

International Multidisciplinary  
Research Journal

*Indian Streams  
Research Journal*

Executive Editor  
Ashok Yakkaldevi

Editor-in-Chief  
H.N.Jagtap

---

## Welcome to ISRJ

RNI MAHMUL/2011/38595

ISSN No.2230-7850

Indian Streams Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

### International Advisory Board

Flávio de São Pedro Filho  
Federal University of Rondonia, Brazil

Kamani Perera  
Regional Center For Strategic Studies, Sri Lanka

Janaki Sinnasamy  
Librarian, University of Malaya

Romona Mihaila  
Spiru Haret University, Romania

Delia Serbescu  
Spiru Haret University, Bucharest, Romania

Anurag Misra  
DBS College, Kanpur

Titus PopPhD, Partium Christian  
University, Oradea, Romania

Mohammad Hailat  
Dept. of Mathematical Sciences,  
University of South Carolina Aiken

Abdullah Sabbagh  
Engineering Studies, Sydney

Ecaterina Patrascu  
Spiru Haret University, Bucharest

Loredana Bosca  
Spiru Haret University, Romania

Fabricio Moraes de Almeida  
Federal University of Rondonia, Brazil

George - Calin SERITAN  
Faculty of Philosophy and Socio-Political  
Sciences Al. I. Cuza University, Iasi

Hasan Baktrir  
English Language and Literature  
Department, Kayseri

Ghayoor Abbas Chotana  
Dept of Chemistry, Lahore University of  
Management Sciences[PK]

Anna Maria Constantinovici  
AL. I. Cuza University, Romania

Ilie Pinteau,  
Spiru Haret University, Romania

Xiaohua Yang  
PhD, USA

.....More

### Editorial Board

Pratap Vyamktrao Naikwade  
ASP College Devrukh, Ratnagiri, MS India Ex - VC. Solapur University, Solapur

R. R. Patil  
Head Geology Department Solapur  
University, Solapur

Rama Bhosale  
Prin. and Jt. Director Higher Education,  
Panvel

Salve R. N.  
Department of Sociology, Shivaji  
University, Kolhapur

Govind P. Shinde  
Bharati Vidyapeeth School of Distance  
Education Center, Navi Mumbai

Chakane Sanjay Dnyaneshwar  
Arts, Science & Commerce College,  
Indapur, Pune

Awadhesh Kumar Shirotriya  
Secretary, Play India Play, Meerut (U.P.)

Iresh Swami  
Ex - VC. Solapur University, Solapur

N.S. Dhaygude  
Ex. Prin. Dayanand College, Solapur

Narendra Kadu  
Jt. Director Higher Education, Pune

K. M. Bhandarkar  
Praful Patel College of Education, Gondia

Sonal Singh  
Vikram University, Ujjain

G. P. Patankar  
S. D. M. Degree College, Honavar, Karnataka

Maj. S. Bakhtiar Choudhary  
Director, Hyderabad AP India.

S. Parvathi Devi  
Ph.D.-University of Allahabad

Sonal Singh,  
Vikram University, Ujjain

Rajendra Shendge  
Director, B.C.U.D. Solapur University,  
Solapur

R. R. Yallickar  
Director Management Institute, Solapur

Umesh Rajderkar  
Head Humanities & Social Science  
YCMOU, Nashik

S. R. Pandya  
Head Education Dept. Mumbai University,  
Mumbai

Alka Darshan Shrivastava  
Shaskiya Snatkottar Mahavidyalaya, Dhar

Rahul Shriram Sudke  
Devi Ahilya Vishwavidyalaya, Indore

S.KANNAN  
Annamalai University, TN

Satish Kumar Kalhotra  
Maulana Azad National Urdu University

## ECONOMIC FRAMEWORK OF FEMALE MIGRANTS IN INDIA.



**V. S. Adigal**

Principal & Head Department of Business Economics, Manjunatha College of Commerce, Kanchangaon, Khambalpada, Thakurli (East), Dist-Thane.

