

Policy Brief

Tribal Livelihood Migration in India

"Situational Analysis, Gap Assessment, & Future Direction in 12 states of India"



Study Commissioned By



Ministry of Tribal Affairs
Government of India

Study Conducted By



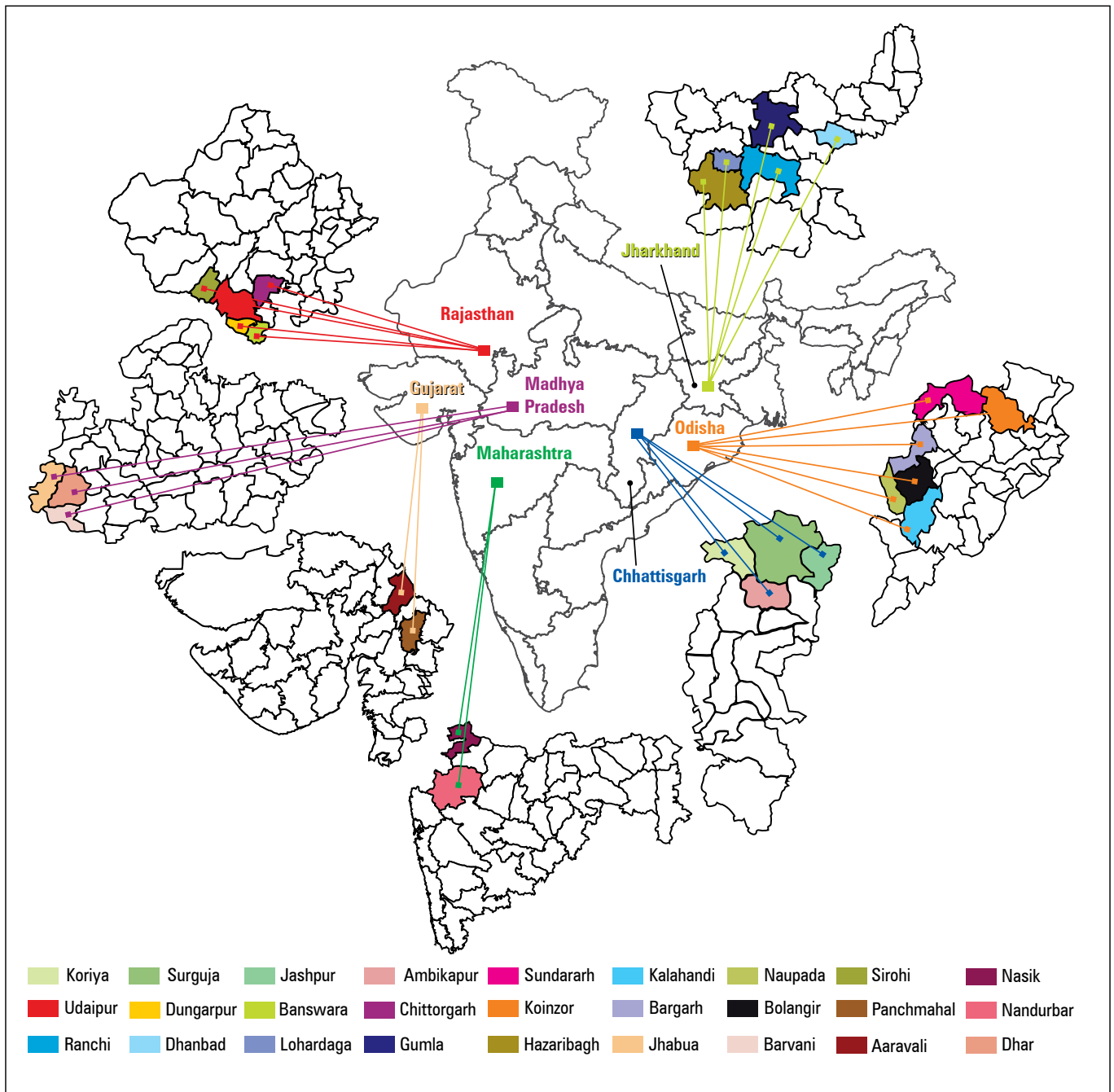
Disha Foundation

Introduction

The study was focused to build in-depth understanding of tribal's livelihood migration, reasons of migration, sectors of their employment during migration, corridors of migration, issues they face during migration. The study also investigated existing policy mechanism to address those issues, their successes and gaps in the implementation.

Study Area - Source and Destination States

The study was conducted in 12 states of India, comprising of both Source states (Jharkhand, Odisha, Madhya Pradesh, Rajasthan, Chhattisgarh), Destination states (Punjab, Gujarat, Delhi, Kerala, Goa, Maharashtra, Telangana).



The study highlights the story of tribal migration, determines the various reasons that force tribals to migrate and their plight in places where they land up for economic succor. This study also identified current government programs at source and destination states to address migration and analysed existing gaps and suggests recommendations.

This study was conducted with mixed methods approach; In order to review and understand the situation of migrants in India, both primary and secondary data sources was used for data triangulation and creating a complete picture of the entire situation. Desk review of existing literature was also done. Secondary data was accessed from the census, national sample surveys, others surveys done by various national and state government, studies done by various non-governmental organizations etc. Selections of states have been done on the basis of high density of tribal population, and their livelihood migration observed during literature review. The primary data collection was conducted via qualitative methods- 95 in depth interviews (IDIs) and 62 focus group discussions (FGDs) of migrants – both at source and destination, 92 IDIs of key persons – both in the government and non-governmental organizations, and also 87 IDIs of key people from various migration organizations.

All the above information was organized and analyzed in order to create a complete picture of the scheduled tribes livelihood migrants in India and to identify the major issues and possible solutions to improve the status of such migrants.

Key Findings

Lack of Reliable Migration Data in India

- Large scale interstate and intrastate migration existent in India (Push and Pull Factors)
- No officially consistent data available in India
- 55th round of National Sample Survey estimates 30 million migrant workers
- National Commission for Rural Labour estimates 10 million
- Private Research estimates ~ 120 million
- Few states such as Odisha, Maharashtra & Rajasthan has surveys of migration in few districts.

Migration Corridors and Sectors of Tribal Migrants Involvement

Migration has been one of the major coping mechanisms of tribals to escape the lack of livelihood opportunities in their places of origin. This had created a cardinal gap between the ground realities and policymaking which needs to be bridged.

The study revealed that tribal livelihood migration is increasingly occurring from many states; notably interstate migration from Madhya Pradesh, Jharkhand, Odisha and Chhattisgarh; and mostly intrastate migration in Maharashtra, Telangana and Gujarat.



Migration Corridors & Sector of Migrant's Involvement identified in the Study

Chhattisgarh State Migration Corridors		
Source Districts	Destination States & its districts	Key sectors of Labor Involvement
Koriya, Jaspur, Surguja, Ambikapur	Goa- Panjim Delhi- NCR- Gurgaon, Delhi Jharkhand- Ranchi Telangana- Karimnagar Punjab- Hoshiarpur, Patiala Gujarat- Ahmedabad, Vadodara	Domestic Help, Construction, Agriculture, Fishery, Textile Industry Textile
Odisha State Migration Corridors		
Source Districts	Destination states & its Districts	Key sectors of Labor Involvement
Sundararh, Koinzor, Naupada, Bolangir Kalahandi Bargarh	Delhi- NCR Gurgaon, Delhi Telangana- Karimnagar Goa- Panjim Kerala- Ernakulam Gujarat- Surat, Ahmedabad Maharashtra- Nasik, Mumbai Odisha- Bhubaneshwar, Cuttack and Puri	Bricks making, Construction, Fishery, transportation and in factories such as spinning mills, loaders, Agriculture, Mining and operations, Domestic work, driving, ferry operation and loading
Rajasthan State Migration Corridors		
Source Districts	Destination states & its Districts	Key sectors of Labor Involvement
Udaipur Dungarpur Banswara Chittorgarh Sirohi	Gujarat- Ahmedabad, Surat Maharashtra- Nasik, Aurangabad, Nagpur, Mumbai Kerala- Ernakulum Goa- Panjim, Vasco Delhi-NCR- Gurgaon, Noida, Delhi	Construction, Hotel industry, scrap work, Domestic help, Agriculture, Cotton field
Jharkhand State Migration Corridors		
Source Districts	Destination states & its Districts	Key sectors of Labor Involvement
Ranchi Dhanbad Lohardaga Gumla Hazaribagh, Odisha	New Delhi- NCR- Gurgaon, Delhi Punjab- Patiala, Hoshiarpur Goa- Panjim Maharashtra- Nasik, Mumbai Gujarat- Surat, Ahmedabad	Domestic and Hospitality Sector, Masons or Rickshaw pullers, Brick Kilns, Gardening Textiles, Agriculture Construction
Madhya Pradesh State Migration Corridors		
Source Districts	Destination states & its Districts	Key sectors of Labor Involvement
Jhabua Barvani Dhar	Gujarat- Vadodara, Surat, Ahmedabad Madhya Pradesh- Indore Rajasthan- Kota	Construction workers, brick-kilns, small scale industry, crop harvesting, sugarcane cutting, plantations, rickshaw pulling, domestic work, small hotels and roadside restaurants / tea shops and street vending.
Gujarat State Migration Corridors		
Source Districts	Destination states & its Districts	Key sectors of Labor Involvement
Panchmahal, Aaravali	Gujarat- Ahmedabad, Kallol, Bhuj Gandhidham, Surat, Gandhinagar, Rajkot, Bhavanagar, Maharashtra- Nasik, Mumbai, Shirdi, Thane, Delhi NCR- Delhi, Gurgaon Kerala- Ernakulum	Agriculture, cultivation, Textile industry, Construction Industry, Domestic help, tourism, hotel industry
Maharashtra State Migration Corridors		
Source Districts	Destination states & its Districts	Key sectors of Labor Involvement
Nasik, Nandurbar	Maharashtra- Ahmadnager, Pune, Baramati district Gujarat- Bardoli, Surat, Mandvi, Jalalpore, Hansot Telangana- Hyderabad Andhra Pradesh- Hyderabad	Construction, Garment Industries, Sugar Cane cultivation, Agriculture, Sector, Tourism Construction, Agriculture Construction

