strong ties with their loved ones, even as they pursue their professional goals.

Kochi city has a diverse population with people from various religious backgrounds, including Hinduism, Islam, Christianity, and Judaism. For IT professionals engaged in circular migration, adapting to different religious practices and customs can be a significant challenge, especially if they are moving between countries with different dominant religions or cultural practices.

Maintaining religious practices can be particularly challenging for IT professionals who need to move frequently and may not have access to familiar religious communities or resources in their host country. This can create a sense of disconnection from one's faith and community, which can have an impact on their mental and emotional well-being.

To address these challenges, IT professionals can take steps to maintain their religious practices while engaged in circular migration. This can include finding local religious communities or places of worship that are welcoming to individuals from different backgrounds, or using technology to access religious services or resources online. They can also consider incorporating religious practices into their daily routine, such as through meditation, prayer, or reading religious texts.

In summary, circular migration among IT professionals in Kochi city and religious practices can create challenges in maintaining religious practices and connections with religious communities. However, IT professionals can take steps to adapt to different religious practices and maintain their spiritual well-being, while employers and policymakers can provide support to facilitate this process. By promoting religious inclusivity and accommodating the religious needs of IT professionals, Kochi city can attract and retain a diverse pool of talent in the IT industry.

Circular migration among IT professionals in Kochi city can also have an impact on their living status. Frequent relocation for work can create challenges in finding suitable housing and adjusting to new living environments, which can have an impact on the well-being of IT professionals and their families.

IT professionals engaged in circular migration often need to find temporary housing solutions, such as serviced apartments, hotels, or shared accommodations, which can be expensive and may not provide the same level of comfort or privacy as a permanent home. This can create stress and instability for IT professionals and their families, particularly if they have young children or elderly relatives.

Moreover, frequent relocation can make it difficult for IT professionals to establish a sense of community and belonging in their host country. This can be particularly challenging for those who do not have a strong social support network, such as colleagues or friends, in their new location. A lack of social connection can lead to feelings of loneliness, isolation, and disorientation, which can have an impact on mental health and well-being.

To address these challenges, IT professionals engaged in circular migration can take steps to establish a sense of stability and community in their living environment. This can include finding long-term housing solutions that provide a sense of home and security, such as apartments or houses, and taking steps to create a comfortable and welcoming living space. They can also make an effort to connect with local communities and social groups, such as through volunteering, attending cultural events, or joining clubs or associations.

Employers and policymakers can also take steps to support IT professionals in their living status while engaged in circular migration. This can include providing information and resources on finding suitable housing, offering support services for families, such as childcare or education, and promoting social integration and cultural awareness in the workplace.

Circular migration among IT professionals in Kochi city and living status can create challenges in finding suitable housing and adjusting to new living environments. However, IT professionals can take steps to establish a sense of stability and community, while employers and policymakers can provide support and resources to facilitate this process. By promoting a supportive and inclusive living environment, Kochi city can attract and retain a diverse pool of talent in the IT industry.

Circular migration among IT professionals in Kochi city can also have an impact on their expenses. Frequent relocation for work can create additional costs, such as travel expenses, temporary housing, and relocation expenses, which can add up over time and impact the financial well-being of IT professionals and their families.

IT professionals engaged in circular migration often need to cover additional expenses related to their work, such as travel expenses for commuting between their home country and their host country or temporary housing expenses. This can create financial strain, particularly if they have dependents, such as children or elderly relatives, who also need to be accommodated during their travels.

Frequent relocation can also lead to additional expenses related to the process of moving and settling in, such as relocation expenses, visa fees, and legal expenses. These costs can be significant, particularly if they need to move between countries with different currencies and cost of living standards.

IT professionals engaged in circular migration can take steps to manage their expenses and plan their finances effectively. This can include creating a budget, tracking their expenses, and finding cost-saving solutions, such as shared accommodations or taking advantage of company-sponsored relocation packages. They can also take advantage of financial resources and services offered by their employer or host country, such as financial advice or assistance with tax filing.

