



IIM KOZHICODE
CENTRE FOR EMPLOYMENT RELATIONS
AND LABOUR STUDIES (CERLS)

PRESENTS

INDIA LABOUR CONFERENCE 2024

January 19-20, 2024, IIM Kozhikode

CONFERENCE PROCEEDINGS

First Impression: 2024

©2024 IIM Kozhikode

**Photographs, diagrams, and illustrations as
credited India Labour Conference 2024**

ISBN: 978-93-341-7166-2

All Rights Reserved. No part of this published work may be reproduced, stored in retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording, scanning or otherwise without the permission in writing from IIM Kozhikode for the identified use given below.

Usage of this book and its content for academic activities related to the authors affiliated organization and having only a draft copy of their academic website for dissemination is permitted.

Conference Proceedings Edited by

Prof. Manoranjan Dhal, Prof. Surya Prakash Pati, Prof. Chitwan Lalji & Prof. Shannu Narayan.

Published by:

**Indian Institute of Management
Kozhikode IIMK Campus PO
Kunnamangalam
Kozhikode - 673 570**

Email: research@iimk.ac.in

Website: www.iimk.ac.in

| SI No | Title and author | Page Number |
|-------|--|-------------|
| 1 | An Impact of Labour Laws on Migration: A Study of Legal Implications and Legislative Role with Special Reference to Migrant Worker Issues during COVID-19 <i>Devenkumar Solanki & Kirti Makwana</i> | 1 |
| 2 | Impact of Covid-19 on Domestic Migration: A Study on Health, Safety and Working Conditions of Migrant Workers <i>Bushra & Kirti Makwana</i> | 2 |
| 3 | Unravelling the Domestic spaces: Exploring the Work-from-Home Journey of Migrant Women from Kerala <i>P. Shabna, P.P Sabna & Mariyam Mumthas</i> | 3 |
| 4 | Analyzing Labour Migration in India over the past 50 years: A Bibliometric and Review- Based Study <i>Murali Ramachandran, Arockiam Kulandai & Arunkumar Sivakumar</i> | 4 |
| 5 | The Struggle of a Karshaka Thozhilaali to a Kudiyetta Karshakan: A Case Study of Munnar's Plantation Labourers <i>Sangamithra. R</i> | 5 |
| 6 | Do birds of different feathers flock together? A systematic review on acculturation among internal migrants in India <i>Priyadharshini Vasudevan & Suganthi L</i> | 6 |
| 7 | Quality of Work-Life of Migrant Workers: Proposition of Migrant Workers' Well-Being Matrix <i>Poondy Rajan Y., B. Aiswarya, Jenifer Arokia Selvi A. & S. Packiaraj</i> | 7 |
| 8 | Migration Patterns and Labor Market Changes: Insights from India <i>SC Vetrivel & T. Mohanasundaram</i> | 8 |
| 9 | Changing Employment Trends of Migrant Workers: A Multidimensional Study <i>LRK Krishnan, A.V. Raman & Poorani S.</i> | 9 |

| | | |
|----|--|----|
| 10 | Socio-economic Implications on Families of Interstate Migrant Laborers <i>Mudavath Paramesh, Ifzal Manhas & Ramavath Kavitha</i> | 10 |
| 11 | When the 'ATHITHI' is perceived as a Threat: Moral Panics and Villainizing of Migrant Workers in Kerala <i>Aparna M Varma, Rahul Sivarajan & Rishika Jain</i> | 11 |
| 12 | Does the Financial well-being of migrant labourers play a critical role in achieving Sustainable Development Goals? <i>Abdul Gafoor KP & Amilan S</i> | 12 |
| 13 | Impact of COVID-19: Relationship of State and Informal Migrant workers <i>Rohit Chandra</i> | 13 |
| 14 | Trends and patterns in research on Migration of workers: A bibliometric review <i>Malabika Sahoo & Sumita Mishra</i> | 14 |
| 15 | The Seasonal Migrant Workers: A Case-Study of Sonitpur District of Assam, India <i>Priyanka Devi & Anjan Bhuyan</i> | 15 |
| 16 | Impact of Rural-Urban Migration on Farm Productivity: A Study from Assam in Northeast India <i>Mausumi Das & Mrinal Kanti Dutta</i> | 16 |
| 17 | Disrupted Dreams, Fragmented Futures: Understanding the Educational Challenges Post-COVID on Migrant Children in Navi Mumbai <i>Vineeth Koshy</i> | 17 |
| 18 | Triumph Over Adversity: An Inspiring Story of Navpravartan StartUp Zone at Chanpatia District, West Champaran Bihar <i>Kavita Pandey</i> | 18 |