Major Reasons of Migration

Livelihood sources- Agriculture and forest products

The various reasons that force tribals to migrate in places where they land up for economic succor. Almost 80% of the tribal population is rural and is mostly dependent on agriculture for livelihood. However, the status of lands and irrigation available in those lands dissuades any form of sustainable agriculture. This makes agriculture a possibility for them only in the few months of monsoon.

Another traditional source of livelihood for tribals has been forest produce and with the Scheduled Tribes and Other Forest Dwellers (Recognition of Forest Rights) Act, 2006 the ownership of forest produce by tribals has got a new impetus. Regardless, most of the forest produce collected by tribals gets sold in local mandis where middlemen buy these products at cheap prices and pocket most of the profits, with the tribals getting very less for their hard work and knowledge of the forest. The local economy is strongly anchored on agriculture and forestry-based activities which have lost their value. Consequently, middlemen have begun filling some of the gap by providing wage employment elsewhere and thus triggering migration. In the process, in order to maintain their hold on the tribals, it was noted that middlemen were pushing hassle-free cash loans and thus maintaining consistent pressure with so called lucrative offers of repayment only through wages. As a result, tribals consistently remained in debt-trap. The middlemen have been elaborately using the informal network backed by local power structure in a clandestine manner. The local administration, given the usual constraints of manpower, is not in a position to monitor the situation and this in turn added more strength to the local middlemen and similar agents operating from outside.

Major schemes of livelihood- Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA) & National Rural Livelihood Mission (NRLM)

This study discovered that there are very little opportunities for sustained work in most of the source states including via schemes and programmes like MNREGA, National Rural Livelihood Mission (NRLM). Although a number of state governments had begun a number of schemes to boost livelihood via MNERGA, the levels of awareness among tribals about these schemes was very poor in all our study areas. In some situation if locals have MNREGA job cards, they were not able to get jobs on regular basis round the month, hence, they prefer to move to other districts in order to earn their livelihood. The payment mode of the MNREGA scheme was also found to be ineffective as most of the workers pointed out that they get delayed wages.

Skill Development Schemes

It was noticed that tribals were not actively included in the biggest skill development schemes of India- Pradhan Mantri Kaushal Vikas Yojana (PMKY) and Deen Dayal Upadhyaya Grameen Kaushalya Yojana. PMKY does not have specific mandate to include ST candidates in the scheme. Deen Dayal Upadhyaya Gramin Kaushal Yojana (DDUGKY) has mandate to include at least 15% SC/ST youth in the scheme, however no data was available for the inclusion of SC/ST population. The scheme is not proactively including tribals in their skill development, which should have special focus for skilling of tribal youth. This exclusion was found due to lack of awareness about the schemes among tribals, high mobility of tribals due to migration, lack of necessary qualifications for the skill courses, and inadequate outreach of training provider agencies for active inclusion of tribals in the schemes.

Social customs and addiction

Number of other issues discovered in the tribal villages that affect their capacity to make a sustained living. High rates of alcoholism is one of the major factors for health problems, deaths, debt and poverty in many tribal households and this is a pertinent issue in multiple tribal states.

Tribals have strong social moorings and consequently strong urge to express the same through social customs. Series of trends were observed in this regard in these states. One phenomenon related to their 'social pride' and social customs was the 'Bhagoriya - Love Festival' of Madhya Pradesh. This and other similar social customs end up in lavish spending since they desire to achieve some kind of social pride by inviting relatives, guest for these activities, and also have to pay heavy bride prize. Even the poor among the stakeholders are sensitized to such kind of social pride. This in turn demands huge expenditure and this is where the middlemen of migration come in handy for them.

Wage Rates

It has been observed during the study that comparatively higher daily wage rate at destination states was major driver of migration. A detail comparative analysis of the minimum wages in construction and agriculture – two biggest labour intensive sector has been performed and it has been evident that people do migrate from less paid states to the better paid states, and within states too from less paid to better paid areas.

For preparing the comparative analysis, the minimum wage rates of source as well as the destination states have been collected and analysed.

