

**A SOCIOLOGICAL STUDY ON THE
IMPACT OF THE INFLUX OF MIGRANT
LABOURERS ON NATIVE CONSTRUCTION
WORKERS IN KOCHI CITY**



By

DAYANA P.R

Reg No: AM15SOC005

DEPARTMENT OF SOCIOLOGY AND CENTRE FOR RESEARCH

ST. TERESA'S COLLEGE (AUTONOMOUS), ERNAKULAM

MARCH 2017

**A SOCIOLOGICAL STUDY ON THE
IMPACT OF THE INFLUX OF MIGRANT
LABOURERS ON NATIVE CONSTRUCTION
WORKERS IN KOCHI CITY**



By

DAYANA P.R

Reg No: AM15SOC005

DEPARTMENT OF SOCIOLOGY AND CENTRE FOR RESEARCH

ST. TERESA'S COLLEGE (AUTONOMOUS), ERNAKULAM

MARCH 2017

**A SOCIOLOGICAL STUDY ON THE IMPACT OF THE INFLUX OF MIGRANT
LABOURERS ON NATIVE CONSTRUCTION WORKERS IN KOCHI CITY**

Thesis submitted to St. Teresa's College (Autonomous), Ernakulam in *fulfillment of
the requirements for the award of the degree of Master of Arts in Sociology*

By

DAYANA P.R

Reg . No: AM15SOC005


Under the Supervision of

Smt. Georgia Ann Benny

Assistant Professor

Department of Sociology
St. Teresa's College, Ernakulam


Smt. Georgia Ann Benny
Staff Supervisor


Dr. Sajitha J. Kurup
Head of Department

MARCH 2017



CERTIFICATE

I certify that the thesis entitled “A SOCIOLOGICAL STUDY ON THE IMPACT OF THE INFLUX OF MIGRANT LABOURERS ON NATIVE CONSTRUCTION WORKERS IN KOCHI CITY” is a record of bonafide research work carried out by DAYANA P.R, 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.



Staff Supervisor

Smt. Georgia Ann Benny

Assistant Professor

Department of Sociology

St. Teresa's College, Ernakulam

March 2017

DECLARATION

I, DAYANA.P.R, hereby declare that the thesis entitled "A SOCIOLOGICAL STUDY ON THE IMPACT OF THE INFLUX OF MIGRANT LABOURERS ON NATIVE CONSTRUCTION WORKERS IN KOCHI CITY" is a bonafide record of independent research work carried out by me under the supervision and guidance of Smt. Georgia Ann Benny. I further declare that this thesis has not been previously submitted for the award of any degree, diploma, associate ship or other similar title.

ERNAKULAM

31.03.2017



DAYANA P.R

ACKNOWLEDGEMENT

The thesis is by no means an independent venture. The final product is the result of the support, assistance and encouragement of many people. I take this opportunity to acknowledge all those who have helped me and guide me in the process of delivering this thesis.

First and foremost, I praise and thank the Almighty for instilling in me the ability and confidence to undertake this venture and for showering blessings on me for making my thesis a success.

I would like to express my sincere gratitude to our Director, Rev. Sr. Dr. Vinitha and to our Principal, Dr. Sajimol Augustine M. for all the support offered. I have great pleasure to express my deep felt gratitude to Dr. Sajitha J. Kurup, Head of the Department of Sociology for the timely advice during the course of the study.

I am deeply indebted to Smt. Georgia Ann Benny who has constantly helped to bring the best in me. Her support, insight, suggestion, patience and encouragement have greatly helped in completing my thesis successfully. I like to thank Smt. Sajithamony T.M. for her training in SPSS [Statistical Package for Social Science] Software.

I owe my sincere thanks to the librarian for the service rendered to carry out my thesis, and also my sincere thanks to other faculty members.

I remember with special gratitude all my respondents for giving me valuable information even in their busy schedule, without their support and cooperation this work would not have been possible to reach in success.

I would like to extend my sincere gratitude to my beloved parents, my loving brother and dearest friends for their constant prayer and wholehearted support for completing this thesis.

Dayana P.R

CONTENTS

	Page No	
CHAPTER 1	INTRODUCTION	1-5
CHAPTER 2	REVIEW OF LITERATURE	6-11
CHAPTER 3	METHODOLOGY	12-14
CHAPTER 4	ANALYSIS AND INTERPERTATION	15-28
CHAPTER 5	FINDINGS AND CONCLUSION	29-31
BIBLIOGRAPHY		32
APPENDIX		33-34

LIST OF TABLES

Table No.	Title	Page No.
4.1	Age of respondent	15
4.2	Religion	16
4.3	Education Qualification	17
4.4	Income	17
4.5	Family members	18
4.6	Number of children	18
4.7	No of children studying	19
4.8	Regular Income of the respondent	19
4.9	Satisfaction with wages	19
4.10	Awareness about Legal Rights	20
4.11	Support from contractor	20
4.12	Safety measures for the respondent	21
4.13	Accidental compensation	22
4.14	Working time schedule	23
4.15	Membership in trade union	24
4.16	Friendship with migrant labourers	26
4.17	Language barrier for interaction	26
4.18	Problems faced in hiring migrant labourers	27

LIST OF FIGURES

Figure No.	Title	Page No.
4.1	Marital Status	16
4.2	Safety measure	21
4.3	Mental and Physical problems faced by respondent	22
4.4	Facilities	23
4.5	Nature of work	24
4.6	Aid from Trade Union	25
4.7	Social Relation	25
4.8	Co-operation	27
4.9	Decrease of job opportunities	28

INTRODUCTION

CHAPTER 1

INTRODUCTION

The construction industry is one of the largest employers of the informal sectors workforce in the country, particularly in the urban scenario. The nature of activity here is predominantly seasonal and intermittent with the location, duration and quantum of work varying widely for each project.

The predominantly informal nature of this industry is further characterized by a strong dependence on intermediaries, little scope for skill development of the workforce, lack of organization and professionalism in a large part of the industry, and the inability to monitor fair labour practices and therefore social compliance.

Ironically, despite its role as one of the largest informal sector employers in urban areas, there exists no formal system for training and assessment/ skill certification for workers in the industry. Moreover, the reality of the inseparable nature of work and life particularly for the workers, the irregularity of their work and therefore income-security, makes conventional methods of classroom-based training processes, almost a futile, irrelevant and unaffordable exercise. The high turnover of workers poses a considerable barrier to formal training in the construction industry. Workers are reluctant to invest in their own training because of insecurity of employment and high levels of unemployment.

The peak period of construction is during January to June. They work the rest of the year as daily wage laborers. Immigration's positive effects far outweigh any negative impact. Migrants choose locations with available jobs and fill labor shortages. Whether high- or low-skilled, migrants rarely substitute directly for native workers. Instead, migrants often complement native workers or accept jobs that natives do not want or cannot do. The presence of immigrants increases demand and can spur new businesses to open, creating more jobs for immigrant and native populations. (K.S.Surabhi, Kumar Ajith, 2007, Labour Migration to Kerala study of migrant labourers in Kochi.)

