

DIALECTICS OF URBAN INTEGRATION AND RURAL DISLOCATION: A CRITICAL INQUIRY INTO THE SOCIO-SPATIAL PRECARIETY OF MIGRANT LABOR IN COIMBATORE, INDIA

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ABSTRACT: *In light of origin and destination of migrants, the current study intends to look into the different causes of migration. To find the sample of migrant workers in the Coimbatore area of India, a survey method utilizing the snowball sampling methodology has been implemented. For the study, 900 samples in total—classified as remote workers, conventional wage earners as well as temporary employees—were selected. According to data from the Office of the Registrar General & Census Commissioner, India (ORGI), the Census of India offers detailed information upon migration patterns. The most recent comprehensive data available is from the 2011 Census. For Coimbatore, specific tables such as D-08 and D-12(F) detail Industrial type and last place of residence of migratory workers. These tables indicate that Coimbatore has been a significant destination for both intra-state and inter-state migrants, primarily due to its industrial and commercial opportunities. The primary cause of migrants' low economic position in the research area is the high cost of living. The annexure is appended for your perusal. The respondents, however, expressed greater satisfaction with all the factors taken into account, despite the fact that they encountered certain socioeconomic problems at their destination due to their extreme poverty at home. This level of satisfaction is higher when it comes to family life, economic security, and standard of living, while it is lower when it comes to savings and health.*

KEYWORDS: *Migration, Migrant Workers, Coimbatore, Snowball Sampling, Socioeconomic Conditions*

PAPER CITATION:

Prabha, A. A., Kalyani, B.P.R (2025) : “Dialectics of Urban Integration and Rural Dislocation: A Critical Inquiry into the Socio-Spatial Precarity of Migrant Labor in Coimbatore, India”, *International Journal of Informative & Futuristic Research (IJIFR)*, Vol.(13)(2), October 2025, pp. 259 – 272

DOI: <https://doi.org/10.64672/IJIFR/25.10.13.02.013>

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1. INTRODUCTION

Understanding migration driven by diverse social, political, and economic factors is essential for comprehensive population studies. In a vast and diverse country like India, the complex patterns of human mobility reveal much about societal dynamics. Deshingkar and Start (2003) argue that migration, especially from rural, impoverished regions to more prosperous urban centers, is a key survival strategy for many households, shaped not just by economic necessity but also by social networks and regional disparities.

Migration flows in India are predominantly directed towards the unorganized sector, which employs a large share of the workforce (Srivastava, 2011). These migrants often include unskilled casual laborers, small vendors, and self-employed workers such as Pullers of carts and rickshaws, who move either from rural to urban regions or between urban centers in pursuit of better employment opportunities, typically as a means of survival. Rural-to-rural migration largely involves agricultural laborers, while migration to urban areas is characterized by absorption into the unorganized sector, particularly in construction and low level of expertise industrial jobs. Coimbatore district has a significant number of workers who are migrants, particularly from states like Bihar, Uttar Pradesh, Odisha, and West Bengal. This district is second only to Tirupur in terms of registered interstate migrant workers, with 1.07 lakh registered on the Government portal as on 13th September 2024. Many of these workers seek employment in textile units, foundries and hotels.

2. OBJECTIVES OF THE STUDY

- (i) To analyze the demographic and socioeconomic traits of migrant workers in the Coimbatore district.
- (ii) To determine the main causes of migration from the place of origin to Coimbatore.
- (iii) To investigate migratory workers' living and working conditions in the city of destination.
- (iv) To evaluate migrant workers' housing, work, and social integration issues.
- (v) To make policy recommendations for enhancing migrant workers' involvement and well-being.

3. TAMIL NADU'S MIGRANT LABOR LAWS:

• Inter-State Migrant Workers Act of 1979

One of India's most industrialized states, Tamil Nadu draws a lot of migrant laborers from places like West Bengal, Bihar, Odisha, and Jharkhand. Tamil Nadu regulates the hiring, employment, and welfare of these workers through the Inter-State Migrant Workers (Regulation of Employment and Conditions of Service) Act, 1979. The law guarantees migrant workers protection from exploitation, decent working conditions, and fair remuneration.

