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Kainth, Gursharan Singh

Guru Arjan Dev Institute of Development Studies

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Push and Pull Factors of Migration: A Case Study of Brick Kiln Migrant Workers in Punjab

Dr Gursharan Singh Kainth is Director Guru Arjan Dev Institute of Development Studies, 14-Preet Avenue, Majitha Road, PO Naushera, Amritsar-143 008

Migration is a global phenomenon. Uneven economic development, inter-regional disparity and differences in living standards between socio-economic groups are some of the important reasons responsible for migration. Avenues of better employment and higher wages serve as pull factors, where as non-availability of employment opportunities in backward regions, draught and scarcity conditions are push factors. Migration is the third component of population change, the other two being mortality and fertility which work in a biological framework whereas migration is influenced by the wishes of the persons involved. Usually each migratory movement is deliberately made, though in exceptional cases this may not hold true. Thus migration is a response of human organisms to economic, social, political and demographic forces in the environment and an important symptom of social change in society.

The term migration is so broad that it lends itself to various connotations and interpretations which are due to the differences in the nature, scope or purpose of the study or discussion. Sociologists have emphasized social and cultural consequences of migration. While geographers have laid stress on the time and distance significance of migration, economists give importance to the economic aspect of migration. Dictionaries generally refer to migration as a change in residence from one place to another. According to the **Oxford Advanced Learner's Dictionary** of current English, to migrate means to "move from one place to another (to live there)."According to the **Webster's New World Dictionary**, it means "move from one place to another, especially to another country." or "to move from place to place to harvest seasonal crops." According to **Demographic Dictionary**, "migration is a form of geographical mobility or spatial mobility between one geographical unit and another, generally involving a change in residence from place of origin or place of departure to the place of destination or place of arrival."

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 defines a migrant workman as any person who is recruited by or through a contractor

in any state under an agreement or other arrangement for employment in an establishment in another state whether with or without the knowledge of the principal employer of such establishment. The present study is concerned with the migrant who has changed his/her place of residence from a state other than Punjab and is working in brick-kiln industry as worker. Duration of his/her stay in Punjab has not been taken into consideration.

CAUSES OF MIGRATION

It is interesting to know why some people migrate while others do not. The important factors which motivate people to move may broadly be classified into five groups discussed below:

Economic Factors

Despite the relevance of non-economic factors most of the studies indicate that migration is primarily motivated by economic factors. In large number of developing countries, low agricultural income, agricultural unemployment and underemployment are considered basic factors pushing the migrants towards prosperous or dynamic areas with greater job opportunities. Even the pressure of population resulting in a high man-land ratio has been widely recognized as one of the important reasons of poverty and rural out migration. Thus, almost all studies concur that most of the migrants (excluding forced and sequential migrants) have moved in search of better economic opportunities. This is an accepted fact in both internal as well as international migration. The basic economic factors which motivate migration may be further classified as 'Push Factors' and 'Pull Factors'. In other words people migrate due to compelling circumstances which pushed them out of the place of origin or they are lured by the attractive conditions in the new place.

The push factors are those that compel a person, due to different reasons, to leave that place and go to some other place. For instance, low productivity, unemployment and underdevelopment, poor economic conditions, lack of opportunities for advancement, exhaustion of natural resources and natural calamities may compel people to leave their native place in search of better economic opportunities. In most developing countries, due to population explosion land-man ratio has declined resulting in significant increase in unemployment and underemployment. Introduction of capital intensive methods of production into the agricultural sector, and mechanization of certain processes reduce labour requirements in rural areas. The non-availability of alternative sources of income (non-agricultural activities) in rural areas is also important factor for migration. In addition to this, the existence of the joint family system and

laws of inheritance, which do not permit the division of property, may also force many young men to move out to cities in search of jobs. Even sub division of property leads to migration, as the property become too small to support a family.

The Pull factors refer to those factors which attract the migrants to an area, such as, opportunities for better employment, higher wages, facilities, better working conditions and amenities etc. There is generally city ward migration, when rapid growth of industry, commerce and business takes place. "Migration from the country side to the cities bears a close functional relation to the process of industrialization, technological advancement and other cultural changes which characterize the evolution of modern society in almost all parts of the world. Under the capitalistic model of development, there is a tendency for large proportion of investments to concentrate in the urban centers which encourage people to move to urban areas in the expectation of higher paid jobs. In recent years, the high rate of migration of people from India as well as from other developing countries to U.K., U.S.A., Canada and Middle East is due to the better employment opportunities, higher wages and the chances of attaining higher standard of living. Sometimes the people are also attracted to cities in search of better cultural and entertainment activities. Thus, pull factors operate not only in the rural-urban migration, but also in other types of domestic as well as international migration.

The question arises: Which factors is more important push or pull? The researchers are divided on this issue. Some researchers argue that the push factor is stronger than the pull factor as they feel that it is the rural problems rather than the urban attractions that play a dominating role in the migration of the population. On the other hand, those who consider the pull factors as more important emphasize high rates of investment in urban areas leading to more employment and business opportunities and greater attraction for the urban way of life. There is a third category of researchers who argue that both push and pull factors are closely interrelated; those who are pushed into migration are simultaneously pulled by the expectation of finding something better elsewhere.

Demographic Factors

The differences in the rates of population increase between the different regions of a nation have been found to be a determinant in the internal migration. Fertility and the natural increase in population are generally higher in rural areas which drift the rural population towards the city. Paucity of domestic labour supply promoted immigration to a number of countries like Canada,

The United States, New Zealand, Australia and gulf countries etc. Other important demographic factor in internal migration is marriage. The female migration is largely sequential to marriage, because it is a Hindu custom to take brides from another village. According to National Sample Survey, more than 46 per cent migration to urban areas is caused by marriage. The custom of women returning to her parents to deliver her first child also accounts for significant internal migration.

Socio-Cultural Factors

Social and cultural factors also play an important role in migration. Sometimes family conflicts, the quest for independence also cause migration especially, of those in the younger generation. Improved communication facilities, such as, transportation, impact of the television, the cinema, the urban oriented education and resultant change in attitudes and values also promote migration.

Political Factors

Sometimes even political factors encourage or discourage migration from region to another. For instance, in India, the reservation of the jobs for 'sons of the soil policy' by the state governments will certainly discourage the migration from other states. Nair (1978) observed that 14.5 per cent of those who left their native places in Tamil Nadu because of lack of job opportunities "stated that lack of job opportunities was the result of anti-Brahmanism perpetuated by the D.M.K. government in Tamil Nadu". Hence, the political background, attitudes and individual viewpoint of the people exercise a significant influence on the migration of the people.

