

A Socio-Demographic Profile of Migrant Industrial Workers in Punjab

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Abstract: The territory of Punjab is being crowded by population from Uttar Pradesh, Bihar, Rajasthan and a few more states as both the farm and non-farm sectors have developed manifolds. Hence, it becomes important to study the social, demographic and economic profile of the migrants. The present study, based on a primary survey of 350 migrant industrial labourers in Mohali city of Punjab state, finds that the overall proportion of male industrial migrant labourers is considerably higher than female migrant labourers, mostly between the age group of 30-40 years and are matric pass from the government institutes. Mostly, the industrial labourers live with their spouse and children, and have experienced a change in their eating as well as dressing habits after migration. A majority of the labourers are satisfied with the behaviour of local labourers as well as of their employer and do not plan to leave the city in future. Around half of the migrant industrial labourers have been addressed by their convenience. the highest number of the migrant industrial labourers have migrated to city between 5-10 years before survey. more than three-fourth of family members are dependent on the migrant industrial labourers. Around three-fifth of the migrant industrial labourers were not doing any work at place of origin. A Majority of the migrant industrial labourers have left their previous job for the reason of fascination for industrial work.

Keywords: Socio-Demographic Profile, industrial workers

1. Introduction

The territory of Punjab is being crowded by population from Uttar Pradesh, Bihar, Rajasthan and a few more states as both the farm and non-farm sectors have developed manifolds. A majority of the migrant population has been from Bihar, followed by Uttar Pradesh, the rest of Indian states contributing a little lesser. As much as 83 per cent of geographical area of Punjab is under cultivation which leaves very little chance for further expansion of agriculture and hence, the additional unemployed population has shifted to the urban areas. Mostly, they work in urban areas as rickshaw pullers, construction workers, skilled and unskilled workers in the factories, small shopkeepers, cooks, waiters, etc. The majority of migrants engage themselves into different industrial activities (Bhagat, 2006). It becomes important to study its contribution towards the levels of socio-economic of the migrants and their families. While a number of books and articles have been written in this connection from an ideological angle, it is important to study the concept from a socio economic point of view. Most of the

studies in Punjab on migration have been conducted in agricultural sector. Thus, there is a need to make a rational study on industrial sector. This forms an essence of the present study. The study will analyse the socio- economic and cultural status of the industrial migrant labourers working in the industries of Mohali city that migrated from their native places to achieve certain objectives.

2. Objective and Research Methodology

The objective of the present study is to focus upon the social, economic and demographic profile of those who migrate to Punjab. The study is based on a primary survey, facilitated by structured schedule and field observation, of 350 migrant industrial labourers working in different industries in Mohali city. Schedule mainly focused on socio-economic behaviour, living standard problems faced by migrant labourers. Suitable statistical techniques are used for the study.

3. Results and Discussion

The social, economic and demographic profile of the industrial migrant labourers has been taken into consideration. It helps to understand the status of mind and acceptance of the new social and economic conditions of the industrial migrant labourers after migration or at the place of destination. It helps in understanding whether they are satisfied in the city or want to migrate to some other place. The socio-economic profile of the respondents has been assessed with respect to their age, gender, marital status, educational institute, language, place of residence, type of house, family living with, selecting of present place, mode of travelling, hardship faced during travelling, hardship faced from whom, the status of ownership and type of house in Mohali city, possession of aadhaar card, possession of ration card, regularity of medical treatment etc.

A. Age

It is a generally recognized that workers belonging to middle age group are always able to work anywhere, in any conditions and can adjust themselves easily in new situations. When we analyse the social and economic conditions of migrant industrial labour, we find that age plays an important role in changing one's place of work. Table 1 depicts the distribution

of migrant industrial labourers according to their age.

Table 1
Age of Migrant Industrial Labourers

Age	Total		
	No.	%	Avg.
14-20	5	1.43	19.00
20-30	112	32.00	26.96
30-40	166	47.43	34.77
40-50	52	14.86	41.40
50 & Above	15	4.29	52.87
Grand Total	350	100	34.16

Source: Field Survey, 2014-15

It shows that overall, a large number i.e. 166 (47.43 per cent) of the migrant industrial labourers belong to the age group of 30-40 years, followed by 112 (32.00 per cent) in the age group of 20-30 years, 52 (14.86 per cent) in the age group of 40-50 years and 14 (4.29 per cent) in the age group of 50 years & above. There is very small number i.e. 5 (1.43 per cent) of the migrant industrial labourers which belongs to the age group of 14-20 years.

