

Labor Migration and the Future Work in India

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Abstract: *This paper aims to have a deep study related to Labor Migration in India. This paper covers all the aspects which give rise to Labor migration in India. The Impact of Pandemic Covid 19 on Labor migration and the Migration of Labor across Rural areas and urban areas has been elaborated on. Under the Methodology, the Net migration rate and its growth rate in India have been evaluated and analyzed. The Unemployment rate and annual change in India have also been analyzed and computed, and the Pandemic impact on Unemployment has also been represented. The reason for representing the unemployment rate is that only labor migrates across rural areas and urban areas due to unemployment. In the case of Net Migration rate, it has been found that The growth rate is dropping year by year; for example, in 2018, India's net migration rate was -0.396 per 1000 people, with a -0.383 migration decrease in 2019 due to COVID-19 epidemic has resulted in a significant decrease in migration and growth rates. In the case of the Unemployment rate, in 2020, there will be a significant change in the unemployment rate. Before COVID, the unemployment rate dropped, but a fundamental change occurred. The unemployment rate in 2019 was 5.27 percent per 1000 population, an increase of 1.84 percent over the previous year. The strategies related to Employment, social protection, and health can be implemented to manage the future of Labor migration better.*

Keywords: Migration, COVID -19, Labor force, Lockdown, Migrant workers, India, Future work, Rural and Urban areas.

I. INTRODUCTION

Humans tend to move around in quest of better opportunities. While certain regions and industries struggle to maintain populations, others thrive, and people migrate to take advantage of new possibilities. Numerous factors cause it. Some are natural, while others are the result of human intervention. Investing in existing areas is only logical. Industrialization expands the distance between rural and urban regions, causing a labor shift. The mechanisms that produce population shifts are hotly debated, ranging from individual reasoning and family conduct to the structural logic of capitalism development. Many social, cultural and political elements play a role in migration, and the results might differ substantially among men and women across groups and locales. Early migrant movements were essentially agro-ecological, tied to colony growth or conquest. There is a lot of data on migration patterns throughout the British period. Slavery's abolition and the need to replace labor led to Indian emigration. A person would sign up for a period of duty, generally four to seven years, in exchange for payment of their journey. They went to work on sugar plantations in British, Dutch, and French possessions, then tea and rubber plantations in Southeast Asia (Sanyal, 2018).

II. LITERATURE REVIEW

(Patnaika et al., 2014) Many factors contribute to rural-to-urban labor mobility, and this study seeks to understand as many as feasible. As a result, several previously published studies were evaluated to comprehend better and conceptualize migration-related difficulties. Economic factors, better educational, health care, and entertainment facilities, the presence of surplus rural workers, the nature of employment being temporary or seasonal, the reduction of the risk of income loss, individual migration due to fewer land holdings, and family migration due to marriage and fewer lars were found to be some of the factors that encourage or compel migration.

(Yadav & Priya, 2021) A critical examination of interdisciplinary and anthropological research illuminates the precarious situation of Indian migrant workers and suggests possible solutions. For the future, this study analyzes how to enhance migrant workers' conditions. Although their vulnerability is based on mental and physical health, India's internal migrant

laborers have been a vital part of its economic fabric for decades. However, the recent pandemic lockdown has left them more vulnerable. Both their employment and wages were destroyed, and they could not support themselves in the new location. A major departure occurred as a result, with men, women, and children fleeing to their homes on foot.

(Kumar & Choudhury, 2021) A study into the Indian government's lockdown plans is the center of this manuscript, emphasizing government failures that resulted in a botched lockdown in India and further problems for domestic migrant workers in the country. The document says that domestic migrant workers and other workers' fundamental and economic rights were badly infringed during the lockdown and that the state's actions during the lockdown exacerbated their predicament. In this case, there is evidence to support the claim.

AIM: The main aim of this work is to study and analyze the Labour Migration in India Based on this, Aim, the following Objectives have been framed, which are as follows:

2.1 Objectives of the Study

- To conceptualize Labor Migration in India.
- To conceptualize the Covid-19 impacts on labor migration in India.
- To examine Labor Migration across rural areas and urban areas.

2.2 HYPOTHESIS

- H0: The Pandemic had an unfavorable impact on the Labor Migration in India
- H1: The Pandemic had a favorable impact on the Migration of Labor in India

III. METHODOLOGY

This research has been researched the Net migration rate and its growth rate in India and the Unemployment rate, and annual change in India. Immigration from the destination country may be more thoroughly examined than migration to that country. The basis for depicting the unemployment rate is based on the notion that only labor migrates across rural and urban areas due to unemployment. Migrating people have a unique perspective on migration and related issues since they've been through it. As a result, larger sample size and a wider geographic scope will be achieved. In this paper, you'll learn about positioning, status, and validity and a few examples of how to use them.