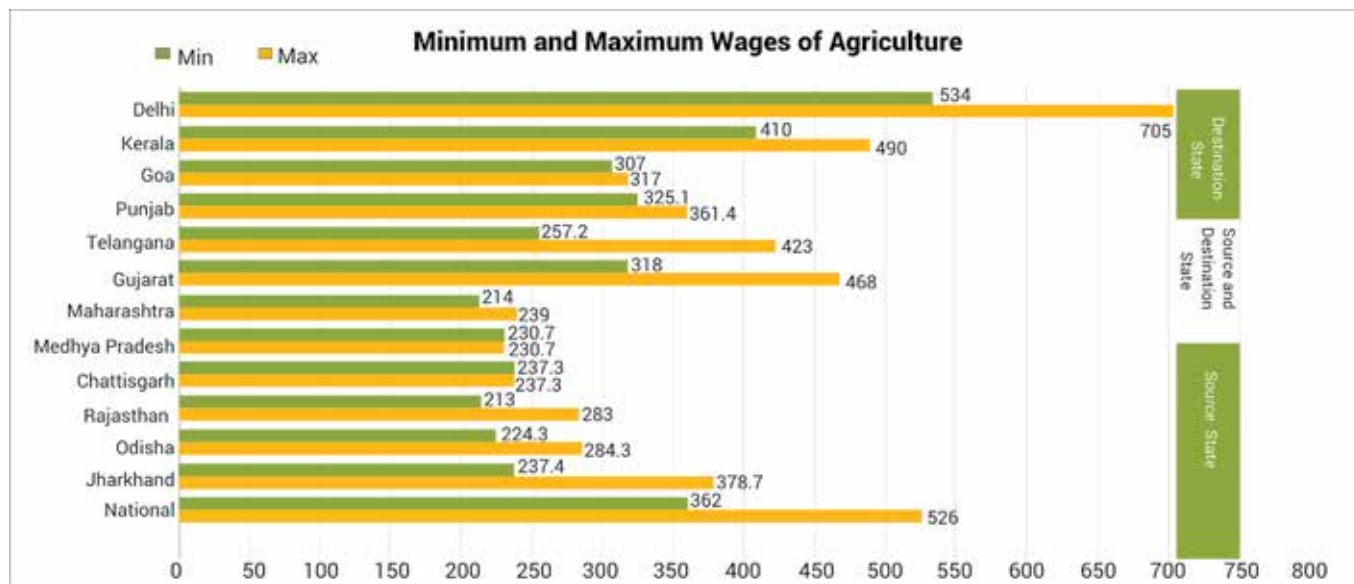


Fig: Graph of Minimum and Maximum Wages of Agriculture workers

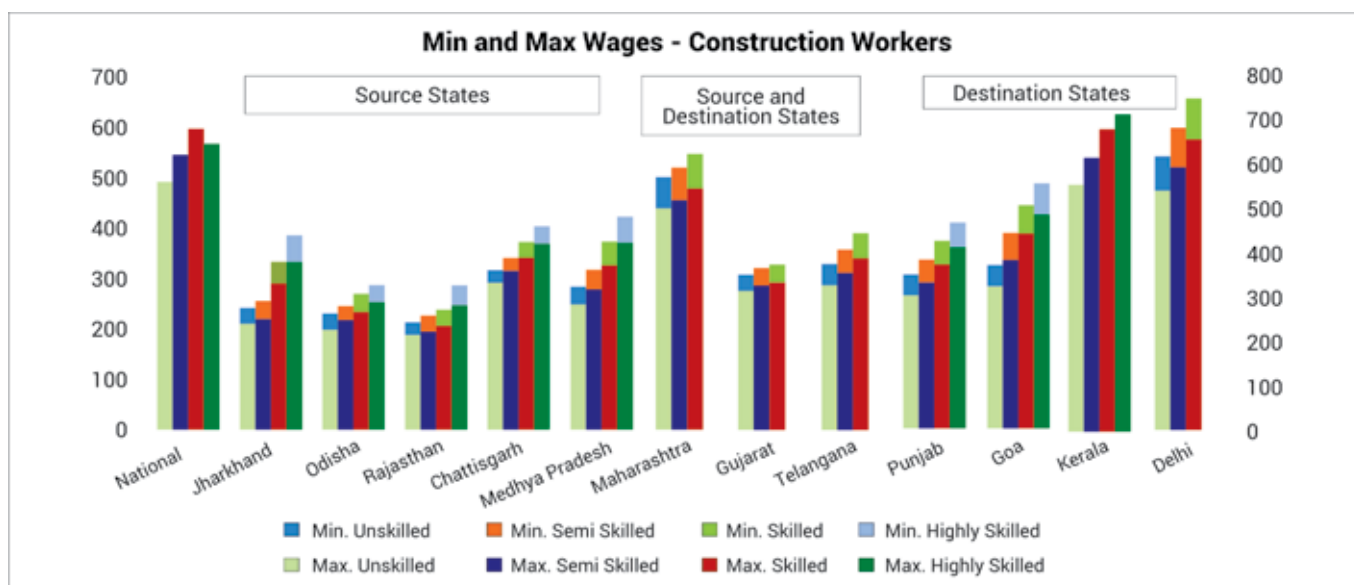


Fig: Comparison of Minimum and Maximum Wages of Construction workers in Source and Destination states

As of today minimum wages varies across different industries in the same state and across states for the same industry. There is significant difference of wage rates among source and destination states.

Kerala is an exceptional State where the wages received under works other than public works is more than double the migrant wage prescribed for agriculture, probably due to Kerala being a labour scare State. As Keralites go abroad in huge numbers looking for better opportunities, the State has no option but to attract migrant labour with higher salaries thereby becoming the one of the favourite destinations for the migrant labour. State like Delhi which is also capital city of country is providing higher rates of wages to its unorganized sector workers, southern-most State of country that is Kerala is attracting productive labour from across the country with very high wages. An unskilled labour in Kerala earns around Rs.600 per day whereas a skilled can demand anything above Rs. 700/- per day. Wages of a carpenter is around three times more in Thiruvananthapuram, Kerala than in Madhya Pradesh's Bhopal. Unskilled men and women labourers in Kerala get wages two and a half times higher than the prevailing wages in Kota and Varanasi.

To conclude, it can be said that the source states like Jharkhand, Chhattisgarh, Odisha and Madhya Pradesh have comparatively lower minimum wage rate than destination states, which is major driver for migration among tribal and non-tribal workers.

It calls for revisions in the minimum wage rates at these source states, which can bring major shift in livelihood of daily wage workers, and may result in substantial local livelihood support for workers.

Existing State Initiatives for Migration Support and Recommendations: Source States

Madhya Pradesh	
State's Initiative	Recommendations
<p>Mission Indradhanush (National Programme for Universal Immunization) in MP has started registration of outgoing migrant families for ensuring active inclusion in mother and child health programme specially immunisation. Registration is done by Anganwadi worker at village level.</p> <p>2. The Migrant Labour Support Programme: The Migrant Labour Support Programme (MLSP) was established by Gramin Vikas Trust with support of DFID, with the objective of to support poor tribal migrants at both source and destination areas, to sustain their agriculture in MP, and in Gujarat, provide information on work availability, negotiation of wages, resolution of unpaid wages and providing identity cards to make migration safer. Currently the program is over and these centres are no more active.</p>	<ol style="list-style-type: none"> 1. Registration of outgoing tribal migrants: Mission Indra Dhanush has initiated registration of out migrating families should be replicated at the state level; for it necessary co-ordination with MP state health department is recommended. 2. Skill development: It is recommended to initiate specific skill development initiative for migrating youth in co-ordination with skill development department 3. Involvement of frontline workers for outreach and handholding activities for better inclusion of migrating tribals. 4. Door-step- delivery of social welfare and protection schemes in villages with high migration rate, which will help to reduce hardship of migrating tribals. 5. Set up dedicated migrant cell for smooth co-ordination among tribal and labour departments of respective states for inter-state co-operation. 6. For Korwa and Gonds tribal pastoralists, there should be proper co-management of forests, common lands and water bodies by the government departments and pastoralists

Rajasthan	
State Initiative	Recommendations
<p>SamajikNyay is implemented by The Department of Social Justice and Empowerment. It focuses on the welfare of the most disadvantaged and marginalized sections of the society i.e. STs— through several national schemes aiming at social, educational and economic empowerment and justice for those communities.</p> <p>Registration of outgoing Migrant families : Labour Department has started registration of outgoing migrant families with the help of NGO and helpline at the village level.</p>	<ol style="list-style-type: none"> 1. Registration of outgoing tribal migrants: Rajasthan Labour department should work with tribal department in convergence manner– to use tribal migrant’s data to provide various schemes in a targeted manner for migrating tribals. Tribal department should initiate specific skill development initiatives for migrating youth in co-ordination with skill development department Involvement of frontline workers is recommended to promote handholding activities for better inclusion of migrating tribals. Door-step- delivery of social welfare and protection schemes in villages with high migration rate, which will help to reduce hardship of migrating tribals. 5. Set up of migration cell: It is recommended to set up dedicated migrant cell in co-ordination with Labour department. It is recommended to Rajasthan tribal research institute for initiating specific research on tribal migration and livelihood issues Specific programmes for inclusion of nomadic herders in natural resource management programmes.
Odisha	
State Initiative	Recommendations
<p>Govt. of Odisha- Action Plan since 2014-15/2018-20 Comprehensive state action plan for migrant workers is started from 14-15, revised plan launched in April 2018. To strengthen tracking migrant workers at GP level and ensure linkage with livelihood initiatives and welfare schemes. They have operationalize ShramikSahayata Toll Free Help Line in Labour Directorate, Bhubaneswar. Help desks are set up in Telangana, Delhi, Karnataka, Andhra Pradesh, Tamil Nadu</p>	<ol style="list-style-type: none"> 1. Migration support cell: Odisha Labour department has set up migration support action plan to address interstate migration from 11 districts of Odisha. Currently the cell is focused on voluntary registration of out migrants and rescue and rehabilitation of migrant workers, it should be extended to provide other support services that facilitate safer migration. SC/ST department to work in co-ordination and convergence with labour department to sharpen focus on tribal migration - for strengthening livelihood Strengthening of MNERGA to increase active job card holders, and assured jobs at local level Convergence of entrepreneurship schemes for tribals with Labour department, so that identified migrating tribal families can be targeted for benefit of schemes. Skill gap analysis and tailor-made skill development programs are recommended to promote local self-employment opportunities Odisha SC/ST research institute for initiating specific research on tribal migration and livelihood issues Odisha Alcoholism state policy is emerging need, as major public health hazard in tribal villages. It is recommended to Tribal department to work with health department to ensure formation of necessary policy.