• Migrant Workers' Employment and Working Conditions

In Tamil Nadu, migrant laborers are mostly engaged in the industrial, construction, textile, and agricultural sectors. Employers are required by the act to provide social security benefits, overtime compensation, minimum wages, and working hour regulations. Additionally, factories and businesses that employ people from other states are required to register with the government and make sure that labor laws are followed. Nonetheless, there are still many unorganized sectors with lax regulation, which results in low pay, hazardous working conditions, and unstable employment.

• Government Initiatives and Welfare Measures

To assist migrant workers, the Tamil Nadu Numerous social programs have been put into place by the government. Migrant workers benefit from programs like the One Nation, One Ration Card, which is linked to Aadhaar, the Chief Minister's Comprehensive Health Insurance Scheme, which enables free medical care, and Amma Canteens, which provides subsidized food. Furthermore, trade unions and labor welfare boards strive to guarantee that interstate workers

obtain the benefits to which they are legally entitled.

- **Implementation Difficulties**

There are a number of issues in Tamil Nadu notwithstanding the law's provisions. Due to their ignorance of their rights, many migrant workers are susceptible to being taken advantage of by contractors and middlemen. Because jobs in sectors like construction and textiles are informal, it is challenging for authorities to find unregistered people.

4. REASONS FOR MIGRATING TO COIMBATORE

- **Economic Prospects and Industrial Development**

Because of Coimbatore's booming industry, job possibilities are one of the main draws for migrants. Coimbatore is renowned for its apparel, textile, and spinning industries, factories providing thousands of foreign workers with employment opportunities.

- **Migration Trends from Rural to Urban Areas**

Many migrants are from tiny towns and villages where the main industry is agriculture, which isn't necessarily viable. There is a common trend to the influx of young workers from rural areas to Coimbatore, followed by families if their jobs are solid. Women find employment in textile mills, clothing factories, and household tasks, whereas men predominate in industrial and construction jobs. During harvest seasons, seasonal migrants return to their villages after working in Coimbatore for a few months.

- **Unemployment and Financial Difficulties**

A major motivating aspect is the dearth of employment prospects in rural regions. In India, the primary source of revenue for a sizable number of small towns and villages is agriculture. However, farming is not a year-round source of work and is largely seasonal. Even when there are jobs, the pay is insufficient to sustain a family. Many people suffer from poverty and debt, particularly farmers who take out loans to cover their farming costs but are unable to pay them back because of crop failures. Workers consequently relocate to urban areas where industrial occupations provide a more secure and higher pay.

- **Pull Factors: (The Reasons People Pick Coimbatore Over Other Places)**

A mix of pull and push variables frequently affect migration. Due to economic hardship or environmental issues, push factors compel people to leave their hometowns, but pull causes draw them to particular locations that have better prospects. Known as the "Manchester of South India," Coimbatore has grown to be a significant migrant labor hub because of its industrial development, job possibilities, and general standard of living. Migrants looking for employment and a higher level of living choose Coimbatore over other cities for a number of important reasons.

5. IMPACT OF MIGRANT LABOURERS IN COIMBATORE

Migrant labourers have a significant influence in shaping the economic and social landscape of Coimbatore, a major industrial hub in Tamil Nadu. Their contributions significantly impact various sectors, while their presence also brings about social and infrastructural challenges.

- **Economic Impact:** Migrant workers form the backbone of key industries such as textiles, manufacturing, construction, and engineering, ensuring steady production and economic expansion. They fill the demand for low-cost labour in industries facing shortages of local workers, helping businesses remain competitive. Their work supports Coimbatore's reputation as an industrial powerhouse, boosting local and state revenues. The influx of migrant workers creates demand for local services such as food stalls, transport, and rental housing, indirectly benefiting the local economy.

- **Social Impact:** Migrant labourers bring cultural diversity to Coimbatore, introducing different languages, cuisines, and traditions to the local community. The rapid increase in migrant populations leads to higher demand for housing, healthcare, and public services, sometimes overwhelming local resources. Language barriers and cultural differences can lead to social isolation and limited acceptance by local communities. While migrants fulfil labour demands, they may also create competition for low-wage jobs, leading to tensions in certain sectors.
- **Infrastructure and Urban Development:**
 - ✓ *Expansion of Housing and Public Services:* Increased demand for housing leads to urban development projects, benefiting the local real estate sector.
 - ✓ *Improved Transportation Networks:* With a growing workforce, investments in infrastructure and public transit tend to increase.
- **Workforce Stability and Industrial Competitiveness:**
 - ✓ *Reduction in Labor Shortages:* Migrants help fill gaps in industries where there is a shortage of local workers, ensuring continuous workflow.
 - ✓ *Enhanced Productivity:* With more hands available for work, industries can scale up operations and meet market demands efficiently.
 - ✓ *Boost in Export-Oriented Production:* Many industries in Coimbatore rely on migrant labour to meet global demand, strengthening the city's reputation as an industrial hub.
- **Challenges Faced by Migrant Workers:**
Many migrant workers live in overcrowded and inadequate housing facilities, often lacking proper sanitation. Due to their vulnerable status, migrant workers are often underpaid and subjected to harsh working conditions. Many migrant labourers are excluded from government welfare schemes due to lack of documentation and local residency requirements