Miscellaneous Factors

In addition, a number of other factors, such as the presence of relatives and friends in urban areas who mostly provide help, desire to receive education which is available only in urban areas are factors responsible for migration. Migration is considerably influenced by factors such as the closeness of cultural contracts, cultural diversity etc. Great vitality, strong self-assertion, individualistic attitude etc. are personality traits associated with a high propensity to migrate.

LABOUR LEGISLATIONS AND THE MIGRANT WORKERS IN PUNJAB

The government of India has enacted an elaborate protective legislation against the exploitation of labour. Article 23(1) of constitution prohibits forced labour in India. Labour being a subject in the concurrent list both the central and the state governments can legislate in the matters concerning labour. A large number of central and state labour laws are claimed to be

implemented by the Punjab government. Though all labour legislations like *Minimum Wages Act, 1948, Employees Provident Fund Act, 1952, Industrial Disputes Act, 1947, Workmen's Compensation Act 1923* etc. are also applicable to the migrant workers. But to check the exploitative system, The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act was enacted in 1979 for the protection of the migrant workers.

However, the protection available under the Act has failed to provide any relief to the migrant workers. Even the National Commission on Rural Labour (1991) observed that the ISMW Act by and large has remained on paper. At present this Act lies as dead Act in the state. There is no implementation of this Act at all. Migrant workers do not get minimum wages, they stay in sub standard huts without adequate toilet, water and cooking facilities. What to talk about other benefits available under this Act, there is not even a single case of registration of migrant workers or any establishment employing them.

Apparently, many efforts are required to give justice to the migrant workers and redressed of their grievances. Much distance is left to be covered for the improvement of working and living conditions of the migrant workers so that they can live with dignity and freedom.

SIGNIFICANCE OF THE PRESENT STUDY

Recent development has undergone number of changes in the structure of economy. The old modes of production are being replaced by the new ones. This is more appropriate under the capitalistic mode of production. Labour becomes a commodity like other commodities as capitalism develops leading to the change in relationship between the labour and the management. A planned development process was introduced after independence. As the resources were limited, therefore, these were diverted to those areas which had more potential leading to regional imbalances. Under this strategy, some northern states took the benefit by developing agricultural sector. Due to the gap between demand and supply of labour people started moving from the backward regions to the prosperous regions like Punjab. This process of migration has become a permanent feature.

The present study is an attempt to understand the phenomenon of labour migration. It purports to inquire into pull and push factors of migrant workers working in brick kiln industry of Punjab. Specifically, the objectives of the study are:-

1. To examine the socio-economic characteristics of migrant workers working in brick kiln industry.

2. To examine the participation of migrant workers in the trade union activities and their level of awareness about the labour legislations.

3. To identify the characteristics which influence the level of satisfaction of the brick kiln migrant workers?

4. To suggest suitable recommendations for the protection and welfare of the migrant workers.

THE UNIVERSE AND THE SAMPLE

The universe of the study is brick kiln migrant workers of Punjab. Brick kiln industry has been selected because the preliminary investigation revealed that the migrant workers constituted a very high proportion of the workers working in this industry in Punjab. Further, the study was restricted to Amritsar, Jalandhar and Ludhiana districts of Punjab. Purposive sampling method has been used to select the sample for the present study.

There are about 2 Lakh workers working in 2500 brick kiln units spread across Punjab. The workers in the brick kiln industry can be broadly divided into following categories *Patheras, Zalaiwalas and Nakasiwalas.* The moulders (or *Patheras* as they are locally known) are allotted a piece of land by the owner where the workers have to dug the earth and then wet it with water to make the mud suitable for moulding process. Generally for moulding, the whole family is engaged, including young children. Moulders mostly hail from U.P. and Chhattisgarh. *Zalaiwalas* manually charge the coal in the kilns and *Nakasiwalas* bring out the *pucca* bricks from the chamber of the brick kiln and place them manually at a place decided by the owner. *Nakasiwalas* mostly hail from Rajasthan and *Zalaiwalas* from Bihar.

A sample of 200 workers (60, 70 and 70 workers from Amritsar, Jalandhar and Ludhiana districts respectively were taken. A structured interview schedule was prepared covering personal data, job characteristics, motivational aspects, participation in union and awareness about labour legislations.

DATA COLLECTION

The present study is survey based relying mainly on the primary data collected from the migrant workers with the help of well-drafted pre-tested structured interview schedule. However, the secondary data have also been used, wherever necessary. The secondary data were collected from Central Statistical Organization, the Office of Labour Commissioner Punjab, and Labour Bureau, Chandigarh, various issues of the *Statistical*

Abstracts of Punjab, various issues of *Annual Survey of Industries*, records maintained by Punjab Brick Kiln Owners Association, Bricks and Tiles News published by the All India Brick and Tile Manufacturer's Federation, records maintained by various trade unions.

METHODOLOGY

Commensurate with the different objectives of the study, various tools of analysis have been employed. Statistical Package for Social Science (SPSS) version 7.5 for Windows has been used to perform the statistical analysis. Tabular analysis was carried out to examine the socio economic profile of migrant workers and to study the perception of migrant workers on trade unions and labour laws. To ascertain the level of satisfaction of migrant workers on the basis of selected personal, demographic and job characteristics, cross tabulation analysis has been used. Cross tabulation is applicable to all types of categorical variables: one in which the different categories of variable cannot be quantified, such as marital status, gender, type of occupation etc. and one in which the different categories are associated with quantifiable number, such as age, income etc. or imprecisely quantifiable numbers such as income, respondents' agreement or disagreement with a particular attitude.

For this purpose, the two levels of satisfaction, namely, high and low were generated as follows: we first found the weighted response score in respect of seven statements relating to different attributes of the job satisfaction for each and every response measured on a five point Likert scale. These weighted response scores were then aggregated across all the brick kiln respondents in the sample and the average score thereafter was determined. The calculated average score was 19.70 .The respondents experiencing score higher than the average were classified as having high level of satisfaction whereas the ones having score less than or equal to the average were classified as having low level of satisfaction. In this way, 99 workers fall in the low level of satisfaction category and 101 workers in the high level of satisfaction category in case of brick kiln industry.

Reliability of attitude scales constructed was measured by using Cronbachs Alpha. The estimated value at 0.67 reveals that the scales used for measuring opinion of workers was found consistent in their measurement.

FACTOR ANALYSIS

To identify the factors which influence the inter-state migration process of brick-kiln workers, Factor Analytic Approach has been used. Designated as the queen of analytical methods because of its power and elegance, the general purpose of factor analytic technique is to find a way in condensing (summarizing) the information contained in a number of original variables into a smaller set of new, composite dimensions (factors) with a minimum loss of information, that is, to search for and define the fundamental constructs or dimensions assumed to underlie the original variables. The suitability of the data for factor analysis can be tested on the basis of following criterion:

➢ A visual inspection of the correlation data matrix can reveal whether there are sufficient correlations to justify factor analysis.