In real life, native workers and immigrants differ in their country-specific human capital, such as language fluency, professional networks, and social and cultural knowledge. Initial skill differences make new immigrants and native workers imperfect substitutes. In addition, labor shortages and job vacancies are more common than full employment. Labor, capital, technology, and resources are all production inputs that can complement or substitute for one another. According to economic theory of immigrants—as one of the inputs in production—raise the price of inputs they complement and lower the price of inputs for which they are perfect substitutes. The economics of migration tell us that a country needs immigrants because its native labor force is not large enough to meet demand or specialized enough to handle technological changes. Vacancies exist even under high unemployment because native workers and jobs do not always match or because unemployed workers might not want or be qualified for the jobs available. Native workers often shun low-skill, repetitive jobs, preferring to stay unemployed, especially in countries with a strong welfare state system. Employers may then try to fill jobs by bringing in low-skilled immigrants—or by outsourcing. While the skills required for the job might be below immigrants' capabilities, immigrants are willing to accept the jobs in order to move to a country offering higher wages than their home country. Immigrants also tend to have tight ethnic networks which help them locate where the jobs are. At higher skill levels, there are also some jobs for which the native labor force might not yet be qualified; native workers cannot instantaneously adapt to all the high-skilled jobs that emerge from rapid technological advances. Hiring qualified immigrant workers is a reasonable short-term solution because they can complement the work of native workers.

High-skilled workers are by definition specialists. Because of their unique skills, they are less substitutable, command high wages, and complement capital and technology. High-skilled immigrants can collaborate with high-skilled native workers (for example, university professors, information technology experts, and dancers) and encourage further specialization. And they can work well with low-skilled workers, whether foreigner or native-born, whose skills they complement. The resulting synergies can lead to job creation, and the economy can accommodate many more workers as the low-skilled help the high-skilled specialize and climb the socio-economic ladder. As long as labor markets can adapt to the supply of immigrant

workers, skill variety and balance can create more efficient production processes. The factors held constant in the theoretical short-term model can change in the longterm so that labor markets can accommodate migrant workers without harming native workers. New firms may spring up to take advantage of the low-wage, readily available supply of immigrant workers. Existing firms may adjust their investments and physical capital to take advantage of the skills available, so the increased supply of immigrant labor does not simply shift the supply curve. As a result of these two mechanisms, firm profits rise, further increasing the demand for low-wage workers and driving up wages and employment. The country may open up more to international trade. And the economy may become more flexible in producing a differentiated output mix and adjusting to the new skill combinations. Another reason why immigrants do not simply displace native workers is that, as new arrivals, they do not have access to the same jobs as native workers. In segmented labor markets, immigrants may be slotted for a long time into lower tier jobs as supplements to native workers. Although this benefits native workers, it can trap immigrants at low socio-economic levels. In addition, immigrants who are self-employed and entrepreneurs may directly create jobs, for themselves and for any native workers they might hire. As entrepreneurs and innovators, immigrants can provide more jobs indirectly, through research and development within their firms. The demand for goods and services cannot remain static. Immigrants affect the labor supply as workers and increase the demand for goods and services as consumers. Higher demand affects the labor market by boosting demand for labor, leading to an increase in equilibrium employment. And immigrant workers, especially the higher skilled, pay competition and negative job effects There will always be some competition between immigrant and native workers with the same skills. Labor market flexibility determines how much. (CONSTANT.F.AMELIE, 2014)

It is difficult to accurately measure the employment impacts of immigrant workers on native workers because of the absence of a direct measure of the counterfactual—what would have happened had there been less migration. Natural experiments and quasiexperimental research have been able to fill part of that analytical gap

Data accuracy is another problem, particularly for employment classification, self reported wages (such as in national censuses), and foreign experience and education. Simple stratifications, such as number of years of formal education, do not adequately define skill levels. Job categories are imperfectly transferable across countries, so professional experience is also not easily quantifiable.

The contractors help workers to avail certain basic facilities in the construction site like medicine, water, and helmet and safety belt. Which is made beside the construction site where the migrant live in the city during their employment period is provided by the builder through the contractor. The contractor provides for any illness and disease that takes place outside the construction sites the contractor does not bear there cost. Contractors also usually provide for a first aid box at the construction site. But in many cases the construction sites does not have a first aid box and it is extremely difficult for them to work in such environment because their nature of work is such that they get injured frequently.

The disadvantageous position of workers in the unorganized sector obviously points to the greater need for labour welfare measures for them as compared to workers in the organized sector. Who besides enjoying better earnings also avoid of various other kinds of social security benefits. The major reason advanced for non application of labour welfare provision to the unorganized workers is administrative difficulties. The number of unorganized units is unmanageably large application of labour laws, it is believed may put such heavy burden on employers in this sector that many of them may no longer be able to exist even to provide the kind of insecure and low paid workers. Further workers in certain activities such as agriculture and construction do not usually have a fixed employer or a fixed location of work which further add to the problems of administering certain welfare measures particularly such of them are based on contributing insurance scheme. The application of protective and welfare provisions of labour legislation needs to be reviewed in the context of emerging employment situation in the unorganized sector.

Kerala attracting migrant labourers when the unemployment rate remains high recruit era says that migrant labourers cost less than the locals. The migrant workers are ready to work for longer hours are sincere and are less demanding. Migrant labourers

from the neighboring state of Tamil Nadu, Andhra Pradesh and Karnataka have been in the state of Kerala for a long time. In recent years the state has been witnessing an increased influx of workers from Orissa and West Bengal. Many of these workers are brought in by labour contractors for certain projects. Even though the contractors take a share of the daily wages, labourers still find it attractive to work here. Only 50% of workers are Keralites while the natives leave worksites early the migrant workers stay back for almost one hour more. Their output is more than native workers. Ernakulam district has more than one lakh migrants located at different panchayat, municipality, and Cochin cooperation.

Migration in Ernakulam district started in the 1980s, and in those days the workers were mostly from Tamil Nadu and neighboring states. But second wave of migration that began in the late 1990s, thousands of workers started arriving from Odisha, West Bengal, Assam. Thousands were employed as farm hands, masons, carpenters, and domestic and construction workers. Aside from Kochi, migrant workers major centers were Perumbavoor, Muvattupuzha, Kalady and Kodanad. (KS.Surabhi, Kumar Ajith, 2007, Labour Migration to Kerala study of migrant labourers in Kochi.).

The study is undertaken to probe into the impact of migrant labour on the native construction workers in Kochi City. This study also tries to analyze whether the native workers face any problem due to the influx of migrant labourers.

**REVIEW OF THE
LITERATURE**

CHAPTER 2

REVIEW OF LITERATURE

Kerala is witnessing large inflow of migrant labour from different parts of the country in recent years. Though labourers from states as far as West Bengal, Bihar, Uttar Pradesh and Orissa now flock to Kerala, those from the neighboring state of Tamil Nadu outnumber others by a big margin. Higher wages for unskilled labour in the state, large opportunities for employment and shortage of local labour, paradoxically despite the high unemployment rate in the state, led to the massive influx of migrant labour to the state. With signs of rapid growth of state's economy and the increase in activities particularly in the infrastructure and construction sectors, the immigration is expected to grow faster in the coming years.