### Short Profile

V. S. Adigal is a Principal & Head at Department of Business Economics in Manjunatha College of Commerce, Kanchangaon, Khambalpada, Thakurli (East), Dist-Thane.

### Co-Author Details :

**Shraddha Singh**

Department of Business Economics, Manjunatha College of Commerce, Kanchangaon, Khambalpada, Thakurli (East), Dist-Thane.



### ABSTRACT:

Migration streams, work participation, destination and impacts are differing from men to women. Despite its significance and growing proportion, the issue of female migration is not sufficiently explored in migration studies. The globalisation process in the Indian economy has brought about a paradigm shift in the pattern of migration of females. Economic hardships in the form of poverty and lack of employment opportunities force them to migrate for survival. Therefore, women may be

compelled to migrate owing to their poor economic conditions. When women migrate for work related reasons, they may have to face a lot of problems starting from the recruitment process to at the place of destination. Migrant women often engage in unskilled and most poorly paid jobs, which have been deserted by national women. The higher work participation rate of migrants as compared to non-migrants indicates the increasing influence of economic motivation. Hence, it may be said that economic factors significantly influence female migration. The importance of social welfare in eradicating unequal gender relations and promoting the status of women is apparent from the state of affairs in developed countries; however, it is imperative to recognize that implementing legislative and public policy changes does require gender-conscious planning. This research paper puts an effort to analyse the various issues related to female migration. The major objective of the paper is to examine the importance of economic factors on female migration under the era of globalisation in India.

### KEYWORDS

*Migrants, economic factors, determinants, globalisation,*

## INTRODUCTION:

Migration is a livelihood strategy and also to represents an effective role to play out of poverty in poor people. Poverty is a key motivation of migration process. Gender as a social construction that organizes relations between two sexes can differentiate between the causes, process and impacts of migration between males and females. Earning money and improving livelihoods are the main motivation by migrants for their move. Migration streams, work participation, destination and impacts are differing from men to women. Women were played a role in both independent in economic factors and dependent in family members in migration process. Also women move for marriages which are equally consider as a form of labour migration. Earning of women is not only important to contribution of total household income simultaneously it determines her status and role of the household economy. Not only in terms of magnitude but also from the perspective of development, internal migration of females is an important factor influencing socio-economic development of the country as it has greater potential for reducing poverty, bringing about social change and also meeting the Millennium Development Goals. Despite its significance and growing proportion, the issue of female migration is not sufficiently explored in migration studies. The neglect of research on women's migration is attributed to a number of factors including the emphasis placed on existing economic theories of migration where migration is seen as motivated by economic opportunities i.e. male migration for economic reasons and female migration for social and family-related reasons rather than economic considerations. While viewing women migrants as dependents or associational migrants, we may often ignore their economic significance. However, female migration like that of males is largely determined by a number of socio-economic factors. The globalisation process in the Indian economy has brought about a paradigm shift in the pattern of migration of females. Women from all socio-economic backgrounds migrate, giving rise to varied trends and patterns which also continue to evolve and many women from agricultural work. Economic hardships in the form of poverty and lack of employment opportunities force them to migrate for survival. Therefore, women may be compelled to migrate owing to their poor economic conditions. Here it can be stated that women are no longer passive movers; rather they are influenced by various socio-economic factors in the context of development and reforms occurring in the country. Hence, there is a need for a comprehensive analysis of different dimensions of female migration and the factors responsible for this.

## OBJECTIVES

- 1.To understand the trends and patterns of female migration in India.
- 2.To examine the determinants, more specifically, economic determinants of female migration.

## RESEARCH METHODOLOGY

The study is basically conceptual in nature and the entire scope of discussion has been made on the basis of secondary sources. The relevant information has been collected from various books, publications, and also from articles published in journals, magazines, periodicals, conference proceedings and websites.

## HYPOTHESIS

1. Economic factors in determining female migration should be given greater importance in migration studies.
2. Female migration is also controlled by various non-economic factors.