➢ Anti-image correlation matrix shows the negative values of partial correlation among variables. In order for true factors to exist in the data these values must be small.

➢ Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) is another measure to quantify the degree of inter-correlations among the variables and appropriateness of factor analysis. The index ranges from 0 to 1. Small values for KMO measure indicate that a factor analysis of variables may not be a good idea, since correlation between pairs of variables cannot be explained by the other variables. A high value between 0.5 and 1.0 indicates that the factor analysis is appropriate technique to be used.

There are two basic models, known as common factor and principal components analysis, to obtain factor solutions. Selection of the extraction method depends upon the analysts' objective. *Principal Component Analysis* is used when the objective is to summaries most of the original information (variance) in a minimum number of factors for prediction purposes. In contrast, *Common Factor Analysis* is used primarily to identify underlying factors or dimensions reflecting what the variables share in common. In the present study principal components method of factoring has been used. It is a statistical technique that linearly transforms an original set of variables into a substantially smaller set of uncorrelated variables that represents most of the information in the original set of variables. A small set of uncorrelated variables is much easier to understand and use than a larger set of correlated variables. The linear combinations of variables are used to

account for variation (spread) of each dimension in a multivariate space. The variance of the factors is called ***Eigen Values***, C***haracteristic Root or Latent Root***. ***Communality*** is the amount of variance an original variable shares with others. ***Factor loadings*** are the correlation between the original variable and the factor. Squared factor loadings indicate what percentage of the variance in an original variable is explained by a factor.

When the set of variables is large the analyst first extracts the largest and best combinations of variables and then proceeds to smaller less understandable combinations. Hence, the number of factors to be extracted becomes an important issue in the absence of any set criterion. The four possible criteria are: (i) In a Priori Criterion, the analyst already knows how many factors to extract and accordingly instructs the computer; (ii) In Latent Root Criterion, only those factors which have latent roots greater than 1 are considered significant; (iii) In Percentage of Variance Criterion, the cumulative percentage of variance extracted by successive factors is considered. In social sciences it is common to consider a solution satisfactory when it accounts for 60 per cent of the total variance (and sometimes even less); and (iv) In Scree Test Criterion, at least one factor more than latent root criterion is usually extracted. The later factors extracted in principal component factor analysis model, contain both common and unique variance – the proportion of unique variance is much higher in later than in earlier factors. The Scree Test is used to identify the optimum number of factors that can be extracted before the amount of unique variance begins to dominate the common variance structure. In the present study exploratory efforts were made with all of the above methods. Initially, latent root was used as guideline and then the Scree test was used. In all the attempts percentage of the explained variance was also taken into consideration. Further an interpretation and assessment of the structure matrix was made in each case. Thus several factors solutions with different number of factors were examined before a satisfactory solution was reached.

Factor Rotation

An important step in factor analysis is the rotation of factors. Loadings are rotated to make them more interpretable by making the loadings for each factor either large or small, not in between. For rotation, either Orthogonal or Oblique method can be employed. In Orthogonal Rotation method, the axes are maintained at 90 degrees so that

the resulting factors are uncorrelated. In Oblique Rotation method, the axes are rotated, without maintaining the 90 degree angle between them. This makes the method more flexible. However, analytical procedure for oblique rotations is still controversial. Within orthogonal method, either Varimax or Quatrimax method can be employed. Varimax method simplifies the columns in a matrix whereas Quatrimax method stresses on simplifying the rows. In the present study, Orthogonal Rotation along with the Varimax method of rotation of factors was used in order to have more clarity in factor solution. Varimax Rotation is probably the most popular Orthogonal Rotation Procedure. The Varimax criteria maximize the sum of the variances of the squared loadings within each column of the loading matrix. This tends to produce some high loadings and some loadings near zero, which is one of the aspects of simple structure .So in view of the above analysis, this statistical approach has been used to condense the information collected by using the interview schedule on 15 selected statements to know the perceptions of the migrant textile and brick-kiln workers on the important aspects related to pull and push factors of migration. The naming of factors is done by the factor analyst depending upon its appropriateness for representing the underlying dimensions of a particular factor.

LIMITATIONS OF THE STUDY

The present study was restricted to the state of Punjab only. The socio-economic characteristics of workers being different in other parts of the country, the results of the study can be successfully generalized only if characteristics of workers are similar. Further the study is based on the perception of workers only and the perception of management of the organizations and the officials of the labour department might be different. The workers might be under the influence of the management hence true responses might not be found.

SOCIO ECONOMIC PROFILE OF MIGRANT WORKERS

The Socio-economic characteristics of the migrants have been thoroughly researched and debated by the researchers. The general consensus among the researchers is that young people are more mobile. It makes sense in economic terms since the discounted value of future earnings would be higher for the younger people. Another important characteristic is that the migrants tend to be sex-selective, with men dominating the migratory flow. The well-to-do people

generally like to move to cities from rural areas together with female members, while in case of people belonging to lower economic stratum; it becomes difficult to meet the normal expenses of non-earning females. Furthermore, an individual migrant is usually more educated than the population in his place of origin, but at the same time the migrants are not always drawn from the educated lot. A large number of poor and uneducated people leave the rural areas in search of employment. The only difference is that rich people migrate willingly for better and comfortable life, while the poor people migrate due to economic hardships. There are many more factors which describe the profile of the migrants and hence the list is inclusive.

In view of the above an attempt has been made to analyze the personal / demographic and socio-economic factors relating to the respondents. The origin wise distribution of the migrant workers reveals that the majority i.e. 45.00 per cent belonged to Uttar Pradesh. The four major sending out states are Uttar Pradesh, Rajasthan, Chhattisgarh and Bihar. The results indicate that the brick-kiln industry does not have migrant workers from the states of Himachal Pradesh, Uttranchal and Nepal. Census of India (1991) too indicated that Uttar Pradesh and Bihar were the states from where the bulk of the migrant labour came to Punjab. A closer look at the native places of migrant labourers shows that the majority of them hail from the economically backward areas of Uttar Pradesh and Bihar i.e., Eastern Uttar Pradesh and North Western Bihar.

Age of the workers is considered an important factor which influences their decision to migrate. Generally young people (77 per cent) falling in the age group of 20 to 40 are more mobile. This makes sense in economic terms since the discounted value of the future earnings would be higher for the young people. They are less encumbered with various family and other social responsibilities and hence free to move. During the field survey it was observed that child and female labour was also present in the brick-kiln industry. Furthermore, 91.5 per cent were male and 8.5 per cent were female. It is worth mentioning, here, that the moulders, migrate along with their families and females and young children also work to help the male folk. 89.0 per cent of brick-kiln migrant workers were married. Only 11.0 per cent workers were unmarried. The higher percentage of married migrant workers may be due to the fact that large numbers of migrants were from U.P. and Bihar where the people get married at quite young age.

