



TRIBAL LIVELIHOOD MIGRATION IN INDIA

Situational Analysis, Gap Assessment &
Future Directions in 12 States of India

Study Commissioned By



सत्यमेव जयते

Ministry of Tribal Affairs
Government of India

Study Conducted By



Disha Foundation

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.

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“ A tribute to all tribal migrant workers, who are leaving their villages in search of livelihood, maintaining various industries- construction, agriculture, textile and many more...creating glorious cities of India, and also developing the countryside with their remittances, while remaining obscure and vulnerable, being excluded from the most basic entitlements – health, education, sanitation, housing and much more; a tenuous tale of toil, tenacity and constant tumult. ”



Tribal Livelihood Migration in India: Situational Analysis, Gap Assessment and Future Directions in 12 States of India

Executive Summary

Migration is a form of movement in which people change their residential location across defined administrative boundaries for a variety of reasons. These migration flows can be permanent, semi-permanent, or seasonal. Seasonal or circular migrants in particular have markedly different labor market experiences and integration challenges than permanent migrants. In India, internal migration is a common phenomenon with the National Sample Survey Organization (NSSO) of India estimated that in 2007-08 there were 326 million internal migrants (i.e., 28.5% of the population) (National Sample Survey Organization, 2010). Main driving force of internal migration in India is employment and marriage that has leads to shaping the economic, social, and political life of India's sending and receiving regions. Internal migrants vary widely in degrees of education, income levels and skills. Also variations exist in profiles in terms of caste, religion, age and other categories. Most of the labor migrants are employed in key sub-sectors, like construction, domestic work, textile and brick manufacturing, transportation, mining and agriculture etc. Although, there is little official data available on internal migration; The Economic Survey of India 2017 estimates that the magnitude of inter-state migration in India was close to 9 million annually between 2011 and 2016. Most of this movement has been from the most populous and lesser developed poorest states with net in-migration being higher for the more developed states; for example workers from backward states like Bihar, Jharkhand, Uttar Pradesh, Orissa and Rajasthan routinely travel to the developed "green revolution" states of Maharashtra, NCR Delhi, Punjab and Gujarat for the livelihood.

As per the "Report of the Expert Committee on Tribal Health 'Tribal Health in India' Bridging the Gap and a Roadmap for the Future", 104 million tribal people in India are largely concentrated in ten states and in the North-East. Most of India's tribes reside in the highlands and plains of central and southern regions, and in the north-eastern regions of India. The tribals of India have mostly lived in relative geographic isolation, in homogeneous groups with limited interactions with non-tribals. This has led them to develop their own tribe specific cultures, attires and ways of living. Ideally, they should have been able to preserve their way of living without compromising on their economic development. However, currently both seem to be under threat. Development has failed to reach the tribals in an adequate and sustainable way which is resulting in increasing migration of tribals to developed areas of India in search of opportunities and livelihood. The above report also states that as per Census, 2011 over two-thirds of the tribal population is working in the primary sector (as against 43% of the non-tribal population), and is heavily dependent on agriculture either as cultivators or as agricultural labourers. The tribals people are increasingly moving from being cultivators to agricultural labourers. A comparison between Census, 2001 and 2011 shows that the proportion of cultivators reduced by more than 10%, while the proportion of agricultural labourers increased by 9% among the ST population. It is estimated that, in the last decade, about 3.5 million tribal people have left agriculture and agriculture-related activities to enter the informal labour market. Displacement and enforced migration has also led to an increasing number of Scheduled Tribes working as contract labourers in the construction industry and domestic workers in major cities. Currently, one of every two tribal households relies on manual labour for survival. Scheduled Tribes (STs) or tribals constitute almost 9% of India's population and continue to remain one of the most challenging sectors of the population in terms of economic growth and development.