The research on the impact of immigrant workers on native workers takes two approaches: an area approach or a production function approach. The area approach, or spatial correlations approach, compares economic outcomes for native workers in areas with large immigrant inflows and those with low inflows. Most studies have found no adverse effects of large immigrant inflows. Some caution is required, however, since simple spatial statistics might lead to the wrong conclusions. For example, in 1994 in Miami, the rise in black unemployment that coincided with the expected arrival of more in taxes than they receive in government benefits.

Cuban immigrants might have been blamed on immigration even though the immigrants never arrived because their ship was intercepted at sea on orders from the US president. Spatial studies might also understate the actual impact of immigration in a locality if there are flaws in the econometric models or their estimation. The second method uses national data and differentiates workers by skills using a production function. These studies find a moderate degree of competition among low-skilled workers and a negative impact on native workers. However, more methodologically complex studies focusing on the degree of substitutability among workers and the effects on employment and wages of substitutable and non-substitutable workers find no negative effects.

A study in the late 1990s of the displacement effects of immigrant workers on native workers in Canada found mixed effects according to the origins and occupations of the immigrants. US immigrants, who had similar skills and competed with Canadians

in many fields, had significant negative effects on Canadian workers. European immigrants, who complemented Canadian workers in most fields and competed with them in a few, had negative effects only where they competed with Canadian workers. And developing country immigrants had negative effects on Canadian workers only in the few occupations in which they competed with rather than complemented them. There is some evidence from 2012 that suggests part of the decline in youth employment for the US was related to increased competition from substitutable immigrant workers in low-skill jobs. Low-skilled workers, who can perform repetitive, manual tasks at a lower cost than it takes to upgrade equipment, are often substitutes for capital. From this angle, employers may view all low-skilled workers as close substitutes. Thus, immigrant and native workers with low skills may compete directly for jobs, at least in the short term.

Most studies agree that this has occurred in some markets and areas. However, the negative employment effect is small and not statistically significant. More often, the negative effects arise in the case of competition between recent and earlier immigrants, who have very similar skills. When low-skilled immigrant workers are hired alongside high-skilled native workers it frees native workers to specialize, invest in education and training, and upgrade their occupations. The jobs they vacate are then available for others to fill, whether immigrant or native workers. But this complementarity and the ensuing upward mobility of native workers may consign generations of immigrant workers to low-skill, low paying employment, especially in hierarchically structured labor markets. By reinforcing perceptions that some occupations are “immigrant jobs” and solidifying stereotypes, this pattern of employment and mobility reduces social cohesion and integration and may prevent immigrants from investing in education and entering higher-skilled occupations. Over time, immigrants adjust to the culture of their new home and invest in learning fresh skills, which might put them in competition with native workers. There is not enough evidence, however, to sustain this claim, mostly because immigrants operate in different jobs, sectors, and industries than native workers. And even if immigrants have been in a country for a long time—and have mastered the same skills as native workers—they still differ from native workers and work in different jobs. Repeatedly hiring workers from abroad into low-skill, low-paying jobs can create two negative effects: dependency on low-paid foreign workers and neglect of capital and

technology upgrading. Most agricultural or seasonal jobs exhibit these effects. While filling these jobs with immigrant workers does not directly affect native workers' jobs, there are wider ramifications, such as difficulty enforcing the return home of seasonal workers, some of whom may stay in the US and go underground as undocumented workers. Failing to upgrade capital or use new technology could mean that these jobs and outputs would become uncompetitive, eventually moving abroad. Immigrants are more likely than native workers to start a business and create their own jobs. However, while immigrants may take business start-up opportunities away from native workers, they do not put native workers out of business because immigrants operate in different ethnic niches. Immigrant workers may contribute to growth in the production of goods and services, but productivity may not always grow along with it. For high-skilled Russian émigrés to Israel in the 1990s, the immigrant share in production was positively correlated with productivity in high-tech industries but strongly negatively correlated in low-tech industries. The positive correlation in high-tech industries reflects complementarities between technology and the skilled immigrant workforce. Jobs can be differentiated by sector as well as skill. If many low-skilled immigrant workers enter a specific sector—for example, construction—they will compete with low-skilled native workers in that sector. For example, when the share of immigrant workers rose in some blue-collar fields in France, some native French workers moved away from these sectors. Some of them went into less repetitive occupations in the same area, and some moved to other areas. The native workers who stayed in the high-immigration areas were able to upgrade their occupations when immigrants moved into their former, low skill jobs. The native workers who moved to other areas had lower average earnings than the native workers who stayed in the area and changed jobs. Some argue for the need for strong employment protection laws to shield native workers against job losses to immigrant workers. While such legislation can reduce job loss in the short term, it may exacerbate the negative impact in the long term by slowing or preventing the movement of native workers into higher skilled, better paying jobs. Some argue for the need for strong employment protection laws to shield native workers against job losses to immigrant workers. While such legislation can reduce job loss in the short term, it may exacerbate the negative impact in the long term by slowing or preventing the movement of native workers into higher skilled, better paying job. Studies usually choose to evaluate either legal or unauthorized migrants. It is difficult to gather

accurate information on unauthorized immigrants. To overcome this problem, some research has focused on periods after unauthorized immigrants have been granted amnesty. Future research should continue to concentrate on immigrant cohorts' skill and education levels and on native workers' occupational specializations in response to rising migrant employment, particularly in the long term. To deepen understanding of labor market reactions to immigration, research should include impacts in developing countries.

The study on 'unorganized labourers in Ernakulam district' was carried out by Martin Patric, a former Economics professor, and his team of researchers. It aimed to study the extent and nature of unorganized labourers in both the formal and informal sectors of the district's economy.

The study found that employers in Ernakulam preferred migrant workers because of their willingness to work long hours and take up taxing physical work. As a result, they faced hostility of local workers, death and accidents are frequent among migrant workers as they are often engaged in hazardous occupations without necessary safety precautions. The working and living condition of the migrant labourers are often pathetic. Mostly, dozens of people are packed in small labour camps and up to six or eight people in one small room. (Constant.F.Amelif, 2014)

Though there are two lakh inter-state migrant workers in Ernakulam district, only around 5000 were registered with the migrant labour welfare board, the study has found. There are roughly two lakhs migrant workers from other states in Ernakulam district, according to a study conducted recently.

The two-year-long study, commissioned by the Kerala labour movement, found that a huge majority of the migrant workers were not registered with the labour department and hence were not eligible for state government's worker benefits. While their daily wages were far better than in many other states, the migrant workers lived in pretty bad conditions.

Immigration's positive effects far outweigh any negative impact. Migrants choose locations with available jobs and fill labor shortages. Whether high- or low-skilled, migrants rarely substitute directly for native workers. Instead, migrants often complement native workers or accept jobs that natives don't want or can't do.