In a country like India religion plays a very important role in all spheres of life. Analysis reveals the higher share of the Hindu workers among the industrial workers in Punjab because the major share of work force comes from Hindu majority U.P. and Bihar states.   Caste   is   another

important factor which prevails in a country like India. The caste-wise distribution reveals that the majority (81.5 per cent) of workers were belonging to SC/ST castes. Only 14.0 per cent belonged to general castes. Apparently, the blue collar jobs are not the prerogative of backward/scheduled castes only. Rather upper castes are also joining the rank of manual workers in the industry due to the non-availability of white collar jobs.

Education is another important variable which influences the decision to migrate or not. 60.5 per cent were illiterate, 26 per cent got education up to 5th standard, 5.5 per cent reached up to the 8th standard and 8.0 per cent were matriculate. Apparently, extent of illiteracy was higher among the brick-kiln workers.

Generally, migrant workers belonged to those families whose size was relatively large. One-third of respondent families were having up to 4 members 25 per cent, 24 per cent, 11 per cent were having 5, 6 and 7 members respectively. 8 per cent of the respondents belonged to families whose size was 8 and above. Thus, migrants still lack awareness about the benefits of the small size family. Moreover, the family planning programmes have failed to motivate the workers to adopt two children norm. Greater incidence of poverty could be another cause and effect of large family size.

The workers were divided into five categories on the basis of monthly wages. 48.0 per cent were getting up to Rs. 2000, 27.5 per cent workers fell in the income level of Rs. 2001-2500, 21.0 per cent workers were getting between Rs. 2501-3000 and only 3.50 per cent workers were getting more than Rs. 3000.Further, most of the workers were getting wages on the basis of piece rate system. 99.00 per cent brick-kiln workers lived in the accommodation provided by the employers. Small huts are constructed by the brick-kiln owner for their workers. The roofs are at such a height that it is very difficult to stand straight in their huts.

Migrant workers in Punjab constitute the major share of the total workforce both in agriculture and industry. However, it is important to know about their length of stay. Among the brick kiln workers, 29.50 per cent workers have migrated during the last five years, 25.50 during 6-10 years, 15.50 per cent workers have come to Punjab some 11-15 years ago and 29.50 per cent workers have migrated more than 15 years ago. Brick-kiln industry provides employment for 7-8 months only in a year. The nature of migration is another important aspect of the migrant workers. 58.50 per cent of the sampled brick-kiln workers migrated along with their families and the rest 41.50 per cent migrated alone. In this industry, the largest proportion of the workers are

moulders, who mostly migrate along with their families, and the whole family works as one unit at the brick-kiln.

Employment being the mainstay of the migrants and their respective families, large number of workers save and remit money to their native place. Three fourth of the migrant workers send money to their respective villages, further reinforces their links with their villages. Further, majority of the workers who did not remit are those who have migrated along with their families. 29.50 per cent of brick-kiln migrant workers remitted up to Rs. 500 per month, 20.50 per cent between Rs. 501 to Rs. 1000 per month, 19.00 per cent between Rs. 1001-1500 and only a small proportion of 6.00 per cent remitted more than Rs. 1500 per month. The money remitted by the migrants is mainly used by their families to meet the day to day consumption needs and ceremonial purposes. Analysis of periodicity of sending money to the native place by the migrant workers shows that 28.00 per cent of brick-kiln migrant workers sent money to their native place more than once in a year, another 26.00 per cent sent once in two months and 19.50 per cent sent once in a month. The large number of brick-kiln workers remitted money by money order/ bank draft or took money with them at the time of visit. Only 3.00 per cent of brick-kiln workers depended on this mode. Quite a large number of workers carried money at the time of visit to the native place because brick-kiln being seasonal industry, workers spent rainy season at their native places. Moreover, they are paid at the end of the season and during season they are paid to meet day to day expenses only. 44.50 per cent of brick-kiln workers visited their native place once in a year whereas 40.00 per cent visited twice in a year. Only 8.50 per cent of workers visited their native place once in two/three years and 6.00 per cent visited on some important occasion only.

Analysis of Registration as Voter reveals that a vast majority of the migrant brick-kiln labourers (89.00 per cent) were not registered as voters in Punjab. The brick-kiln workers as voters were found in Amritsar district where they had migrated long back and are living in nearby villages. Lower percentage of voters may be due to seasonal nature of the brick industry and low level of awareness amongst the workers. 84.00 per cent of brick-kiln workers were not approached by the authorities for registration. At some places workers alleged that interference by the village sarpanch led to their non-registration as voters. Again, since brick-kiln workers did not stay here continuously for longer period, they were not registered as voters in this state. Moreover, some workers were already registered as voters at their native places.

Likewise, only 8.00 per cent of migrant workers possessed ration cards. Staff of the food and civil supplies department hardly visited any brick-kiln to issue ration cards to the labour working there. Of 16 brick-kiln workers who possessed ration cards only 10 were getting the supply of ration. Moreover, the supply of ration in most of the cases was restricted to the supply of kerosene oil only. The occupational background of the migrant workers reveals that the (67.50 per cent) of the migrant workers were daily wage earner and only 7.50 per cent were self employed. Other occupations include pursue of education (student), and first time workers (25.00 per cent). Majority of the workers lived in independent houses (59.50 per cent) and 40.50 per cent of workers shared residence with other workers. A vast majority of the brick-kiln migrant workers lived in huts hence the question of second room did not arise. Toilet facility was not available to 97.50 per cent of the workers. Again, separate space for kitchen was not available to the migrant brick-kiln workers. Brick-kiln workers mainly, lived in small huts made of mud or bricks. A large majority of the migrant brick-kiln workers (99.00 per cent) lived in the huts made by the brick-kiln owner and labourers did not pay any rent for the accommodation

This presents a deplorable situation about the living conditions of the migrant workers. Small huts were constructed by the brick-kiln owner for their workers. The roofs of the huts were at such a height that it was very difficult to stand in these huts. Most of the huts do not have electricity supply. Facility of pure drinking water was absent, no sanitation was provided by the employer. The near by farmers do not allow the workers to use their farms for the morning routines. Their children play in dirty and unhealthy environment. Sometimes, their huts collapse due to rain and dust storm resulting in loss of eatable goods and other household articles. The huts fail to protect the migrant workers during the peak winters and winter rains or against the scorching heat in summer. Some socio-cultural changes were also reported by small proportion of the migrant workers. Only 3.50 per cent workers reported change in habits. Earlier they used to wear *dhoti* and *kurta* but now they preferred *pyjamma* and *kameej*. Some workers started consumption of wheat along with rice. 4.50 per cent of migrant workers in Amritsar district purchased Plot/House. A change in the language was reported by 28.50 per cent of brick-kiln workers in the sample. Punjabi is an easily understandable language. Therefore, the migrant workers could understand it and could even speak some words of Punjabi. The change took place in case of those workers who are staying in Punjab for a long period of time*.*