Chhattisgarh	
State Initiative	Recommendations
<p>A Memorandum of Understanding has been signed between Uttar Pradesh, Jharkhand, Chhattisgarh, Bihar and MoLE (Feb 2013) to promote interstate coordination for protection of migrant workers.</p> <p>Skilling of Tribals in Chhattisgarh Tribal Department has begun providing budget to Skill Development Department. But, there is no technical coordination between the two departments in terms of need assessment of tribal youth, local market assessment for job opportunities, follow-up after training and placement.</p>	<ol style="list-style-type: none"> 1. Registration of migrants: Registration of outgoing tribals at village level. 2. Migration support cell: There should be cell for inter-state coordination to address interstate migration with reference to existing MOU. 3. Skill Development of Tribal: Skill gap analysis and tailor-made skill development programs for migrating tribal youth to promote local self-employment/employment opportunities. 4. Door-step- delivery of social welfare and protection schemes in villages with high migration rate, which will help to reduce hardship of migrating tribals. 5. Chhattisgarh SC/ST research institute for initiating specific research on tribal migration and livelihood issues. 6. The state government should work to ensure enrolment of pastoralists in all national and state welfare programmes
Jharkhand	
State Initiative	Recommendations
<p>Emergency services and other support for minor migrants in Jharkhand and Delhi specially trafficking victims.</p> <p>Anti-human trafficking units have been set up in Jharkhand's tribal majority districts such as Ranchi, Khunti, Gumla, Lohardaga, Simdega, Chaibasa, Dumka and Palamu to stop incidents of human trafficking</p> <p>The Jharkhand state' labour department has introduced an initiative of Red and Green cards for migrants in Jharkhand which has range of services including life insurance, emergency support services etc.</p>	<ol style="list-style-type: none"> 1. Registration of migrants: Registration of tribals migrants at village level through SHG federations 2. Migration support cell: There should be inter-state coordination to address interstate migration from Jharkhand. 3. Skill gap analysis and tailor-made skill development programs for migrating tribal youth to promote local self-employment/employment opportunities. 4. Convergence of entrepreneurship schemes for tribals especially among Jharkhand state tribal finance corporation, and Jharkraft. 5. Door-step- delivery of social welfare and protection schemes in villages with high migration rate, which will help to reduce hardship of migrating tribals. 6. Jharkhand Alcoholism state policy is emerging as major public health hazard in tribal villages. It is recommended to Tribal department to work with health department to ensure formation of necessary policy. 7. It is also recommended to Jharkhand tribal research institute for initiating specific research on tribal migration and livelihood issues. 8. The pastoralist should be properly and systematically enumerated and measure their economic contribution, to facilitate inter-district / State coordination for their safe movement, and access to welfare rights across borders

State Initiatives for Migration Support and Recommendations : Destination States

Kerala	
State Initiative	Recommendations
<p>Kerala Migrant workers welfare programme</p> <p>Kerala migrant's welfare programme is a social security scheme for the migrant workers. It is a target group specific social security schemes for the migrant workers, however reach of the scheme is not clear. Several steps are being undertaken to bring more migrants under the safety net of the scheme</p> <p>The healthcare scheme, Awaaz: The scheme is for workers in the 18-60 years age group. The registered members under the scheme can get treatment at government and empaneled hospitals as well as covered for accident and life insurance cover</p>	<p>Strengthening of Kerala Migrant welfare Board: It is recommended to Kerala SC/ST department to work in co-ordination with Labour department to sharpen focus on tribal migrants in the existing Kerala migrant welfare board.</p> <p>Below activities are recommended under the aegis of proposed board-</p> <ol style="list-style-type: none"> 1. Inter-state coordination specially with source states' Labour and Tribal department 2. Proper mechanism of registration of migrants and set up of migration data unit. 3. Special strategies of information, education and communication (IEC) in the local languages of migrants to avail the existing services 4. The board should also aid in providing identity documents to migrants 5. The welfare board should assist in strengthening and/or setting up district migrant information centres 6. There should be establishment of 24*7 helpline for migrant workers 7. A yearly audit of the contractors employing the migrants should be done.
Punjab	
State Initiative	Recommendations
<p>Punjab Migrant Welfare Board</p> <p>Punjab is the first state in the country that constituted the board for the welfare of migrant labourers coming in Punjab from other states. The board was supposedly built to look after the rights and interests of migrant labours. However, this board has almost now merged with the Punjab Labour Welfare Board. There are no special activities for migrant workers as planned through this board.</p>	<p>Setting up of the Migrant welfare board: Punjab Welfare Department to work with Labour department to strengthen existing migrant welfare board. Punjab is first state of India to form such board, but it is not functional.</p> <p>Below activities are recommended under the aegis of migrant welfare board</p> <ol style="list-style-type: none"> 1. Institutional mechanisms for inter-state coordination specially with source states' Labour and Tribal department 2. The welfare board should adopt an approach that will defines the roles and responsibilities of the state and employers of workers for better protection of rights of workers. 3. The board should also ensure proper accessibility and portability of social security schemes. 4. Providing identity documents to migrants 5. Targeted registration of workers for inclusion in existing schemes 6. It is also recommended to establish 24*7 helpline for migrant workers 7. A yearly audit of the contractors employing the migrants should be done.

Goa	
State Initiative	Recommendations
<p>No specific measures for migrant workers. But below two measures are utilized by the state to ensure migrant workers' rights.</p> <p>1. Legal Measures The Inter State Migrant Workmen Act of 1979, the Contract Labour (Regulation & abolition) Act, 1970 and Goa, Daman and Diu Inter State Migrant Workmen Rules 1982 -are laws which provides protection to migrants. The 1979 Act provides for registration of all contractors who employed five or more inter-state migrants on any day of the preceding twelve months.</p> <p>2. Construction Workers' Welfare Board Labour department has started an initiative of keeping records of construction sites and construction workers. A register is maintained for all the construction workers since 2015 onwards, but they could not register more than 3000 migrant workers in the board.</p>	<p>1. Setting up of Migrant welfare Board: Goa SC/ST department to work with Goa Labour Department, to set up migrant worker welfare board on the basis of Kerala migrant welfare board. Ministry of Tribal Affairs involvement is important for co-ordination with Goa government.</p> <p>Below activities are recommended under the aegis of proposed board-</p> <ol style="list-style-type: none"> 1. Strategies for targeted inclusion of migrant workers in construction welfare board and other schemes for unorganized sector workers 2. The welfare board should also provide social security coverage to fishermen in Goa, they are not covered in any social security coverage either by their home states or Goa state government. 3. There should be interstate collaboration among Goa and other states, mainly Jharkhand and Odisha- major migrant sending states. 4. The migrant welfare board should ensure accessibility and portability of social security schemes. 5. The board should also aid in establishing a helpline for migrant workers 6. A yearly audit of the contractors employing the migrants should be done which should be scrutinized further by legislature, and in case of any fallacy strict penalty should be imposed on the said contractors. Going by the Citizen Charter, a portal should be created disseminating information on the contractors and the migrants employed by them.
Delhi-NCR	
State Initiative	Recommendations
<p>There are no specific initiatives by Delhi-NCR government for migrants. However few states have set up support cells for their respective migrants.</p> <p>1. Jharkhand Bhawan initiative with Save the Children: The concerned department has set up a State Resource Centre in Delhi under the administration of the Jharkhand Bhawan. It is built to strengthen the interstate coordination mechanism on restoration of trafficked children and it also deals with the grievances support to the migrant's children.</p> <p>2. Odisha Help Desk: Labour Department, Odisha has initiated state action plan to address out-labour migration from Odisha. Odisha Labour Help Desk is set up in Odisha Bhavna at Delhi.</p> <p>3. Bihar Initiative Bihar Migrant Resource Centre (BMRC), which seeks to address the needs of migrants in Gurgaon.</p>	<p>Migrant Welfare Board: Delhi and Haryana Labour Department, to set up migrant worker welfare board for Delhi and Haryana on the basis of Kerala migrant welfare board, with sharp focus for SC/ST migrants. MoTA has major advocacy role to play for set up of this board</p> <p>Below activities are recommended under the aegis of proposed board -</p> <ol style="list-style-type: none"> 1 To establish institutional mechanisms for inter-state coordination specially with Source States' Labour and Tribal department 2. The welfare board should adopt approach for better protection of rights of workers that defines the roles and responsibilities of the state and employers of workers 3. The migrant welfare board should also ensure access and portability of social security schemes. 4. The migrant welfare board should help the migrants in providing identity documents to migrants. 5. Target registration of workers for existing schemes like Building and other construction worker's welfare board, other schemes for unorganized sector workers 6. Migrant welfare board should aid in strengthening and/or setting up district migrant information centres 7. The board should also assist in establishing a helpline for migrant workers 8. A yearly audit of the contractors employing the migrants should be done 9. Inclusion of migrants in various skill development programmes

States Initiatives for Migration Support and Recommendations: Source and Destination state