B. Gender

Since the ancient times, the males have been dominating the society, so is the case in present era. It is not by the physique that man is more powerful than a woman, but it is the prevailing system of the society which keeps male section above the female part of the society. When it comes to migrating from one place to other in search of good fortune, it is the male again who migrate more than females. The reason behind this is the factory owners believe that man can work more effectively than a woman. Gender is also an important factor in the discussion of social and economic conditions. Table 2 explains the distribution of migrant industrial labourers on the basis of their Gender. Overall, a big number i.e. 297 (84.86 per cent) of migrant industrial labourers are males which is considerably higher than number i.e. 53 (15.14 per cent) of the female migrant industrial labourers.

Table 2
Gender of Migrant Industrial labourers

Gender	Total	
	No.	%
Male	297	84.86
Female	53	15.14
Grand Total	350	100

Source: Field Survey, 2014-15

The numbers i.e. 273 (84.78 per cent) and 24 (85.71 per cent) of male industrial migrant labourer are much higher as compared to the number i.e. 49 (15.22 per cent) and 4 (14.29 per cent) of the female migrant industrial labourers among the total small scale and large/medium scale units respectively.

C. Marital status

Migration of a married individual demonstrates the desire to earn more to hold up a family and thus, migration is effected by economic reasons. However, for an unmarried individual,

migration is commenced for non-economic than economic reasons like exploring with new type of works, adventure, following the friends, etc.

Table 3
Marital Status of Migrant Industrial Labourers

Marital Status	Total	
	No.	%
Married	230	65.71
Unmarried	114	32.57
Widow	3	0.86
Divorcee	3	0.86
Grand Total	350	100

Source: Field Survey, 2014-15

Table 3 exhibits the distribution of migrant industrial labourers according to their marital status. More than two-third i.e. 230 (65.71 per cent) of the migrant industrial labourers are married, followed by 114 (32.57 per cent) also are unmarried. There are 3 (0.86 per cent) are divorcees as well as widows.

D. Education level

Education has been recognised as the cornerstone of economic and social development. Among all stages of education, primary education has a central place. Even, Primary schooling provides basic principle to society. It may also improve living standard, develop industrial projects, which gives high financial rates of return. Table 4 shows the educational level of migrant industrial labourers.

Table 4
Education Level of Migrant Industrial Labourer

Educational Level	Total	
	No.	%
Illiterate	38	10.85
Primary	36	10.29
Middle	89	25.43
Matriculate	88	25.14
Secondary	68	19.43
Any Other	31	8.86
Total	350	100

Source: Field Survey, 2014-15

Overall, 89 (25.43 per cent) of the migrant industrial labourers have studied up to middle class level, followed by 88 (25.14 per cent) having studied up to matric level, 68 (19.43 per cent) are educated up to secondary level, 38 (10.85 per cent) are illiterate, 36 (10.29 per cent) are educated up to primary level and 31 (8.86 per cent) have studied other type of courses.

E. Living status of family of migrant industrial labourers

There are very few labourers who afford to keep their families with them. The main reason behind it is lesser income level. They do not earn as much as is necessary to make both ends meet while keeping the family with them. Other responsibilities like education, health and other social responsibilities can't be fulfilled in small income. Family living with the respondent means the members of the family have shifted with respondent at his/her workplace. It signifies the burden on the respondent. If the spouse is also working, this

shows the desire to grow socially and economically.

Table 5 presents the distribution of migrant industrial labourers whose families are living with them. Out of 350 migrant industrial labourers 114 migrant industrial labourers are unmarried and 3 migrant industrial labourers are divorcee. So, there are only 233 migrant industrial labourers are those who have their families. This table is made on the basis of 233 respondents.

Table 5
Living Status of Family of Migrant Industrial Labourers

Family Living With	Total	
	No.	%
Spouse	26	11.16
Children	13	5.58
Both	147	63.09
None	47	20.17
Total	233	100

Source: Field Survey, 2014-15

Among all a large number i.e. 147 (63.09 per cent) of the migrant industrial labourers are living with their spouse and children both, followed by 47 (20.17 per cent) migrant industrial labourers are not residing with their families and 26 (11.16 per cent) of migrant industrial labourers are living with their spouse only. Rest 13 (5.58 per cent) of the migrant industrial labourers are living with their children only.

F. Basis of selecting the present place of residence and work

Migration from one place to other is not so easy. The labour dares to move to other place only when he or she is given guarantee of brighter future. Above all, it is the numeration which attracts them. Their family members, friends or relatives provide them best information about their next move. Table 6 explains about the distribution of migrant industrial labourers on the basis of selecting the present place.