## PROBLEMS FACED BY FEMALE MIGRANTS: (Internal & International)

Women have long been migrating for a variety of reasons, either independently or as dependents. But, migrant women's contribution was largely unseen as they were mostly perceived as dependents of migrant male family members. Despite their contribution to the economic and social development of countries of origin and destination, as well as to families and communities back home, women migrant workers undergo a lot of discrimination and human rights violations during the migration process. When women migrate for work related reasons, they may have to face a lot of problems starting from the recruitment process to at the place of destination. A common shortfall is the lack of reliable and adequate information about the actual procedure of migration and working and living conditions at the destination. Because of this, many of the women migrate without any formal contract as they are not aware about the importance of it. Moreover, lack of strong government controls and the deep interest of workers in obtaining foreign employment result in them cheated by the agents of migration. The financial cost of migration is one of the critical problems during the recruitment process.

Women may have to spend a large amount as the cost of migration. Women have to spend a large amount of money as visa charges, ticket charges, agent fees, and other expenses of migration. Most of the time women may not have sufficient money for the cost of their migration and in such cases they have to arrange it from others. In such cases, they may have to borrow the amount from money lenders with a high rate of interest. The problems during recruitment can be more severe when the migration involves crossing the border of the country. The common abuses during recruitment phase include extra charges for making passports, high visa charges, not giving the offered jobs after migration etc. Sometimes, bribes may also be taken from workers by officials who issue emigration documents and other official papers. Workers who do not have appropriate skills may be often certified as qualified by taking huge amount from the migrants. Some of them may get the offered job after migration while some of them who cheated may be reluctant to file official complaint as they have migrated illegally. Sometimes, social networks play a critical role in the illegal migration of people. A common type of illegal migration is that people enter with legal visas but remain beyond the authorized time limit. This is more common among women who migrate for unskilled jobs especially domestic works.

Women migrants face differing situations at the place of destination. When they move to the place of destination, the situation may be totally different from that of the place of origin. The differences in values, customs, languages, and food habits at the destination may create problems of adjustment among women migrants. These problems can be more severe when the movement is out of the home country. In some cases, employer may be very helpful for them in adjusting the new environment while in some other cases, they face lot of discrimination in the forms of class, ethnicity, legal status intersect with their status as a women. However, sometimes migrants get help from other people who had migrated earlier from their place. Apart from this, women migrants are more vulnerable to human rights abuses since they work in gender-segregated and unregulated sectors of the economy, such as domestic work, entertainment and sex industry, unprotected by labour legislation or policy.

Some occasions they are exposed to forced labour, precarious working conditions, poorly paid job, discrimination and sexual exploitation, suffer poorer health. Migrant women often engage in unskilled and most poorly paid jobs, which have been deserted by national women. Domestic work is one of the areas of women employment, which need particular attention. Because of the unregulated nature of domestic work, they often face a lot of problems at the destination. In most of the cases they have to work long hours, sometimes more than 15 hours a day and forced to do extra work. In addition to abuse and discrimination arising from their immigration status, national origin and their lower status jobs, domestic workers are more frequently victims of violence, including sexual assault at the work place. Due to the "hidden" character of domestic work, abuse is less visible and the migrant women extremely dependent on the employer. Sometimes, employers withhold the women's passport and other travel documents and they do not have any social contact outside the employer's house. Most of the time migrants are less educated, have little knowledge about the situation at the destination and unaware of their rights and obligations. Many of them have poor knowledge in language thus they have difficulty in communicating their problems. Thus, they are frequently and hesitate to lodge formal complaints against employers or others, preferring to suffer harassment and violence. The condition is much worse for women who had migrated illegally. Women may reluctant to report their problems because of their illegal status also. The working and living conditions of women migrants are also a gender issue. Their status as women, as migrants or non-nationals makes them particularly vulnerable to various forms of exploitation and discrimination. While men usually work in groups such as construction or plantation work, women generally go into individualized work environments such as domestic services where there is less chance of social support. Thus, domestic workers are one of the most vulnerable groups of women workers. Domestic workers often face exploitative situations, especially in terms of pay, long hours of work, poor working conditions and accommodation. Since domestic work is generally not legally regulated, the terms and conditions of work are often unilaterally established by the employer. As the employee is extremely dependent on the employer, in most of the cases abuse is less visible. Labour migration of women is a conspicuous new feature in the context of globalization in developing countries like India. When women migrate for employment purposes, especially in the unorganized sectors like domestic services, the situation may be far different from that of their male counter parts.

