

## **Working Condition of Migrant Labourers in Non-Agricultural Sector of Urban Punjab**

**Kulwinder Kaur Bhullar\*Dr.Anil Kumar Verma\*\***

*\*Ph.D Scholar, Punjabi University, Patiala, Punjab, India*

*\*\*Principal (Retd.) Govt. Brajindra College, Faridkot, Punjab, India*

*Corresponding Author: Kulwinder Kaur Bhullar*

---

**Abstract:** Migration is a global phenomenon. Migration is a major demographic process that has been an integral and salient feature of human history since the time immemorial. Data tells us that the labour mobility from the farm sector to non-farm sector, during a long period from the 1950s to the late 1990s, had been marginal, with very little structural transformation in employment. Since 1971 the proportion of workers in the agricultural sector has shown a decline, followed by a corresponding increase in the proportion of workers in the unorganized non-agricultural sector (Bhattacharya, 1996). High productivity agricultural areas ('green revolution areas') continue to be important but more migrants are opting for non-farm employment because of greater returns.

**Keywords:** Migration, Non Farm Sector, Labour, Unorganised Sector, Working condition.

---

Date of Submission: 16-03-2018

Date of acceptance: 31-03-2018

---

### **I. INTRODUCTION**

Beginning with the late 1990s and accentuating by middle of the current decade, when the agrarian crisis had gripped many parts of the country, the period also witnessed the seemingly largest shift from farm to non-farm employment. As many migrants find it worthwhile to leave their villages and migrate to towns, cities or other rural areas. At individual and household levels, it provides major livelihood strategy for many people who may not find such outlet domestically. Labour-sending areas are typically agriculturally backward and poor whereas emerging destinations are towns and cities, industrial zones, coastal areas for fish processing and salt panning. In Punjab, Non-agricultural sector developed at a much fast rate after 1980, when agricultural sector met with the crisis due to falling farm profitability. The migrant labourers started shifting to the urban areas of Punjab to seek employment. They used to work in factories, service centres, hotels, etc because of greater returns. Therefore to study their working conditions was relevant. Hence the present paper is planned with the following objectives:

- i. To study the factors responsible for migration
- ii. To study the working condition of migrant labourers in non-agricultural sector of urban Punjab.

### **II. REVIEW OF LITERATURE**

**Lewis** (1954) theory says in the case of individual utility maximization, the decision to migrate to cities would be determined by wage differentials, plus the expected probability of obtaining employment at the destination.

**Caldwell** (1969) in Ghana found that the recurring threat of famine or crop failure resulting from inadequate equipment and faulty method of utilization and cultivation of land and others induce rural out migration. He expresses that the limitation of cash earning opportunities of farmers to once or twice during the year forces many men to leave the countryside for the towns even to get daily labour.

**Adams** (1986) confirmed what is well-known in Egypt – that internal migration from rural to urban areas in Egypt is one of the strategies that the rural poor use to survive. During the winter months (December to March), when there is limited demand for agricultural labourers anywhere, poor peasants were found to temporarily migrate to Cairo in search of unskilled work. With the recent boom in the construction industry in Cairo, many of these poor peasants have been able to find temporary employment as brick-carriers, cement-mixers, general labourers', and porters.

**Reddy** (1991) has studied the causes of migration of female construction workers of Hyderabad city. Based on a sample of 200 families from different location of the city with the objective of indentifying the push and pull factors, it examined both push and pull factor by sub - dividing them in to social factors and economic factors. Economic reasons such as famines, scarcities, indebtedness and the lack of sufficient employment opportunities in their native places were noted as the major push factors. In the case of pull factors, some of the women migrants were fascinated by urban life and some of them wanted to join with their husbands who had already migrated. In spite of the miserable condition of slum life and the frequent social disturbances in the city, the women migrants conditioned to join in, as the condition in their village were even worse when compared to city.

**Duraisamy and Narasimhan** (1997) examined the primary data collected from Madras with the help of decomposition techniques. The study pointed out that the urban informal sector represented a heterogeneous population of workers; most of them were less educated rural migrants. A majority of the workers in this sector were either casual or temporary. The workers were not associated to protect their interest hence the employers enjoyed a great degree of command over fixation of wages. The migrants who were pushed out from villages cannot remain unemployed even for short period of time accepted any job even if wages were low, on the other hand, non-migrants showed preference in accepting a job. So it was evident that wage difference amongst the workers in this sector was wide spread and explicit. The authors found that the rural migrants preferred to work in trading activities, while non-migrants preferred services sector. On average, the migrants got 17 percent less than non-migrants. The researchers advocated that the propensity to migrate decreased with increase in age and persons having more assets holdings were also disinterested to migrate. The study observed that education had a significant positive effect on wages. Earnings increased at a decreasing rate with experience. They concluded that there was an urgent need for non-discriminatory labour laws for urban informal sector.