Table 6
Basis of Selecting the Present Place of Residence and Work

Basis of Selecting Present Place	Total	
	No.	%
Through Friends	115	32.86
Through Relatives	121	34.57
Through Family	87	24.86
Any Other	27	7.71
Grand Total	350	100

Source: Field Survey, 2014-15

Overall, the highest number i.e. 121 (34.47 per cent) of the migrant industrial labourers have selected the present place with the help of their relatives, followed 115 (32.86 per cent) of the migrant industrial labourers have migrated on the advice of their friends, 87 (24.86 per cent) migrant industrial labourers have shifted to this place with their family members, 27 (7.71 per cent) of the migrant industrial labourers have selected the present place through other sources like any dealer or their fellow natives.

G. Change in eating habits after migration

Everyone changes his/her eating habits over a period of time. Some due to the change of area, other due to the unavailability of required food and some others on the advice of the doctors. It has been observed that migrant industrial labourers too have changed their eating habits a lot, while coming to Mohali.

Table 7
Change in Eating Habits After Migration

Change in Eating Habits	Total		Chi-Square Value Small v/s Large/ Medium
	No.	%	
Yes	196	56.00	0.07
No	154	44.00	
Grand Total	350	100	

Source: Field Survey, 2014-15

Table 7 shows a change in eating habits experienced by migrant industrial labourers after migrating to city. More than half i.e. 196 (56 per cent) of the migrant industrial labourers have experienced a change in their eating habits. The remaining i.e. 154 (44 per cent) of the migrant industrial labourers have not reported any change in their eating habits after migrating to city.

H. Change in dressing habits after migration

Who on earth doesn't want to attire like a gentleman. But it depends on the pocket of every consumer. When money pours in the pocket, everybody, first of all, choose to have good clothes. Keeping in mind, do in Rome as the Romans do, everyone prefers to attire like the natives of the place, he lives. Similarly, migrant industrial labourers have made some changes in their dressing style.

Table 8
Change in Dressing Habits After Migration

Change In Dressing Habits	Total		Chi-Square Value Small v/s Large/ Medium
	No.	%	
Yes	183	52.29	0.29
No	167	47.71	
Grand Total	350	100	

Source: Field Survey, 2014-15

Table 8 a change in dressing habits of migrant industrial labourers after their migration. The relationship between the size of industrial units and change in eating habits is non-significant as indicated by the chi-square value of 0.29. Among all, around half i.e. 183 (52.29 per cent) of the migrant industrial labourers have experienced a change in their dressing habits. Remaining 167 (47.71 per cent) of the migrant industrial labourers have not accounted any change in their dressing habits after migrating to city.

I. Behaviour of local labourers

Migratory labourers feel lucky enough after coming to the city if they find the behaviour of local citizens as well as co-workers quite well co-operating. Table 9 explains about the behaviour pattern of local labourers towards them.

Table 9
Behaviour of Locals towards Migrant Industrial Labourers

Behaviour of Local Labourers	Total	
	No.	%
Very Good	135	38.57
Satisfactory	200	57.14
Bad	15	4.29
Grand Total	350	100

Source: Field Survey, 2014-15

More than half i.e. 200 (57.54 per cent) of the migrant industrial labourers have faced the satisfactory behaviour of the locals towards them, followed by 135 (38.57 per cent) of the migrant industrial labourers experiencing the very good behaviour and 15 (4.29 per cent) of migrant industrial labourers have feeling bad behaviour of the local industrial labourers.

J. Behaviour of the employer

Happiness of the labour brings good fruits which keeps the employer smiling. Keeping in mind this phenomenon, the employer always tries to keep the workers busy and smiling. Table 10 shows the behaviour of employer towards the migrant industrial labourers. It has been observed that most of the migratory labourers feel happy with the behaviour of their employers. From the total selected migrant industrial labourers.

Table 10
Behaviour of Employer towards the Migrant Industrial Labourers

Behaviour of Employer	Total	
	No.	%
Very Good	144	41.14
Satisfactory	196	56.00
Bad	10	2.86
Grand Total	350	100

Source: Field Survey, 2014-15

More than half of the i.e. 96 (56.00 per cent) of the migrant industrial labourers have experienced a satisfactory behaviour of the employer towards them followed by 144 (41.14 per cent) of the migrant industrial labourers have experienced a very good behaviour of the employer and only 10 (2.86 per cent) of the migrant industrial labourers have reported the bad behaviour of the employer towards them.

K. Plan to leave the city in future

Table 11 shows the distribution of migrant industrial labourers on the basis of how many migrant industrial labourers have any plan to leave the current city.