### ISSUES OF FEMALE MIGRANT WORKERS

In the Indian context, women are suffered more in bad working conditions, long hours of work, low wages, over-work and discrimination. They are exploited for the sexual harassment and exploitation. The housemaids are especially vulnerable because, they work in private houses and little inspection. The problems like sexual harassment, rape, non-repayment or underpayment of wages, verbal/physical abuse and so on. Meanwhile, men migrate and women left behind, they have a greater role in household decision making process. They gain remittances, however suffered a lot such as increase work load, stress and vulnerability. In industrial sector, women migrant workers have not been able to enjoy better jobs within the industry and they have no scope for upward mobility. The opportunities for wider skill acquisition, the chances of promotion to contractor, supervisor or manager, it is only possible for men not for women workers.

Further, lodging facility is an important problem for the migrant nurses. Hostels are provided to the hospitals are and also the accommodation providing nearby hospitals. Because, the shortage of nurses they can be asked to duty in night hours. Such overtime is not compensated to many hospitals. The migrants are facing number of problems at their native place and destination. They are withdrawing

child from school, reduction in food consumption, depletion in mulch animals, increased debt, increased intensity of migration, unpaid hospital bills, increase of slums, increase of health problem due to living in slums, increase of pollution, low wages, increase of crimes and suicides, and in-secured life. In another point of view, females in the families, whose males migrate to the city, they have to bear heavy burdens within the family, and the greater insecurity of the woman at home. The kind of work that the women of these families can get is low paid, dull, repetitive and hazardous. The females suffer from inadequate and insecure income, uncertainty of life and exploitation, working conditions, social security, etc. Health is an important determinant of migration by the poor and adverse effect of women workers.

### EDUCATIONAL STATUS OF FEMALE MIGRANTS

It has been pointed out by many studies that a majority of female migrants are from poorer sections of the society. It is generally known that people having low level of education are from poorer sections. For them mobility is not a choice but a compulsion. Due to various kinds of structural changes like mechanization, deforestation, privatization of common property resources and various developmental programmes taking place in the rural areas, women lose their wage employment. They prefer to move out rather than stay back in villages and face starvation. Moreover, these women who are illiterate and unskilled are prepared to do any kind of job unlike women with limited or high education. At the same time creation of gender segregated labour market provides employment opportunities to females. So, here one may say that as survival seems to be the motivating factor, more female migration from such category takes place.

### ECONOMIC AND NON-ECONOMIC DETERMINANTS OF FEMALE MIGRANTS

Although female migration for economic reasons seems to be limited, the transformation of labour force structure, particularly with opening up of gender segregated labour market, a significant proportion of female migrants engage themselves in various economic activities. It is found that the migrants are more economically active than non migrants and the difference is much higher in the case of females as compared to males. The work participation rate of female migrant workers is more than two times higher than non migrants. While in the case of female non migrants, the work participation rate is 15 percent; in the case of migrant females it is 37 percent. The same pattern is observed in the case of males also. The work participation rates of migrants are higher than that of non migrants because most migrants leave their native place in search of jobs. The higher work participation rate of migrants as compared to non-migrants indicates the increasing influence of economic motivation. Hence, it may be said that economic factors significantly influence female migration.