6. REVIEW OF RELATED STUDIES

Following a review of the conceptual underpinning of migration, focus shifted to comprehending the conditions faced by migratory workers. The majority of the literature now in publication has concentrated on empirical studies carried out in various international contexts.

- Researchers that have focused on the employment opportunities and socioeconomic changes of migrants at their destinations, such as Deshingkar and Farrington (2009), Srivastava (2011), and Keshri and Bhagat (2013), have mostly examined patterns of movement between rural and urban regions. These studies demonstrate how a many people are relocating from rural to urban locations. puts a great deal of strain on the city's infrastructure and frequently jeopardizes city dwellers' access to necessities. Additionally, studies on migrant workers' health issues have become more popular.
- According to studies by Verma et al. (2017) and Holmes (2013), many migrant workers are exposed to occupational health concerns but are not aware of them. In India, migrant women working in construction and fishing industries frequently suffer from musculoskeletal and respiratory conditions.
- Results from more research on remittances are conflicting. Ratha (2013) pointed out that although remittances are a vital source of revenue for migrant households, they frequently don't spark macroeconomic growth or the creation of jobs.
- As noted by Tumbe (2012) and Desai and Banerji (2008), tiny remittances have provided a lifeline in drought-prone and neglected communities, supporting families through ongoing economic difficulty. In terms of the reasons behind migration, research by Bhagat (2011) and Tumbe (2015) showed that while the rural poor are frequently forced to relocate in pursuit of low-skilled jobs because of local economic hardship, rural elites travel to cities for better educational and employment possibilities. Growing landlessness and loss of traditional forest rights have been major causes of migration among tribal populations. Migration's gender aspects are also

important.

- Srivastava and Sasikumar (2003) state that a large number of women migrate for economic reasons and frequently work in the low-wage, unorganized sector in cities. Deshingkar (2005) noted in a research conducted throughout Delhi's urban slums that migrant women frequently struggle to strike a balance between wage work and household obligations.
- Furthermore, research has focused on seasonal migration. Seasonal migratory patterns in rural India were studied by Mosse et al. (2002), who focused on how it serves as a coping mechanism for households facing financial instability. In West Bengal, research by Rogaly et al. (2001) also showed that seasonal migrants frequently take up risky jobs to augment rural incomes.

7. METHODOLOGY

Several of the earlier studies reviewed have primarily focused on analyzing migration patterns, the health status of migrants, remittance behavior, and the underlying causes of migration. There remains considerable diversity in perspectives and methodologies across these studies. The present research aims to explore the various reasons for migration, specifically considering the migrants' places of origin and place of final destination. According to the India's census, Tamil Nadu is one of the states with a high incidence of male and female migration for economic reasons within the intra-state migration category.

Within Tamil Nadu, Coimbatore district stands out for receiving a substantial number of migrants from other parts of the state and neighboring states, owing to its vibrant commercial activities and development-oriented economy. For the objectives of this research, a survey method employing the snowball sampling technique was adopted to identify workers who are migrants in Coimbatore district. A total of 900 migrant workers were selected for the study, categorized as home-based workers, regular wage earners, and casual laborers.

Understanding the background profile of these respondents—specifically their Socioeconomic and demographic traits—is crucial, as these factors significantly influence their migration decisions and overall behavior. Migration intentions, including the choice of destination, are largely shaped by such background factors. In light of this, the study also provides an analysis of the demographic and socio-economic features of the sample respondents. Details on these characteristics are presented in Table 1.

- **Period of Data Collection:**

The main survey for this study was carried out in Tamil Nadu's Coimbatore district between January 2023 and March 2024. By August 2024, the data compilation and analysis were finished.