**Gupta and Prajapati** (1998) attempted to study the reasons for migration of seasonal agricultural labourers in Chhattisgarh region of Madhya Pradesh. Based on primary data collected from 140 farmer respondents in two villages of Raipur district, the study revealed that the existence of a larger number of small and marginal farmers, low agricultural productivity, dearth of irrigational facilities and lack of job opportunities during the rabbi season in the study area were the main reasons for migration. The second important reason initiated by the study was lower wages in the study area where the announcement of Government with regard to increment in the wage rates was not implemented. As a result, the farmers were either forced to go to work at very low wages or of look for job opportunities outside the region. The larger size of the family with small land holding was also the main reason for migration. Some of the sample respondents were took a decision to migrate to earn additional money also since they wanted to keep their social customs prevailing in their natives.

**Gupta and Mitra** (2002) in their study of migrant labour in Delhi slums found that, with experience, migrants are likely to move from low income casual jobs to higher income, regular jobs. Their work examines the links between duration of migration, distance of migration, occupation and incidence of poverty. The study was conducted on 150 slum households (1996) from several parts of Delhi. The study evidenced that majority of the migrants are from the rural areas of different states. It was noticed that the employment structure of the migrant slum dwellers in Delhi is by and large dominated by the informal tertiary activities. It is also observed that with a raise in the period of stay and experience, the migrants are more likely to move from low income and casual jobs to high income and regular jobs and are able to improve their standard of living.

**Chandra** (2002) studied the consequence of internal migration in Fiji. The data were collected in 1992- 93 among 2416 migrants and found that rural to urban migration and more importantly inter- urban migration had been most pronounced. The study examined the social and economic conditions at their destinations on the view of heads of migrant households. After migration, professional, technical and related occupational groups, sales personnel showed a slight growth in employment and that indicated a positive marginal change relating to salary and wage earners. The economic consequences of migration provide unambiguous support for the notion that migration in Fiji is economically beneficial for migrants. The study further discussed the social conditions of the migrants and revealed that there was an increase of free or subsidized housing from employer, government and institutional housing, and rental and individual homes. Migrant households were also able to acquire larger living areas after migration. Majority of the respondents perceived that they had improved their employment and working conditions, income, social and cultural aspects of their lives. These perceptions reflect the interplay of various socio- economic factors especially in gender and ethnicity.

**Hussain et al.** (2004) made an attempt to study the major factor behind the migration of 120 respondents of Faisalabad city in Pakistan. It revealed that a majority of the respondents were agreed with the non- availability of job was the main reason for their migration. Besides, the absence of educational facility, poor health

institutions, low paying jobs, poor rural settings, labour intensive agriculture production, family disorganization and polluted environment were found as the factors that pushed them to migrate. The outcome of the analysis indicated that better education and better employment were the pulling factors for their migration. The study also mentioned the other pull factors which attracted the migrants were better health institutions and facilities, high paying wages, better housing, public entertainment and better sewerage system.

**Kaur** (2005) in her study majorly focused on policies of Economic reform, and their impact on employment pattern in rural Punjab. In this extent, the study analysed the situation of local labours of Punjab vis-à-vis the migrant labours. According to this study influx of migrant labours is in abundance during peak season of wheat harvesting and paddy plantation. Seasonal migrants according to this study are from Bihar and Uttar Pradesh and mostly belong to backward and schedule castes. They migrate in groups and work on contract per acre basis. However, the recent trend in migration of seasonal migrants indicates that now they stay for longer period. Many of them work in nearby cities and towns as rickshaw puller, vegetable vendors etc. The decreasing employment in agriculture sector is pushing many of them to many non- farm sectors like construction, brick kiln etc. Working conditions of seasonal migrant labours are very poor. Some observation are: Number of persons huddled in single rooms with 7-14 persons sharing one (1) tube well; No toilet and medical support in cases of illness; No fixed working hours etc. Harsh working condition and non-payment of full wages by farmers are some serious problems. In addition, these workers who are otherwise highly indebted in their places of origin for migrating to Punjab and other states are further exploited by railways and police personnel.

### III. RESEARCH METHODOLOGY

The urban area of three districts viz. Ludhiana, Jalandhar and Amritsar from Punjab were selected on the basis of industrial development. Then 150 migrant and 50 local labourers from each district were selected for the study. The primary data were collected from the migrant labourers and local labourers with the help of two well structured questionnaires through personal interview method. Simple statistical tools like averages, frequencies, percentages, etc. and advance statistical techniques like t-test, chi-square test and Z-test were employed to achieve the objectives of the study from the collected data.

#### Results and Discussion

The results obtained by analyzing the data have been discussed in this section.

#### Place of Origin

Table 1 shows the distribution of respondents according to the place of origin from where they have migrated to Ludhiana, Jalandhar and Amritsar districts respectively.