However, it does not mean that other sociological factors are neglected, as migration of females is subject to a number of factors. To examine the determinants of female migration, the theoretical approach for the study is drawn from the push-pull approach framework. This approach is mainly situation oriented, in the sense that it attempts to study the conditions at home which compel persons to move out of their place of origin on the one hand, and the conditions and situations outside that attract persons on the other. In this framework, migration of females is considered to be the outcome of interplay of steer forces and of attractive forces. For the purpose of the study all the variables considered here, are divided in to four groups of indicators namely economic, socio-cultural, and demographic and amenity indicators which determine female migration. The economic variables like economic hardships, average size of land holding and irrigation which are given in details are as follows:

**ECONOMIC FACTORS:**

**a. Economic Hardships:** The destruction of traditional occupation structures and the reduced survival opportunities in the area of origin lead to female migration. Economic hardships in the form of poverty and lack of employment opportunities force them to migrate to other places for survival. Therefore, women may be compelled to migrate owing to their economic condition. On the other hand, the creation of a gender segregated labour market through the process of globalisation creates a demand for female laborers in the informal labour market.

**b. Nature of Agriculture:** The provision of irrigation facilities is the most significant factor in the creation of employment opportunities for they induce changes in the system, pattern and intensity of cropping. Females work participation rate is highest in irrigated areas as compared to non-irrigated areas. A village study in the southern states of India shows that expansion of irrigation facilities creates more employment opportunities for landless labourers and also attracts migrant laborers. In this context, migratory behavior is highly rational since the risks to be faced in the event of moving out are less than those of starvation back in the village.

**c. Size of land holdings:** Land is considered as one of the major economic assets of a household as it provides economic security to people, apart from being a permanent source of income. Landless and land-poor households typically rely on the sale of their labour for farm and non-farm activities. Control over cultivable land is critical to livelihood security and thus provides a choice whether or not to migrate. The evidence to date suggests that those with limited access to land and other assets are more likely to migrate.

**NON-ECONOMIC FACTORS**

Apart from economic factors, non-economic factors also influence female migration. Economic factors provide only the necessary condition of migration; the sufficient conditions are the other socio-cultural factors which motivate them to move. Several complex factors account for greater female migration besides the usual factors of pull and push, poverty being important among these; new factors such as newly developing markets for women's work, improving levels of education and skill development, a great desire for improving one's own and one's children's lot, and the loosening of parental and societal control over women are becoming equally important. Social capital, in the form of community and family networks, however, remains important for facilitating such movement.

**a. Social factor:** The role of personal and social networks appears to be the key to facilitating female to migrate for work. Social networks are the key in providing access to opportunities for migration and employment; of course migration creates new networks. Through network effect, women are more likely to access to information and support exchanged between family members. The chain migration that develops among the relatives and friends of migrant workers reflects the importance of socio cultural factors in influencing migration. The study shows that many of them are from low caste groups. Social barriers force them to migrate to other places for work as domestic servants.

**b. Education factor:** Education can also affect women's migration pattern, as it does with men. It has been widely observed that propensity to migrate increases with education. Increased education seems



to encourage more migration of women and in turn foster greater education of females. The role of education in shaping female migration patterns needs to be investigated further, especially in the light of increasing educational attainments of women throughout the developing world.

**c.Marriage factor:** Married women and women with larger numbers of children have higher out migration rates. If one compares the marital status of migrants with non-migrants in urban areas, the share of being married is higher among migrants compared to non-migrants.

**d.Amenities:** Absence of schools, health services and modern housing facilities motivate rural women with children to move to larger cities where such facilities are found. As institutions of higher learning, particularly professional and technical institutions, are not available in each district, an urge for higher education motivates urban dwellers as well as some of the rural folk (both male and females) to migrate.

### TRENDS IN FEMALE EMPLOYMENT MIGRATION IN INDIA

From the analysis at the all-India level, there is evidence of a decline in female employment primarily in rural India, while in urban India, even though there was some decline, the magnitude of decline was not that significant. More than 90 per cent of the decline in female employment (principal and subsidiary status together) between 2004-05 and 2009-10 happened in rural India. In 2011-12, the female labour force participation in rural areas continued to decline.