It has been observed that labour migrants are often exposed to difficult and unsafe conditions, face trafficking or wages harassment issues, occupational hazards, live in poor conditions and lose their supportive family and societal structure. The hiring of migrants in an irregular situation allows employers

to be exempt from providing health and social security coverage to them as the labour force then becomes cheaper than recruiting locals/natives. The tribal migrants also face exclusion from various social security mainstream programmes due to their mobile & floating status at the source as well as at destination areas. All these factors affect their socio-economic and health status gravely, which is ultimately affects the development indicators of sending and receiving states as well. However, due to lack of enough evidence on the status of ST migrants it is difficult to take appropriate policy decision to mitigate this situation. In order to address this lack of evidence it is necessary to conduct a review of the situation of ST migrants in India so that the resulting report can guide key policy decisions. The present study was conducted to compile and build these evidences.

Study background, objectives, method

The present 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 analyzed existing gaps and suggests recommendations.

Specific objectives of the study

This research report has the following objectives:

1. Collect, compile, organize and analyze all the existing literature and secondary data available regarding tribal livelihood migration in India, including pastoral migration if any.
2. Conduct primary qualitative studies in the major tribal migration corridors of India – at source and destination levels, and analyze that to define a clear scenario of livelihood migration in India
3. Conduct primary qualitative studies among key people – government and non-government, at state and national, to understand better the key issues and possible solutions for improving the status of tribal migration in India for livelihood.
4. Conduct a comprehensive review of the existing laws, regulations and frameworks that currently govern the situation of tribal migration and livelihood in India
5. Create a set of solutions and recommendations for various agencies in order to improve the situation of tribal migrants in India

Methodology

This study had a mixed methods approach; literature review, secondary data analysis and qualitative interviews to understand in depth about tribal's livelihood migration situation in India existing policies and their successes and challenges in implementation of migration and social security policies in India.

In order to review and understand the situation of migrants in India, both primary and secondary data sources were 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. Major source states identified for data collection are Madhya Pradesh, Odisha, Jharkhand, Chhattisgarh and Rajasthan. Major destination states of tribal migrants identified are Maharashtra, NCR Delhi, Punjab, Goa, Kerala, Gujarat and Telangana. Some states were identified both as source & destination, known for within state migration and inter-state in

migration; mainly Maharashtra, Gujarat, and Telangana. The primary data collection was conducted via qualitative methods and collect information via in-depth interviews (IDIs) and focus group discussions (FGDs) of migrants – both at source and destination, IDIs of key persons – both in the government and non-governmental organizations, and also 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.

State-wise study findings

Madhya Pradesh

Migration Scenario: The population of the Scheduled Tribes (STs) in the state is 153.17 lakh (2011 Census) accounting for around 21.1% of the total population of the state and 93.21% of which is rural in nature. MP has highest percentage of schedule tribe population in India (14.7%) (Census, 2011). Total work population of the state ST population is 76.40 lakh. The majority of the ST population in the State, is categorized as ‘cultivators’ or ‘agricultural laborer’s category. It is noticed that large number of Bhils migrate to the neighboring states of Maharashtra and Gujarat. In Madhya Pradesh, the seasonal/circular migration has become more accumulative for the poor over the last ten years.

Key findings: Key findings on migration among study population are summarized below

Source Districts	Destination States	Destination Districts	Sector	Push- Factors
Jhabua Barwani Dhar	Gujarat Madhya Pradesh Rajasthan	Vadodara, Surat, Ahmedabad Indore 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.	a) Lack of employment opportunities in rural areas b) Debt trap during marriage for heavy bride prize and depletion of assets c) Failure of agricultural crop, inducing seasonal migration d) Wage difference in source and destination states.

Key highlights of the Study

1. As per study findings, 7 out of 10 tribals move in search of jobs out of it 60% prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.
2. Most of tribals in MP are dependent on rain-fed agriculture for their livelihood.
3. As the literacy levels among the tribals are low, scope of skill up gradation is little.
4. The Bhilala tribals are mostly engaged in sugarcane, banana and cotton cultivation.
5. There is no registration of outgoing migrant families at panchayat level.
6. Wages are not paid on time, due to illiteracy migrants were unable to calculate and are often prey to contractors and employers taking advantage of the same.
7. Among the construction and agricultural labourers 80% did not know the names of their contractors while almost 90 % of them did not know the names of the principal employers.
8. All the respondents said that they did not have any contact with/information about the police, administration, labour department officials and politicians in the destination areas.