**Table 1:** Distribution of Migrant Labourers According to the Place of Origin

| Place of Origin  | Ludhiana |       | Jalandhar |       | Amritsar |       |
|------------------|----------|-------|-----------|-------|----------|-------|
|                  | No.      | %age  | No.       | %age  | No.      | %age  |
| Uttar Pradesh    | 42       | 28.00 | 38        | 25.33 | 47       | 31.33 |
| Bihar            | 49       | 32.67 | 39        | 26.00 | 58       | 38.67 |
| West Bengal      | 8        | 5.33  | 14        | 9.33  | 6        | 4.00  |
| Nepal            | 11       | 7.33  | 13        | 8.67  | 7        | 4.67  |
| Uttrakhand       | 18       | 12.00 | 21        | 14.00 | 12       | 8.00  |
| Himachal Pradesh | 9        | 6.00  | 4         | 2.67  | 6        | 4.00  |
| Kerala           | 7        | 4.67  | 11        | 7.33  | 8        | 5.33  |
| Others           | 6        | 4.00  | 10        | 6.67  | 6        | 4.00  |
| Chi-square       |          |       | 13.23     |       |          |       |

It is clear from the table 1 that the highest proportion i.e. 32.67 percent of the migrant labourers in Ludhiana district originally belonged to Bihar followed by 28.00 percent from Uttar Pradesh, 12.00 percent from Uttrakhand and 7.33 percent from Nepal. The lowest proportion i.e. 4.67 percent of them belonged to Kerala, followed by 5.33 percent from West Bengal and 6.00 percent from Himachal Pradesh. There were only 4 percent of them who belonged to states other than mentioned above. In case of Jalandhar district, the highest proportion i.e. 26.00 percent of the respondents originally belonged to Bihar followed by 25.33 percent from Uttar Pradesh, 14 percent from Uttrakhand and 8.67 percent from Nepal. The lowest proportion i.e. 2.67 percent of them belonged to Himachal Pradesh, followed by 7.33 percent from Kerala and 9.33 percent from West Bengal. There were only 6.67 percent of them who belonged to states other than mentioned above.

In Amritsar district, the highest proportion i.e. 38.67 percent of the respondents originally belonged to Bihar followed by 31.33 percent from Uttar Pradesh, 8 percent from Uttarakhand and 5.33 percent from Kerala followed by 4.67 percent from Nepal. The lowest proportion was 4 percent that belonged to West Bengal, Himachal Pradesh and other states which are not mentioned above. Therefore, UP, Bihar and Uttarakhand emerged as the main origins of migration to Ludhiana, Jalandhar and Amritsar districts respectively.

The pattern of state of origin was similar in the three districts of Punjab as conveyed by the chi-square value of 13.23.

### Factors Responsible for Migration

Some factors were identified which were responsible for migration to Punjab. These factors include higher wages in Punjab, poverty in the family, unemployment at native state, crime at native state, corruption at native state, casteism at the place of origin, exploitation by the landlords at the place of origin and repayment of old debt. The views of the migrant labourers on these factors have been incorporated in Table 2.

**Table 2: Factors Responsible for Migration (Multiple Response)**

| Factors                   | Ludhiana |       | Jalandhar |       | Amritsar |       | Z-value |        |        |
|---------------------------|----------|-------|-----------|-------|----------|-------|---------|--------|--------|
|                           | No.      | %age  | No.       | %age  | No.      | %age  | L vs J  | L vs A | J vs A |
| High Wages at destination | 74       | 49.33 | 61        | 40.67 | 97       | 64.67 | 1.51    | 2.68** | 4.16** |
| Poverty                   | 58       | 38.67 | 56        | 37.33 | 63       | 42.00 | 0.24    | 0.59   | 0.83   |
| Unemployment              | 67       | 44.67 | 74        | 49.33 | 82       | 54.67 | 0.81    | 1.43   | 0.92   |
| Crime                     | 34       | 22.67 | 29        | 19.33 | 20       | 13.33 | 0.71    | 2.10*  | 1.41   |
| Corruption                | 41       | 27.33 | 34        | 22.67 | 39       | 26.00 | 0.93    | 0.26   | 0.67   |
| Casteism                  | 61       | 40.67 | 69        | 46.00 | 59       | 39.33 | 0.93    | 0.24   | 1.18   |
| Exploitation              | 47       | 31.33 | 42        | 28.00 | 52       | 34.67 | 0.63    | 0.61   | 1.24   |
| Repaying Debt             | 69       | 46.00 | 74        | 49.33 | 78       | 52.00 | 0.58    | 1.04   | 0.46   |

The most common factor responsible for migration came to be the higher wages in Ludhiana district as reported by 49.33 percent of the migrant labourers. This was followed by repayment of old debt at 46.00 percent for which earning money became the factor of migration. The third most common factor was unemployment at the place of origin as 44.67 percent, followed by discrimination on the basis of caste at the place of origin at 40.67 percent and poverty in the family at the place of origin as 38.67 percent. The least common factor came to be crime prone area at the place of origin at 22.67 percent, followed by corruption in every field of life at the native place at 27.33 percent and exploitation by landlords at 31.33 percent.