#### State-wise female labour force participation rates (usual principal & subsidiary status) (%)

	Rural			Urban		
	2004-05	2009-10	2011-12	2004-05	2009-10	2011-12
Andhra Pradesh	48.5	44.7	44.8	23.2	18.6	18
Arunachal Pradesh	41.3	29.5	28.2	15.1	15.3	13.9
Assam	21.6	16.8	12.9	12	10.7	9.7
Bihar	13.8	6.6	5.8	6.8	5.6	5.4
Chhattisgarh	45.5	37.2	41.6	18.5	14.3	25.2
Delhi	4.7	2.8	14.6	9.4	6	10.9
Goa	22.2	14.1	21.2	21.4	10.8	17.4
Gujarat	42.8	32.2	27.9	15.5	14.8	13.5
Haryana	32.1	25.2	16.4	14.3	13.5	10.2
Himachal Pradesh	51.6	47.4	52.9	26.8	17.8	23.6
Jammu & Kashmir	27.1	30.3	26.3	12.6	15.5	14.5
Jharkhand	31.3	16.1	20.4	13.7	9.7	7.3
Karnataka	46.2	37.2	28.9	19.2	17.7	17.1
Kerala	32.1	26	25.8	30.1	23.3	22.2
Madhya Pradesh	36.6	28.4	23.9	15.6	13.6	11.9
Maharashtra	47.5	39.7	38.9	19.8	16.7	17.2
Manipur	35.4	22.1	27	23.6	15.2	20.4
Meghalaya	48	37.3	39.2	31.4	23.5	21
Mizoram	44.1	41	40.5	28.8	29.8	26.7
Nagaland	51.1	36.2	37.1	27.7	16.4	22.4
Odisha	35.1	24.9	25.1	20.2	12.6	15.8
Punjab	33.8	24.6	23.7	15.5	13.2	14.1

Rajasthan	40.7	35.7	34.9	18.8	12.6	14.4
Sikkim	32.3	32	49.2	17.7	15	27.4
Tamil Nadu	46.7	41.1	38.6	25.3	20.2	21.1
Tripura	12.5	23.5	28.7	23	18.6	26
Uttarakhand	42.9	39.9	31.5	14.2	11.6	10.8
Uttar Pradesh	24.1	17.5	17.8	12	8.3	10.6
West Bengal	18.4	15.6	19.4	16.9	15.1	18.6
A & N Islands	27.7	24.5	30	18.8	24	24.8
Chandigarh	5.6	18.8	4.7	15.4	14.3	13.5
Dadra & Naga Haveli	49.5	4.2	16.1	21.4	1.7	11.5
Daman & Diu	16.8	20.2	3.4	23.3	8.6	15.2
Lakshadweep	11.4	32.6	17.7	23	27.6	17.8
Puducherry	33.4	35.4	22.3	19.1	21.6	15.3
India	33.3	26.5	25.3	17.8	14.6	15.5

Source: Calculated from NSS Database, Employment and Unemployment Surveys, 61st, 66th and 68th Rounds

Across states, it is observed that the majority experienced a decline in principal status employment as indicated at the national level. The few exceptions were Assam, Haryana, and Himachal Pradesh, which experienced a minor increase in female principal status employment among the states experiencing a decline in female principal status employment, the magnitude of decline was the highest in Bihar, followed by Jharkhand and Tamil Nadu.