An Impact of Labour Laws on Migration: A Study of Legal Implications and Legislative Role with Special Reference to Migrant Worker Issues during COVID-19

Devenkumar Solanki ¹, Kirti Makwana ²

Charotar University of Science and Technology ^{1,2}

devenssolanki@gmail.com ¹, kirtimakwana.mba@charusat.ac.in ²

Abstract

Dignity of individuals is a Fundamental Right and it must be given to all. Migrant workers who are crossing borders are the major contributors to economic growth and the sufferers during crises as they are living away from their land. They are not considered in the primary list when it comes to rights, dignity and justice just because of not being from that particular state or city. Laws and guidelines have been defined by the government covering their safety and security and their protection from being the victims, but still, they are not successful and remain the ones being most affected and vulnerable where disputes related to exploitation and natural justice prevail with contracts of employment, relationship and obligations. COVID-19 led to an emergency alarm where it was reflected that Migrant Workers are the ones who need attention and legal provisions to not be part of any such crises in future and to be protected while working in another city and the state. The paper includes an interpretation of the government of India's scheme and initiatives that support Migrant workers along with an emphasis on the role of labour laws and their implications during COVID-19. It presents how the legal legislation acted towards migrant workers when they were facing crises. It covers aspects of how the Code of Wages 2019 and the Minimum Wages Act will have an impact on the Inter-State Migrant workers in India. The focus is given to the Samadhan portal which is the digital initiative from the Government of India, focusing on recording and resolving the Industrial Disputes transparently within the timeline to give them an equal chance of being heard and make them feel valued. Ab Initio, the study aims towards highlighting the initiatives taken by the Government to strengthen the morale of the labour laws and their implementation covering the protection of migrant workers and their violations at various stages during and post COVID-19 and to avoid disputes of employment in future, and to have a proactive approach towards mitigating the risk associated with Migrant workers in lieu of Labour enactments.

Keywords: *Migrant Workers, Labour Laws, Covid-19, Code on Wages 2019, Industrial Disputes.*

Impact of Covid-19 on Domestic Migration: A Study on Health, Safety and Working Conditions of Migrant Workers

Bushra ¹, Kirti Makwana ²

Charotar University of Science and Technology ^{1,2}

bushranaj777@gmail.com ¹, kirtimakwana.mba@charusat.ac.in ²

Abstract

The Coronavirus pandemic hit the world as a sudden breeze with which the entire world was hindered. It had a direct impact on the life and economy of the country. During the situation of crises due to lock down and social distancing no vehicles and people were allowed to move from one place to another, those who were the victims were the Migrant Workers, staying away from their hometowns in other cities for livelihood. The pandemic was a bang on the economy which led to a major mass of workers moving back to their villages from urban cities due to a lack of job opportunities. This led to a massive economic crisis as they were affected mentally, physically and financially. This study aims to analyze the effect of COVID-19 on the Health, safety and working conditions of migrant workers by taking into consideration how specifically different policies were formed and inculcated to provide basic social security to these workers who were stuck in cities facing health issues due to lack of medical support and social exclusion due to circular migration. A view on migrant workers to protect them from the flood of hunger, loss of livelihood and income due to unexpected crises has been elaborated in consideration with the challenges they were facing. Analysis has been done on how migrant workers were given support in their movement to their hometown as well as for their stay if they were residing in the city of their work for protection of their health and conditions of improvement for their livelihood. It focuses on the importance given to the unorganized sector pre and post COVID-19 through government legislations (Labour laws and Codes) and HR Policies for preventing them from plight to provide opportunities and prevent vulnerability in future.

Keywords: Covid-19. Pandemic. Migrant Workers. Lockdown. Labour Codes.