Analysis has been shown below for the Net Migration Rate and Unemployment Rate. The formula to calculate the net migration rate and the Unemployment rate is:

The formula for calculating the Net Migration rate is as follows:

“The number of immigrants divided by the number of years spent in the receiving nation by its population. As a percentage of the population, it is stated as the net number of migrants.” i.e.

$$N = 1000 \times (I - E) / P$$

Where, “N = net migration rate

E = number of people emigrating out of the country

I = number of people immigrating into the country

P = the estimated mid-year population”

The formula for calculating the unemployment rate is as follows:

“The number of jobless persons in the country divided by the total number of employees available in the civilian labor force.” i.e.

$$\text{Unemployment Rate} = \text{Unemployed} / \text{Civilian Labor Force}”$$

The calculation states that the civilian labor force includes employed and unemployed individuals.

IV. ANALYSIS

Table 1: Net Migration Data

INDIA- NET MIGRATION DATA		
YEAR	NET MIGRATION RATE	GROWTH RATE
2022	-0.342	-3.930%
2021	-0.356	-3.520%
2020	-0.369	-3.660%
2019	-0.383	-3.280%
2018	-0.396	1.280%
2017	-0.391	1.560%

Data Source: United Nations - World Population Prospects

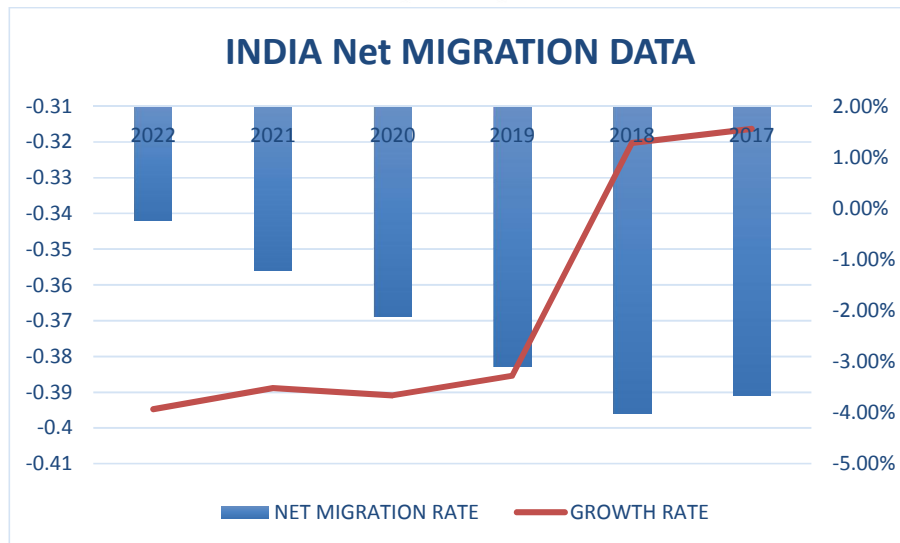
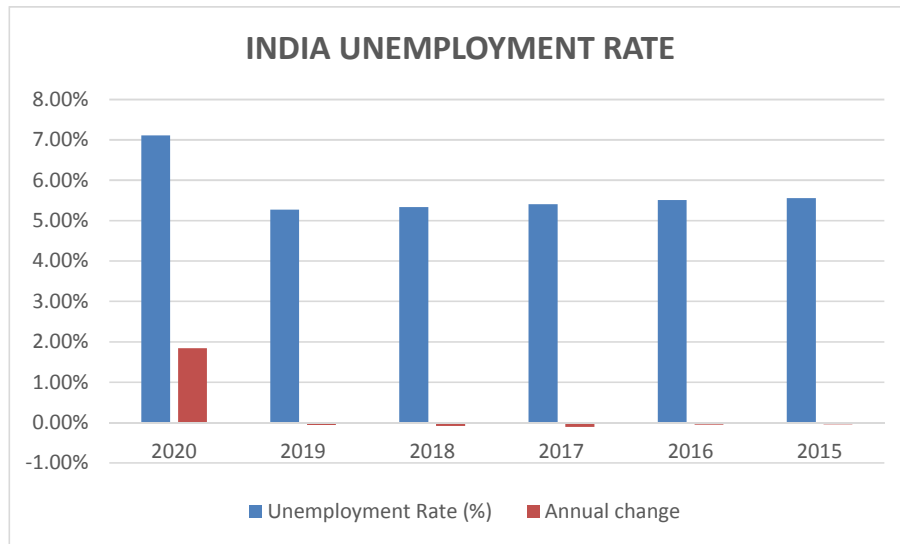