The most common factor responsible for migration to Jalandhar district came to be the unemployment at the place of origin as reported by 49.33 percent of the migrant labourers. This was followed by repayment of old debt at 49.33 percent for which earning money became the factor of migration. The third most common factor was casteism at the place of origin at 46.00 percent, followed by higher wages at the place of destination by 40.67 percent and poverty in the family at the place of origin at 37.33 percent. The least common factor came to be crime at the place of origin at 19.33 percent, followed by corruption at the native place at 22.67 percent and exploitation by landlords at 28.00 percent.

In Amritsar district, the most common factor responsible for migration came to be the higher wages in Ludhiana as compared to the place of origin which was reported by 64.67 percent of the migrant labourers. This was followed by unemployment at 54.67 percent for which earning money became the factor of migration. The third most common factor was repayment of their old debts at the place of origin at 52 percent, followed by poverty at the place of origin at 42 percent and then discrimination on the basis of caste at the place of origin at 39.33 percent. The least common factor came to be crime prone area at the place of origin at 13.33 percent, followed by corruption in every field of life at the native place at 26.00 percent and exploitation by landlords at 34.67 percent. Therefore, higher wages at destination, old debt and unemployment at the place of origin emerged as the major factors of motivation for migration to Ludhiana, Jalandhar and Amritsar districts respectively.

Amritsar district has the significantly higher proportion of the factor of higher wages as compared to Ludhiana and Jalandhar districts as shown by the Z-value of 2.68 and 4.16. All other reasons of migration were statistically at par in the three districts.

### Working Conditions of Migrant Labourers

The working conditions of migrant labourers in non-agricultural sector of urban Punjab was studied in terms of nature of job, working hours, wages or earnings, etc.

**Nature of Job**

A perusal of Table 3 indicated that in Ludhiana district the highest proportion i.e. 40.67 percent of the migrant labourers was doing job on monthly payment basis, followed by 36.00 percent on daily payment basis.

The lowest proportion i.e. 4.00 percent of them were doing part time job while 19.33 percent of them were doing job on contractual basis.

**Table 3:** Distribution of Migrant Labourers According to Nature of Present Job

| Nature of Job | Ludhiana |       | Jalandhar |       | Amritsar |       |
|---------------|----------|-------|-----------|-------|----------|-------|
|               | No.      | %age  | No.       | %age  | No.      | %age  |
| Daily paid    | 54       | 36.00 | 48        | 32.00 | 46       | 30.67 |
| Monthly paid  | 61       | 40.67 | 69        | 46.00 | 72       | 48.00 |
| Contract      | 29       | 19.33 | 26        | 17.33 | 27       | 18.00 |
| Part time     | 6        | 4.00  | 7         | 4.67  | 5        | 3.33  |
| Chi-square    |          |       | 2.17      |       |          |       |

In Jalandhar district, the highest proportion i.e. 46.00 percent of the migrant labourers was doing job on monthly payment basis, followed by 32.00 percent on daily payment basis. The lowest proportion i.e. 4.67 percent of them were doing part time job while 17.33 percent of them were doing job on contractual basis.

In Amritsar district, the highest proportion i.e. 48.00 percent of the migrant labourers was doing job on monthly payment basis, followed by 30.67 percent on daily payment basis. The lowest proportion i.e. 3.33 percent of them were doing part time job while 18.00 percent of them were doing job on contractual basis. Therefore, monthly payment basis of job emerged as the most common nature of job for migrants in Ludhiana, Jalandhar and Amritsar districts respectively.

The pattern of nature of employment was similar in the three districts as conveyed by the chi-square value of 2.17.

**Duration at Present Job**

The information given in table 4 showed that the highest proportion i.e. 41.33 percent of migrant labourers in Ludhiana district were doing the present job for more than 4 years, while the highest proportion i.e. 46.67 percent of migrant labourers in Jalandhar district were doing the present job for the last 2 years or less than 2 years. In case of Amritsar district, the highest proportion of migrant labourers i.e. 52 percent was found to be working at the present job for the last 2 years or less than this. The average duration of work at the present job came to be 4.67, 2.97 and 2.68 years in Ludhiana, Jalandhar and Amritsar districts, respectively. The working duration in Ludhiana district was significantly higher than Jalandhar and Amritsar districts.