Telangana	
State Initiative	Recommendations
<p>CM ST Entrepreneurship & Innovation Scheme: The Government of Telangana have issued orders together with operational guidelines for implementation of the scheme to cover (100) prospective tribal entrepreneurs with the facilitation of Telangana Incubation Center for Tribal Entrepreneurs (TICTE).</p> <p>Initiatives for migrants in Telangana: Odisha to Telangana Livelihood Migration Pilot initiative to address Odiya Migrants in Telangana: A help desk is set up in Hyderabad in 2017 by Odisha and Telangana labour department through a MOU. The help desk works towards rescue and rehabilitation of Odiya migrant workers</p> <p>Enrolment of Workers under Building and Other Construction Workers Act: In 2017, out of over 15,000 workers barely about 1000 could be registered under this act. This is primarily due to the manual process of filling out forms and getting them authenticated by the Labour Inspectors.</p> <p>Bank Accounts and Financial Inclusion: Majority of the tribal people now have bank accounts after the success of the Jan Dhan Yojana Scheme. However, the numbers are still to be verified. Owners the perception is that they would be willing to pay directly into the accounts of the workers. The workers however have an issue with this that is primarily the hassle and time involved in accessing a bank and withdrawing cash. A way around this is to ensure that sufficient numbers of Micro-ATMs are available which can disburse cash at their work-site</p>	<p>Recommendations as source state</p> <ol style="list-style-type: none"> 1. To Strengthen the Implementation Provisions of the SC & ST Special Development Fund Act: Funds are channeled to the various departments based on a needs assessment that is in a sense participatory and bottom up. However, the statement of utilization of funds by the various line departments is taken at face value and is not subject to serious scrutiny. 2. Categorization of STs: One of the major issues identified has been the dominance of Lambadas in matters concerning reservation, sources report that close to 90% of the categorization benefit goes to Lambadas. To counter this there is only feasible way is to introduce a categorization. The backwardness of the various tribes could be arrived at based on the 2011 Socio-economic and Caste Survey and appropriate weightages used to determine the quantum of reservation for each Category. 3. Individual Rights under the Right of first refusal (RoFR) – provision of non-traditional forest dwellers to be extended to ST: There is a provision under the Forest Rights Act that non-traditional forest dwellers need to prove that that they have been living in the area and in possession of the land for 75 years. STs not only are not subject to this provision, but they are also free to purchase lands in these areas. This has led to a large-scale take-over of tribal lands by one particular tribe. Therefore, there is a need to examine RoFRpattas already issued through this lens. 4. Recognition of MuriaGonds (GuttiKoyas) as Internally Displaced People: The pitiable plight of the MuriaGonds living in Telangana has been substantially documented over the last ten years or more. There is an apprehension that if they are given recognition as STs in Telangana it may lead to an uncontrolled influx into the state. A suggestion that has been made is that they should be recognized as Internally Displaced People by the Union Government and policies and schemes put in place so that they are not left behind and marginalized. 5. Steps to ensure to Set up grievance and redressal mechanisms along the migratory routes in every district they pass within the state

	<p>Recommendations as Destination:</p> <ol style="list-style-type: none"> 1. State Interstate Migrant Workmen’s Act – Involvement of Union Labour/Tribal Ministry. There is a large seasonal migration from Odisha to Telangana of contract workers who come with their families and work in brick-kilns. Close to 50% of them belong to the STs. There have been sporadic attempts by the Labour Department of both states to intervene in the situation and there is also an MoU that has been signed. But the efforts have not been sustainable largely due to a lack of co-ordination and a reluctance to set aside resources for this purpose. A help-line and an office have been inaugurated in Hyderabad over a year ago but still have to become functional. The SC/ST department and Labour department of both states needs to work in greater co-ordination to ensure tribal specific focus in this initiative. The Ministries of the Union Government MoTA and MoLE need to be involved in such promising initiatives to ensure that they reach their logical conclusions and the lessons learnt can be taken to other states. 2. There are number of issues pertaining to tribal communities that involve more than one state. the Polavaram project out sees; seasonal migration from Odisha; and the GuttiKoyas from Chhattisgarh to cite a few instances. In such cases the involvement of the MoTA would be of great help and a mechanism should be developed for this in co-ordination with Telangana, Odisha and Chhattisgarh SC/ST and labour department.
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Gujarat

State Initiative	Recommendations
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<p>Urban Health programme for migrants: Gujrat state had India’s first urban health programme, to address health needs of migrants. The senior official of their urban health society mentioned that had they had initiated rapid mapping of all kind of migrants in the city every month, and they tap this population for Mother and Child Health and other health care via strong outreach activities at all migrant locations such as unofficial slums, footpaths, residential camps provide by construction companies or industries for their migrant worker employees. They do not make any discrimination in outreach services among local and migrant groups. No specific programs to address social security for migrants.</p>	<p>Recommendations as Source level:</p> <p>It is recommended to increase employability of tribal youth the following steps are recommended to ST/ST department, which may help to reduce migration of tribals :</p> <ol style="list-style-type: none"> a. Improve government and not for profit partnerships in tribal districts for skilling them. b. A drive on career counselling should be taken up by ITI’s for tribal youth c. SC/ST department in co-ordination with labour department should work with local industries to absorb tribal youth and give them on the job training <p>Recommendations as destination level:</p> <ol style="list-style-type: none"> 1. Setting up of Migrant welfare board: Gujarat SC/ST department to work with Labour Department, to set up migrant worker welfare board on the basis of Kerala migrant welfare board. <p>Below activities are recommended under the aegis of proposed board</p> <ol style="list-style-type: none"> 1. Innovative strategies for targeted inclusion of migrant workers in construction welfare board and other schemes for unorganized sector workers 2. Provision of proper interstate collaboration among Gujarat and other states. 3. Ensure accessibility and portability of social security schemes. 4. There should be establishment of 24*7 helpline for migrant workers 5. A yearly audit of the contractors employing the migrants should be done.
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Maharashtra	
State Initiative	Recommendations
<p>Tribal Migration Research and Resource Centre</p> <p>Tribal department has initiated specific tribal migration support project with central assistance. Set up of a dedicated 'Tribal Migration Research and Resource centre', which addresses tribal migration at destination and source end. However, it is pilot in only Nasik district and needs to be replicated in other migration prone districts of Maharashtra.</p>	<p>Recommendations as Source level:</p> <ol style="list-style-type: none"> 1. Regular registration of out migrant families at panchayat level 2. Door-step- delivery of social welfare and protection schemes in villages with high migration rate 3. Proper linkages and stronger co-ordination with MNERGA scheme and panchayat level labour, to create sustainable local job opportunities that can reduce migration. 4. Tribal Skill development portfolio is managed by Tribal Research & Training Institute (TRTI), Pune. However, Skill gap analysis, tailor-made skill development programs and local market research for entrepreneurship development is recommended with regional focus (6 tribal regions of Maharashtra) on migrant tribal youth. 5. Strong co-ordination of Tribal department with Zila Parishad and water management department for implementation of existing schemes for drinking water and agriculture development. 6. TRTI, Pune to initiate specific research on tribal migration and livelihood issues. <p>Recommendations as destination level:</p> <ol style="list-style-type: none"> 1. Positive facilitation for tribal migrants is recommended at village as well at destination level 2. Institutional framework to address multiple needs of tribal migrants at source and destination 3. Replication of existing tribal migration project in Nasik, as It has generated migration data for more informed programs and policies. 4. Set up migrant worker welfare board on the basis of Kerala migrant welfare board. 5. It is recommended to Tribal department to actively engage Labour department to develop interstate co-ordination with the states.

Gap Assessment at Source States

It was noticed that the some pilot mechanisms were functional to quite an extent in most source states. However, the extraordinary situation of migration in these states demands more robust and contemporary institutional mechanisms. The absence of such mechanisms has been leading to several bottlenecks while ensuring the outreach of administration to reach the tribals. Three broad streams of constraints in the institutional mechanisms were observed.

The first stream of causes basically pertains to labour related issues. It is evident that extraordinary situation of migration has been prevailing in these states for many years now. As a response, in most states labour departments have had very limited engagement with migrants or were working on "halting human trafficking" mode. Of late, in some source states institutional mechanisms are being instituted to protect and support migrant workers such as voluntary registration of outgoing families in 4 blocks of Odisha along with necessary legal support in case of exploitation cases, and migration support activities at panchayat level in Nasik district of Maharashtra to ensure legal support and job linkages.