Support to IT professionals in managing their expenses while engaged in circular migration can include offering financial resources and services, such as relocation packages, financial advice, or tax assistance, as well as promoting cost-saving solutions, such as shared accommodations or public transportation. circular migration among IT professionals in Kochi city and expenses can create additional costs related to travel, temporary housing, and relocation, which can impact the financial well-being of IT professionals and their families. However, IT professionals can take steps to manage their expenses effectively, while employers and policymakers can provide support and resources to facilitate this process. By promoting financial inclusivity and offering support for managing expenses, Kochi city can attract and retain a diverse pool of talent in the IT industry.

Circular migration among IT professionals can lead to improved lifestyles, as it provides opportunities for exposure to new cultures, lifestyles, and experiences, and facilitates career

growth and personal development. IT professionals engaged in circular migration have the opportunity to work in diverse environments and gain exposure to new ways of working, which can enhance their professional skills and knowledge. This exposure to new technologies, practices, and industries can broaden their perspective and provide new avenues for career growth and development.

Moreover, circular migration can also provide opportunities for IT professionals to experience different cultures, lifestyles, and communities. This can enrich their personal lives and provide opportunities for personal growth, such as learning new languages, exploring new hobbies, and building new relationships.

Circular migration can also offer access to better economic opportunities, such as higher salaries, better job prospects, and improved standards of living. This can lead to improved financial stability and provide opportunities for IT professionals and their families to access better healthcare, education, and other resources.

To maximize the benefits of circular migration on lifestyle improvement, IT professionals can take steps to embrace the new culture, lifestyle, and community they are engaging with. This can include learning the local language, exploring the local cuisine, and engaging with local communities and social groups. By embracing the new environment, IT professionals can gain a deeper appreciation of the culture and lifestyle and enhance their personal growth and well-being.

Employers and policymakers can also take steps to support IT professionals in their lifestyle improvement while engaged in circular migration. This can include providing opportunities for professional development, cultural orientation, and support for building social connections and networks.

Circular migration among IT professionals can lead to improved lifestyles by providing opportunities for exposure to new cultures, lifestyles, and experiences, and facilitating career growth and personal development. By embracing new cultures and opportunities, IT professionals can enhance their personal growth and well-being, while employers and policymakers can provide support and resources to facilitate this process.

From a professional perspective, circular migration provides opportunities for IT professionals to gain diverse experience, exposure to new technologies and working practices, and access to different industries and markets. This exposure can lead to skill development and career advancement, which can ultimately lead to improved job prospects and higher salaries.

Moreover, circular migration can also provide opportunities for IT professionals to gain exposure to different cultures, lifestyles, and communities. This can lead to personal growth, increased cultural awareness, and a broadening of perspectives. Additionally, circular migration can offer access to better economic opportunities, which can improve the standard of living and provide access to better healthcare, education, and other resources.

However, circular migration can also pose some challenges and negative effects on individuals, including feelings of isolation, homesickness, and loneliness. Frequent relocation can also cause disruptions to family life, including education for children, social connections, and relationships with family and friends. The stress of relocating and adapting to new cultures and lifestyles can also take a toll on individuals' mental and physical well-being.

To mitigate these negative effects, IT professionals can take steps to maintain strong social connections with family and friends, engage with local communities, and prioritize their physical and mental health. Employers and policymakers can also provide support and resources, such as counseling services, social integration programs, and assistance with family relocation.

Circular migration among IT professionals can have both positive and negative effects on individuals. While providing opportunities for professional development and exposure to new cultures, it can also pose challenges and negative effects on personal and social well-being. To maximize the benefits of circular migration and minimize its negative effects, IT professionals, employers, and policymakers can take steps to support individuals' mental and physical well-being, maintain social connections, and facilitate the integration of families into new communities.

The opportunity to work in different regions or countries can provide IT professionals with the chance to experience new cultures and gain valuable professional and personal development. Professionally, circular migration allows IT professionals to gain exposure to different work environments, technologies, and industries. This exposure can help them develop new skills, expand their knowledge, and enhance their career prospects. By working in different regions or

countries, IT professionals can learn about different market trends and working practices that can be applied in their home country or region.