#### Status of female employment (millions), urban India

Status	Principal status		Subsidiary status	
	2004-05	2009-10	2004-05	2009-10
Own account worker	3.9	4.2	1.9	1.4
Employer	0.1	0.2	0.0	0.0
Unpaid family worker	4.0	2.7	1.7	1.0
Regular/salaried wage employee	8.6	9.0	0.3	0.2
Casual wage labour in public works	0.0	0.1	0.0	0.0
Casual wage labour in other types of works	3.5	3.8	0.6	0.4
All female workers	20.2	19.9	4.5	3.1

Source: Calculated from NSS Database, Employment and Unemployment Surveys, 61st and 66th Round

If female employment is disaggregated into rural and urban sectors, the decline in principal and subsidiary status employment is observed in both rural and urban India, even though the magnitude of decline was much greater in rural India. In rural India, the decline in principal status employment was 12 per cent between 2004-05 and 2009-10, while that in subsidiary status employment was as much as 25 per cent over the same period. In urban India, the respective declines in principal and subsidiary status

employment were 1.4 per cent and 31 per cent respectively. Therefore, even though in absolute numbers, the decline was much sharper in rural India, urban female subsidiary workers lessened at a faster rate.

#### Status of female employment (millions), rural India

Status	Principal Status		Subsidiary Status	
	2004-05	2009-10	2004-05	2009-10
Own account worker	12.6	11.3	6.3	5.2
Employer	0.5	0.5	0.2	0.2
Unpaid Family worker	38.2	29.3	20.8	12.3
Regular/salaried wage employee	4.3	4.4	0.2	0.1
Casual wage labour in public works	0.1	0.77	0.1	1.7
Casual wage labour in other types of works	35.0	33.9	4.8	4.2
All female workers	90.7	80.1	32.4	23.7

Source: Calculated from NSS Database, Employment and Unemployment Surveys, 61st and 66th Rounds

Focusing on rural India, the bulk of the decline in both principal and subsidiary status female employment was on account of the decline in employment opportunities in unpaid family work. In terms of decline in principal status employment, unpaid family work contributed to 84 per cent of the decline between 2004-05 and 2009-10, while in the case of subsidiary status employment, the decline in employment opportunities in unpaid family work contributed to 98 per cent of the decline. Despite all the declines in female employment, the only silver lining seems to be the casual wage employment in public works where employment opportunities increased not only in subsidiary form, but also in principal status as well. Employment programmes like MGNREGA might have played an important role in boosting female employment in rural areas, and this clearly underlines the importance of public works programmes in ensuring a decent livelihood for the rural population.

In India, there has been a consistent decline in the female labour force participation rate and workforce participation rate both in rural and urban areas since the 1970s (with the period between 1999-2000 and 2004-05 being the only exception). This decline in female WFPR was much sharper in rural India compared to urban India, and was principally driven by the fall in unpaid family work.

#### REMEDIAL MEASURES FOR HEALTHY MIGRATION

As the study has shown that a sizable proportion of the women had migrated without any formal contract, there should be government intervention to have legal advisors to inform migrant women about work contracts and legal issues.

1. In order to prevent illegal migration, because of which migrants will also suffer, it is necessary to provide help to women for migrating through registered recruiting agencies.
2. International organizations including non-governmental organizations can help in supporting women migrant workers to have support systems at the destination. For instance, in the present study a

considerable proportion of the migrant domestic workers did not have any social contact. In such situations, the establishment of easy access shelter homes for female migrant workers can help them.

3. The problem related to migration was much more among domestic workers, there should be legal protection for domestic workers.

4. Both, Central and State governments, should create the basic facilities in rural areas through infrastructure development in general and sanitation facilities in particular, as for women the situation becomes complex in its absence.

5. The Central and States governments should create more livelihood opportunities for the rural people within rural areas, through honest implementation of the various schemes.

6. It is suggested that the eligibility conditions for availing benefits of various schemes meant for women upliftment should be eased wherever necessary, to ensure the maximum involvement of the half population and ensuring their development.

## CONCLUSION

Changes in labour demands, the increasing vulnerability of women, the conflicting social demands and the economic compulsions may all be the critical factors affecting the lives of migrant women. Gender-based discrimination in the labour market is not merely unjust for women workers; it is also economically harmful to the country. From the perspective of the wellbeing of migrant women workers, the consequences are apparent. Working conditions, types of employment, and wage levels clearly have an impact on the wellbeing levels of migrant women workers. The importance of social welfare in eradicating unequal gender relations and promoting the status of women is apparent from the state of affairs in developed countries in general and India in particular. However, it is imperative to recognize that implementing legislative and public policy changes does require gender-conscious planning. The major objective of the paper is to examine the importance of economic factors on female migration.