**Table 4:** Distribution of Migrant Labourers According to Duration at Present Job

| Duration (Years) | Ludhiana |       | Jalandhar |       | Amritsar |       |
|------------------|----------|-------|-----------|-------|----------|-------|
|                  | No.      | %age  | No.       | %age  | No.      | %age  |
| Up to 2          | 30       | 20.00 | 70        | 46.67 | 78       | 52.00 |
| 2-4              | 58       | 38.67 | 62        | 41.33 | 50       | 33.33 |
| Above 4          | 62       | 41.33 | 18        | 12.00 | 22       | 14.67 |
| Mean             | 4.67     |       | 2.97      |       | 2.68     |       |
| SD               | 3.12     |       | 1.94      |       | 1.85     |       |
| F-ratio          |          |       | 3.88**    |       |          |       |

This may be due to more employment opportunities in Ludhiana district because of intensive and extensive industrial development as compared to the Jalandhar and Amritsar districts. The significant variation in duration of work at present job was affirmed by the F-ratio of 3.88.

**Working Hours**

A perusal of table 5 showed that majority i.e. 62.67 percent of migrant labourers each in Ludhiana and Jalandhar districts, 57.33 percent in Amritsar district worked for 10 hours per day, followed by respective 20.67 percent, 20.00 percent and 26.67 percent who worked for 12 hours per day respectively. The lowest proportion i.e. 6.00 percent of migrant labourers in Ludhiana district, 8.00 percent in Jalandhar district and 6.67 percent in Amritsar district had to work for more than 12 hours per day, while only 10.67 percent, 9.33 percent and 9.33 percent of them in Ludhiana, Jalandhar and Amritsar districts respectively worked for 8 hours per day.

**Table 5:** Distribution of Migrant Labourers According to Working Hours

| Working Hours(Daily) | Ludhiana |       | Jalandhar |       | Amritsar |       |
|----------------------|----------|-------|-----------|-------|----------|-------|
|                      | No.      | %age  | No.       | %age  | No.      | %age  |
| 8 hours              | 16       | 10.67 | 14        | 9.33  | 14       | 9.33  |
| 10 hours             | 94       | 62.67 | 94        | 62.67 | 86       | 57.33 |
| 12 hours             | 31       | 20.67 | 30        | 20.00 | 40       | 26.67 |
| >12 hours            | 9        | 6.00  | 12        | 8.00  | 10       | 6.67  |

This showed that almost 10 percent of the migratory labourer enjoyed an international length of daily working hours. This revealed that the international length of daily working hours has not been followed by majority of the non-agricultural sector.

### Overtime Work

The particulars about overtime work done by the migratory labourers have been given in Table 6.

**Table 6:** Distribution of Migrant Labourers According to Particulars of Overtime Work

| Overtime Work             | Ludhiana |       | Jalandhar |       | Amritsar |       |
|---------------------------|----------|-------|-----------|-------|----------|-------|
|                           | No.      | %age  | No.       | %age  | No.      | %age  |
| Yes                       | 141      | 94.00 | 143       | 95.33 | 148      | 98.67 |
| No                        | 9        | 6.00  | 7         | 4.67  | 2        | 1.33  |
| Payment for overtime work | N=141    |       | N=143     |       | N=148    |       |
| Yes                       | 89       | 63.12 | 87        | 60.84 | 90       | 60.81 |
| No                        | 52       | 36.88 | 56        | 39.16 | 58       | 39.19 |
| Chi-square                |          |       | 0.21      |       |          |       |

Table 6 leads us to say that majority of the migrant labourers worked over and above the normal working hours. This proportion of migrant labourers came to be 94.00 percent, 95.33 percent and 98.67 percent in Ludhiana, Jalandhar and Amritsar districts respectively. However, 36.88 percent of them in Ludhiana district, 39.16 percent in Jalandhar district and 39.19 percent in Amritsar district were not paid for the overtime work done by them. The pattern of payment for overtime work was similar in the three districts as indicated by the chi-square value of 0.21.

### Work related Discrimination

Table 7 contained the information about the work-related discrimination faced by the migrant labourers.

**Table 7:** Distribution of Migrant Labourers According to Work Discrimination

| Discrimination on Job | Ludhiana |       | Jalandhar |       | Amritsar |       |
|-----------------------|----------|-------|-----------|-------|----------|-------|
|                       | No.      | %age  | No.       | %age  | No.      | %age  |
| Yes                   | 130      | 86.67 | 122       | 81.33 | 138      | 92.00 |
| No                    | 20       | 13.33 | 28        | 18.67 | 12       | 8.00  |
| Chi-square            |          |       | 7.38*     |       |          |       |

The information given in Table 7 indicated that majority i.e. 86.67 percent, 81.33 percent and 92.00 percent of migrant labourers in Ludhiana, Jalandhar and Amritsar districts respectively reported that they had been discriminated by the employer in case of work in terms of assigning tough job, unskilled job even to the skilled ones, accident prone jobs, etc. Though majority of migrant labourers were discriminated in all the districts but the incidence of work-related discrimination was significantly higher in Amritsar district as compared to Ludhiana and Jalandhar districts as indicated by the chi-square value of 7.38.

