CAUSES OF MIGRATION OF LABOUR IN
TIRUNELVELI DISTRICT

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ABSTRACT

The present study is an attempt to understand the factors that cause labour migration. It purports to inquire into pull and push factors of migration of semi-skilled and unskilled migrant workers in Tirunelveli district. Primary data collected from the field through a structured questionnaire has been used in this study. A number of variables causing migration have been identified by the researcher. The reliability of the variables is tested through reliability analysis applying Cronbach's alpha. Exploratory Factor Analysis is employed using SPSS 19 to reduce the variables, identified as the causes of migration, into handsome number of factors. Confirmatory Factor Analysis has also been applied to confirm the factors causing migration developed through Exploratory Factor Analysis using AMOS 18. Structural Equation Models have been developed for this purpose.

Keywords: Determinants of Migration, Migration of Labour, Causes of Migration, Factors of Migration

INTRODUCTION:

Ever since man has been on earth, different ethnic groups travelled to other regions in the world hoping to find a better basis for existence there. When people move, they do so over varying distances, for different periods of time and for different reasons. The reasons for migration vary greatly between localities, countries, regions and from migrant to migrant. Migration of people in search of employment has occurred all through history and it is by no means a new phenomenon. Migration is undertaken by energetic and resourceful individuals who move, as part of their effort, to improve their lives and the lives of their families, to learn new skills, to gain new experiences, to find a job or to flee insecurity, disaster, or famine. The reasons for migration are a complex issue, which cannot be generalised easily. The present study is an attempt to understand the factors that cause labour migration. It purports to inquire into pull and push factors of migration of semi-skilled and unskilled migrant workers in Tirunelveli district. This study has been conducted on 300 migrants, to find the reasons for migration. Analysis of variables is made through rotated factor matrix. In order to apply factor analysis, the basic assumption to be fulfilled is the factorability of the correlation matrix. KMO measures of sampling adequacy and the Bartlett's test of sphericity determine the factorability of the correlation matrix. Confirmatory Factor Analysis has also been applied to confirm the factors causing migration developed through Exploratory Factor Analysis using AMOS 18. Structural Equation Models have been developed for this purpose.

REVIEW OF LITERATURE:

The review of literature helps the researcher in a better way to interpret and analyse the importance of results obtained from earlier research studies. In this sense, previous studies are reviewed in this part.

'**The decision to migrate: A comparative study of rural migrants from the North and Northeast regions in Thailand**'[1] is a study done by Chinnavaso and Kasemsun (1993). This study aims to i) determine the general characteristics of migrants and non-migrants, ii) identify the factors influencing their attitudes, perceptions and expectations, and iii) suggest ways to achieve more effective government policy and strategy. The study areas chosen in this analysis are based on Village Development Data. These data identify the origin of rural migrants by provinces, districts and villages and those seasonal migrants who move out from their home down to get or seek a job after crop cultivations. The total sample size of 400 respondents are selected from 32 villages of 8 districts from the 4 provinces of the north and northeast regions in Thailand, which have the largest and second largest number of out migrants according to their proportion of total population. The results of this study compares migrants and non migrants in general characteristics perceptions, expectations, job information, duration, problems, welfare, government training program, mismatching in occupational training. The logit and probit analyses are the key approaches used in this study to classifying the factors influencing the decision making process. The results of these approaches show that the crucial factors that influence the probability of rural people to migrate are migration experience, urban wages, welfare provided by urban employers, saving, expectations of finding urban jobs, and age of migrants, marital status, land holding and skill of labour. The policy recommendations for reducing the migration concentrate on upgrading labour skills, promoting small scale industry, improving efficiency and coordination between private and public sectors, stimulating the farmers to produce a variety of products and increasing the labour inspections and forcing firms to obey the laws and regulations.

Labour Migration and increasing return on investment in Hunan[2] (1994) is a study conducted by Li, Jisheng. For decades, rural-urban migration has been through the lens of the Todaro model. But contrary to Todaro's prediction, an increasing stream of city-bound migrants attend an expected urban income lower than expected rural income. An alternative theoretical framework initiated by Appelbaum and Katz provides a better means to reconcile this apparent empirical paradox. This study modifies Katz and Stark's model to explain why farmers in Hunan engage in out-migration in the face of lower expected urban earnings. Both of the pre-requisites for migration to occur even though it is an actuarially unfair choice are