Table 1 and the graph show India's Net Migration rate from 2017 to 2022. As can see in the table, the growth is decreasing year by year, which is like in 2018, the net migration rate of India was -0.396 per 1000 population a decrement of -0.383 migration occurred in 2019. As we all know about the COVID-19 pandemic, there has been a huge decrement in the migration rate and growth rate shown in the above table. These changes in the migration and growth rate extremely affected India's unemployment rate. (See below Table 2):

INDIA UNEMPLOYMENT RATE		
Year	Unemployment Rate (%)	Annual change
2020	7.11%	1.84%
2019	5.27%	-0.06%
2018	5.33%	-0.08%
2017	5.41%	-0.10%
2016	5.51%	-0.05%
2015	5.56%	-0.04%



As we all know that the COVID-19 pandemic affected a lot of individuals. Many people lost their jobs due to the increasing rate of Corona Virus. It is visible in the above table; there will be a huge change in the Unemployment rate in 2020. Before COVID, the unemployment rate decreased, but after this epidemic, a critical change was caught. In 2019 unemployment rate was 5.27% per 1000 population; an increment of 1.84% has been seen in a year.

V. RESULTS

India's net migration rate, which is now -0.342 per 1000 people, is anticipated to decline by 3.93 percent in 2022. India's net migration rate was -0.356 per 1000 inhabitants in 2021, down 3.52 percent from the previous year. In 2020, India's net migration rate was -0.369 individuals per 1000 compared to 2019. India's net migration rate decreased by 3.28 percent in 2019 to -0.383 per 1000 people. According to predictions, India will have -0.4 migrants per 1,000 population in 2020. India's net migration rate was 0.72 migrants per thousand people in 1975 and had decreased to -0.4 migrants per thousand people by 2020. India's net migrant population would be -2,663.43 million in 2020. In 1975, there were 2,106.04 thousand Indian migrants; by 2020, that number will have decreased to -2,663.43 thousand.

The unemployment rate refers to the percentage of unemployed persons. This is the rate in percentage terms. As the economy shifts, so does the percentage of people without jobs. If the economy weakens and fewer jobs are created, the unemployment rate will climb. A country's jobless rate is expected to reduce when the economy is doing well and rising quickly, and there are numerous job opportunities available to the general population. Unemployment is defined as the proportion of the labor force that is unemployed or actively seeking job. India's unemployment rate in 2020 was 7.11 percent, up 1.84 percent from 2019. In 2019, India's unemployment rate was 5.27 percent, a 0.06 percent reduction from the previous year. Between 2017 and 2018, India's 5.33 percent jobless rate decreased by 0.08 percent. In 2017, India's unemployment rate was 5.41 percent, a 0.1 percent reduction over 2016.

VI. DESCRIPTION OF ABOVE OBJECTIVES

6.1 Labor Migration in India

Every year, a rural Indian looks for a job. This workforce's mobility contributes to their adaptability. They are among the estimated 350 million unorganized workers in India who lack fundamental employment and citizenship rights. Rural residents move to urban and industrial regions. In the past, Jharkhand and Odisha have been associated with departure from India. The most successful countries' workforce frequently relocates. Unlike large cities and industrial hubs like Mumbai, Kerala has been a popular migrant labor destination. Migrant workers suffer poor wages, uncertain jobs, and dangerous working conditions. Migrants without evidence of residence cannot obtain Indian public benefits. Urban migrants can't vote; thus, they have no say. As a result, migrants are compelled to dwell near construction sites and brick kilns. However, the city does not plan or provide for them. However, many migrants lack legal and social protection. Unreliable internal migration figures are a big concern. The rate of weakening migrant employment laws is alarming. The mobility of Indian

employees is critical to the country's economic success. The protection of migrant workers is a must. Improving migration is urgently required. Sustainable growth would be impossible without it (Ajeevika, 2014).