Unravelling the Domestic spaces: Exploring the Work-from-Home Journey of Migrant Women from Kerala

P. Shabna ¹, P.P Sabna ², Mariyam Mumthas ³

IIM Raipur ¹

University of Hyderabad ²

shabnap24@gmail.com ¹, sabna2332@gmail.com ²

Abstract

The COVID-19 epidemic has significantly transformed the traditional understanding of the workplace, since remote work arrangements have become increasingly prevalent. Researchers have outlined the pandemic's gendered features, emphasising how it exacerbates gender-based inequality and negatively impacts women in the workplace. This study utilises the theoretical framework of feminist geography to highlight the varied geographical experiences of women. This paper examines the everyday spatial and temporal experiences of migrant women from Kerala, who work from home in many locations, including their urban-based office and their native place, during different levels of the pandemic. It emphasises that the persistent division of labour within households and the societal norms that expect women to fulfil domestic roles present substantial obstacles to creating a work environment free from distractions for women in their native areas.

Keywords: *Migration, Gender, Pandemic, Domestic.*

Analyzing Labour Migration in India over the past 50 years: A Bibliometric and Review- Based Study

Murali Ramachandran ¹, Arockiam Kulandai ², Arunkumar Sivakumar ³

St. Joseph's College, Tiruchirappalli, Affiliated to: Bharathidasan University ^{1,2}
VIT - AP University ³

muralihamra@gmail.com / murali@jim.ac.in ¹, arockiamk@gmail.com ²,
arunkumar.sivakumar@vitap.ac.in ³

Abstract

This article highlights the importance of labour migration, especially for workers in essential services such as sanitation, construction, agriculture, and supply chain. The article also notes that despite the increasing number of migrants, this topic is still under-researched. To address this gap, the authors conducted a bibliometric study covering research contributions on migration studies from 1968 to 2022. The analysis was carried out using Vos Viewer and R package for finding the insights about the labour migration in India. Apart from the scientific analysis, 23 papers which are found to be important in the labour migration theme is tabulated and reviewed with the findings. The study found that labour migration study in India is still in its early stages and requires collaboration between institutions to improve the living conditions of migrant workers. From the analysis it is noted that there is a disconnect between HR policies and the aspirations of migrant workers, which need to be addressed. The article concludes by suggesting future research directions and discussing the implications of the study.

Keywords: *Labour Migration, Bibliometric Analysis, HR Policies, Poverty, Contract Labour.*

The Struggle of a Karshaka Thozhilaali to a Kudiyetta Karshakan: A Case Study of Munnar's Plantation Labourers

Sangamithra. R

Cochin University of Science and Technology

sangamithra21001@gmail.com

Abstract:

This research paper delves into the multifaceted struggles the kara shaka thozhilaalis face in Munnar, shedding light on their socioeconomic exclusion and identity challenges. The paper provides a comprehensive exploration of the historical context of Munnar, encompassing its inception, inhabitants, and primary occupations. It also clearly defines migration and migrant labour, emphasizing the distinction between migration and migrant labour and highlighting that once a migrant is not always a migrant.

Moreover, the paper presents a compelling case study that challenges the prevailing mislabeling of the Munnar people as migrant labourers. Instead, it argues that these individuals are the original inhabitants of Munnar and are, in fact, innocent inhabitants. Despite their longstanding presence in Munnar, these individuals have been unjustly discriminated against and are not recognized as the indigenous people of the land but rather stigmatized and marginalized as migrant labourers. The research underscores the karashaka thozhilaalis' enduring hardships, who need more official documentation to prove their historical ties to Munnar. This absence of tangible proof has led to their denial as Keralites and their ongoing discrimination as migrant labourers, depriving them of access to essential state benefits, necessary government documents, and the opportunity to own land and property in their ancestral territory. The paper closes by highlighting the urgent need to address these challenges and promote the recognition and inclusion of linguistic minorities in Munnar and beyond.

Keywords: *Migrant labourers, labourers, working conditions, identity, inhabitants.*

Do birds of different feathers flock together? A systematic review on acculturation among internal migrants in India

Priyadharshini Vasudevan ¹, Suganthi L ²

College of Engineering Guindy, Anna University ^{1,2}

asterr13@gmail.com¹, suganthi_au@yahoo.com ²

Abstract

The COVID-19 pandemic has once again brought to limelight the daunting plights of the most underemphasized group in India – ‘Internal migrant workers’. With the increasing number of economically motivated migrations across Indian states, the psychological vulnerabilities in migrant life, especially the interplay between internal migration and cultural identities, remain largely unexplored. The current study thus aims to address this gap by compiling evidence on the acculturation experiences of India’s in-migrants through a systematic literature review.