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[1] The Decision To Migrate: A Comparative Study Of Rural Migrants From The North And Northeast Regions In Thailand, Chinnavaso, Kasemsun, University of Notre Dame, 1993. pp.379
[2] Labour Migration And Increasing Return On Investment In Hunan. Li, Jisheng, University of Hawai, 1994. pp.150

shown to be satisfied in Hunan: i) imperfect rural credit markets and ii) increasing rate of return on investment. The increasing return on investment in Hunan manifests itself in discrete jumps associated with the two distinct ways household savings are disposed- being deposited in the bank on the one hand and being used to buy entry into rural nonfarm enterprises on the other. The study concludes that out migration is still attractive to farmers in Hunan because the urban employment, though limited, delivers remittances from which a large pool of savings can be generated to buy entry into rural nonfarm enterprises.

The theoretical inference is supported by the empirical examination which finds : i) rate of return on investment in rural industry is substantially higher than the interest rate for bank savings, ii) home income is not large enough to generate a pool of savings to start a business or to buy entry into rural industry job, iii) urban income is large enough to generate a pool of savings to start a business or to buy entry into a rural industry job, iv) remittances are channeled into developing rural industry and v) saving from agricultural earnings are usually deposited in the bank.

The study titled 'Significance of job satisfaction in determining the mobility behaviour of male and female workers'[3] done by Khanal, Suman Kumari (1993) identified that in the past, most studies of job search implicitly assumed that employed workers do not search for another job. But this has not been the case in many labour markets. During 1961 almost half of those workers who voluntarily changed jobs in US suffered no interim unemployment. This reveals widespread occurrence of on-the-job search and can only occur if some employed workers get new jobs before quitting.

In the study, two main questions are investigated. First, why people search on-the-job and which particular aspects of job satisfaction motivate them to search which employment? Second, what is the relation between job satisfaction responses in the 1982 survey and observed job mobility behaviour in the subsequent year? The dissertation also investigates differences between male and female workers regarding the effects of job satisfaction and indices of job mobility. In order to analyse the changes in job status between 1982 and 1983, multinominal logit models are estimated assuming that the employed workers in 1982 fall into three different job satisfaction in terms of the value of experience, job security and the paid vacation benefit influence the occurrence of on-job-searches as well as quit decisions significantly, in the expected directions. Further, among male, the income aspect of job satisfaction, significantly affects the probability of on-job-searches, but not the decisions to quit. Among females, job satisfaction in terms of pleasant surrounding and promotion opportunities and fringe benefits are statistically significant. Some differences between the two sexes regarding the mobility behaviour are worth noting. Among males, marriage raises the probability of conducting on-job-searches and increase subsequent job mobility. Conversely, marriage reduces job mobility among females. Similarly, the interaction effects between education and the value of experience suggest that males are more concerned with investment in general human capital, whereas, females appear to be influenced by the formation of specific human capital.

Migration is an important phenomenon that has resulted in the development of the rural areas especially in developing economies. Yet migration remains largely neglected. It is a misery to find that most of them are done either on the urban side or in a segment which is dissimilar to backward regions. Review of previous study reveals practically nothing about rural migration is available in literature. This niche which is existing in migration is needed to be much attended. Thus, there is a need to carry out this research to fill the gap. This research will thereby contribute to government's efforts of understanding the migration process which in turn contributes to the development of the district. Thus, policy makers will benefit from this study as they formulate or evaluate labour market policies relating to migrants. This study will assist in the formulation of policies that will ensure the success of programs to be brought about by the government in protecting and developing the migrants.

OBJECTIVES OF THE STUDY:

- To explore the various reasons for migration of labour in Tirunelveli District
- To confirm the factors resposible for migration of labour in Tirunelveli District
- To offer suggestions for the well-being of the migrant labourer

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[3] Significance Of Job Satisfaction In Determining The Mobility Behaviour Of Male And Female Workers. Khanal, Suman Kumari, University of California, Santa Barbara, 1993. pp.135

METHODOLOGY:

➤The study purports to inquire into both the pull and push factors of migration of semi-skilled and unskilled migrant workers in Tirunelveli district.

➤Primary data collected from the field through a structured questionnaire has been used in this study.

➤A number of variables causing migration have been identified by the researcher.

➤This study has been made on 300 migrant workers, including 150 inward migrants and 150 outward migrants who have stayed at the migrated place for a period of more than 5 years, to find the reasons for migration.

TOOLS FOR ANALYSIS:

➤ The reliability of the variables is tested through reliability analysis applying Cronbach's alpha. Thus the unstandardised tool is standardized through reliability analysis.