- **Type of Data (Primary and Secondary):**

A structured questionnaire employing the snowball sampling technique was used to directly gather primary data from 900 migrant workers, which is the main source of data used in this study.

To confirm and bolster field findings, secondary data was also included from reliable sources such the Census of India (2011), the Office of the Registrar General & Census Commissioner (ORGI), and Government of Tamil Nadu statistics on interstate migrant workers.

8. RESULTS AND DISCUSSION

8.1 Socio - Economic background profile of respondents

A small majority of respondents are between the the ages of 31 and 40, with individuals in the 20–30 age range coming in second and those above 41, according to data in Panel 1 of Table 1. The distribution of respondents by present age varies significantly depending on their migration character ($p < 0.001$). Additionally, the self-employed respondents' mean present age is clearly greater (38.3 years) than that of the other two types of migrants (34.9 years each), and the ANOVA results in this regard are extremely significant ($p < 0.001$).

At the time of the survey, over two-fifths of the participants had two children, compared to one-fourth who had just one child and almost one-tenth who had three or more. Additionally, a little over one-fifth of the respondents are childless. The majority of these respondents are younger and, as a result, newly married. Only 1.5 children are on average among the sample respondents. There are significantly significant differences in the character traits of employees who have children ($p < 0.001$). It appears that the number of children among independent contractors is 1.8, which is greater than the mean number of children among regular and casual workers (1.4 and 1.2, respectively).

According to data regarding the respondents' educational backgrounds (panel 2 of Table 1), Just under one-fourth of them would be capable of complete their college education, while slightly more than one-third (35%) have completed 9–12 years of high or primary and middle school levels, as well as higher secondary school education.. The respondents' educational status data (panel 2 of Table 1) show that somewhat less than one-fourth of them would be able to finish college, while slightly more than one-third (35%) have attended school for 9 to 12 years (high or higher secondary school).

Table 1: Respondents' percentage distribution according to their work character and background profile

Variable	Percent (%)	No (Original)	Percent (%)	No (Original)	Percent (%)	No (Original)	Percent (%)	No (Adjusted to 900)
1. Current Age (in years)								
20–30	24.7%	37	38.0%	57	32.7%	49	31.8%	286
31–40	40.0%	60	34.7%	52	46.7%	70	40.4%	364
41+	35.3%	53	27.3%	41	20.7%	31	27.8%	250
χ^2 -value; Significance level								12.757; $p < 0.013$
2. Educational Status								
Illiterate	22.0%	33	26.7%	40	7.3%	11	18.7%	168
≤ 8	30.0%	45	30.0%	45	8.0%	12	22.7%	204
9–12	37.3%	56	40.0%	60	28.0%	42	35.1%	316
13+	10.7%	16	3.3%	5	56.7%	85	23.6%	212
χ^2 -value; Significance level								142.526; $p < 0.001$
3. Birthplace of Respondents								
Southern districts of TN	41.3%	62	50.0%	75	38.7%	58	43.3%	390
Other districts of TN	31.3%	47	39.3%	59	17.3%	26	29.3%	264
Nearby states of TN	16.7%	25	6.7%	10	10.0%	15	11.1%	100
Other states	10.7%	16	4.0%	6	34.0%	51	16.2%	146
χ^2 -value; Significance level								68.003; $p < 0.001$
4. Total Number of Children								
0	15.3%	23	24.7%	37	23.3%	35	21.1%	190
1	19.3%	29	20.7%	31	34.7%	52	24.9%	224

2	47.3%	71	47.3%	71	39.3%	59	44.7%	402
3+	18.0%	27	7.3%	11	2.7%	4	9.3%	84
χ^2 -value; Significance level								33.607; $p < 0.001$
5. Nature of Migration								
Migration for survival	15.3%	23	24.7%	37	23.3%	35	21.1%	190
Migration for sustenance	19.3%	29	20.7%	31	34.7%	52	24.9%	224
Sponsored migration	47.3%	71	47.3%	71	39.3%	59	44.7%	402
Voluntary migration	18.0%	27	7.3%	11	2.7%	4	9.3%	84
χ^2 -value; Significance level								42.205; $p < 0.001$
6. Recruitment Agency for Migration								
Friends and relatives	77.3%	116	74.7%	112	61.3%	92	71.1%	640
Contractors	6.0%	9	21.3%	32	7.3%	11	11.6%	104
Through advertising	16.7%	25	4.0%	6	31.3%	47	17.3%	156
χ^2 -value; Significance level								54.215; $p < 0.001$
Total	100.0%	150	100.0%	150	100.0%	100.0%	900	

Source of Data for Combined Tables: Tables that present combined or comparative information (e.g., demographic profiles, socioeconomic conditions, and causes of migration) are derived from primary survey data, consolidated from multiple response options provided by the respondents. Where contextual or background references (e.g., migration trends or census classifications) are included, secondary data sources were used alongside the primary dataset.