### Discrimination in Wages

**Table 8:** Distribution of Migrant Labourers According to Wage Discrimination

| Wages Equal to Locals | Ludhiana |       | Jalandhar |       | Amritsar |      |
|-----------------------|----------|-------|-----------|-------|----------|------|
|                       | No.      | %age  | No.       | %age  | No.      | %age |
| Yes                   | 16       | 10.67 | 18        | 12.00 | 10       | 6.67 |

|            |     |       |      |       |     |       |
|------------|-----|-------|------|-------|-----|-------|
| No         | 134 | 89.33 | 132  | 88.00 | 140 | 93.33 |
| Chi-square |     |       | 2.62 |       |     |       |

It is clear from table 8 that in case of discrimination with migrant labourers regarding payment of wages equal to the local labourers, again majority i.e. 89.33 percent, 88.00 percent and 93.33 percent of migrant labourers in Ludhiana, Jalandhar and Amritsar districts respectively reported that they were not being paid wages equal to that of their counterparts. They were paid at low rate as compared to the local labourers.

### Timing of Payment of Wages

The distribution of migrant labourers according to the timing of payment of wages has been shown in Table 9.

**Table 9:** Distribution of Migrant Labourers According to Timing of Wages

| Wages on Time | Ludhiana |       | Jalandhar |       | Amritsar |       |
|---------------|----------|-------|-----------|-------|----------|-------|
|               | No.      | %age  | No.       | %age  | No.      | %age  |
| Yes           | 34       | 22.67 | 28        | 18.67 | 26       | 17.33 |
| No            | 116      | 77.33 | 122       | 81.33 | 124      | 82.67 |
| Chi-square    |          |       | 1.47      |       |          |       |

Table 9 clearly showed that majority i.e. 77.33 percent, 81.33 percent and 82.67 percent of migrant labourers in Ludhiana, Jalandhar and Amritsar districts respectively were not being paid the wages on time. Only 22.67 percent in Ludhiana district, 18.67 percent in Jalandhar district and 17.33 percent in Amritsar district reported that they were being paid the wages on time. The pattern of payment of wages to migrant labourers was similar in the three districts as indicated by the chi-square value of 1.47.

The analysis revealed that, in general, migrant labourers were not paid the wages on time. Payment of wages to them was generally delayed, which led them to face a number of hardships in the routine functioning of life.

### Wages

The information given in Table 10 showed that the average wages per day for migrant labourers worked at Rs. 436.67 in Ludhiana district, Rs. 379.31 in Jalandhar district and Rs. 329.53 per day in Amritsar district. The average wages were found to be below the recommended Minimum Wages.

**Table 10:** Wage Structure of Migrant Labourers from Main Occupation

| Districts | Wages (INR) |           |           |
|-----------|-------------|-----------|-----------|
|           | Per Day     | Per Month | Per Annum |
| Ludhiana  | 436.67      | 13282     | 159384    |
| Jalandhar | 379.31      | 11537.33  | 138448    |
| Amritsar  | 329.53      | 10023.33  | 120280    |

In this way, the monthly earnings came to be Rs. 13282, Rs. 11537.33 and Rs. 10023.33 for migrant labourers in Ludhiana, Jalandhar and Amritsar districts respectively. Thus, the annual earnings of migrant labourers from their job in non-agricultural sector of urban Punjab were Rs. 159384 in Ludhiana district, Rs. 138448 in Jalandhar district and Rs. 120280 in Amritsar district.

The analysis revealed that the wages of migrant labourers in non-agricultural sector of urban Punjab were considerably low than that of local labourers in Punjab. However, the migrant labourers opined that they were in a better position in terms of earnings in Punjab as compared to their native places.

### Mode of Transport to Workplace

It is evident from table 11 that the highest proportion of migrant labourers i.e. 88.00 percent each in Ludhiana and Jalandhar districts and 69.33 percent in Amritsar district used their own vehicle to reach the workplace. The own vehicle was identified as bicycle (generally second hand & in poor condition). However, a few of the skilled and high paid migrant labourers owned two wheelers to reach the workplace.