In the existing system, Jharkhand and Chhattisgarh have anti trafficking units to combat trafficking of minor girls. But, the institutional mechanisms in place for this are quite inadequate. The inadequacy of staff has been leading to poor supervision of migration trends in the states, particularly in labour and tribal development

department. It is noticed that there is no adequate outreach staff in both departments. Generally tribal department had one inspector at block level, while labour department has one inspector at district level to deliver their schemes. Such lack of monitoring has become the breeding ground for middlemen to thrive on the situation and entrap migrants.

The second stream of causal factors is once again the inadequate staff and institutions to deal with administration of development programmes. Tribals in source states are not able to gain sufficient income from the agriculture and allied sector and their attention is usually on the relief from the administration in terms of development programmes in vogue. However, the inadequacy of staff and absence of institutions (especially CBOs) is leading to inadequate assistance to the tribals. Among the main development programmes, the MNREGA, State Rural Livelihood Mission and skill development mission are supposed to be prime source of assistance to prevent the tribals from migrating. However, in practice this is not happening. For example, it was noticed that in skill development schemes, tribals were not actively included. This was due to the high mobility of migrating tribals, lack of necessary qualifications for the courses, or lack of awareness among tribals and adequate outreach of service providers towards tribals. It was also noted during the study that tribals were not able to access various other development schemes due to lack of awareness, long tedious paper work and processes to avail the benefits of schemes, and absence of handholding assistance during the process. Lack of specific and enlarged focus on these primary development interventions resulted in the tribals looking for external sources of livelihood and thus turning towards migration.

The third stream of causes in this regard pertains to welfare programmes. In this arena too, inadequate institutional mechanisms are leading to lack of adequate support and security to the tribals.

Lack of statistical data is another big impediment to develop strategies to work on the issues of migration. Almost none of the states have any data on migration, with exception of Odisha and Maharashtra state, who recently began voluntary registration of outgoing migrants in few blocks. Central repository on migration data will be essential to develop long term strategies on migration.

The local administration, given the usual constraints of manpower, is not in a position to monitor the situation and this in turn adds more strength to the local middlemen and those agents operating from outside. What is needed is creating monitoring mechanism and penetration of existing schemes through active outreach and handholding assistance through existing network of village level workers such as Gram Rajgar Sevak, health workers, or other volunteers which are exist in different states such as in Jharkhand, network of 30,000 peer workers exist for CM's initiative on livelihood (Jharkraft), or sharmikmitra network available in Madhya Pradesh.



Gaps Assessment at Destination States

After reaching the destination areas for livelihood, tribals face a number of vulnerabilities related to their identity, livelihood, living, health, education, finances, legal protection etc. with absent, limited or varying support from their source and destination states. The most common forms of vulnerability involve exploitation for wages, lack of insurance or compensation, lack of any social security support from source or destination states, lack of recourse to any legal action in the event of any dispute, discrimination vis-à-vis the local workforce, treatment as outsiders by local people and system etc. In some extreme cases, exploitation takes the form of human trafficking for sexual reasons, child labour, slave labour, loss of life or limb due to occupational hazards etc. This is in addition to all the hardships they face in terms of finding appropriate and adequate place to live and availing basic services such as health and education. All these hardships deter women and children from migrating most of the time. It is mostly young tribal boys and men who are able to face these hardships and it is this sub-section of the tribal population that most commonly migrates. However, tribal girls and women migrate with the aid of agents or middlemen mostly to cities for doing household work as domestic workers.

In all the destination states that were covered in this study, it was noticed that with the exception of a few states, most states did not provide anything in terms of social security or government support to migrants from other states. A simple reason for this is that the migrant workers did not count as voters of the destination state and hence there was no political will to provide anything to the migrants. Most of the time it was the employers who took care of the needs of the workers and provided them support in times of emergency and need. This is in spite of the state government's knowledge that without the migrant workers that could be serious consequences for the economy of the state e.g. the fishery sector in Goa will shut down completely if tribal youth from Jharkhand and Odisha did not show up for work every year.

Some states though had taken some steps for the welfare of migrant workers, such as Kerala, Gujarat, Telangana and to some extent in Delhi and Maharashtra. However, such steps have been slowly implemented and provide moderate to bare minimum support to migrants. In Kerala, where migrant labour is absolutely essential for all unskilled and semi-skilled jobs, maximum steps have been taken to support migrant workers. Gujarat and Telangana have strong systems and in some of those migrants benefit too. Destination states such as Maharashtra and Delhi notably haven't taken enough initiatives in helping out migrants in spite of being some of the highest receiving states in the country. This boils down to political will, which is lacking, since most of the destination states are relatively richer states with ample resources to spare for migrants.

However, it is clear that tribal migration is very much a reality and every step must be taken at destination levels to reduce distress of tribals and facilitate migration by providing as much security to the migrants as possible. Destination states need to come up with some proactive resourcefulness and strategy so that migrants are not treated only as outsiders and a threat in these states. In this the role played by source states cannot be overstated. Just like the steps taken by Odisha, Jharkhand and Chhattisgarh in creating MoUs with destination states and related steps, all source states must create mechanisms to support migrants from their states e.g. setting up of Migration Resource Centres (MRCs). Source states must create mechanisms for national portability of source states security schemes which is quite possible now with Adhaar linkage. For this political will is needed in source states which have to take the first and most bold steps to ensure the welfare of their own state citizens.

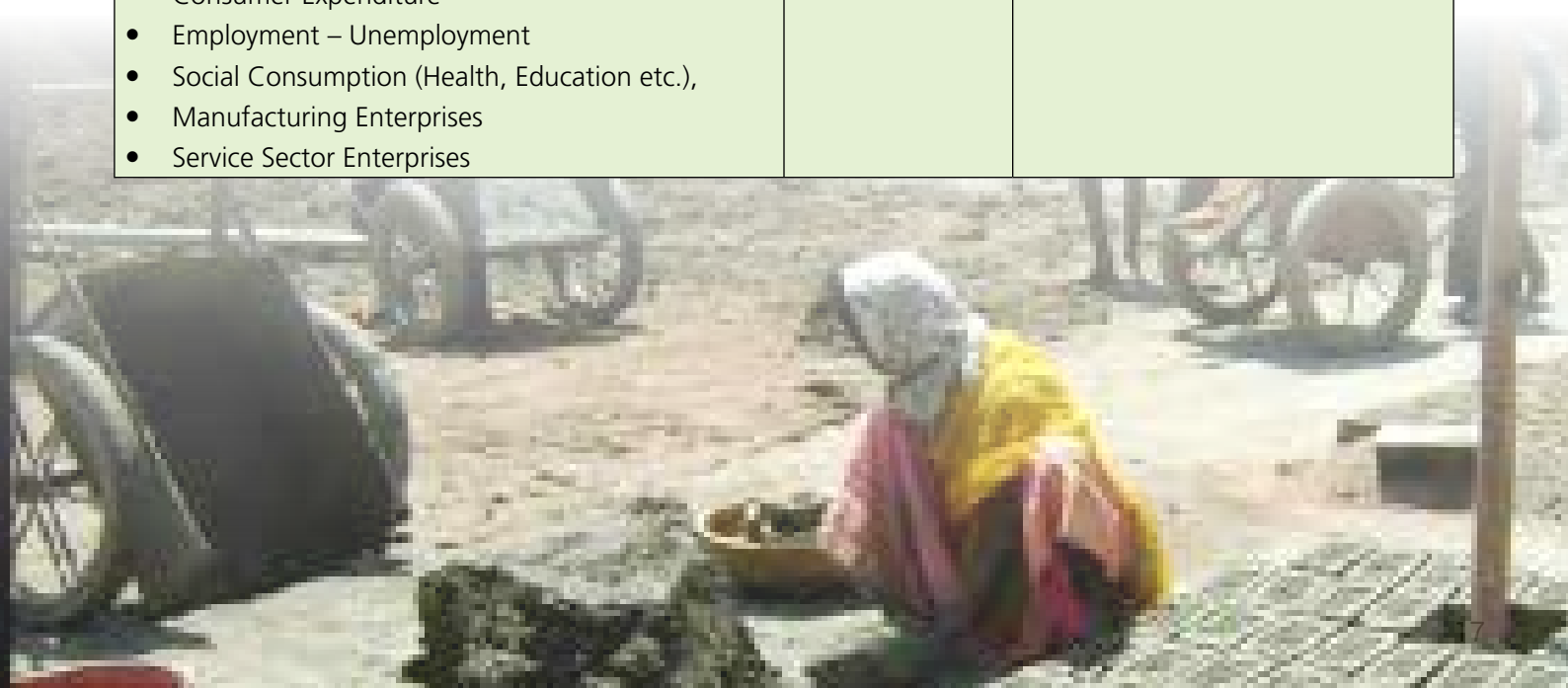


Gaps Assessment at National Level

The study has highlighted some key challenges in addressing tribal migrants' issues at national level in India. The study showed that one of the serious constraints in framing an effective policy response to tribal migration is lack of credible data on migration. Currently none of the official surveys capture migration specific data. All study participants, including policy makers, researchers and those from civil societies were of the same opinion about this aspect.