On the personal side, circular migration can have a positive impact on individuals' lives by exposing them to new cultures and lifestyles. Through their experiences abroad, IT professionals can gain a broader understanding of different cultures and values, develop stronger cross-cultural skills, and build new relationships. This exposure can also lead to personal growth and a deeper understanding of themselves.

Circular migration due to higher wages is a common phenomenon among IT professionals in Kochi city. IT professionals are in high demand in the city, and companies are willing to pay higher salaries to attract and retain talented individuals. As a result, IT professionals often move to different regions or countries to take advantage of higher wages and better career prospects.

Circular migration due to higher wages can have several benefits for IT professionals. Firstly, it can provide an opportunity to earn a higher income, which can lead to an improved standard of living and financial stability. This can allow IT professionals to invest in their future, such as purchasing a home, saving for retirement, or pursuing further education.

Moreover, circular migration can provide opportunities for IT professionals to gain diverse experience, exposure to new technologies and working practices, and access to different industries and markets. This exposure can lead to skill development and career advancement, which can ultimately lead to improved job prospects and higher salaries.

Circular migration due to higher wages is a common phenomenon among IT professionals in Kochi city. While it can provide an opportunity to earn a higher income and gain diverse experience, it can also have negative effects on individuals, such as disrupting family life and causing mental and physical health issues. By providing support and resources, IT professionals, employers, and policymakers can help mitigate these negative effects and maximize the benefits of circular migration.

IT professionals often move to different regions or countries to take advantage of better job opportunities. This can provide several benefits, including improved career prospects, higher salaries, and exposure to new technologies and working practices. Circular migration due to better employment opportunities can lead to improved career prospects for IT professionals. By moving to regions or countries with better job opportunities, IT professionals can access a wider range of career paths and industries, and gain diverse experience that can be used to advance their careers.

CONCLUSION

Circular migration may present opportunities for IT professionals to gain diverse work experiences and build their professional networks, but it can also pose challenges related to work-life balance, cultural adaptation, and social integration. It is important for policymakers and industry stakeholders to consider the potential benefits and drawbacks of circular migration among IT professionals, and to develop policies and practices that support the well-being and productivity of mobile workers. However, based on general knowledge about circular migration and the IT industry, it is possible that circular migration may occur among IT professionals in Kochi city, given its growing IT industry and the high levels of mobility and talent exchange in the field.

Circular migration among IT professionals in Kochi city can be seen as a result of the globalized nature of the IT industry. IT professionals are often required to travel to different locations to work on projects for short periods, and this can result in a circular pattern of migration. With its growing IT industry, Kochi city is an attractive location for IT professionals who may be looking for work opportunities or to gain experience in different contexts.

Circular migration can provide benefits to IT professionals, such as exposure to different cultures, working environments, and technology platforms. This can lead to the development of new skills and competencies, which can enhance their employability and career prospects. Furthermore, working in different locations can provide a valuable opportunity for building professional networks, which can be leveraged for future opportunities.

However, circular migration can also pose challenges for IT professionals. For example, moving frequently can disrupt family life and make it difficult to maintain a work-life balance. IT professionals may also face challenges related to cultural adaptation, such as learning new languages and adapting to different work cultures. Additionally, moving frequently can create

challenges related to social integration, such as finding suitable housing, healthcare, and other services.

We use an integrative approach that combines individual-level selectivity with macro-level push and pull impacts. The association between human capital outcomes and levels of life satisfaction among circular migrants is investigated in order to evaluate circular migration as a life strategy. According to socioeconomic and geographic background, our investigation reveals significant differences in human capital and life satisfaction results. It sheds light on the impact of life-course effects on young circular migrants' levels of life satisfaction. In order to assess circular migration as a life strategy, the relationship between human capital outcomes and levels of life satisfaction is looked into. Our analysis demonstrates considerable variations in life satisfaction and human capital depending on socioeconomic and geographic background. It clarifies the influence of life-course impacts on the levels of life satisfaction of young circular migrants. The framework of push and pull dynamics is still the predominate explaining mechanism of migratory flows in modern migration and labor diaspora research. Individuals, however, react differently to push and pull pressures.