Remarkably, around one-fifth of the migrants are illiterate and typically work in casual jobs. The differences in the percentages of respondents' educational backgrounds according to their type of employment are found to be extremely significant ($p < 0.001$). Additionally, it is clear that regular employees have an average of 11.8 years of education, which is significantly greater than that of self-employed and casual employees. The ANOVA results in this area are also extremely significant ($p < 0.001$).

It is evident from panel 3 of Table 1 that over one-third of the respondents are from southern Tamilnadu districts, including Madurai, Tirunelveli, Virudhunagar, and Ramanathapuram, when asked where they were born. Other Tamilnadu districts come in second (29.3%). The results of the chi-square analysis were extremely significant ($p < 0.001$).

A simple majority of respondents indicated that they had been sponsored to migrate when asked about the nature of their migration (panel 4 of Table 1), while one-fourth said that they were migrating for substance and one-fifth said that they were migrating for survival. It's interesting to note that 10% said they moved willingly. Compared to their colleagues who work for themselves, this tendency is nearly the same for individuals who moved for regular and casual employment. In contrast to those who relocated for other jobs, the majority of respondents who migrated for self-employment did so voluntarily. These differences were also corroborated at a highly significant level ($p < 0.001$) by the chi-square results. Even if migration is voluntary and motivated by economic factors, some members or agencies would be aware of the prospects, which others would then learn

about. When such data is gathered from the participants (Table 1, panel 6), it is evident that "friends and relatives" were the main migratory agents, particularly when it came to self-employment and part-time job.

However, as is evident in the current situation, "advertising" played a significant influence in the respondents' migration in the case of regular job, and "contractors" as agency played a vital role in the case of casual workers. The results show that all of these differences are extremely significant ($p < 0.001$).

8.2 Economic and social concerns of Migrant workers in place of origin

Migrants might not be able to find employment in their home country or because the type of work they are doing may not be appropriate for their training and expertise, migrants typically go to cities in search of employment. Given this context, this part aims to ascertain whether the respondents had agricultural property prior to their migration and the associated issues, as well as whether they had worked in their place of origin and its relevant features. According to Panel 1, slightly more than one-fourth of all sample respondents, irrespective of the type of work they are currently engaged in, stated that they have never worked in their place of origin prior to marriage. This is true regardless of the nature of their current employment. However, around half of them reported working as non-farm laborers, and it's noteworthy to note that the percentage of people doing this was slightly greater for those who moved for regular and part-time jobs than for those who moved for self-employment. Although the percentage of people who participated in independent contractors who moved for the other two types. However, around half of them reported working as non-farm laborers, and it's noteworthy to note that the percentage of people doing this was slightly greater for those who moved for regular and part-time jobs than for those who moved for self-employment. The percentage of self-employed individuals who migrated for the other two types of work under investigation was substantially higher than the percentage of self-employed individuals, who comprised roughly 10% of the sample overall. It is evident that the chi-square values found here are likewise highly significant ($p < 0.001$).

The data on respondents' agricultural land ownership at their place of origin (panel 2) showed that a larger proportion did not own any property, while almost 8% and 5%, respectively, and owned only 1 to 3 and 4 acres of land.

It's interesting to note that people who moved for temporary employment also tend to own 1 to 3 acres of agricultural property. The chi-square test of significance supports each of these disparate percentages of agricultural land ownership.

In the modern world, migration occurs due to inadequate amenities in the place of origin as well as economic factors. In light of this discovery, participants in the current study were asked how they would rank the facilities at their place of origin; the results are shown in Table 2.

Overall, a significantly higher percentage of respondents rated facilities like power as "good," followed by water, transportation, and education, while a somewhat smaller percentage rated medical and hospital services as such. It's also noteworthy that a larger number of respondents ranked all of these facilities as "good" when they migrated for regular employment, followed by self-employment, than when they migrated for part-time employment. With the exception of the water facility, all of these percentage differences across their job character turn out to be significant ($p < 0.001$).