Table 11
Plan to Leave the City in Future

Plan To Leave The City	Total	
	No.	%
Yes	48	13.71
No	302	86.29
Grand Total	350	100

Source: Field Survey, 2014-15

From the total, a big number i.e. 302 (86.29 per cent) of the migrant industrial labourers do not have any plan to leave the

city in future. Only 48 (13.71 per cent) migrant industrial labourers have the plan to leave the city in future.

L. Forms of address by locals

Respect is always observed by the address or the salutation, given by the caller. The comfort level of individuals at any workplace depends to a large extent on the level of respect, given to him/her by the people living and working around. However, it is often observed that the migrant industrial labourers feel disappointed when someone local calls them BHAIYYA. Though BHAIYYA is a popular salutation in UP and Bihar, but the tone makes it derogatory or respectable. They feel that they will lose their name's identity if locals carry on calling them BHAIYYA.

Table 12
Forms of Addressing by Locals

Locals Address By The Name	Total		Chi-Square Value Small v/s Large/Medium
	No.	%	
Original Name	145	41.43	2.13
According To Convenience	165	47.14	
Any Other	40	11.43	
Grand Total	350	100	

Source: Field Survey, 2014-15

Table 12 shows the distribution of migrant industrial labourers according to the form of salutation by the locals. Overall, a large number i.e. 165 (47.14 per cent) of the migrant industrial labourers have admitted that they are addressed by locals according their convenience, followed by 145 (41.43 per cent) by their original name and 40 (11.43 per cent) by any other or derogatory names.

M. Years since migrated to current place

Once, the migrant industrial labourer leave their village, they do not see back. It is the result of the survey. Not only 5 or 10 years back, migratory labour has been coming to Mohali even two decades ago. The trend is becoming so popular that the number of labour is increasing year by year. Table 13 demonstrates the distribution of migrant industrial labourers by their time of migration before survey. The results shows that the highest number i.e. 111 (31.71 per cent) of the migrant industrial labourers have migrated to city between 5-10 years before survey, followed by, 110 (31.43 per cent) moving before 5 years, 47 (13.43 per cent) have come between 10-15 years back, 46 (13.43 per cent) migrating 15-20 years back and 36 (10.29 per cent) have moved to Mohali since 20 years ago & more.

Table 13
Years Since Migrated to Current Place

Years Since Migrated	Total		
	No.	%	Avg.
0-5 Year	110	31.43	2.42
5-10 Years	111	31.71	6.34
10-15 Years	47	13.43	11.98
15-20 Years	46	13.14	16.43
20 & Above	36	10.29	21.78
Grand Total	350	100	8.78

Source: Field Survey, 2014-15

Almost same result has been seen among the total small scale industrial units. Among the large/medium scale industrial units, more than two-fifth i.e. 12 (42.86 per cent) of the migrant industrial labourers have migrated to city between 0-5 years before survey, followed by 7 (25.00 per cent) coming earlier than 5-10 years, 4 (14.29 percent) migrating since 20 years ago & more, 3 (10.71 per cent) of the labourers migrating before 15-20 years and 2 (7.14 per cent) of the migrant industrial labourers have migrating to the city earlier than 10-15 years back.

N. Earning status of family members

Since when they have migrated to Mohali, it has been observed that most of the family members of the migratory labourers have started depending upon the earning ones. Table 14 shows the earning status of the family members of the migrant industrial labourers.

Table 14

Earning Status of the Family Members of the Migrant Industrial Labourers

Earning Status of Family Members	Total	
	No.	%
Earning	346	18.39
Dependent	1445	76.82
Earning-Dependent	90	4.78
Grand Total	1881	100

Source: Field Survey, 2014-15

Among total, more than three-fourth i.e. 1445 (76.82 per cent) of family members are dependent on the migrant industrial labourers, followed by just 346 (18.39 per cent) family members who are earning and remaining 90 (4.78 per cent) of the family members are earning-dependent.

O. Work at place of origin

The study of work at their native place shows that most of the labourers have been working either in the agriculture sector or they had no work to do before coming to Mohali. Table 15 shows work involvement of migrant industrial labourers at their native place. Around three-fifth i.e. 204 (58.29 per cent) of the migrant industrial labourers were not doing any work at place of origin, followed 65 (18.57 per cent) of the migrant industrial labourers were working as agricultural labourers, 39 (11.14 per cent) doing other type of work, 33 (9.43 percent) working as shop labourer and 9 (2.57 per cent) doing industrial labourer. Almost a same trend has been seen among the total small scale industrial labourers.