WORKER'S PERCEPTION ON TRADE UNIONS:

Trade union is a voluntary organization of workers formed to promote and protect their interests by collective action. They play a significant role in the system of industrial relations. They have developed as economic, political and social institutions under varying conditions. Therefore, trade unions have gained recognition as legitimate social organizations which have become an integral part of the contemporary business and industry in these days. Therefore, we have attempted to study the unionism among the migrant workers of brick kiln industry, the extent of participation in union activities and satisfaction about the performance of the unions. The workers having knowledge about the labour laws are more competent to protect their interests. Therefore, it is important to test the level of awareness among the workers about the labour legislations.

Apart from other reasons workers join a trade union basically to secure, security of service, good pay and proper working conditions. 65.5 per cent of the migrant workers were member of any trade union. But only 54.25 per cent of the total sampled workers were member of any trade union whereas 45.75 per cent workers were not member of any trade union. Thus, majority of brick kiln workers are member of some union. There were four main trade unions operating in different units under study. CITU was a dominant union in brick kiln industry claiming 55 per cent. Membership of AITUC and BMS was 24.4 and 20.6 per cent respectively.

Extent of Participation in Union Activities:

The extent of participation by brick-kiln workers in the trade union activities reveals that only 3.8 per cent of workers participated in the union meetings always whereas, 43.5 per cent participate in the union meetings rarely. Moreover, the weighted average score of 2.62 indicates low level of participation in the union meetings. Similarly, large percentage i.e. 47.3 per cent of workers replied that they rarely made efforts to make new members, while 32.8 per cent never made any effort to enroll new members. The weighted average score of 1.92 for efforts to make new members further substantiate this fact. Furthermore, majority of workers (56.5 per cent) rarely participated in the preparation of the charter of demands. Similarly, a large majority of workers (89.3 per cent) were found to be never participated in the union elections. The weighted average score of participation in the union elections was only 1.21 indicating a very low participation. 32.8 per cent and 42 per cent workers induce sometimes and rarely to other workers to participate in strikes respectively. 26.7 per cent workers always took part in the strikes/dharnas and again 55.7 per cent took part most of the times. The weighted average score

of 4.02 indicates a high participation in the strikes/dharnas by the workers. But the participation in the strikes led by other unions was low. 88.5 per cent of workers were paying membership fee regularly. Again, WAS of 4.87 indicates that members were paying their membership fee regularly. The data further reveal that majority of the workers (55.7 per cent) visited union office rarely.

Satisfaction about the Performance of the Unions

The level of satisfaction of brick-kiln workers about the performance of the unions was examined through Table 1.In case of 'increase in wages' a large majority of (82.5 per cent) workers were satisfied. Again, the weighted average score of 3.98 showed high degree of satisfaction on the part of workers with regard to increase in wages. In case of 'improved working conditions' by the trade unions for workers 62 (47.3 per cent) were found satisfied, 30 (22.9 per cent) were found neither satisfied nor dissatisfied, 37 (28.3 per cent) were dissatisfied and 2 (1.5 per cent) were highly dissatisfied. The weighted average score of 3.16 clearly indicates a high degree of satisfaction on the part of workers. Furthermore, 43.5 per cent of workers were found satisfied with trade unions' efforts to provide them job security. But 27.5 per cent workers were found dissatisfied with the performance of unions on this issue. The weighted average score of 3.07 shows above average degree of satisfaction on the part of the workers with regard to job security.

Majority of the workers were dissatisfied with regard to unions' performance relating to higher bonus and implementation of welfare schemes. Again, 65.6 per cent workers were found highly dissatisfied with regard to union's performance relating to workers participation in management. The WAS of 1.35 shows a very low level of satisfaction on the part of the workers with regard to workers participation in management. As per education, 49.6 per cent of workers were found dissatisfied with unions' role in this regard. The weighted average score of 2.88 clearly indicates below average degree of satisfaction on the part of the workers pertaining to trade unions' role in the education of workers.

WORKERS' AWARENESS ABOUT THE LABOUR LAWS

As regards registration under The Inter-State Migrant Workmen Act, 1979 and availing of other benefits such as displacement allowance, journey allowance, residential accommodation, free medical facilities and issuance of pass book etc., not even a single worker of either industry was

aware of the existence of this act which was specially enacted for the benefit of inter-state migrant workers. Further the migrant brick-kiln workers were not at all aware of different labour legislations such as The Workmen's Compensation Act, 1923, The Trade Unions Act, 1926, The Industrial Disputes Act, 1947, The Factories Act, 1948, The Minimum Wages Act, 1948 and The Employee's State Insurance Act, 1948.

Three fourth of workers were getting wages on piece rate basis. In other words only 52 (26 per cent) workers were getting fixed wages. Worker was getting wages at normal rate for overtime work.127 (63.5 per cent) workers worked up to 12 hours a day. Only 18 (9 per cent) workers worked up to 8 hours a day. 35 (17.5 per cent) workers worked up to 16 hours and more than 16 hours per day. Various facilities such as that canteen, rest rooms, first aid, medical and transportation facilities were not available to the workers at all.   172 (86 per cent) and 27 (13.5 per cent) workers strongly disagree and disagree respectively with the statement that they were being discriminated on account of wages in comparison to local workers The weighted average score of 1.16 for the first statement clearly shows a very high degree of disagreement with the statement discrimination on account of wages. Similarly, 173 (86.5 per cent) workers strongly disagree with both the statements, namely, 'Discrimination on account of promotion' and 'Discrimination on account of medical facilities'. Weighted average scores of 1.15 and 1.14 for statement second and third also show a very high degree of disagreement with these statements. Moreover, in most of the brick-kilns, local workers were not employed so the question of discrimination did not arise. However, majority of workers that is 116 (58 per cent) agree that they were given step motherly treatment at police station / railway station. Weighted average score of 3.43 indicates agreement with statement among workers. 21 (10.5 per cent) workers agreed that they were cheated at post office but majority of workers replied negatively in this regard. 159 (79.5 per cent) workers neither agree nor disagree with the statement 'not getting ration as per quota' because they were not issued ration cards. But, WAS of 3.08 indicates that workers agreed with the statement that they were not getting ration as per quota.