**Table 11:** Distribution of Migrant Labourers According to Mode of Transportation

| Mode of Transportation   | Ludhiana |       | Jalandhar |       | Amritsar |       |
|--------------------------|----------|-------|-----------|-------|----------|-------|
|                          | No.      | %age  | No.       | %age  | No.      | %age  |
| Own Vehicle              | 132      | 88.00 | 132       | 88.00 | 104      | 69.33 |
| Public/Private Transport | 4        | 2.67  | 18        | 12.00 | 14       | 9.33  |
| Walking Distance         | 14       | 9.33  | 0         | 0.00  | 32       | 21.33 |

There were 9.33 percent and 21.33 percent of migrant labourers in Ludhiana and Amritsar districts respectively who used to reach their workplace on foot, while none of the migrant labourers in Jalandhar district reported to reach workplace on foot. As much as 2.67 percent, 12.00 percent and 9.33 percent of them in Ludhiana, Jalandhar and Amritsar districts respectively travelled via public/ private transport like corporation/municipality buses, private buses, three wheelers, etc.

Thus, the major mode of transport to reach the workplace emerged as their owned vehicles like bicycle and two wheelers. As it leads to reduction in cost of living and where public transport facility is not available on time.

### Travelling Expenses to Reach Workplace

The average daily expenditure incurred on transportation to reach workplace by the migrant labourers has been compared in Table 12.

**Table 12:** Distribution of Migrant Labourers According to Travelling Expenses

| Districts | Expenses (RS.) |      |
|-----------|----------------|------|
|           | Average        | SD   |
| Ludhiana  | 8.57           | 1.04 |
| Jalandhar | 6.24           | 1.23 |
| Amritsar  | 7.48           | 1.09 |
| F-ratio   | 2.13           |      |

The information given in table 12 indicated that average daily expenditure incurred on transportation to reach workplace worked at Rs. 8.57, Rs. 6.24 and Rs. 7.48 by the migrant labourers in Ludhiana, Jalandhar and Amritsar respectively. This expenditure include bicycle and bikes/scooter maintenance, repairs and fuel, fare paid to public/private transport, etc. The average daily expenditure incurred on transportation to reach workplace exhibited no significant variation across the three cities as conveyed by the F-ratio of 2.13.

### Awareness about Labour Unions

The migrant labourers were asked about what is the extent of their awareness about the labour unions working in the labourer matters. They responded in terms of ‘highly aware’, ‘somewhat aware’ and ‘not aware’. These responses were assigned score in the respective order of 3, 2 and 1. Weighted mean scores were calculated and compared between three districts with the help of ANOVA. Their responses have been incorporated in Table 13.

**Table 13:** Distribution of Migrant Labourers According to Awareness about Labour Unions

| Awareness Level | Ludhiana |        | Jalandhar |          | Amritsar |          |
|-----------------|----------|--------|-----------|----------|----------|----------|
|                 | No.      | %age   | No.       | %age     | No.      | %age     |
| Highly Aware    | 93       | 62.00  | 48        | 32.00    | 41       | 27.33    |
| Somewhat Aware  | 42       | 28.00  | 56        | 37.33    | 29       | 19.33    |
| Not aware       | 15       | 10.00  | 46        | 30.67    | 80       | 53.33    |
| Average Score   | 2.52     | Highly | 2.01      | Somewhat | 1.74     | Somewhat |
| F-ratio         |          |        | 4.78**    |          |          |          |

It has been observed from the table that majority i.e. 62.00 percent of migrant labourers in Ludhiana district were highly aware of the labour unions working there while 37.33 percent of them in Jalandhar district were somewhat aware of the labour unions. However, in case of Amritsar district, the highest proportion of 53.33 percent of migrant labourers was not aware of the labour unions. The average score on awareness about labour unions among migrant labourers worked at 2.52 (Highly aware) in Ludhiana, 2.01 (somewhat aware) in Jalandhar and 1.74 (somewhat aware) in Amritsar.

This showed that the awareness level of migrant labourers working in Ludhiana district about labour unions were significantly higher as compared to that of those working in Jalandhar and Amritsar districts respectively. This finding was also confirmed by the F-ratio of 4.78. The awareness level of migrant labourers about labour unions active in non-agricultural sector was found to be in direct relationship with the industrial development of the region.

### Member to Labour Union



The distribution of migrant labourers who were aware of the labour unions active among workers according to their membership to the labour unions has been shown in Table 14.

**Table 14:** Distribution of Migrant Labourers According to Membership in Labour Union

| Member of Union | Ludhiana (N=135) |       | Jalandhar (N=104) |       | Amritsar (N=70) |       |
|-----------------|------------------|-------|-------------------|-------|-----------------|-------|
|                 | No.              | % age | No.               | % age | No.             | % age |
| Yes             | 123              | 91.11 | 80                | 76.92 | 54              | 77.14 |
| No              | 12               | 8.89  | 24                | 23.08 | 16              | 22.86 |
| Chi-square      |                  |       | 8.58**            |       |                 |       |

It is clear from the table 14 that out of those who were aware of the labour unions, majority i.e. 91.11 percent of migrant labourers in Ludhiana district, 76.92 percent in Jalandhar district and 77.14 percent in Amritsar district were members of different labour unions while the remaining proportion of 8.89 percent, 23.08 percent and 22.86 percent were not members of the unions.