Employing preferred reporting items for systematic reviews and meta-analysis (PRISMA) standards, twelve articles that studied cultural dynamics of internal migration within India were identified. Existing research on internal migrants’ acculturation phenomena offers actionable insights, but outstanding knowledge gaps remain as the quantity of evidence available is not very high. Ordeals of in-migrants from the included studies echo the need for India to become a multi-culturist state, where different cultures integrate but their discrete identities are retained, as in a salad bowl, rather than being a melting pot that neglects the distinctiveness of these cultures in the process of forming a new homogenous identity. Our findings throw light on the evidenced aspects of within-nation acculturation and identify literature gaps for further research in this emerging area. Insights from the review can help practitioners and policymakers in designing culturally sensitive interventions that facilitate migrant workers’ well-being.

Quality of Work-Life of Migrant Workers: Proposition of Migrant Workers' Well-Being Matrix

Poondy Rajan Y.¹, B. Aiswarya², Jenifer Arokia Selvi A.³, S. Packiaraj⁴

Loyola Institute of Business Administration, Nungambakkam^{1,2,3}
Jesuit Migrants Service, Choolaimedu⁴

poondy.rajan@liba.edu¹, aiswarya.b@liba.edu², jenifer.selvi@liba.edu³
dir.jms@censj.org⁴

Abstract

The current study looked deeply into the experiences of migrant workers in Tamil Nadu, using a qualitative research design to record their perceptions of their work-life quality. Several themes that highlighted the complexity of their interpersonal, cultural, and socioeconomic difficulties surfaced from 48 migrants' semi-structured interviews. The decision to migrate was largely influenced by economic incentives, but it was also clear that other factors beyond financial compensation had an impact on these workers' overall well-being. Our research highlighted the necessity of supportive institutional mechanisms, cultural and social integration, organisational inclusion, and economic fairness to improve their work-life balance. Based on these encounters the authors have found a novel theoretical framework called Migrants Well being Matrix (MWM). Through the lens of this novel matrix, it provides a wide range of recognition and discovers the multidimensional challenges and complications which is faced directly by migrant workers which strongly emphasise the significance of comprehensive solutions for integration and assistance to the migrants. It gives a clear picture of a road map for the policymakers, legislators, organisations, and scholars for further investigation to improve the work-life balance and experience of migrant workers.



Migration Patterns and Labor Market Changes : Insights from India

SC Vetrivel ¹, T. Mohanasundaram ²

Kongu Engineering College, Perundurai ¹
M. S. Ramaiah Institute of Technology, Bangalore ²

scvetrivel@gmail.com¹, tmohansun@gmail.com²

Abstract

Rapid urbanization, economic shifts, and globalization have significantly impacted migration trends within the country. This study delves into the multifaceted aspects of this phenomenon, shedding light on its socioeconomic implications. By analyzing extensive data on migration and labor market dynamics, this research reveals a comprehensive picture of the forces driving migration from rural to urban areas, as well as interregional movements. It investigates the factors influencing individuals' decisions to migrate, such as employment opportunities, wage differentials, and quality of life. Additionally, the study investigates the consequences of migration on the labor market, considering both the source and destination regions. The paper examines the evolving nature of labor markets in response to migration. It explores how industries adapt to the influx of migrant workers, affecting job availability, wages, and working conditions. The impact of migration on both skilled and unskilled labor segments is discussed, emphasizing the challenges and opportunities arising from these shifts. This research contributes nuanced insights into the interplay between migration patterns and labor market changes in India. By uncovering the various dimensions of this relationship, policymakers, economists, and social planners gain a deeper understanding of how migration shapes the socio-economic landscape. The findings can inform evidence-based policy decisions aimed at maximizing the benefits of migration while mitigating potential drawbacks. Ultimately, this study offers a valuable resource for comprehending the intricate dynamics of migration's influence on labor markets and underscores its significance in the broader context of economic development and societal progress in India.