FACTOR ANALYTIC OF MOTIVATIONS FOR MIGRATION

The uneven development between village and town and between different areas has resulted in the large scale labour migration from one area to another. This type of migration causes movement of working force. Coming to reasons for migration, it is interesting to know why some people migrate while others do not. Despite the relevance of non-economic factors most of

the studies indicate that migration is primarily motivated by economic factors, especially labour migration. Two basic economic factors which motivate migration may be termed as push factors and pull factors. In other words, it is to see whether people migrate due to compelling circumstances which push them out of the place of their origin or they are lured by the attractive conditions in the destination place. For instance, on the one hand, poor economic conditions, low productivity, unemployment and underemployment, low agricultural income and natural calamities may compel people to leave their native place in search of better economic opportunities. On the other hand, opportunities for better employment, higher wages, better working conditions and amenities etc. may attract people to an area. Researchers have diverse findings as to which factors is more important push or pull. So, it necessitates having a fresh look at the major 'push' and 'pull' factors in labour migration and their comparative significance. To do this the perceptions of brick-kiln migrant workers on a set of fifteen statements about the role of different push and pull factors in the process of inter-state migration were studied. The list of these statements is presented in table 6.1.

Suitability of Data for Factor Analysis

In order to test the suitability of data for Principal Component Analysis, the correlation matrix was computed and enough correlations were found to go ahead with factor analysis. Further Kaiser-Meyer-Oklin Measure of Sample Adequacy (KMO) was calculated. Overall, MSA was found to be 0.649 which supports that the sample was good enough for factor analysis. Anti-image Correlations calculated reveals that partial correlations were low, indicating that true factors existed in the data. Hence, the data was found fit for the factor analysis.

Extraction Method and Number of Factors Extracted

Principal Component Analysis was employed for extracting factors and the number of factors to be extracted were finalized on the basis of 'Latent Root Criterion' i.e. variables having Eigen values greater than 1. Six factors were extracted which together accounted for 63.74 per cent of the variance. Finally, the Principal Component Analysis with Orthogonal Rotation has been used in the present study. In Orthogonal Rotation, it is assumed that factors operate independently of each other. Varimax Rotated Factor Analysis which is the most popular method of Orthogonal Rotation has been used and the results are presented in Table 6.2.

The results were obtained through orthogonal rotations with Varimax and all factor loadings greater than 0.40 (ignoring signs) were retained. The results of the principal component analysis

with Varimax rotation for brick kiln respondents are presented in table 6.2. The results show that 63.74 per cent of the total variance is represented by the information contained in the factor matrix. The percentage of variance explained by factors I to VI are 20.81, 11.02, 10.04, 7.76, 7.27 and 6.84 respectively. The percentage of total variance is used as an index to determine how well a particular factor solution accounts for what all the variables together represent. The communalities have been shown at the far right side of the table 7.2 which show the amount of variance in a variable that is accounted for by the six factors taken together. The size of the communality is a useful index for assessing how much variance in a particular variable is accounted for by the factor solution. Large communalities indicate that a large amount of the variance in a variable has been extracted by the factor solution. Small communalities show that a substantial portion of the variance in a variable is not accounted for by the factor solution. For instance, communality figure of 0.495 for variable X_6 indicates that it has less in common with other variables included in the analysis than variable X_5 which has a communality of 0.734.

Naming of Factors

A factor loading represents the correlation between an original variable and its factor. The signs are interpreted just like any other correlation coefficients. On each factor, 'like signs' of factor loadings mean that the variables are positively related and 'opposite signs' mean that the variables are negatively related. One variable X_8 (I migrated due to discrimination on the ground of caste) has loaded on two factors II and V. But on the basis of higher loading, it has been considered in factor V only. The names of the factors and the loadings are summarized in Table 6.3.

Factor I: Better Employment Opportunities

Better employment opportunities have emerged as significant factor accounting for 20.81 per cent of the total variance. Five out of fifteen statements are loaded on this factor of which four are highly correlated. The high positive loading on the first factor of the variables, namely, industrial development of Punjab, attraction of better job opportunities, comparatively higher wages in Punjab pull labour to migrate from other states. Again, all except X_4 (Lack of job opportunities compelled me to migrate) are pull statements. The negative loading of the variable X_{13} (I was called by my friends in Punjab) indicates that workers did not migrate because their friends' call them rather study found that they were mobilized by contractors. Thus, the pull factors play dominating role in labour migration to Punjab.

Factor II: To Fulfill Self Aspirations

Fulfillment of self aspirations has emerged as the second major factor with percentage of variance equal to 11.02 per cent. The analysis reveals that the migrant labour moved out to enjoy freedom of nuclear family and to get rid of burden of debt. Therefore, the study found that the migrant households paid off their debts by remittances from Punjab. Moreover, the huge transfer of resources from Punjab has a large potential for strengthening the rural economy at the place of origin.

Factor III: Better Living Conditions

This is the third important factor with percentage of variance equal to 10.04. Two statements have been loaded on this factor. Both statements are positively correlated with the factor. This factor highlights that the attraction of urban amenities and agricultural development of Punjab encourage the migration of labour from other states. The existing studies on labour migration also revealed that better living conditions had remained an important pull factor to attract labour from backward areas. Further, it has been widely accepted by various researchers that large scale migration has been taking place in agricultural and industrial sectors of Punjab. As both these variables are significantly loaded on this factor, therefore, our study also substantiates this fact.

Factor IV: Lack of Development

Two statements have been loaded on this factor which explains 7.76 per cent of variance . Both the statements are significantly correlated with this factor. Besides, one statement is positive while other is negative. It explicates that labour migrate from its native place to get rid of the impact of drought. The negative loading of the variable X_5 indicates that brick kiln workers do not migrate because of lack of job they desired. Rather, study found that they were ready to do any type of job keeping in view their lower educational, economic and social status.

Factor V: Social Tensions

Two statements have been loaded on this factor with percentage of variance equal to 7.27. Both the statements are positive. The study found that large proportion of migrant brick-kiln workers belong to large size of joint families where family feud was a routine matter. So workers migrate to get rid of family feud. Further, they also migrate because of the discrimination on the ground of caste in their areas of origin. Therefore, in addition to the pull factors, the push factors also contribute in the inter-state migration process.

Factor VI: Unviable Land Holding

Two statements have been loaded on this factor with percentage of variance equal to 6.84. Lack of adequate agricultural land and poor economic condition of family compel labour to migrate. The implication of this factor is that the migrant brick-kiln workers are landless or land poor belonging to economically backward class. Further, most of the respondents' land was barren due to which they also come in the category of landless workers.