➤ Exploratory Factor Analysis is employed using SPSS 19 to reduce the variables, identified as the causes of migration, into handsome number of factors.

➤ Confirmatory Factor Analysis has also been applied to confirm the factors causing migration developed through Exploratory Factor Analysis using AMOS 18. Structural Equation Models have been developed for this purpose.

The variables which are identified by the researcher as the causes of migration have been shown in table 1. Since the number of variables identified to be causing migration is innumerable, Exploratory Factor Analysis is employed to reduce them into handsome number of factors. Since the number of variables are exhaustive, it is decided to include only the variables having internal consistency for further analysis. Hence, the reliability of the variables is tested through reliability analysis applying Cronbach's alpha. Cronbach's alpha is calculated as,

$$\alpha = \frac{Kr}{1+(K-1)r}$$

Where, K = number of variables considered

r = Inter-items correlation

The calculated overall Cronbach's alpha in this case is 0.592. Item wise statistics of 27 items is presented in Table 1 below.

Table 1: Results of Cronbach's Alpha for Factors of Migration

Items Included	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
To earn money	43.76	7.347	0.010	0.592
Poverty	43.35	7.172	-0.019	0.591
Asset accumulation	43.07	6.895	0.105	0.592
To pay off debts	43.01	5.696	0.037	0.592
Manage family	43.58	6.899	0.151	0.592
Relatives already in migrated place	43.22	6.923	0.074	0.592
Migrated through company	42.86	7.167	0.083	0.592
Right job suitable to the qualification	42.88	7.200	0.040	0.592
More leave facility	42.83	7.283	0.021	0.591
Family size	43.10	6.913	0.094	0.592
Family commitments	43.50	7.094	0.031	0.592
Marriage	42.92	7.084	0.083	0.592
Situations does not permit to be at native	42.83	7.321	-0.004	0.592
Craze to go to cities	42.95	7.148	0.037	0.592
Shortage of opportunities at native	43.36	6.948	0.068	0.591
Status symbol	42.92	7.094	0.076	0.592
Low pay at native	43.55	7.071	0.055	0.592
High demand for labour in other areas	43.45	6.777	0.152	0.592
Children's education	42.93	7.049	0.096	0.591
Prestige	42.90	7.207	0.027	0.592

Transfer in government posts	42.78	7.323	0.084	0.592
This type of job is available only there	42.84	7.279	0.019	0.592
Better opportunities after return	42.82	7.319	0.003	0.592
Poor career development opportunities at home	43.27	6.989	0.048	0.591
To settle with family	43.08	6.927	0.094	0.590
Crop failure	43.02	6.986	0.075	0.592
Friends already in migrated place	43.31	6.409	0.268	0.592

Source: Primary

It is clear from table 1 that out of the 27 variables that have been identified as influencing migration, no variable can be deleted. Elimination of any particular variable does not increase the current overall Cronbach's Alpha of 0.592. Hence, the final list of variables included for factor analysis comprises of standardized 27 variables which is 59.2 per cent reliable.

FACTORS IMPELLING MIGRATION:

Factor analysis helps to reduce the innumerable variables into limited number of latent factors having inter–correlation. Exploratory Factor Analysis has been used in this section to find out the factors causing migration. The results are presented in table 2. Table 2 shows the results of KMO measures of sampling adequacy and the Bartlett's test of sphericity which determines the factorability of the correlation matrix of the migrants.

Table 2: Findings of the KMO and Bartlett's test of Migrants

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.636
Bartlett's Test of Sphericity	Approx. Chi-Square	1324.385
	df	351
	Sig.	0.000

Source: Primary

Findings of the KMO and Bartlett's test shown in Table 2 shows that there is a higher KMO Measure (0.636) and a significant Bartlett's test result (0.000) and therefore the factor analysis can be rightly employed. Hence factor analysis has been attempted and the result of Exploratory Factor Analysis has been presented in Table 3.