Keywords: *Rapid urbanization, Economic shifts, Globalization, Migration trends, socioeconomic implications, Labor market dynamics, Labor market impact.*

Changing Employment Trends of Migrant Workers : A Multidimensional Study

LRK Krishnan ¹, A.V. Raman ², Poorani S ³

VIT University, Business School, Chennai, India ^{1,3}

IIM Kashipur ²

lrkrishnan@gmail.com ¹, av.raman@iimkashipur.ac.in ²

Abstract

This paper explores the character and profile of migrant workers after the pandemic. News media reported the great reverse migration of migrant workers during the pandemic. Subsequently, in the primary catchment areas of migrant workers, such as construction sites, we investigate the workers who returned and how they are faring now. This initial step, along with an overarching emphasis on context and divergent lived experiences, is critical for an adequate action-oriented understanding of migrant workers that does not romanticize their plight. We delve deep into the composition and experience of working as migrant workers near Chennai, India, post the pandemic in our mixed methods study and find that there have been substantial changes. This study was revelatory on multiple fronts. Women have yet to return to the urban sites. Employment relationships are being renegotiated when migrant labor is much in demand. Unlike the earlier herd mentality, many migrant workers we interacted with are thinking carefully about the costs and possibilities of the place they want to migrate which is often not far from their homes. These are fundamental shifts and new learnings about migrant workers and their attempts to rearticulate their voices amidst their many constraints.

Keywords: *Migrant workers, Precarity, Voice, COVID-19, stakeholders, context, vulnerability, insecurity.*



Socio-economic Implications on Families of Interstate Migrant Laborers: A Study of Mahbubnagar District, Telangana State.

Mudavath Paramesh ¹, Ifzal Manhas ², Ramavath Kavitha ³

Central University of Kerala, Kasaragod ^{1,2,3}

parameshmudavath@gmail.com ¹, manhasifzal@gmail.com ²,
ramavathkavitha272@gmail.com ³

Abstract

Interstate migration of labourers is a prevalent phenomenon in India, where individuals move from their place of origin to other states in search of livelihood and employment opportunities. This study focuses on the Mahbubnagar District in Telangana State, known for its significant migrant to other states. The research aims to explore the socio-economic implications of the families of interstate migrant labourers from Mahbubnagar district. Data for the study were collected through surveys and telephonic interviews, focusing on families left behind in the district. The research investigates economic changes, social dynamics, and the effects on education and health experienced by the families of these labourers. Key findings indicate that interstate migration poses significant challenges for livelihood and employment, impacting the families of migrant labourers in Mahbubnagar District. These challenges include disruptions in family structures, heightened caregiving responsibilities for women and elderly members, and limited access to social welfare schemes. The study concludes by emphasizing the necessity for comprehensive policies addressing the socio-economic vulnerabilities of interstate migrant families. The study proposes measures such as skill development programs, improved access to education and healthcare services, and the establishment of support systems for the families of migrant labourers. This study contributes to a deeper understanding of the intricate nature of interstate migration and its impact on the socio-economic fabric of families of Mahbubnagar District in Telangana.

Keywords: *Mahbubnagar District, Interstate Migrant Laborers Families, Socio-economic Implications, Education, Healthcare, Poverty.*

When the 'ATHITHI' is perceived as a Threat: Moral Panics and Villainizing of Migrant Workers in Kerala

Aparna M Varma ¹, Rahul Sivarajan ², Rishika Jain ³

Indian Institute of Management Kozhikode ^{1,3}

National Institute of Technology Karnataka, Surathkal. ²

aparnam14phd@iimk.ac.in ¹, rahul.skn@nitk.edu.in ², rishikaj14fpm@iimk.ac.in ³

Abstract

This study investigates how media in Kerala portrays migrant workers as "villains" and explores the broader consequences of these depictions on social, economic, and political dimensions. By analyzing media narratives, it sheds light on their impact on public perception and the integration of migrant workers. The portrayal of migrant workers as antagonistic figures is a complex issue, with significant implications for Kerala's multicultural society. This research used qualitative content analysis of 281 newspaper articles and contributes to understanding the dynamics of media representation, its societal effects, and the challenges and opportunities in the integration of migrant workers within diverse communities.

Keywords: *Media, Migrant labour, Portrayal, Narratives.*

Does the Financial well-being of migrant labourers play a critical role in achieving Sustainable Development Goals?