Policy Implications:

Migration is a global phenomenon caused not only by economic factor but many others like social, political, cultural, environmental, health, education etc. The migration generally takes place from the area of less economic opportunities and retarded social development towards developed and fast developing areas. Migration of labour mostly involves movement of working force because of uneven development between village and town and between different areas. Migrant labourers in general are younger in age, illiterate, landless or land poor, belonging to socio-economically backward class. They are generally paid lower wages than the local labour, their working conditions such as security of job, shelter, medical facilities, insurance and provident fund etc. are as good as non-existent and work for long and flexible hours under extremely bad working conditions near slavery. Punjab is among the smallest states of the Indian Union but it has achieved great heights in many fields like agricultural sector, industrial sector and so on. To cater the needs of agricultural and the industrial sector large scale migration has taken place from other states particularly Bihar and Uttar Pradesh. They have made a place for themselves in case of agricultural and other similar sectors like construction, brick-kiln industry etc. Very little has been done in the direction of micro level inquiries into the characteristics of individual migrants and the factors influencing individual's propensity to migrate. Therefore, the present study is an attempt to fill up the important gaps and to make a modest contribution to an understanding of socio-economic conditions of brick-kiln migrant workers.

Majority of the migrant workers were young in age, illiterate or having low level of education and married male Hindu (89 per cent). Furthermore, women and child labour was also employed in the brick-kiln industry. 81.5 per cent of migrant brick-kiln workers belonged to SC/ST, large number of whom came from big families and had not adopted family planning schemes in general. 86 per cent of workers belonged to Uttar Pradesh, Rajasthan and Chhattisgarh. The wages of the workers were very low. Majority of workers were provided rooms / huts by the employers within the premises of the brick-kilns.

The majority of the brick-kiln workers migrated along with family. 75 per cent of the migrant workers remitted money to their native place and those who did not remit migrated along with their families. Amount remitted was very small and its periodicity was mostly once a month, once in two months or more than once in a year. Most of the remittances were made either by money order/bank draft or workers took themselves at the time of visit. Further, almost all respondents kept their links alive with the place of origin. Majority of the workers were not registered as voter because they were not approached by the authorities. Furthermore, majority of the migrant workers were not in possession of ration card and those who possessed ration card were not getting regular supply of all the items supplied under the public distribution system. Majority of migrant workers were landless. Those who own land reported it to be of poor quality and without any assured irrigation facility. The migrant workers lived in one room house not having toilet and kitchen. The living conditions of the brick-kiln workers were very miserable. They were living in extremely dusty and unhygienic accommodation without water and electricity supply arrangements. No worker possessed refrigerator or scooter. Only 5 per cent and 13.5 per cent workers possessed television and radio respectively. 3.5 per cent of the brick kiln workers reported change in their habits. Earlier they used to wear **dhoti** and **kurta** but now they preferred **pyjamma** and **kameej.** Some workers started the consumption of wheat along with rice. A change in the language was reported by 28.5 per cent migrant workers. Punjabi is easily understandable language. Therefore, the migrant workers could understand and could even speak some words of Punjabi. The brick-kiln workers were not at all aware of the Inter-State Migrant Workmen Act, 1979, and other labour laws. Facilities of canteen, rest rooms, first aid, medical and transportation were not available to workers. Migrant workers reveal no visible discrimination on account of wages, promotion and medical facilities.

Factor analysis technique applied to the responses of workers on a battery of 15 pull and push close ended statements measured on a five point Likert scale extracted six factors which accounted for 63.74 per cent of variance. A better employment opportunity is the first and most significant factor with maximum percentage of variance, which motivates the workers to migrate. Better job opportunities, industrial development and comparatively higher wages in Punjab attract the brick kiln workers whereas lack of job opportunities at native place compels them to migrate. Fulfillment of self aspirations' and 'higher wages' with percentage of variance equal to 11.02 have emerged as the second factors as a push factor .

Statistics in regard to labour in general and the migrant labour in particular are not being collected systematically by the authorities responsible. Department of labour should take steps to rationalize the collection, compilation, maintenance and dissemination of labour statistics. Definition of Inter State Migrant Workman should be amended to mean "any person who has migrated from his home state whether on his own, or by or through a contractor, and has been temporarily (seasonally) employed in any establishment in another state". With such a wider definition of ISM Workmen, a migrant worker, whether or not he has come by or through a contractor and on the basis of an agreement or otherwise, would be covered under the Act. Again, the Act should apply to every establishment in which even one or more inter-state migrant workmen are employed and violation of the Act should be made a cognizable offence. The third party should be allowed to file complaints. Constitution of joint coordination team comprising of officers of both originating and recipient state be done to identify the establishment and for periodical visit to the vulnerable areas for effective implementation of the Act as well as providing better facilities. The trade unions should be involved to identify the migrant workmen as well as their establishments. Separate cell should be formed by each state to look after the problems of the migrant workmen.

The different trade unions functioning in the state should give more emphasis to the cause of the inter-state migrant workmen involved in the developmental projects of the state. They should help in ensuring the right wages, timely payment of wages, their welfare including residence, health and hygiene, medical facilities, electricity and drinking water facilities, providing the return journey allowance, providing claims in case of fatal accident. In case of injury the trade unions should take every care to provide assistance in discussion with the agents, contractors, principal employers and medical officer and labour machinery of the state.

The trade unions in the state of origin should interact with their counterpart trade unions to look after the migrant workmen working there and to take all possible efforts for their ameliorations and write back all details of their work, entitlement receipts and living status. Trade unions at the recipient state should also intimate to their counterpart in the state of origin of the interstate migrant workmen about any dispute, claims and any sort of accident besides taking all required action at their end. Non-government organizations (NGOs) can play an important role by making workers aware of their rights and by ensuring that the legal and socio-economic measures are complied with.

There is a need to improve the educational level of the migrant workers working in the brick-kiln industry of Punjab. Since a large number of workers belong to adult category, therefore, adult education could play an important role to make the migrant workers literate. Since a large number of workers working in the brick-kilns engage their families in the work, therefore, special arrangements should be made for the education of their children also. The workers should also be made aware of the family planning programmes. The living and working conditions of the migrant workers are miserable, therefore, the study recommends that the workers should be provided proper housing and sanitation facilities. As the workers, particularly, the brick-kiln workers are prone to many diseases and occupational health hazards like irritation of skin, backache, asthma and T.B. etc, the study recommends that provisions should be made in the law governing the brick-kiln industry for compulsory, periodic, medical check-up of workers. Further, moulders should be provided gloves in order to avoid continuous touch with mud. *Nakasiwalas* should be provided protective gear in order to save them from any injury from hot bricks and use of respiratory masks should be made obligatory for all workers while at work.