They create new jobs by increasing production, engaging in self-employment, and easing upward job mobility for native workers. The presence of immigrants increases demand and can spur new businesses to open, creating more jobs for immigrant and native populations. (Amelie. F. Constant)

In real life, native workers and immigrants differ in their country-specific human capital, such as language fluency, professional networks, and social and cultural knowledge. Initial skill differences make new immigrants and native workers imperfect substitutes. In addition, labor shortages and job vacancies are more common than full employment. (IZA World of Labour)

Kerala is today host to migrant workers from almost all the states in the country and Nepal the largest proportion of them hailing from Bengal (around 20%), Bihar (18%), Assam (17%) and Utter Pradesh (15%). The largest concentration of migrant workers in the construction sectors, which has been witnessing a boom over the past one decade and more. As much as 60% of the migrant laborers' are concentrated in this sector alone, with the rest working in farms, hotels, restaurants, and shops and manufacturing units. (The Hindu, 2015)

Members of the Construction Workers' Association affiliated to the Indian National Trade Union Congress (INTUC) observed a fast in front of the Collectorate here on Monday protesting against the "anti-labour attitude" of the Labour Welfare Office dealing with social security schemes here. (The Hindu, 2015)

Labour Welfare Officer (SSS) D. Lakshmi Narayanan clarified that applications received up to February 10 for renewal and new registration were processed and ID cards given to beneficiaries instantly. In a special drive, steps had been taken to issue pension orders to over 800 to 1000 beneficiaries soon.

So far, the Labour Welfare Office (SSS) had extended benefits, including education, death, maternity and marriage benefits, to over 21,000 beneficiaries, Mr. Lakshmi Narayanan added.

In the project period of three years from 2015-18 we plan to form a society of construction workers so that they will be able to get all the benefits due to them under the AP Building and Other Construction Workers' Welfare Board," says Project

Director of Bapuji Rural Enlightenment and Development Society (BREDS)
PragyaPathak.

NEW DELHI: Now, lakhs of labourers working on construction sites can avail medical benefits under the labour ministry's Employee State Insurance (ESI) scheme.(The Times of India, 2015)

"The Employee State Insurance Corporation (ESIC) has approved extending benefits of the ESI scheme to workers deployed on construction sites from August 1, 2015," said an official. The decision is seen as a big step by the BJP government to extend social security coverage to a large chunk of unorganized workers.

The National sample Survey (NSS) defines a casual wage labourer as a person who is employed by others in farm or non-farm enterprises, both by household and non-household. In return these workers receive wages according to the terms of daily or periodic work contract.(NSS 62nd Round Report, 2006)

Contract and casual labourers are the two categories of construction workers. The roads and building construction workers are invariably contract or daily wage workers. Contract labourers are attached to the contractor and works wherever they are posted casual workers are recruited on temporary basis and cease to be employed after completion of the work.(Naik .J.P, 1975)

25 have given a detailed picture about mobility, income, indebtedness, recruitment and training, wages and earnings and job satisfaction of the construction workers in Delhi. This study sponsored by the National Building organization was about the employment of workers in the building industry in New Delhi. M. L. Jesudoss's (1983) 29 studies mainly dealt with wages, recruitment, working and living condition of construction workers in Nagamalai areas of Madurai district in Tamil Nadu of India which is a semi urban area. The study revealed that the wage rate was low and working and living condition in the study area was poor. (C.K. Johri and S.M. Panday (1972)).

METHODOLOGY

CHAPTER 3

METHODOLOGY

STATEMENT OF THE PROBLEM:

Kerala attracts migrant labourers even when the unemployment rate remains high. The migrant workers are ready to work for longer hours are sincere and are less demanding. Migrant labourers from the neighboring state of Tamil Nadu, Andhra Pradesh and Karnataka have been in the state of Kerala for a long time. In recent years the state has been witnessing as increased influx of workers from Orissa and West Bengal. Many of these workers are brought in by labour contractors for certain projects. Even though the contractors take a share of the daily wages, labourers still find it attractive to work here. Ernakulam district has more than one lakh migrants located at different panchayat, municipality, and Cochin cooperation. (K.S.Surabhi, Kumar Ajith, 2007, Labour Migration to Kerala study of migrant labourers in Kochi.).

Kochi is very fast developing city. In Kochi day by day construction work like shopping mall, supermarket, and buildings are increasing. And also we are witnessing an increased influx of migrant labourers to our city. The main focus of the study is to analyze the impact of the influx of migrant labourers on the native construction workers of Kochi.

GENERAL OBJECTIVE:

A Sociological Study on the Impact of the Influx of Migrant Labourers on Native Construction Workers in Kochi City.

SPECIFIC OBJECTIVES:

- To study the socio-economic background of the respondents
- To study whether there is any impact on the sustenance of the respondents due to the recent influx of migrant labourers
- To study social relation or interaction among the respondents and migrant labourers.
- To study the opinion of the respondents in hiring migrant labourers.
- To study the measures taken by the trade union in the aid of respondents.

VARIABLES:

INDEPENDENT VARIABLES -Age, Marital Status, Education, Income.

DEPENDENT VARIABLE - Native construction workers

CONCEPTS:

1. Native Construction Worker

Theoretical Definition: In Collins English dictionary, native construction worker is defined as a person who works in native construction industry, especially one engaged in manual work.

Operational Definition: The workers(male) who work in their own place of birth is called the native workers.

2. MIGRANT LABOURER

Theoretical Definition: According to Oxford Advanced Learner's Dictionary "A Person who moves from one place to another, especially to find work".

Operational Definition: In this study migrant worker, a person who has migrated to Kochi for construction work from other states.

RESEARCH DESIGN:

Descriptive Research Design is used in the study.

UNIVERSE:

Kochi was one of the 28 Indian cities found to be among the emerging 440 global cities that will contribute 50% of the world GDP by the year 2025, in a 2011 study done by the McKinsey Global Institute. In this process of development and progress there has been an increase in the construction work in Kochi which also includes the Kochi Metro, new flyovers, The Smart City, International Container terminal, shopping malls etc. which in turn has attracted many migrant labourers too. Thus Kochi was selected as the area of study. The Native construction Workers of Kochi is the population for study.

SAMPLE AND SAMPLING METHOD:

100 respondents were selected from the list provided by the Contractor, using the Random Sampling Method.

TOOL OF DATA COLLECTION:

Interview Schedule was used to collect data.

PILOT STUDY:

Pilot study was conducted after problem formulation and the collection of review of literature. The respondents were approached by researcher and their cooperativeness made it clear that the study is feasible.

PRE TEST:

A pre test was conducted and it shaped to make some necessary modification in the interview schedule.

ANALYSIS AND INTERPRETATION:

The collected data was edited, classified and coded. Further it was tabulated. The tabulated data was analyzed and interpreted according to the objectives. Data was analyzed and interpreted qualitatively. Statistical calculation was done using SPSS.

LIMITATIONS:

Data collection was time consuming one. The researcher faces difficulty in traveling and meeting the respondents in their working time.

**ANALYSIS
AND
INTERPRETATION**

CHAPTER-4

ANALYSIS AND INTERPERTATION

This chapter has various sections which explain the different aspects of the study such as facilities and problems in the construction sector. The figures along with tables give us a clear picture of the study and it enables the data to be analyzed more accurately.

The data was collected from 100 respondents, native workers in the construction sector. An Interview Schedule was used as the tool for data collection. The collected data was analyzed using SPSS and relevant tables and diagrams were drawn.

Table 4.1

AGE OF RESPONDENT

	Frequency	Percent
25-35	12	12.0
35-45	18	18.0
45-55	45	45.0
55-65	23	23.0
65-75	2	2.0
Total	100	100.0

The above table shows the information regarding the age group of the respondents. Majority of respondents are from 45-55 age categories. The data revealed that most of the skilled youngsters are trying to go outside the country, for better standard of living. And only 2% of respondents are from 65-75 age categories. This category of respondents had a lot of physical ailments which pursued them to refrain from work.