To determine the respondents' degree of satisfaction with the facilities in their place of origin, an overall rating of facilities index has been calculated using the data gathered and displayed in panels three through five. For this reason, "very poor," "poor," and "good" replies from each facility have been given scores of 0, 1, and 2. Based on the pooled score, which ranges from 0 to 10, the respondents were divided into three groups according to the overall assessment of the facilities index in their place of origin: "poor" (scores 0 to 6), "moderate" (7 to 8), and "better" (9 to 10). These groups are shown in panel 6 of Table 4.

The precise causes of migration from the place of origin were questioned of the study's respondents (panel 8 of Table 2). As anticipated, regardless of the type of work, income is the primary factor (81%) for people moving from their place of origin.

Few have cited several reasons for their travel, including life cycle performance and enjoyment, societal strife and law and order issues, the influence of friends and family, and the desire for economic luxuries and social status. (Varying between 6 and 4%, respectively). Among the latter, self-employed individuals had higher percentages of the first three reasons than the other two groups of migrants under discussion. However, all these differentials did not turn out as statistically significant ($p < 0.001$). Above all, an overwhelming percent of respondents are not satisfied with the residential nature at place of origin and such proportion of dissatisfaction is somewhat higher among those who migrated for casual work. Among those who are not satisfied, the reasons also have been asked. A large majority of the respondents are not satisfied because of economic reasons, viz., poor economic amenities and low income generation closely followed by poor lifestyle.

Table 2: Percentage distribution of respondents on economic status and socio economic issues at place of origin across character of work

Respondents	Percent (%)	No	Percent (%)	No	Percent (%)	No	Percent (%)	No
1. Type of Work Engaged in at the Place of Origin								
Not worked	28.7	86	26.7	80	22.7	68	26.0	234
Non-farm labourers	30.0	90	60.0	180	61.3	184	50.4	454
Agriculture	22.7	68	7.3	22	3.3	10	11.1	100
Others	18.7	56	6.0	18	12.7	38	12.4	112
χ^2 -Value; Significance level								55.545; $p < 0.001$
2. Agricultural Land (in acres)								
No land	84.7	254	89.3	268	94.7	284	89.6	806
1 acre	8.0	24	8.7	26	2.0	6	6.2	56
2 – 4 acres	4.0	12	2.0	6	0.0	0	2.0	18
5 + acres	3.3	10	0.0	0	3.3	10	2.2	20
χ^2 -Value; Significance level								18.339; $p < 0.01$
3. Reasons for Irregular Employment								
Shallow land	23.3	70	8.0	24	12.0	36	14.4	130
Failure of monsoon	29.3	88	46.7	140	16.0	48	30.7	276
Mechanization of agriculture	8.0	24	4.0	12	4.7	14	5.6	50
Size of operational holdings	7.3	22	7.3	22	4.7	14	6.4	58
Diminished economic amenities	32.0	96	34.0	102	62.7	188	42.9	386
χ^2 -Value; Significance level								60.443; $p < 0.001$
4. Educational Facilities								
Very poor	4.0	12	5.3	16	3.3	10	4.2	38
Poor	50.0	150	62.0	186	26.7	80	46.2	416
Good	46.0	138	32.7	98	70.0	210	49.6	446

χ^2 -Value; Significance level								43.357; p < 0.001
5. Medical / Hospital Facilities								
Very poor	6.7	20	8.7	26	5.3	16	6.9	62
Poor	60.0	180	77.3	232	33.3	100	56.9	512
Good	33.3	100	14.0	42	61.3	184	36.2	326
χ^2 -Value; Significance level								74.040; p < 0.001
6. Transport								
Very poor	2.0	6	4.7	14	6.0	18	4.2	38
Poor	44.0	132	66.7	200	21.3	64	44.0	396
Good	54.0	162	28.7	86	72.7	218	51.8	466
χ^2 -Value; Significance level								66.235; p < 0.001

Source of Data for Combined Tables: Tables that present combined or comparative information (e.g., demographic profiles, socioeconomic conditions, and causes of migration) are derived from primary survey data, consolidated from multiple response options provided by the respondents. Where contextual or background references (e.g., migration trends or census classifications) are included, secondary data sources were used alongside the primary dataset.