Table 15

Work at the Place of Origin

Work at Origin Place (Respondent)	Total	
	No.	%
Industrial Work	9	2.57
Agricultural Work	65	18.57
Shop Labour	33	9.43
Any Other	39	11.14
None	204	58.29
Grand Total	350	100

Source: Field Survey, 2014-15

P. Reason to shift from the previous job to new one

Most of the migratory industrial labour has shifted their work from agriculture to factory work to increase the income and to eradicate their poverty for ever.

Table 16

Reason to Leave the Previous Job

Reason To Leave The Previous Job	Total	
	No.	%
Low Salary	21	14.38
Fascination for Industrial Work	65	44.52
Night Shift Problem	16	10.96
Not Fixed Salary	7	4.79
On Training Basis	4	2.74
Factory Closed	14	9.59
Health Affected	12	8.22
Conflict With Employer	7	4.79
Grand Total	146	100

Source: Field Survey, 2014-15

Table 16 describes the reason to leave the previous job of migrant industrial labourers. previous job, 16 (10.96 per cent) leaving due to night shift problem, 14 (9.59 per cent) changing due to factory closure, 12 (8.22 per cent) due to health problems, 7 (4.79 per cent) each for not having fixed salary as well as due to some conflict with their previous employer at their workplace and 4 (2.74 per cent) shifting after the completion of their training.

4. Conclusions and Policy Implications

The study concludes that the territory of Punjab is being crowded by population from Uttar Pradesh, Bihar, Rajasthan and a few more states as both the farm and non-farm sectors have developed manifolds. A majority of the migrant population has been from Bihar, followed by Uttar Pradesh, the rest of Indian states contributing a little lesser. It becomes important to study its contribution towards the levels of socio-economic profile of the migrants and their families. The objective of the study is to focus upon population growth and their rural-urban migration and their socio- economic profile. The social and economic profile of the industrial migrant labourers has been taken into consideration. It helps to understand the status of mind and acceptance of the new social and economic conditions of the industrial migrant labourers after migration or at the place of destination. It helps in understanding whether they are satisfied in the city or want to migrate to some other place. The socio-economic profile of the respondents has been assessed with respect to their age, gender, marital status, educational institute, living status of family, selection of present place, change in eating and dressing habits, behaviour of local labourers as well as employer, plan to leave the city, address forms by the locals, years of migrations, earning status, work at place of origin, work at place of origin and reasons to shift from previous job etc. The overall proportion of male industrial migrant labourers is considerably higher than female migrant labourers. Nearly half of the industrial migrant labourers are between the age group of 30-40

years, having studied up to middle and/or matric standard More than two-third percent of the respondents have studied from the government institutes. around one-third the respondents selected the present place through their relatives. Slightly higher than a half of the migrant industrial labourers have experienced a change in their eating as well as dressing habits. Around two-third of the respondents are living with their spouse and children both. A majority of the labourers have experienced the satisfactory behaviour from local labourers as well as from their employer. A large proportion of the migrant labourers do not have any plan to leave the city in future. Many a migrant industrial labourers have been addressed by a names, which is convient to speak by the local. Nearly one-third of the migrant industrial labourers have migrated to Mohali city between 5-10 years before survey. Marginally higher than three-fourth of family members are dependent on the migrant industrial labourers. Around three-fifth of the migrant industrial labourers were not doing any work at place of origin before migration. A majority of the migrant industrial labourers have left their previous job for the reason of fascination for industrial work.

It is found that migrant labourers are attracted towards the urban areas, but they are facing the many problems in urban areas after migration. It has been found that mostly, working opportunities are given to the males only. Efforts need to be made to create favourable working opportunities for the female migrants so that they can improve their economic status. The family planning programmes should be promoted amongst the migrants so as to encourage them to have smaller and thus, economically better off families. There are illiterate people in society also. Efforts need to be made to encourage the migrant labourers to educate their children by emphasising the role of an educated career. Majority of the industrial migrant labourers are called by convenient/derogatory names like bhैया by the locals. This means that these labourers were not respected and treated as an equal part of the society. Efforts need to be made to give equal opportunities to both local and migrant labourers so that they do not feel discriminated, stand an equal chance for growth and thus, get respected. The employers in the industrial units should not discriminate their labourers and enlighten the local labourers to be friendly and respectful with them. Majority of migrant labourers faced problems from various government organisations. These organisations are there to serve people irrespective of their origin and thus, should not discriminate

migrants. Efforts need to be made to frame special separate cells in these organisations which deal with the problems of these labourers efficiently and justice be done with them. Migrants faced many problems like poverty, crime, corruption, political, cultural and social exploitation at the place of origin. Efforts should be made by the local government to protect the industrial migrant labourers from all the factors which influence the labourers to migrate in the first place. These steps will not only benefit these labourers but widens the economic opportunities available in the local economy.

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