Existing national surveys and the current gaps are captured in the below table:

Existing Survey in India	Governing Bodies	Current data Gap in the Survey
<p>The National Family Health Survey (NFHS): a large-scale, multi-round survey conducted in a representative sample of households throughout India.</p> <p>The survey provides information on:</p> <ul style="list-style-type: none"> • Fertility infant and child mortality • The practice of family planning • Maternal and child health • Reproductive health • Nutrition and anemia • Utilization and quality of health and family planning services. 	<p>Ministry of Health and Family Welfare: National Family Health Survey (NFHS)</p>	<p>1. Migration specific questions/ variables are not captured in NFHS such as - residential status , duration of migration, length of stay etc.</p> <p>These missing questions leads to lack of data on internal migration and utilization of diseases or health specific services by migrants</p>
<p>Census: The population enumeration survey in every 10 years, the survey is generally conducted between 9 and 28 February.</p>	<p>Ministry of Home Affairs, Registrar General of India</p>	<p>9-28 February is season of migration, in this period, majority of migrants are not available at their native places due to migration. The survey officials generally do not cover temporary migrants at destination towns/cities in the survey migrant's and hence they missed out from the enumeration</p>
<p>National Sample Survey: A large scale sample surveys, data are collected through nation-wide household surveys on various socio-economic subjects, Annual Survey of Industries (ASI), etc.</p> <p>The surveys is are carried out once in 5 years on:</p> <ul style="list-style-type: none"> • Consumer Expenditure • Employment – Unemployment • Social Consumption (Health, Education etc.), • Manufacturing Enterprises • Service Sector Enterprises 	<p>Ministry of Statistics and Programme Implementation</p>	<p>A National Sample Survey do not capture statistics of migrants working in all sectors of informal economy as labourers.</p>



2. Gaps In Social Security Support For Tribal Migrants :

The study has shown that tribal migration is an emerging and important issue in India that needs policy level attention to ensure overall wellbeing of migrants. Currently, India has no structural policies or programmes targeting tribal and non-tribal migrants. This segment of the population faces exclusion from the various mainstream programmes. Taking into account the mobility patterns of migrants, universal access to health and social security would be necessary step; but the challenge towards it was mainly indicated by various policy makers was the absence of a national identification mechanism, that can provide one single data source of all citizens across India, that can be useful for tracking tribal and non-tribal migrants and their access to public services and can create portability of services. A system of unique identification number (AADHAR) that is being introduced presently could provide the solution to overcome this problem in India. There is a pilot done by Unique Identification Authority of India (UIDAI) with an NGO Disha Foundation, Nasik to enrol migrant workers for the registration. Efforts were also made to explore if the AADHAR number can be linked with easy access to health, food security and other basic services. During pilot, migrants were enrolled, but nothing further was done to build the portability of services. The Indian government's ambition to enrol every citizen of India and link all services/bank accounts/cell phone numbers to AADHAR, AADHAR still has a great potential to create portability of services.

Table below describes various schemes/Programmes implemented by various ministries, current gaps and emerging need of certain reforms in those programmes.

Current Issues/ Gaps	Emerging Need of reform	Suggested Action	Existing available policy framework /Programmes	Responsible Ministry
No institutional mechanism available to offer access to basic health care and social security services to migrants	To create an institutional mechanism that can offer migrants access to health and social security across state borders	Mobility card/migration certificate will be issued to migrating tribal, that can be accepted by respective government agencies to offer their programs to migrants in different states	Not available	Ministry of Tribal Affairs (Nodal ministry) Ministry of Panchayat Raj Institution (Implementation Ministry)
Currently there are no specific migration support initiative at state level	Initiate State specific migration support program by state tribal development/ welfare departments	<ol style="list-style-type: none"> 1. Set up of migration resource centres at Block/Panchayat level. 2. Assisting migrating families in targeted manner 3. Developing mechanism to address basic and social security needs of migrants 3. Formation of Inter-district, state level and inter-state migration management bodies in migration corridors 	Tribal Sub plan at state level, meant for development of tribal welfare	Tribal Development/ Welfare Department of Schedule V and North East States
No special health programmes available for migrant population	Special measures to address health needs of migrants	<ul style="list-style-type: none"> • Universal coverage of all health programs including health insurance for tribal migrants • Devise "Tracking strategies", for improving health outcomes of tribal migrants. 	National Urban Health Mission Creating migrant specific guidelines	Ministry of Health and Family Welfare

Access to social security programmes is linked with state citizenship. Hence there is no portability of these programmes	Developing Portability of public distribution schemes including subsidised ration during migration	Constructing portability of PDS services for tribal migrant workers across state borders, Implementation of National Ration Card	Government resolutions available for similar arrangement in Maharashtra and Andhra Pradesh states	Ministry of Consumer Affairs, Food and Public Distribution
	Developing Portability of ICDS	Portability of ICDS services for tribal migrants across states in India	Central government's directives for inclusion of migrants in ICDS services	Ministry of Women and Child Development
	To create access to skill enhancement for better wages among migrants	Customized skill training to develop special mechanisms to reach these underprivileged youth, Set-up for skill building and job placements through the Migration Resource Centres.	National Skill Mission	Ministry of Skill Development and Entrepreneurship
	Developing Portability of education for migrant children	To create sustainable and concrete measures under- "Right to education Act" Rigorous mapping of migrant children, and arrangement of teachers in local languages in destination locations	Right to Education Act 2009	Department of School, Education and Literacy, Ministry of Human Resource Development
There are no dedicated housing/shelter facilities for migrants	To create shelter facilities for migrants at destination locations	Address issues of night shelters, short-stay homes and seasonal accommodation of migrant workers in cities Enable systems to set up temporary shelter with basic amenities for tribal migrants	Supreme Court Guideline for shelter for urban homeless population 2010	Ministry of Urban development, Housing, and Urban Poverty Alleviation
Migrant workers are vulnerable and face exploitations at workplace	To create efficient legal response for migrant workers	Legal awareness for migrants Set up of Grievances Handling cell, and Fast tracking legal response for cases of trafficking, minimum wage violation, abuse and accidents at workplace for migrant workers	The Legal Services Authorities Act, 1987	National Legal Services Authority (NALSA)

National level recommendations

It is recommended MoTA to act as enabler for the below mentioned initiatives at national level:

1. Creating dedicated National Level Resource Centre for Tribal Migration Management:

A dedicated national level resource center should be set up to provide technical assistance to state tribal departments for the formulation of state level tribal migration programmes.

Reliable data on tribal migration from village level and higher is absolutely essential to enable this.

2. Advocacy on social protection for tribal migrants

MoTA's active advocacy and co-ordination is recommended with various ministries to set up and strengthen institutional mechanism to ensure social protection of tribal migrants at source and destination states.

National Key Line Ministries	Recommendations for Immediate Action
Ministry of Health and Family Welfare	To incorporate separate livelihood migration specific variables in the National Family Health Survey Targeted inclusion of migrant tribal in urban health programs, Universal coverage of health programmes, Ayushman Bharat scheme, ESI hospitals
National Family Health Survey (NFHS)	It is recommended to incorporate separate category of tribal migrants in the sample selection process of NFHS. Migration specific variables are recommended in NFHS such as migration duration and residential status (anytime between one month to twelve months), length of stay, and access to diseases specific health services.
Ministry of Home Affairs, Registrar General of India	The census office is requested to include migration specific variables in census survey such as migration reasons, detail categories of migration reasons such as labour migration, skilled or unskilled, sector of migration, length of migration (even shortest length of stay ranging between one to two weeks should be covered), destination details of migrants, main occupation during their migration, income earned out of migration (remittance), remittance utilisation, access to various social security programs during migration, impact of migration at source as well at destination areas.
Ministry of Statistics and Programme Implementation	A special round of National Sample Survey is highly recommended to capture statistics of tribal migrant population working in all sectors of informal economy as labourers. Their even shortest migration duration period should also be captured which ranges between one to two weeks. The suggested variables should include in the survey questionnaire are- migration reasons, length of migration, skills and main occupation during their migration, income, and access to various social security programs during migration, impact of migration at source as well at destination areas.
Ministry of Housing and Urban Affairs	Priority to be given to migrated tribal for access to temporary shelters/ Basic amenities set up by respective local bodies.
Ministry of Human Resource Development, Department of School Education and Literacy	Mapping of tribal migrant children in cities for mainstreaming in education. Local language teacher should be arranged while for mainstreaming migrant children in education alongwith system of portability of enrolment in schools.
Ministry of Women and Child Development	Implementation of the Supreme Court Guideline for portability of ICDS services for tribal migrants at destination locations across states.