Regarding the number of wage earners in the family (panel 4), the respondent is the only one who works and makes money in roughly 50% of households; this percentage is significantly higher among regular workers (82%) than self-employed people (47%) and casual laborers (29%). These differences in percentage are quite significant ($p < 0.001$). When the reasons for sending other family members to work among those in whose case another family member works (panel 5), slightly less than fifty percent mentioned 'insufficient income', followed by 'to supplement family income' and the rest 'desire of the concerned person'. All of the migrant worker types under examination follow a roughly similar pattern, with the exception that regular workers were somewhat more likely to give the first two reasons, according to the chi-square test.

Additionally, the results show that they are somewhat significant ($p < 0.10$). Nearly half of the respondents stated that the biggest challenge with regard to working conditions (panel 6) is unregulated working hours. Compared to normal wage-paid workers, a comparatively larger percentage of them were self-employed and casual workers. Additionally, little over one-fourth of the sample respondents overall, regardless of the nature of their current employment, struggle with hard labor. However, only about 10% of the sample as a whole reported having excessive work hours. The chi-square results in this area are clearly very significant ($p < 0.001$).

After arriving at their assignment, migrant laborers attempt to adapt to the metropolitan setting. Their health may be impacted during this process. To maintain their health, some people would even attempt to get frequent checkups.

Based on Table 3's panel 7, it is clear that the vast majority of respondents typically experienced fever and headaches, followed closely by skin-related illnesses, and roughly one-fifth had additional conditions including asthma, sunstroke, etc. Just 3% of those surveyed did not experience illness. Casual workers also exhibit a somewhat similar tendency. When asked to identify the primary cause of their health issues, slightly more than half of the respondents said "hazardous working conditions," followed by "unhygienic conditions." surroundings, while the remaining one-eighth stated that these health issues result from a lack of access to nourishing meals.

There are a number of issues in Tamil Nadu despite the law's provisions. Due to their ignorance of their rights, many migrant workers are susceptible to being taken advantage of by contractors and

middlemen. Because jobs in sectors like construction and textiles are informal, it is challenging for authorities to find unregistered people.

Furthermore, migrant workers continue to face substandard housing and living conditions, with many residing in small quarters lacking even the most basic sanitary amenities.

Current Events and Prospects Through social security programs, digital worker registration, and the rigorous enforcement of labor regulations, the Tamil Nadu government has been concentrating on improving working conditions. Special steps were taken to supply stranded migrant workers with food, shelter, and transportation during the COVID-19 pandemic. Better monitoring methods, more robust labor laws, and easier access to social security programs will be essential in the future to guarantee the welfare of Tamil Nadu's migrant workers. In Tamil Nadu, the Inter-State Migrant Workers Act of 1979 is a crucial piece of legislation for migrant workers' protection. Nevertheless the numerous welfare initiatives the state has put in place, issues including lax enforcement, low knowledge, and unfavorable working circumstances still require attention.

Enhancing housing circumstances, bolstering labor rights, and making sure migrant workers are properly registered can all contribute to a safer and more equitable workplace in Tamil Nadu.

9. LIMITATIONS OF THE STUDY

- Because the study was only conducted in the Coimbatore district, its conclusions might not apply to other parts of Tamil Nadu or India.
- Because participants in the snowball sampling approach were chosen through recommendations, sampling bias may be present.
- Since responses are self-reported, they are prone to recall bias and subjective opinions.
- The post-pandemic migratory dynamics may not be fully reflected in secondary data used for comparison, such as the Census 2011.

10. IDEAS CAN IMPROVE MIGRANT WORKERS' SOCIOECONOMIC SITUATION:

10.1 Suggestions to the Government

- *Develop Affordable Housing Projects:* Initiate low-cost rental housing near industrial zones and urban centers to reduce overcrowding and makeshift settlements among migrant workers.
- *Implement Rental Assistance Programs:* Offer rental subsidies or housing vouchers to migrant workers and provide incentives (like tax exemptions) for landlords who rent safe and regulated spaces to them.
- *Vocational Training and Skill Development:* Launch government-sponsored training schemes through ITIs and skill centers to help migrants upgrade from unskilled to skilled labour roles.
- *Promote Anti-Discrimination and Social Inclusion Campaigns:* Conduct community outreach and public awareness campaigns to combat stereotypes and promote harmony between migrants and host communities.
- *Enforce Labour Laws on Working Hours and Overtime:* Strengthen inspection systems to ensure employers comply with standard work hours and prevent excessive or unpaid overtime.
- *Provide Language Training Support:* Fund language learning initiatives to enable better integration and communication for migrants in the local language.
- *Establish a Helpline for Migrant Workers:* Set up a multilingual, toll-free helpline and mobile app for reporting grievances related to housing, health, workplace safety, or exploitation.