Table 4.2

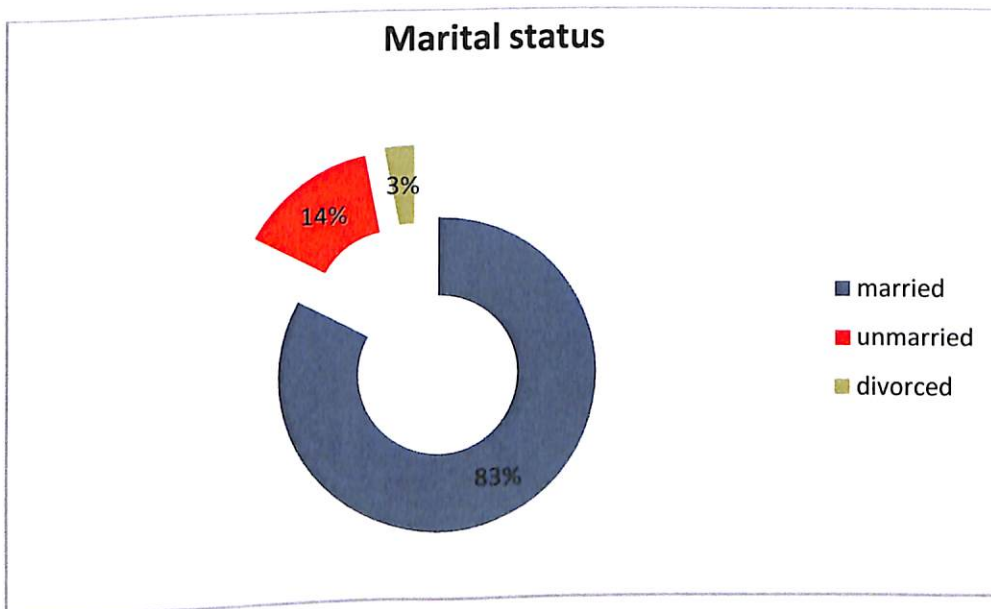
RELIGION

Religion	Frequency	Percent
Hindu	56	56.0
Christian	44	44.0
Muslim	0	0.0
Total	100	100.0

This table shows the information regarding the religion of respondent. In this table majority of respondents are Hindus and rest of the respondents are Christians.

Diagram 4.1

Marital Status



The above diagram shows the information regarding marital status of the respondents. In this majority of the respondents are married and 14% of the respondents are unmarried. And minority (3%) respondents are divorced.

Table 4.3
EDUCATION QUALIFICATION

	Frequency	Percent
Below SSLC	40	40.0
SSLC	35	35.0
Plus two	17	17.0
Degree	5	5.0
ITC	3	3.0
Total	100	100.0

This table represents the information regarding the education level of the respondents. The majority of respondent's education level is below SSLC (40%) and 35% of the respondents education qualification is SSLC and only few of the respondents have done their graduation. They responded that they did not have the financial back up for higher studies. So they had stopped their education to pursue a construction workers or rather as breadwinners of the family.

Table 4.4
INCOME

	Frequency	Percent
10000-20000	17	17.0
20000-30000	61	61.0
30000-40000	17	17.0
More than 40000	5	5.0
Total	100	100.0

The above table shows the information regarding the income level of respondents. The majority (61%) of the respondents income level is 20000-30000 and minority (5%) of the respondents has more than 40000. Income is based on experiences and also on the basis of work load.

Table 4.5

FAMILY MEMBERS

No. of Family members	Frequency	Percent
2	4	4.0
3	15	15.0
4	60	60.0
5	17	17.0
6	4	4.0
Total	100	100.0

The table shows the information regarding the family member of the respondents. The majority (60%) respondents have 4 members in their family, which shows that the respondents are expected to earn to support the family.

Table 4.6

No. of children

	Frequency	Percent
Yes	86	86.0
No	14	14.0
Total	100	100.0

The majority of respondents (86%) have children and minority of respondents (14%) doesn't hve children.

Table 4.7

No. Of children studying

	Frequency	Percent
1	17	17.0
2	67	67.0
3	2	2.0
Missing System	14	14.0
Total	100	100.0

The table shows the information regarding no. Of children's of the respondents who are studying. The majority of the respondents children's (67%) are studying, they have to meet all expenses of their children's education

Table 4.8

Regular income of respondent

	Frequency	Percent
Yes	68	68.0
No	32	32.0
Total	100	100.0

Majority of respondents (68%) get regular payment when they have work. And minority (32%) of people does not get regular payments; they will be getting their payments weekly.

Table 4.9

Satisfaction with wages

	Frequency	Percent
Highly Satisfied	13	13.0
Satisfied	72	72.0
Somewhat Satisfied	7	7.0
Not Satisfied	8	8.0
Total	100	100.0

This diagram shows whether the respondents are satisfied with their wages. The majority of respondents (72%) are highly satisfied with their wages. Because other members in the family is also earning, so they are able to meet their needs. The minority (7%) of respondents is somewhat satisfied with their wages. Because of certain economic problems and also due to the increase in the price of commodities. So they are not able to meet the needs of their family members and they are the only breadwinners of their family.

Table 4.10
Awareness about legal rights

	Frequency	Percent
Yes	43	43.0
No	57	57.0
Total	100	100.0

This table shows whether the respondents are aware about the labour rights which are available to them. The majority (57%) of the respondents is not aware about the labour rights which are available to them because most of the respondents are illiterate. 43% of the respondents are aware about labour rights, but they are not much aware about their rights and benefits.

Table 4.11
Support from contractor

	Frequency	Percent
Yes	62	62.0
No	38	38.0
Total	100	100.0

This table shows whether the respondent get any financial support from the contractor. The majority (62%) of the respondents gets financial support from the contractor. Contractor provide support on the basis of medical treatments, seniority basis etc. Minority (38%) of the respondents does not get any financial support.

Table 4.12

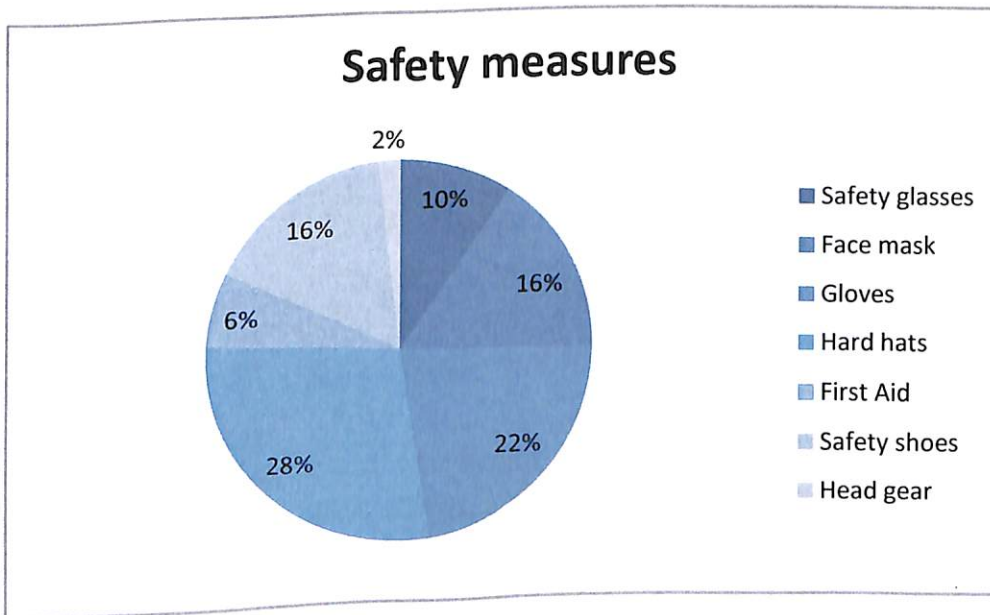
Safety measures for respondents

	Frequency	Percent
Yes	62	62.0
No	38	38.0
Total	100	100.0

From this table it is evident that, most of the respondents are provided with the safety measures.