National Legal services Authority (NALSA)	National Legal Services Authority (NALSA) to extend their support towards fast tracking legal response which can strengthen capacities of tribals to access their rights and entitlements before and during their migration. Replication of successful NALSA's Maharashtra state- Nasik chapter, Tribal Development Department, and an NGO Disha foundation model in other States to ensure similar legal aid and support to tribal migrant workers.
Ministry of Consumer Affairs, Food and Public Distribution	Portability of Public Distribution System (PDS) for tribal migrant workers both within the State and also across State borders, since majority of tribals are migrating across states within India. Enforcement of 'national ration card' or migrants.
Ministry of Rural Development	MoRD to initiate out migration data at village level before and during before and during their migration towards cities, and ensure the benefits to these families in order to reduce their distress migration through awareness campaigns in MNERGA. Deen Dayal Upadhyaya Gramin Kaushal Yojana (DDUGKY) largest scheme for skill development has mandate to include at least 15% SC/ST youth in the scheme, however no data available for the inclusion of S/ST population. The scheme is not proactively including tribals in their skill development, which should have special focus for skilling of tribal youth
Ministry of Panchayat Raj Institutions	To extend the benefits of programme and policies for migrating tribal families, MoPRI is requested to consider to ensure panchayat level mandatory registration of the migrants and labour contractors.
Ministry of Labour and Employment Amendment in Interstate Migrant Workers Act 1979	MoLE to set up migrant welfare boards in major destination states (Goa, Maharashtra, NCR Delhi, Karnataka & all other relevant states) of tribal migrants on the basis of Kerala migrant welfare board. These boards should ensure labour rights protection, social security and welfare of the migrants. It is recommended to amend Inter-State Migrant Workers (Regulation of Employment and Conditions of Service) Act, 1979. This act is only legal piece available in India that can provide legal protection to tribal migrant workers across states.
Ministry of Skill Development & Entrepreneurship National Skill Development Corporation and 'Affirmative Action Unit'	The Central scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is implemented by The National Skill Development Corporation, does not focuses sharply on Scheduled Tribes. While there is a provision for the acceptance of special projects which can focus on a particular section of society, but there is no specific mandate in the scheme for the inclusion of the Scheduled Tribes. 1. Skill gap analysis and tailor-made skill development programs Regional Skill gap analysis and tailor-made skill development programs are recommended for migrating tribal youth to promote local self-employment/employment opportunities. A sector wide assessment of the demand of workforce is required that can help to design training programmes based on the needs of the growing economy. For example, majority of Odisha workers are migrating to Goa in fishery sector, if fishery sector is further enhanced in Odisha in terms of fishing and processing, it can create excellent local job opportunities, further market research is recommended for the same. Likewise, majority of tribal women are engaged in garment sector in Bangalore, Karnataka; this already established market can be taken up as an opportunity of jobs for migrant youth. 2. Creating Incubation support for Tribal Entrepreneurs. The Tribal inhabited areas are rich in natural resources including agricultural produce, natural resources like minerals etc. Skill trainings should be focused on enhancing the local skills and there must be a concerted effort to enable the tribals to start creating livelihood options. Micro Entrepreneur incubation centers need to be set up in these areas which can ensure skill training and handholding assistance to tribals to identify specific marketable products local to the areas. Forward and backward linkages need to be created and the tribals need to be skilled in the technical and commercial aspects of running these little centres.

Conclusion

Overall, this study recognized the fact that tribal migration is very much a reality. Due to lack of education and skills, most of these tribals end up working as unskilled or semi-skilled human resource and face severe vulnerabilities. In spite of all the risks and difficulties the tribal migrants make significant contributions both to their destination and source states. Hence, every step must be taken both at source and destination levels to reduce distress of tribals and facilitate migration by providing as much security to the migrants as possible. With regards to providing increased security to migrants in destination states, they need to come up with proactive resourcefulness and strategy so that migrants are not treated only as outsiders and a threat in these states, but as an asset for their economy.

As one of the oldest and valuable citizens of India, it is necessary that more is done to improve the lives of tribals while also allowing them to preserve their way of life. For this it is necessary that more research is undertaken in each of the areas related to their livelihood and migration so that more comprehensive steps are taken to address them. Additionally, best practices identified in those areas must be rapidly replicated and scaled-up so that tribals can become a precious part of India's growth story.

Study contribution

The study adds to the existing literature on the livelihood migration among tribal communities' and existing policy environment in various states and also at national level in India. The study contributes to in-depth understanding of tribal's livelihood migration, reasons of migration, sectors of their employment during migration, corridors of migration, issues they face during migration, and in-depth insight into existing policy mechanism to address those issues and successes and gaps in the implementation. The study's evidences and recommendations can be referred by MoTA and other concerned ministries mainly Ministry of Health and Family Welfare, Ministry of Labour and Employment, Ministry of skill Development, Ministry of Housing and Urban Affairs for creation of national programme for all (tribal and non-tribal) migrant workers of India. The study results can be useful for policy makers, planner, practitioners, and academicians for gaining understanding on the issues of tribal migrant's livelihood, social security and comprehensive policies. The results of the study and recommendations are specific to tribal's livelihood migration but can be generalized to other social groups and states of India, where similar situation exists due to livelihood migration

Actions Taken During The Study

As a part of this study, research team also undertook some actions to mitigate the situation of tribals based on our interactions with various state governments. Most notably, team had meetings with Chief Minister and Welfare Secretary's office in Jharkhand to strengthen their migration support programme, create convergent actions to enhance tribal livelihood involving Jharcraft, Jharkhand Innovation Lab, National Scheduled Tribes Finance and Development Corporation (NSTFDC) and NSTFDC state chapter. In Odisha, team examined the current state action plan of Odisha Labour Department to support migration and provided key inputs to further strengthen it. Study team also initiated a convergent action plan similar to Jharkhand with SC/ST Department and Labour Department of Odisha state government. In Madhya Pradesh, team advocated for a model similar to the Odisha state action plan. They have provisionally agreed to it if the MP SC/ST Department supports them for it. With affirmative action group of National Skill Development Corporation (NSDC), which is a special unit is focusing on underprivileged communities, we have advocated for creation of special strategies for inclusion of tribal youth in skill development for agriculture and construction sectors. Finally, as a part of our efforts to set up tribal incubators, study team has had multiple meetings with NSTFDC and Science and Technology Park (STP), Pune. STP has agreed to raise funding from DST with the condition that NSTFDC/MoTA shall financially support this step equally, with will power of MoTA for this initiative being the most important ingredient to take it forward.

Tribal Research Institute (TRI), Ministry of Tribal Affairs (MoTA) has commissioned a research study to Disha Foundation titled 'Tribal Livelihood Migration in India: Situational Analysis, Gap Assessment & Future Directions in 12 States in India' vide reference to Ministry's letter no. 15025/03/2017-R&M.

Tribal Research Institute

Ministry of Tribal Affairs (MoTA),
Government of India
Shashtri Bhawan, Rajendra Prasad Road
New Delhi-110001

©Tribal Research Institute (TRI), Ministry of Tribal Affairs (MoTA), GOI

All communication concerning this publication may be addressed to

Program Manager

Disha Foundation

27, Saileela Tower, Raca Green Square, Gangapur Panchavati
Link Road, Nasik 422 005, Maharashtra. India,
Call us: +91 253 2629939
Email ID: foundation.disha@gmail.com
info@dishafoundation.ngo
Website: www.dishafoundation.ngo

Please refer to the full report for chapterwise details:

<http://www.dishafoundation.ngo/projects/research>

Locked Homes and Empty Villages due to Migration... As Seen During the Study



Study conducted by Technical Agency

Disha Foundation

27, Saileela Tower, Raca Green Square, Gangapur Panchavati
Link Road, Nasik 422 005, Maharashtra, India,
Call us- +91 253 2629939

3549, Kesar Villa, Near HDFC School, Sector 57, Sushant Lok Phase 3
Gurgaon, Haryana-122 003