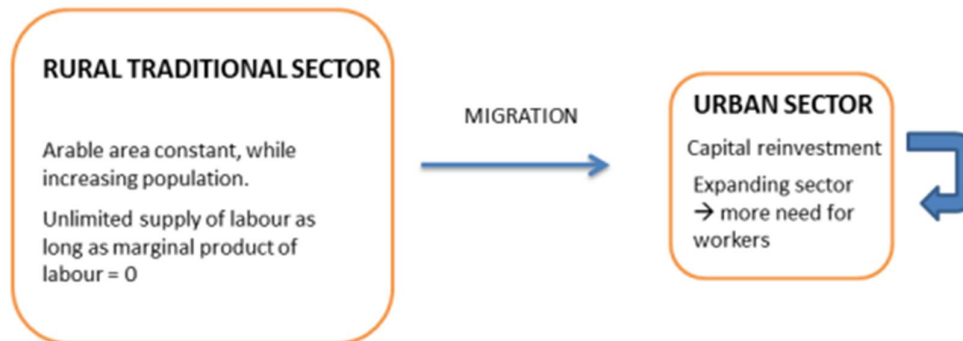
6.2 Covid-19 Impacts on Labor Migration in India

Our world is constantly changing. The COVID-19 economic calamity made the hidden apparent two weeks ago. Images of migrants who traveled from rural regions to cities to find employment only to return because they couldn't find a job and perish from starvation haunt our memories. It's just a matter of time before the immigration debate reaches our homes and collective consciousness. The migrants who perished after being crushed by an oncoming train while sleeping on the tracks have been seen, felt, and our tears have been poured for them. As more and more of these tragedies have come to light, so has our collective anguish (Narain, 2020).

During the COVID-19 pandemic, Indian migrant workers faced several challenges. The country's lockdown left millions of migrant workers jobless and hungry, fearing their financial fate. This left many of them and their families hungry. Due to the lockdown, many people had to return home. The federal and state governments helped them, including arranging transportation. When migrant workers went on strike, 198 died in traffic (Masih, 2021).

6.3 Labor Migration Across Rural Areas and Urban Areas

Urban wages outperform rural wages by a wide margin. Due to the salary disparity, people are transferring from old industries to new ones. Workers transitioning to contemporary industries is vital for economic prosperity. Once started, the process should snowball into self-sustainability. Rural out-migration will persist as long as the MPL is lower than the rate of hired labor. Also, many people are underemployed in conventional business since their families work together. Due to a scarcity of workers in the conventional industry in an urban labor market, incomes will rise. The traditional industry will also flourish at this time. Metropolitan salaries are projected to climb to attract new workers.



VII. CONCLUSION

Humans have a natural tendency to move from one place to another in quest of better opportunities. One of the most common reasons people move from one place to another is to find work. Even though a person may have no preference between one place and the other in terms of employment opportunities, migration can occur. Both the migration and unemployment rates have deteriorated or declined during the phase of pandemic during the year between 2018-2020. Therefore, it can be said that the Pandemic had an adverse impact on the Migration rate and the Unemployment rate.

FUTURE WORK

Good social and economic policies can reduce the negative impacts, while bad ones might amplify them. In light of the COVID-19 pandemic's lessons and our empirical findings, we recommend the following strategies to manage the future of Labor migration better:

- **Employment:** Even if the earnings are modest, studies have shown that work opportunities in a community diminish seasonal distress migration. According to a survey, the availability of jobs in local public works has a major impact on out-migration from rural areas, notwithstanding the better wages available elsewhere. Efforts should be made to improve local work opportunities for migrants to lessen income disparity. Additionally, the

certainties and proximity to safety that come with generating revenue locally are greater in the event of extraordinary situations, such as COVID-19. One way to do this is to boost government spending on local public works or extend NREGA.

- **Social Protection:** Regardless of immigration status, PDS meals must be distributed during a national catastrophe. A single ration card must be implemented throughout the country to achieve this aim. Immigrants need financial assistance, which may be provided through cash transfers and increased access to food subsidies. It's possible to establish a foundation for a future social security system with NCEUS-based publications and research. Direct cash payments to migrant workers must also be ensured. Workers' spending power will be reduced even if the economy returns to normal in the future because of the loss of their remittances. It is hoped that in the case of a natural disaster, employees will be able to provide for themselves and their families and continue to consume in the future. Migrant women require extra consideration and safety precautions. As we've shown, the state's narrative and policy responses to women's challenges have mostly ignored them. This requires a shift that safeguards the working conditions of migrant women and provides social services like creches, sufficient sanitation, and health care. Self-help and financial and credit programs should also be bolstered, so that migrant women have a more robust support system accessible to them in the labor market and beyond.
- **Health:** Most metropolitan PHCs are inaccessible to migrants for different reasons in a post-lockdown scenario, creating a very risky position. Migrants will be made even more vulnerable by inadequate housing and sanitation. There has to be a focus on the mental health of the migrants since, even in normal conditions, they are subjected to great stress, worry, and mental distress. The migrant movement must be made easier to and from the point of origin as soon as possible in the wake of the COVID-19 situation. Migrants who returned to their home countries witnessed increased cases when they were restricted in their movement from the onset (Irudaya Rajan et al., 2020).

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