Diagram 4.2

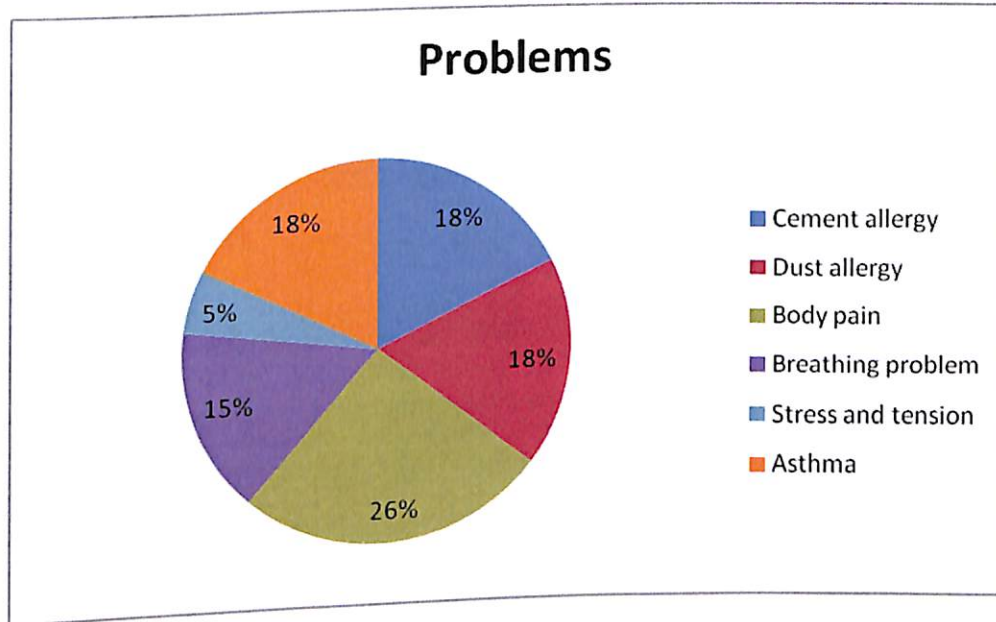
Safety measures for respondent



This table shows the types of safety measures for the respondents. Majority of the respondents are provided with hard hats (45%), to avoid head injuries which is commonly seen in construction works. And very few respondents are provided with head gear (3%). Face mask (25%) and gloves (35%) are also commonly used in construction works.

Diagram 4.3

Physical problems faced by respondent



Majority of the respondents are facing body pain(26%), Asthma(18%),cement allergy (18%) and dust allergy due to their work. The data shows that they do not face much stress and tension at work.

Table 4.13

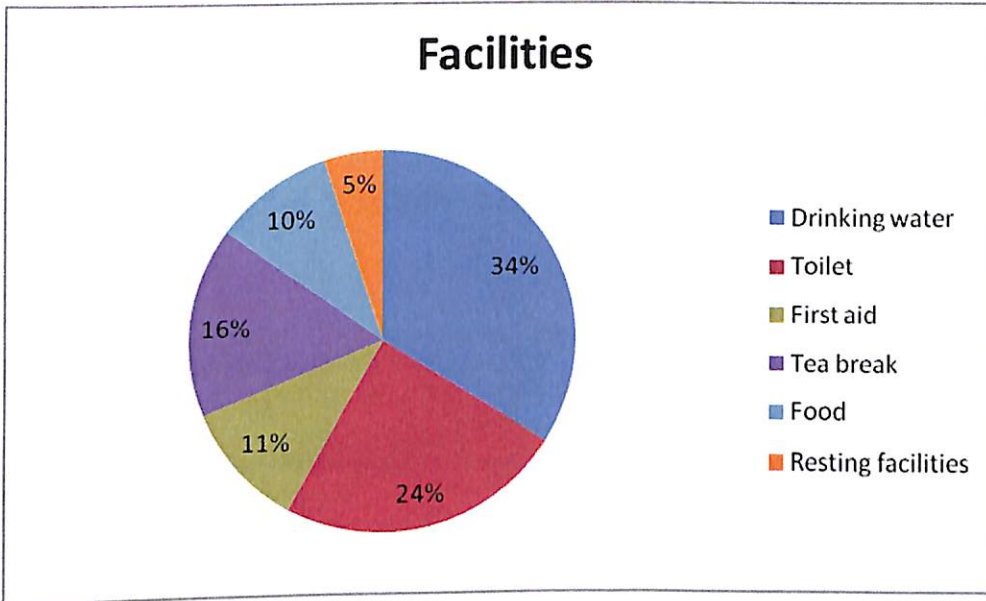
Accidental compensation

	Frequency	Percent
Yes	48	48.0
No	52	52.0
Total	100	100.0

The above table shows about whether the respondent is getting any accidental compensation . The majority of respondents are not getting any accidental compensation. Few of the respondents revealed that they get an accident compensation if something happens to them at the work site.

Diagram 4.4

Facilities



This table shows the information regarding the facilities of respondents in their workplace. Majority of the respondents are getting drinking water (34%) and toilet facilities (24%) mostly in their work place. Resting facilities are less at work place.

Table 4.14

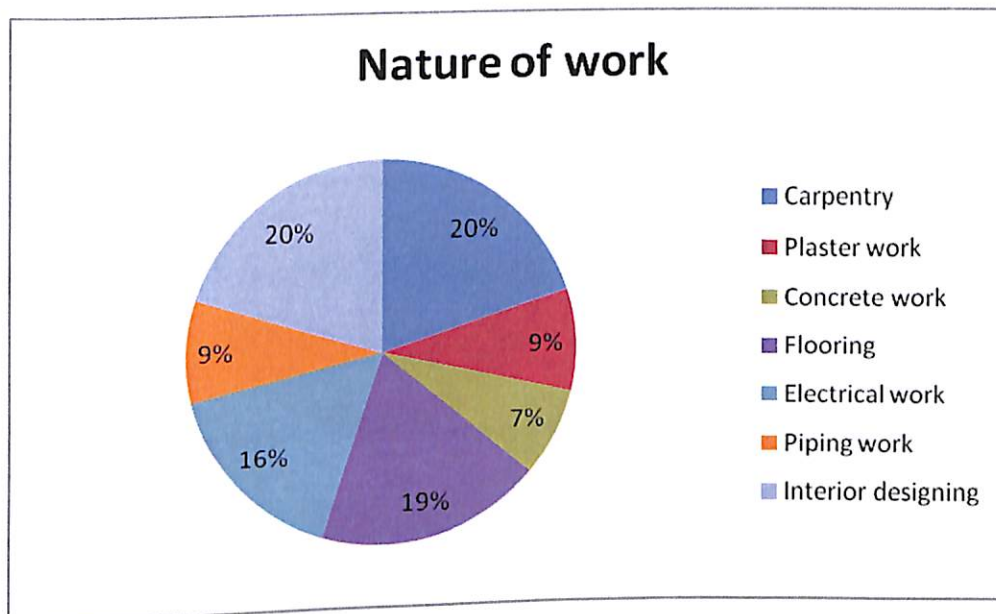
Working Time Schedule

	Frequency	Percent
Less than 7 hours	35	35.0
8 hours	47	47.0
More than 8 hours	18	18.0
Total	100	100.0