Kochi is one of 28 Indian cities that will be a member of a worldwide league of cities, claims a study. By 2050, this league will have contributed to half of the global GDP (MGI, 2012). India has had rapid e-commerce industry growth, which has greatly boosted online platform transaction quality. E-commerce based customer happiness and service quality become crucial since technological advancement and consumer experiences on these platforms are key drivers of growth. According to the literature on urbanisation in India, a new trend is emerging whereby more and more individuals are commuting to and from the cities each day for work-related activities. Due to the expansion of employment prospects in metropolitan regions, especially cities, and the constrained capacity of rural areas to employ their population, the trend is anticipated to pick up speed over time

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LIST OF FIGURES

FIG NO.	TITLE	PAGE NO.
4.1	AGE	
4.2	SEX	
4.3	MARITAL STATUS	
4.4	RELIGION	
4.5	EDUCATION QUALIFICATION	
4.6	LIVING STATUS	
4.7	INCOME	
4.8	MIGRATION FACTORS	
4.9	NEW LIFESTYLE	
4.10	MIGRATION EFFECT	
4.11	NATIVE CONNECTION	
4.12	HOME VISIT	
4.13	LONG DISTANCE RELATION	
4.14	STAY PERIOD	
4.15	EXPENSES	
4.16	LIVING CONDITION	
4.17	JOB SATISFACTION	
4.18	IT AND MIGRATION	
4.19	EFFECT ON FAMILY	
4.20	EFFECT ON CHILDREN	
4.21	EFFECT ON RELIGIOUS PRACTICE	

LIST OF TABLES

TABLE NO.	TITLE	PAGE NO.
4.1	AGE	
4.2	SEX	
4.3	MARITAL STATUS	
4.4	RELIGION	
4.5	EDUCATION QUALIFICATION	
4.6	LIVING STATUS	
4.7	INCOME	
4.8	MIGRATION FACTORS	
4.9	NEW LIFESTYLE	
4.10	MIGRATION EFFECT	
4.11	NATIVE CONNECTION	
4.12	HOME VISIT	
4.13	LONG DISTANCE RELATION	
4.14	STAY PERIOD	
4.15	EXPENSES	
4.16	LIVING CONDITION	
4.17	JOB SATISFACTION	
4.18	IT AND MIGRATION	
4.19	EFFECT ON FAMILY	
4.20	EFFECT ON CHILDREN	
4.21	EFFECT ON RELIGIOUS PRACTICE	

APPENDIX
QUESTIONNAIRE QUESTIONS

1) Age

- a) 20-30 b) 30-40 c) 40-50 d) 50-60

2) Sex

- a) Male b) Female

3) Marital Status

- a) Married b) Unmarried c) Divorced d) Widow

4) Religion

- a) Hindu b) Muslim c) Christian

5) Education Qualification

6) Living Status

- a) Living alone b) Living with family

7) Income

8) Factors favoring for migration

- a) Better employment b) Higher wages c) Standard of living d) Better working condition d) Others

9) Were you able to embrace the changes while adapting to the new lifestyles in a new place?

- a) Yes b) No

i. If no why?

10) What effect does the migration have on you?

11) What effect does the migration have on your family?

12) Did migrating affect the school admission of your children?

- a) Yes b) No

13) Did migrating to another city affect your religious practices?

- a) Yes b) No

14) Do you maintain connection with place of origin?

- a) Yes b) No

15) How often do you visit your home place?

- a) Once a year b) Twice a year c) Thrice a year d) other

- 16) Do family relations deteriorate when a family member migrates to another district?
- 17) How long have you been living in Kochi city?
a) 1-5 years b) 5-10 years c) 10-15 years
- 18) Have you been able to endure with the expenses of living in a city?
a) Yes b) No
- 19) Are you satisfied with the living conditions in Kochi city?
a) Satisfied b) Neutral c) Dissatisfied
- 20) Are you satisfied with your job in the IT field?
a) Satisfied b) Neutral c) Dissatisfied
- 21) Will you prefer next generation to choose IT as a profession and migrate to another district if needed?
a) Yes b) No