10.2 Suggestions to the Employers

- *Improve Employer-Provided Housing:* Ensure that any accommodations offered by companies

meet minimum standards of hygiene, safety, privacy, and access to basic amenities.

- *Conduct Safety and Awareness Training:* Make it mandatory for all migrant workers to receive workplace safety instructions and awareness on rights and responsibilities.
- *Support Skill Development:* Collaborate with NGOs or government schemes to offer skill enhancement or upskilling courses for workers on-site or off-hours.
- *Ensure Standard Work Conditions:* Follow all labour law guidelines on working hours, rest days, and overtime compensation to promote a healthier work-life balance.
- *Provide Language Support and Orientation:* Offer basic local language training and orientation on workplace norms to bridge communication gaps and reduce accidents or conflicts.

10.3 Suggestions to the Migrant Workers

- *Participate in Training Opportunities:* Enroll in vocational training and language courses provided by the government or NGOs to improve employability and communication.
- *Engage in Cultural Orientation and Awareness:* Take part in social integration and orientation programs to better understand the local culture, legal rights, and work expectations.
- *Report Issues through Official Channels:* Use the helpline services and grievance redressal mechanisms to safely report problems related to housing, discrimination, or workplace violations.

11. FUTURE RECOMMENDATIONS

- Conduct longitudinal studies to track post-migration socio-economic transitions over time.
- Develop digital databases and migrant worker ID systems for better welfare delivery.
- Enhance language and vocational training programs to improve employability and integration.
- Promote affordable urban housing schemes for migrant families near industrial zones.
- Encourage collaborations between industries, NGOs, and local governments to ensure workplace safety and social inclusion.

12. CONCLUSION

The state has implemented a number of assistance programs, but problems including poor enforcement, a lack of awareness, and bad working conditions still need to be addressed. Migration has a big impact on Coimbatore's labor market because industries like manufacturing, textiles, and construction mostly rely on migrant labor to run their operations. The study's primary objectives were to comprehend the demographics of migrant workers, their compensation and benefits, and the challenges they face in their new employment. Despite the fact that many people discover that relocating to Coimbatore gives them more job opportunities and higher salaries, a thorough analysis revealed that there are still a lot of issues with housing, working conditions, and social integration.

The demographic information indicates that most migrant laborers are young and have worked in other locations before, demonstrating their versatility and readiness to move in search of better job possibilities. The informal nature of the recruiting process is demonstrated by the fact that most of them rely on personal networks and recruitment firms to land jobs. A small fraction of migrants occupy management or supervisory positions, indicating restricted chances for career growth within their industry, despite the fact that the majority work in semi-skilled and unskilled occupations.

The difficulties migrant workers experience is still a major problem. With many workers living in cramped rooms with little amenities, shared dorms, or temporary accommodation, housing is still a major issue. Regarding working circumstances, most of them put in regular eight-hour shifts, while some are forced to put in longer hours without receiving sufficient pay. Another issue is job safety, as a significant

Different migrants in Coimbatore have different levels of social acceptance and integration.

A sizable percentage still faces discrimination and cultural adaptation issues, despite the fact that many have made social relationships. Some migrants still struggle financially even when they are employed, even though the majority believes that their living standards have increased or stayed the same. It is encouraging to note that a significant portion of migrants are able to save money or send money home to their relatives, indicating that migration has improved their financial stability. Long-term goals and job satisfaction, however, reveal a mixed response; although most workers aim to stay in Coimbatore, some want to relocate or go back home, underscoring the transient character of migration for particular labor groups. The study's overall findings indicate that although Coimbatore offers migrant workers plenty of job possibilities and financial security, structural upgrades in housing, workplace safety, social acceptance, and employee perks are required to improve their quality of life. To guarantee that migrant workers can work and live in Coimbatore with dignity, security, and stability, it will be crucial to address these issues through employer initiatives, policy interventions, and community assistance programs.

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