The above table shows the working time schedule of the respondents. From this table we can understand that majority of the respondents (47%) are working for 8 hours in a day. Only a minority works more than 8 hours a day.

Diagram 4.5

Nature of work



This table shows the nature of work of the respondents. Among the respondents, majority of them does carpentry, plaster work, flooring and electric work.

Table 4.15

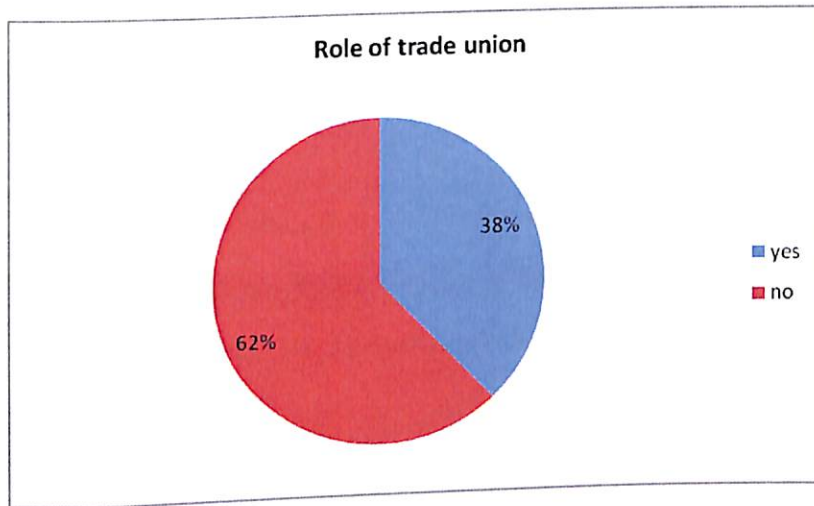
Membership in trade union

	Frequency	Percent
Yes	44	44.0
No	56	56.0
Total	100	100.0

The above table shows whether the respondent is the member of the trade union. Through this table we can understand that the majority of the respondents (56%) are members of the trade union

Diagram 4.6

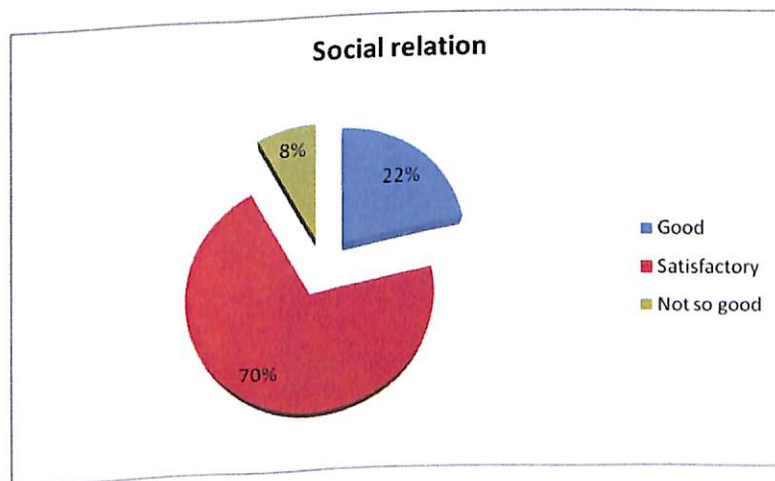
Aid from trade union



The above diagram shows whether the trade union plays any important role in reducing the disputes between the respondents and migrant labours. The majority (62%) of respondents says that trade union does not play any important role in reducing disputes between respondents and migrant labourers. And 38% of respondents are opposed to this statement.

Diagram 4.7

Social Relation



The above shows about the social relation or social interaction of respondents with the migrant labourers. The majority of respondents are not in good social relation with the migrant labourers. Only few respondents are not in good relation with the migrant labourers.

Table 4.16

Friendship with migrant labourers

	Frequency	Percent
Yes	89	89.0
No	11	11.0
Total	100	100.0

The above table show whether the respondents are friendly with migrant labourers. Majority of respondents say that they are friendly with the migrant labourers.

Table 4.17

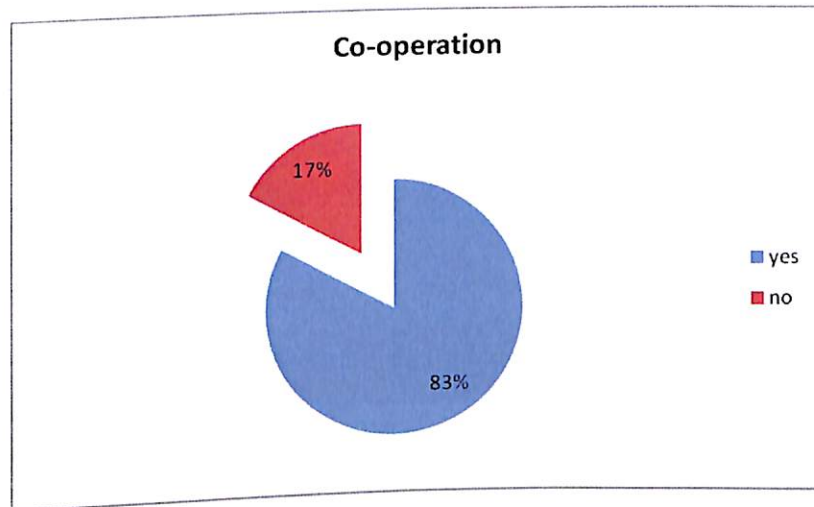
Language barrier for interaction

	Frequency	Percent
Yes	74	74.0
No	26	26.0
Total	100	100.0

The above table shows whether language is a barrier for interaction between respondent and the migrant labourers. Majority of the respondents say that language is a barrier for their interaction with the migrant laborers. And 26% of respondents feel that language is not a barrier for their interaction.

Diagram 4.8

Co-operation



The above diagram shows whether the migrant labourers are co-operative with the respondents. The majority of respondents say that the migrant labourers are co-operative. And only 17% of respondents say that the migrant labourers are not co-operative.