The proportion of migrant labourers who were members to labour unions was significantly higher in Ludhiana district as compared to Jalandhar and Amritsar districts respectively as indicated by the chi-square value of 8.58. The extent of membership to labour unions was found to be in direct relationship with the level of awareness of labour unions among migrant labourers.

### Summary

- The migrant labourers were mainly from Bihar and Uttar Pradesh.
- Low wages, unemployment, casteism and old debt burden at native place emerged as the major reasons responsible for migration to Punjab.
- Most of the migrant labourers were working either on monthly paid basis or daily paid basis.
- The average duration of migrants in the present job was higher in Ludhiana district (25.09 years) as compared to Jalandhar (24.85 years) and Amritsar districts (23.60 years).
- Majority of the migrant labourers had to work for 10 hours per day, which was longer than the universal working day of 8 hours.
- Majority of the migrant labourers had to do overtime work, but a small proportion was paid for the overtime work.
- The migrants had been discriminated by the employer in case of work in terms of assigning tough job, unskilled job even to the skilled ones, accident prone jobs, etc.
- The analysis revealed that, in general, migrant labourers were not paid the wages on time. Payment of wages to them was generally delayed, which led them to face a number of hardships in the routine functioning of life.
- The awareness about labour unions working for labourers was significantly higher in Ludhiana as compared to Jalandhar and Amritsar districts.

### REFERENCES

- [1] Lewis, W.A. (1954), "Economy Development with Unlimited Supplies of Labour", The Manchester School, Vol. 22, pp. 139-91.
- [2] Caldwell, J.C. (1969), African-Rural-Urban Migration: The movement to Ghana's Town Cambera: Australian National U.P.
- [3] Adams, R. (1986), Development and Social Change in Rural Egypt, Syracuse University Press, Syracuse.
- [4] Reddy, Atchi M. (1991), "Migration of Female Construction Workers to Hyderabad City, 1974-1990", The Indian Journal of Labour Economics, Vol.34, No.4, pp.250-254.
- [5] Duraisamy, P. and Narasimhan, S. (1997), "Wage Differentials Between Migrants and Non-Migrants and Discrimination in Urban Informal Sector in India", The Indian Journal of Labour Economics, Vol. 40, No.2, pp.223- 235.
- [6] Gupta, S.P. and Prajapati, B.L. (1998), "Migration of Agricultural Labourers in Chattisgarh Region of Madhya Pradesh: A Micro Level Study", The Indian Journal of Labour Economics, Vol. 41, No.4, pp.707- 715.
- [7] Gupta, Indrani and Mitra, Arup (2002), "A Rural Migrants and Labour Segmentation: Micro Level Evidence from Delhi Slums", Economic and Political Weekly, 37 (2), January 12, 2002.
- [8] Chandra, Dharma (2002), "Socio- Demographic and Economic Characteristics of Migrant Heads of Households and the Consequences of their Migration in Fiji, 1992- 1993", Asia- Pacific Population Journal, Vol. 17, No. 1, pp. 55-77.

- [9] Hussain, Shabbir; Siddiq, Badar Naseem; Hassan and Muhammad Zakaria Yousuf (2004), "A Sociological Study of Factors Responsible for Migration: A Case Study of Faisalabad City", *International Journal of Agriculture and Biology*, Vol. 6, No. 4, pp.683- 685.
- [10] Kaur, Randeep (2005), *Economic Reforms, Interstate labour migration and employment patterns in rural Punjab*, unpublished Ph.D Thesis, Department of Sociology, Punjab University, Chandigarh.
- [11] Deshingkar, Priya (March 2006), *International Migration, Poverty and Development in Asia*, Asia 2015, Session 3, Parrell group 3A, Topic paper 2, p.3.
- [12] Abraham, Vinoj (December 2010), *Agrarian Crisis and Rural Non-Farm Employment in Indian Patterns and Determinants*, 52<sup>nd</sup> ISLE Conference, Karnataka University, Dharmad, P. 21.
- [13] Mukherjie, Piu., Binopal, G.D. & Pathan, J.I. *Migrant workers in Informal sector: A probe into working conditions*, ATLMRI discussion paper series (discussion paper 9).
- [14] Ghorude, Keshav *International Labour Migration: Emerging Issues in an Era of Globalisation*, 52<sup>nd</sup> Isle Conference (December, 2010), P. 119.

IOSR Journal Of Humanities And Social Science (IOSR-JHSS) is UGC approved Journal with Sl. No. 5070, Journal no. 49323.

Kulwinder Kaur Bhullar "Working Condition of Migrant Labourers in Non-Agricultural Sector of Urban Punjab." *IOSR Journal Of Humanities And Social Science (IOSR-JHSS)*. vol. 23 no. 03, 2018, pp. 15-24.