Abdul Gafoor KP ¹, Amilan S ²

School of Management, Pondicherry University, Karaikal, Puducherry ^{1,2}

amilancoursefaculty@gmail.com ¹, amilan.kcm@pondiuni.edu.in ²

Abstract

Purpose: The prime purpose of the study is to explore the intricate relationship between the financial well-being of internal migrants and the achievement of Sustainable Development Goals (SDGs). Rooted in theories of human capital and social capital theory a conceptual framework is developed to illustrate how enhancing the financial well-being of internal migrants can catalyse progress towards SDGs.

Design/methodology/approach: We conduct a comprehensive review of existing literature on the financial well-being of different populations and theoretical perspectives to construct a conceptual framework.

Findings: This paper recognises the role of financial well-being in regard to accomplishing the SDGs from an internal migrant perspective. Enhancing the financial well-being of internal migrants can be a transformative pathway toward realizing the SDGs. Especially SDG1,3,4,8 and 10.

Originality/value: This paper contributes to the understanding of the complex dynamics between financial well-being and sustainable development goals, offering insight for policy intervention and future empirical research to address their financial needs and promote inclusive development.

Keywords: *Internal migration, Migrant labour, Financial well-being, Sustainable development goals (SDGs), Migration.*

Impact of COVID-19: Relationship of State and Informal Migrant workers

Rohit Chandra

Department Of Management Studies & Industrial Engineering

22dr0204@iitism.ac.in , workofrohit@gmail.com

Abstract

The shockwave of covid-19 pandemic shook India from its roots, not only the economy and healthcare was disrupted but the complex combination of social stratification and declining economic condition asked serious questions to the political machinery as existence of a 'state'. The deprived condition of informal migrant worker turns to the label of 'statelessness' while the pandemic period was alive in country. The responsibilities and accountability towards informal migratory workers were cold-hearted and the assumptions towards gender exercised in that period were ages old and conservative in nature. The post Covid-19 relief policies and packages said the same story and the intentions of the state were not in benefit of those informal migratory workers. The political behavior in the direction of this exploited class of population calls for reframing the existence of the 'state' as 'modern state'. Making space for coexistence of this particular class of population and save from identity crises. This study brought focus to two model of civil society organization comprehensively addressing the gender perspective and informal setting. A space in 'modern state' to civil society organizations can provide outside support to the 'governmentality' of the modern state.

Keywords: *State, Informal Labour, Migrants, Covid-19, Populism, Modern state, India*

Trends and patterns in research on Migration of workers: A bibliometric review

Malabika Sahoo ¹, Sumita Mishra ²

KIIT School of Management, KIIT Deemed to be University ^{1,2}

malabika.sahoo@ksom.ac.in ¹

Abstract

Migration of workers is an undeniable reality in the current scenario occurring at international and national levels. Irrespective of the nature of migration the migrant workers face enormous challenges and precariousness. This study analyses existing literature on migrant workers with a structured literature review and bibliometric analysis of 1335 articles in general and 123 documents in the Indian context on migrant workers. Articles published in the English language from 2013-2023 in the Scopus database are considered for this review. Both quantitative and qualitative analysis are performed using R and VOS viewer. The result revealed an increasing trend of research on migrant workers. Through the analysis, the study determines the leading authors, countries, significant publications and their contributions to the migration literature. Through the network analysis of keywords, documents, countries and emerging trends, the study provides promising avenues for migration research in general and specific reference to India. The research offers significant theoretical contributions and implications for partitioners and valuable guidance for policymakers.

Keywords: *Migration, migrant workers, bibliometric analysis.*

The Seasonal Migrant Workers : A Case-Study of Sonitpur District of Assam, India

Priyanka Devi ¹, Anjan Bhuyan ²

Business Administration Department, Tezpur University ^{1,2}

priyankadevi63@gmail.com ¹, anjanbhuyan08@gmail.com ²

Abstract

Seasonal migration is a temporary kind of migration which is found mostly a coping strategy for many of the rural migrant workers as they have to work for their survival. This paper aims in studying about the factors which can determine the category of workers. A primary study has been conducted taking a sample of 100 male respondents of migrant workers and their socio-economic determinants have been studied in the paper. Again, this total sample of 100 respondents has been divided into two groups viz. one is the seasonal migrant group of workers and another is the non-seasonal group of workers. The factors such as age, occupation-before migration, marital status, original residence of migrant workers was found affecting the worker's category. Both pre-migration and post-migration study for these two groups of workers were also studied in this paper with respect to their monthly-income. Multiple regression analysis was used to conduct this analysis in order to find out the variables influencing their monthly income. Education, employment status, marital status are some of the variables found to be more significant before migration and also after migration education and marital status was found to be more significant among the worker's category.