Table 4.18

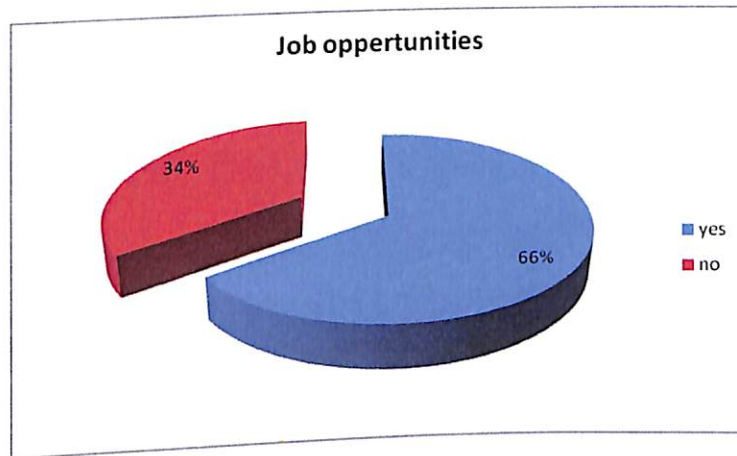
Problem faced in hiring migrant labourers

	Frequency	Percent
Yes	60	60.0
No	40	40.0
Total	100	100.0

The above table shows whether the respondent have any problem in hiring migrant labourers. The majority of the respondents say that they have problem in hiring migrant labourers. The respondents feel that they are losing opportunities when migrant laborers are hired. And 40% of respondents say that they have no problem in hiring the migrant labourers.

Diagram 4.9

Decrease of job opportunities



The above diagram shows whether the respondents job opportunities are decreasing due to the migrant labourers. And majority of the respondents are of the opinion that their job opportunities are decreasing. And 34% of respondents feel that they have no such problems.

**FINDINGS
AND
CONCLUSION**

CHAPTER 5

FINDINGS AND CONCLUSION

Findings

From the findings it is found that the majority of the native construction workers are from the 45-55 age categories. And 2% of the native construction workers are from 65-75 age categories. The 65-75 category has physical ailments. 83% of the respondents are married, 14% of the respondents are unmarried and 3% of the respondents are divorced. 40% of the respondents education level is below SSLC and 35% of the respondents educational level is SSLC. The respondents cannot study further due to financial reasons.

72% of respondents are satisfied with their wages and 57% of the respondents are aware about the labour rights which are available to them. 62% of the respondents get financial support from the contractor, such as medical treatments etc. 62% of the respondents responded that they are provided with safety measures, they are provided with safety glasses, face mask, first aid, hard hats etc.

Majority of the respondents face physical problems like asthma, breathing trouble, dust allergy etc due to their work.

And 52% of the respondents are not getting any accidental compensation from the contractor.

Several facilities like drinking water, toilet, tea break etc are provided in their workplace. But it was noticed that resting facilities were not present in work places. According to 47% of respondents they work only for 8 hours in a day. According to majority of respondents they are engaged in carpentry and interior designing. 56% of the respondents are not member of trade unions. According to 62% of the respondents the trade union does not play any important role in settling the disputes between native workers and migrant labourers.

70% of the respondents have a friendly relationship with the migrant laborers even though language is a barrier for their interaction. 83% of the respondents agree

that the migrant labourers are very co-operative. 60% of respondents have problem in hiring the migrant labourers because most of the native workers are feeling that their job opportunities are decreasing due to the migrant labourers.

Conclusion

A sociological study on the impact of the influx migrant labourers on native construction workers reveals the following:-

The first part of the study deals with social and economic background of the native construction workers. From the study it is proved that the majority of the respondents are from 45-55 age categories. None of the respondents belonged to the age group 25-25 as the youngsters are trying to go outside the country, for better standard of living. Most of the respondents have dropped their education after SSLC, due to financial constraints. Most of them are married, have two or three children and are breadwinners of the family. The study found out that all of them earn well and are satisfied with their wages.

The study also shows that the workers do have an idea of their labor rights but do not know how to avail it due to lack of awareness. And the respondents gets financial supports from the contractor but if anything happens outside the construction site the contractor does not bear the cost. And many safety measures like safety glasses face mask, gloves, hard hats, first aid, and safety shoes are provided to the respondents, because construction work is one of the risky works, and most of the accidents are taking place in construction sites due to improper safety measures. They are also provided with facilities like toilets, tea break etc.

The study also deals with the measures taken by the trade union in the aid of native workers. Most of the respondents are not part of any trade union. They are of the opinion that the trade unions are not playing any important role in settling the dispute between the respondents and migrant labourers. The social relation between respondents and migrant labourers are satisfactory and also very cooperative. But the respondents feel that language is a barrier for their interaction.

Even though they have a friendly relationship with the migrant workers, the native workers do not appreciate hiring migrant labourers because they feel that their job opportunities are decreasing. As the migrant laborers are ready to work for less wages, the demand for native workers is decreasing.

BIBLIOGRAPHY

BIBLIOGRAPHY

- Ahuja Ram. Social problems in India. 2nd edition
- Bhende. Asha, Knitkar. Tara, 1978, principles of population Studies, Himalaya Publication House, Mumbai.
- Encyclopedia of social work in India, vol 2
- Gabriele Fairlie, R., and B. Meyer, 2013, "The effect of immigration on native self-employment." Journal of Labor Economics
- la Rodriguez Pizarro, Human rights of migrant, August 2002.
- K S. Surabhi, Kumar Ajith, 2007, Labour Migration to Kerala study of migrant labourers in Kochi.
- Raj. Hans, 1984, Fundamentals of Democracy, Surjeet Publications, Delhi.

Websites

- <http://keraladiaspora.blogspot.com>
- <http://legalsutra.org>
- <http://www.kerala.com>
- <http://www.kerala.gov.in/keralacal> aug08

APPENDIX

A SOCIOLOGICAL STUDY ON THE IMPACT OF THE INFLUX OF MIGRANT LABOURERS ON NATIVE CONSTRUCTION WORKERS IN KOCHI CITY

1. Name:
2. Age:
3. Religion:
4. Marital Status: Married Unmarried Divorced
5. Education:
6. Income:
7. Family Members:
8. Do you have children? Yes No
9. If yes, how many?
10. How many are studying?
11. Do you get regular payment? Yes No
12. If No, then Weekly Monthly Yearly
13. Are you satisfied with your wages?
Yes No
14. Are you aware about the labour rights?
Yes No
15. Is there any support from the part of contractor in the case of
hospitalization or treatment?
Yes No
16. Are you provided with any safety measures?
Yes No
17. Are you facing any mental or physical problems due to construction
works?
Yes No
18. Are getting any accidental compensation?
Yes No
19. What all facilities are you getting in your working place?

20. How is your,
- Working time schedule?
 - Nature of work.
21. Are you a member of trade union?
Yes No
22. Does trade union plays an important role in reducing the dispute between migrant labourers and native workers?
23. How is your social relation or interaction with migrant labourers?
Good Satisfactory Not so good
24. Are they friendly with you all?
Yes No
25. Is language is a barrier for your interaction with migrant labourers?
Yes No
26. The migrant labourers working with you, are they co-operate with you?
Yes No
27. Do you have any problem in hiring migrant labourers?
Yes No
28. Do you will that your job opportunities are decreasing due to these migrant labourers?
Yes No
29. What is your opinion about hiring migrant labourers?