Table 3: Reasons for Migration of Labour in Tirunelveli District

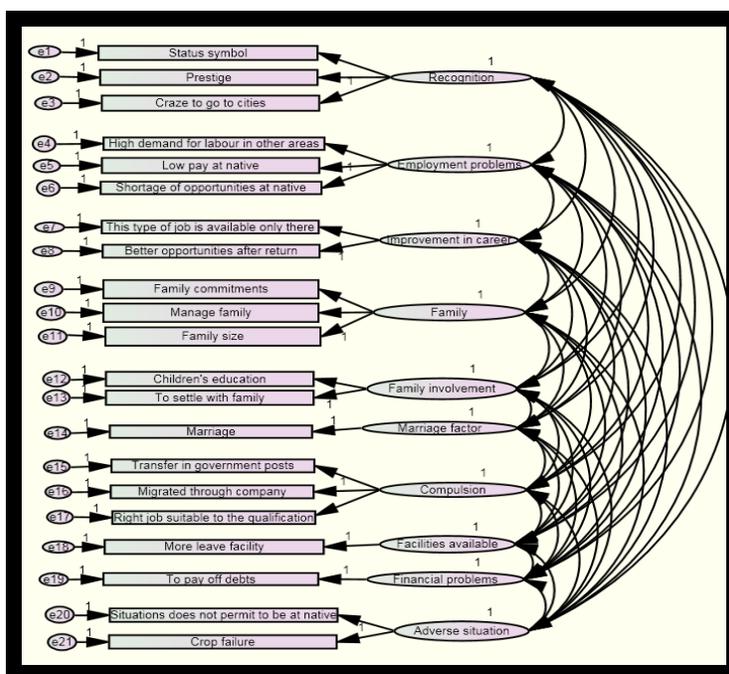| Extracted Factors	Variables	Factor Loading	Eigen value	Per cent of variation
Recognition	Status symbol	0.727	3.178	11.772
	Prestige	0.704		
	Craze to go to cities	0.571		
Employment problems	High demand for labour	0.548	2.312	8.563
	Low pay	0.597		
	Shortage of opportunities	0.523		
Improvement in career	This type of job is available only there	0.633	1.877	6.953
	Better opportunities after return	0.581		
Family	Family commitments	0.632	1.672	6.191
	Manage family	0.587		
	Family size	0.609		
Family involvement	Children's education	0.596	1.390	5.148
	Settle with family	0.711		
Marriage	Marriage	0.569	1.290	4.777
Compulsion	Transfer	0.676	1.257	4.657
	Through company	0.550		
Facilities available	Suitable job	0.595	1.157	4.285

	More leave facility	0.715		
Financial problems	To pay off debts	0.830	1.070	3.964
Adverse situation	Situations does not permit to be at native	0.699	1.036	3.837
	Crop failure	0.506		

Source: Primary

Table 3 reveals that Recognition is the main factor which accounts for 11.772 per cent variation in the total variable set in which three variables which are positively loaded with an Eigen value of 3.178. The second factor (Employment problems) represents 8.563 per cent variation in the total variable set with an Eigen value of 2.312. There are three variables loaded in this factor. Improvement in career represents 6.953 per cent variation in the total variable set with two variables loaded in this factor. The fourth factor, F4 (Family), represents 6.191 per cent variation in the total variable set with an Eigen value of 1.672. There are three variables loaded in this factor. Family involvement in which two variables are loaded account for a variation of 5.148 per cent in the total variable set with an Eigen value of 1.390. Marriage accounts for a variation of 4.777 per cent variation in the total variable set. This factor includes only one variable which is loaded in this factor. Compulsion with two variables loaded is the seventh factor which accounts for a variation of 5.519 per cent of the total variables loaded in this factor. The eighth factor (Facilities available) represents 4.285 per cent variation in the total variable set with an Eigen value of 1.157. This factor includes two variables loaded in this factor. Financial problems is the next factor which represents 3.964 per cent variation in the total variable set with only one variable loaded in this factor. The tenth factor (Adverse situation) accounts for a variation of 3.387 per cent in the total variable set with an Eigen value of 1.036. There are two variables loaded in this factor. Rotated factor analysis categorizes the variables determining migration in Tirunelveli district into these ten broad groups.

A structural modeling technique has been used to test the results of Exploratory Factor Analysis of the migrants. The input path diagram of the model testing results of Exploratory Factor Analysis is shown in Figure 1.