Keywords: *Seasonal Workers, Labour Migration, Internal Migration, Employment, Income.*

Impact of Rural-Urban Migration on Farm Productivity: A Study from Assam in Northeast India

Mausumi Das ¹, Mrinal Kanti Dutta ²

Tihu College, Dist. Nalbari, Assam¹

IIT Guwahati, Guwahati ²

ecodami93@gmail.com ¹, mkdutta@iitg.ac.in ²

Abstract

While out-migration of rural youth to urban centres for various reasons is a universal phenomenon, the process of migration can have varying effect on the left behind family and agriculture at the place of origin. The effect of such migration on the place of origin depends critically on the amount of remittances sent by the migrant workers back home, type of activities on which these remittances are used and availability of labour back home, etc. The New Economics of Labour Migration theory asserts that labour migration may have negative effect on farm productivity initially through labour loss effect, which can be overcome later through inflow of remittances and their proper utilization. Using primary data collected from 284 households (migrant and non-migrant) in four districts of Assam in northeast India and by applying the three-stage-least-squares method, this study has examined the impact of labour migration on agricultural productivity. The findings of the study show that migration results in productivity loss in agriculture by way of reduction in family labour. However, inflow of remittances enables farm households to use hired labourer to compensate for the loss of family labour resulting in increased farm productivity.

Key words: *Migration, remittances, 3SLS, Assam*

Disrupted Dreams, Fragmented Futures: Understanding the Educational Challenges Post-COVID on Migrant Children in Navi Mumbai

Vineeth Koshy

Tata Institute of Social Sciences, Mumbai

vineethkoshy@gmail.com

Abstract

The COVID-19 pandemic, a global phenomenon with far-reaching consequences, has permanently scarred societies worldwide. While its impacts are universal, this research focuses on the vulnerabilities experienced by specific segments of the population: migrants and children in migration. Education, a cornerstone of societal development, has faced unprecedented disruptions, laying bare the pre-existing educational inequities endured by migrant and displaced children on a global scale. This research investigates the complex factors compounding these vulnerable populations' hindrances to educational access. From enrollment challenges to the scarcity of essential instructional resources and language barriers, the study aims to understand the obstacles comprehensively.

The shift to online education, required by the pandemic, has cast a stark light on the existing disparities. Migrants and displaced learners grappling with the absence of reliable electricity, online data connectivity, and essential learning gadgets find themselves disproportionately excluded from the digital realm of education. This study endeavours to unravel the complex interplay of factors of the educational challenges faced by these vulnerable populations. As societies navigate the aftermath of the pandemic, this research strives to pave the way for a more equitable and resilient educational landscape, ensuring that no segment of the population is left behind in the pursuit of knowledge and empowerment.

Keywords: *Children in Migration, Primary Education, Online education, Migration, COVID 19 pandemic, Migrant workers, Lockdown, Labour camps, E-Learning, Digital Divide.*



**Triumph Over Adversity :
An Inspiring Story of Navpravartan Start Up Zone at
Chanpatia District, West Champaran Bihar**

Kavita Pandey

University of Mumbai

kavita@admi.mu.ac.in

Abstract

As there is a famous proverb which says that, “When the Going gets tough, the tough get going”. Mr. Kundan Kumar, I.A.S. District Magistrate in West Champaran, Bettia (Bihar) awakened the spirit of migrant workers through his team’s unique initiative of “Navpravartan StartUp Zone”. This case highlights the efforts undertaken by the district administration for creating sustainable livelihood in village. The theoretical framework of study is based on “Asset Based Community Development (ABCD)” which defines as an approach that catalyses change and development based on utilizing the existing gifts and capacities of people and their communities.

The research methodology is based on the primary and secondary sources of study and highlight the pioneer efforts undertaken by government to bring the differences in the lives of community.

Keywords: *Covid 19, Migrant workers, Entrepreneurship, District Administration*



भारतीय प्रबंध संस्थान कोषिककोड
Indian Institute of Management Kozhikode
Globalizing Indian Thought