As this industry is seasonal industry, the workers should be provided some alternative work during the off season. Since large number of migrant workers were not having ration cards. Therefore, the Punjab Food and Civil Supplies Department should issue special ration cards of different colours to migrant workers under a special drive. It can serve dual purpose of getting essential goods at subsidized rates and also identity proof for different purposes. Though, there is a need to review the existing legislation enacted for the migrant labour, even the existing laws are not being implemented to protect the migrant workers. The workers should be made aware of their legal rights and labour legislations. The trade unions, non-government organizations and other social organizations can play an important role to make workers aware of their rights. Electronic and print media should be generous enough to provide space to this exploited class.

Table 5 Extent of Participation in Union Activities

Statements	Always	Most Times	Some Times	Rarely	Never	WAS
Participation in union meetings	5 (3.8)	17 (13)	42 (32.1)	57 (43.5)	10 (7.6)	2.62
I make efforts to make new members	0 (0.0)	6 (4.6)	20 (15.3)	62 (47.3)	43 (32.8)	1.92
Take part in the preparation of the charter of demands	0 (0.0)	2 (1.5)	26 (19.8)	74 (56.5)	29 (22.2)	2.00
Participation in the union elections	0 (0.0)	6 (4.6)	1 (0.8)	7 (5.3)	117 (89.3)	1.21
Induce workers to participate in the workers' strikes	0 (0.0)	4 (3.1)	43 (32.8)	55 (42.0)	29 (22.1)	2.17
Take part in strikes/dharnas	35 (26.7)	73 (55.7)	16 (12.3)	5 (3.8)	2 (1.5)	4.02
Participate in the strikes lead by other unions	1 (0.8)	16 (12.3)	32 (24.4)	4 (3.1)	78 (59.4)	1.92
Pay membership fee regularly	116 (88.5	14 (10.7)	0 (0.0)	1 (0.8)	0 (0.0)	4.87
How often do you visit union office	0 (0.0)	5 (3.8)	44 (33.6)	73 (55.7)	9 (6.9)	2.34

Table 4 Satisfaction about the Performance of the Union

Statements	HS	S	NSNDS	DS	HDS	WAS
Increase in Wages	11 (8.4)	108 (82.5)	10 (7.6)	2 (1.5)	0 (0.0)	3.98
Improved Working Conditions	0 (0.0)	62 (47.3)	30 (22.9)	37 (28.3)	2 (1.5)	3.16
Job Security	0 (0.0)	57 (43.5)	32 (24.4)	36 (27.5)	6 (4.6)	3.07
Higher Bonus	0 (0.0)	12 (9.2)	23 (17.6)	76 (58)	20 (15.2)	2.21
Implementation of Welfare Schemes	0 (0.0)	1 (0.8)	1 (0.8)	70 (53.4)	59 (45)	1.57
Workers Participation in Management	0 (0.0)	0 (0.0)	1 (0.8)	44 (33.6)	86 (65.6)	1.35
Education of workers	2 (1.5)	47 (35.9)	16 (12.2)	65 (49.6)	1 (0.8)	2.88

Table 1
Motivational Aspects of Migration

Label	Statement
X_1	I moved out of place of origin to get rid of the debt
X_2	I moved out of the place of origin to get rid of impact of drought
X_3	Lack of adequate agricultural land forced me to migrate
X_4	Lack of job opportunities compelled me to migrate
X_5	I moved out due to lack of job I liked
X_6	Poor economic condition of family forced me to migrate
X_7	I migrated to get rid of family feud
X_8	I migrated due to discrimination on the ground of caste
X_9	Industrial development in Punjab attracted me to this place
X_{10}	Attraction of urban amenities was the reason of my migration
X_{11}	I was attracted to this place due to better job opportunities
X_{12}	Agricultural development in Punjab was reason for my migration
X_{13}	I was called by my friends in Punjab
X_{14}	I migrated to enjoy freedom of nuclear family
X_{15}	Comparatively higher wages in Punjab attracted me here

Table 2
Rotated Correlation Matrix - Brick Kiln Industry

Factors → Statement ↓	I	II	III	IV	V	VI	Communalities
X_1	0.11	**0.61**	0.23	-0.21	-0.23	0.36	0.659
X_2	0.03	0.36	-0.39	**0.47**	-0.36	-0.13	0.653
X_3	0.11	0.10	-0.19	-0.06	0.14	**0.77**	0.684
X_4	**0.71**	0.06	-0.17	-0.08	-0.03	-0.01	0.549
X_5	0.12	0.05	-0.07	**-0.83**	0.07	-0.11	0.734
X_6	0.05	-0.12	0.13	0.16	-0.24	**0.61**	0.495
X_7	-0.15	0.03	0.02	-0.01	**0.81**	-0.04	0.687
X_8	-0.19	0.44	0.02	0.32	**0.54**	-0.10	0.635
X_9	**0.79**	0.10	-0.03	-0.26	0.05	0.04	0.704
X_{10}	0.03	0.23	**0.75**	0.02	0.06	-0.20	0.667
X_{11}	**0.77**	-0.19	0.10	0.07	0.01	0.10	0.646
X_{12}	0.02	-0.10	**0.74**	0.01	0.07	0.09	0.576
X_{13}	**-0.55**	-0.20	-0.13	0.38	0.17	0.07	0.538
X_{14}	0.06	**0.80**	0.04	0.12	0.12	0.09	0.690
X_{15}	**0.72**	0.07	0.05	0.23	-0.24	0.08	0.645
Eigen Values	3.122	1.653	1.507	1.164	1.090	1.026	9.562
Percentage of Variance	20.810	11.019	10.044	7.762	7.270	6.837	
Cumulative Percentage	20.810	31.829	41.873	49.635	56.904	63.742	

Table 3

Naming of Factors – Brick Kiln Industry

Factors	Factor Name	Label	Statement	Loadings
I	Better Employment Opportunities	X_9	Industrial development in Punjab attracted me to this place	0.79
				0.77
		X_{11}	I was attracted to this place due to better job opportunities	0.72
		X_{15}	Comparatively higher wages in Punjab attracted me here	0.71
		X_4		-0.55
		X_{13}	Lack of job opportunities compelled me to migrate	
			I was called by my friends in Punjab	
II	To Fulfil Self Aspirations	X_{14}	I migrated to enjoy freedom of nuclear family	0.80
		X_1	I moved out of place of origin to get rid of the debt	0.61
III	Better Living Conditions	X_{10}	Attraction of urban amenities was the reason for my migration	0.75
				0.74
		X_{12}	Agricultural development in Punjab was the reason for my migration	
IV	Lack of Development	X5	I moved out due to lack of job I liked	-0.83
		X2	I moved out of place of origin to get rid of the impact of drought	0.47
V	Social Tensions	X7	I migrated to get rid of family feud	0.81
		X8	I migrated due to discrimination on the ground of caste	0.54
VI	Unviable Land Holding	X3	Lack of adequate agricultural land forced me to migrate	0.77
		X6		0.61
			Poor economic condition of family forced me to migrate	

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