Figure 1: Structural Model Input Path Diagram for Migrants

It has been found from Figure 1 that Recognition, Employment problems, Improvement in career, Family, Family Involvement, Marriage, Compulsion, Facilities available, Financial Problems and Adverse Situations are the ten latent factors which are responsible for migration. The observed variables used to predict the

latent variables in structural equation modeling were obtained by processing the data through Exploratory Factor Analysis. Analysis of data through Exploratory Factor Analysis revealed certain modifications in the and therefore it was revised accordingly. After modifying the model, a satisfactory measurement model was found and it has been presented in figure 2

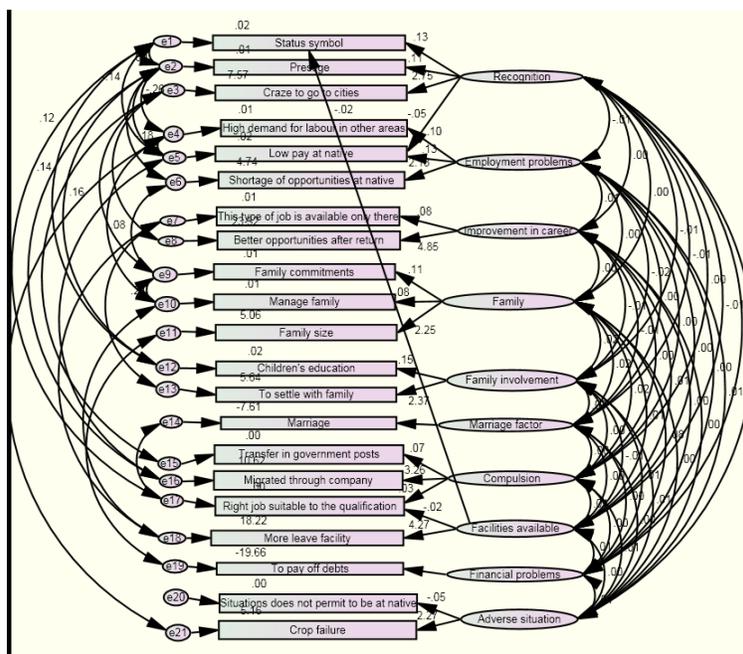**Figure 2:** Structural Model Output Diagram for Migrants

Figure 2 shows the standardized estimates with their respective significance levels. Figure 2 illustrates the significant structural relationships among the study variables. It can be seen that the recognition factor has a positive effect on craze to go to cities with a regression coefficient of 2.75, which causes migration. The variable low pay at native was also included in the recognition factor after making modifications. Moreover Employment problems factor has a positive effect on the shortage of opportunities at native having a regression coefficient of 2.18 and which thereby causes migration. The path between Improvement in career and better opportunities after return is significant since the regression coefficient is 4.85. The regression coefficient of 2.25 shows that Family factor has a positive effect on the family size which further leads to migration. Family involvement factor has a strong effect on settling with family with a regression coefficient of 2.38 and Compulsion factor has a strong effect on migrating through company resulting in migration. The regression coefficient of more leave facilities available (4.27) shows that Facilities available factor brings a strong effect on the leave facilities available which causes migration. The variables status symbol and right job suitable to the qualification were included in the Facilities available factor, after modification.

Seven fit indexes which are commonly used, such as chi-square/df, GFI, AGFI, NNFI, CFI, RMR and RMSEA, have been employed to test model fit. The commonly used measures of model fit are summarised in Table 4.

Table 4: Summary statistics of Model Fit for Migrants

Fit Index	Model Fit Indices	Observed Value
Chi-square/degrees of freedom	Less than 2	0.962
Goodness of Fit Index (GFI)	>= 0.90	0.961
Adjusted Goodness of Fit Index (AGFI)	>= 0.90	0.929
Non-Normed Fit Index (NNFI)	>= 0.90	1.026
Comparative Fit Index (CFI)	>= 0.90	1.000
Root Mean-square Residual (RMR)	<= 0.05	0.013
Root Mean Square Error of Approximation (RMSEA)	<=0.08	0.000

Source: Primary

The RMSEA of the model is 0.000, which indicates the acceptable fit of the model. The Chi-square = 123.086 with df= 128 and p value = 0.606 suggests that the model cannot be rejected. For the confirmatory factor analysis model, the values were 0.961 for GFI (Goodness of Fit Index) and 0.929 for AGFI (Adjusted Goodness of Fit Index). The other test results shown in Table 4 also shows that the model fits very well and as a result, the factors shown have a strong effect on the migration of the migrants.

CONCLUSION:

The researcher has conducted this present study to find the factors impelling migration and the level of influence of different factors among different types of migration has been verified with the support of appropriate statistical tools. Structural Equation Models have been developed in the present study. Through the use of Structural Equation modeling the researcher has assessed the complex models that evaluate the direct and indirect impact of several variables on one or more outcome variables. Push and pull factors causing migration has been discussed in this paper. Causes of migrations have modified over hundreds of years. Some cases are constant while some of them do not carry the same importance as years ago. So, it can be said that the impulses for migration is never constant.

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