The empirical findings of the study shows that economic factors are significant predictors, explaining female migration after controlling for various non-economic factors. It indicates female migration, like in the case of male is also influenced by economic factors. This contradicts earlier views on female migration which suggested that female migration is not economic oriented. The macro level changes occurring in society has a significant impact on the female migration rate. On one hand, with mechanization and commercialisation of agriculture, females lose their employment, on the other, the opening up of export processing zones and gender segregated labour markets provides employment opportunities for females. Thus, prospects of employment opportunities or lack thereof, become a major determinant of female migration. The effect of other factors like literacy and minority group status on female migration is interesting. Higher female literacy and development of more educational institutions indicate scope for better job opportunities which tend to induce female migration. Caste and minority group membership tends to increase migration through the network effect. NSS data also supports the findings of the study that a significant proportion of females join as domestic workers after migration as compared to other occupations. The findings of the study also suggest that female migration rates are closely inter-connected with male migration rates indicating that females accompany males as associational migrants. However, the significance of economic factors, as evident from the study, indicates that there is also an economic motivation behind migration. Hence, it can be stated that even though females accompany their spouses, their economic role is not undermined. The work participation rate of female migrants as compared to female non-migrants increases in rural-urban

migration over a period of time and suggests that females migrate for employment purposes as well as family ones. In a nutshell, the significance of economic factors in determining female migration should be given greater importance in migration studies.

## REFERENCES

1. Shanti, K (1991). Issues relating to economic migration of females. *The Indian journal of labour Economics*, 34 (4): 335-46 (2006). Female labour migration in India: Insights from NSSO data. Working paper No. 4. <http://www.mse.ac.in>
2. de Hann (2006). Migration, Gender, Poverty: Family As The Missing Link? In Arya, S and Anupama Roy (eds), *Poverty, Gender and Migration*. New Delhi: Sage Publication.
3. "Migration and Female Employment in India: Macro Evidence from NSSO Data", Irudaya Rajan. S (eds), *Migration, Identity and Conflict-India Migration Report 2011*, Routledge Publication, New Delhi, pp. 183-202.
4. "Gender, Poverty Reduction and Migration", World Bank.
5. "Migrants, Livelihoods and Rights: The Relevance of Migration and Development Policies", *Social Development Working Paper No. 4*.
6. "Migration as a Livelihood Strategy-A Gender Perspective", *Economic and Political Weekly*, Vol.40, No. 22-23, May 28-June 10, pp. 2295-2303.
7. Dasgupta, B. (1987). Issues of migration and employment with reference to Calcutta. In: Alam, S.M. and Alikhan, F. (1987) *Perspectives on Urbanization and Migration: India and USSR*. Delhi: Allied Publishers.
8. Gramin Vikas Trust (2002). *Migration: An Essential Component of Rural Livelihoods*. Ratlam, India: Gramin Vikas Trust.
9. Centre for Social Studies (1990). *Report of the Study Group on Migrant Labour*. Surat, India: National Commission on Rural Labour.
10. Ministry of Labour (1991a) *Report of the Study Group on Migrant Labour*. New Delhi: National Commission on Rural Labour, Government of India

# Publish Research Article

## International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication, you will be pleased to know that our journals are

### Associated and Indexed, India

- ★ International Scientific Journal Consortium
- ★ OPEN J-GATE

### Associated and Indexed, USA

- Google Scholar
- EBSCO
- DOAJ
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database
- Directory Of Research Journal Indexing

Indian Streams Research Journal  
258/34 Raviwar Peth Solapur-413005, Maharashtra  
Contact-9595359435  
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com  
Website : www.isrj.org