Major Concerns

1. No usage of occupational safety measures, high incidence of silicosis among MP's tribals working in Gujarat were major concerns cited by the migrants.
2. Some migrants complained of being mistreated by the police and often implicated on false charges of theft etc.
3. As per latest reports in Madhya Pradesh 76.5 lakh persons have demanded work but only 61 lakh were actually provided work. In other words, some 15.5 lakh persons – about one in five – were turned back, and asked to fend for themselves. There has been steady rise in jobs. Yet, the number of those turned back has increased even faster. These findings were consistent within the study area. The reasons for it mentioned by study participants are – no timely availability of jobs, wage rates are much lesser than what they get at migration destinations

State Government initiatives

1. Mission Indradhanush (National Programme for Universal Immunisation)

Mission Indradhanush in MP has started registration of outgoing migrant families for ensuring active inclusion in mother and child health programme specially immunization. Registration is done by Anganwadi worker at village level.

2. The Migrant Labour Support Programme

The objective of the MLSP was to support poor tribal migrants and 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 centers are no more active.

Conclusions

Our study findings reveals that it is difficult for government to work on issues of migration as separate resources are lacking and government face operational challenges as they tend to work with focused migrant communities. Although some interventions were being taken but they were few and far between. There is also need to develop link between source and destination to support tribal migrants, through interstate co-ordination.

Recommendations

1. Panchayat level registration of outgoing migrant families is started in few villages by Anganwadi workers under Mission Indradhanush, it needs to replicate across the state.
2. Strengthening local livelihood of tribals through active inclusion of migrating tribals in various skill development initiatives, as well other existing livelihood programs.
3. Formation of dedicated migrant cell in MP, source state and all destination states of MP migrants so that there is inter-state data sharing and coordination among tribal and labour departments of respective states.
4. Immediate intervention action to prevent silicosis cases for migrating tribals in coordination with Gujarat government. (Both awareness and supply of preventive measures)
5. 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

Jharkhand

Migration Scenario: The population of the STs in the state is 86.45 lakh (2011 Census) accounting for around 26.2% of the total population of the state. According to census 2011, 31.44 percent i.e. 103.73 lakh of the overall population migrated to other states. According to Economic Survey of India (2015 -16) revealed that Jharkhand lost close to 5 million of its working age population between 2001 to 2011 due to migration. More than 5% of the working age population migrates annually to other states in search of better employment opportunities education or because of loss of traditional livelihood. The net outflow of the working age population is the highest among states in the country.

Key findings: Key findings on migration among study population are summarized below

Source Districts	Destination States	Destination Districts	Sector	Push- Factors
Ranchi, Dhanbad, Lohardaga, Gumla, Hazaribagh	New Delhi- NCR Punjab Goa Maharashtra Gujarat Odisha	Gurgaon, Delhi, Patiala Hoshiarpur Panjim, Nasik Mumbai Surat Ahmedabad, Bhubaneswar	Construction Industry, Masons or Rickshaw pullers, Brick Kilns, Gardening, Textile, Agriculture and Domestic Help	a)Lack of employment opportunities in rural areas (b) Lower literacy rate among youth and corruption, urban market more lucrative and attractive urban lifestyles (c) Failure of agricultural crop, inducing seasonal migration d) Wage difference in source and destination states.

Key Insights

- Lack of awareness about government schemes related to benefits, skill development and even social security schemes was noted.
- Study reveals that 9 out of 10 tribals migrate for livelihood ; out of it 80% tribals prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.
- It has been seen that many migrants had jobs cards for MGNREGA scheme and had applied for jobs but there is paucity of jobs, as a result many had to move out in search of livelihood
- At the destination level the migrants had to face with lack of accommodation or very poor living conditions, sexual and gender-based violence, lack of access to basic services, lack of identity and proper documentation and women are also vulnerable to abuse and sexual exploitation, especially by employers

Major concerns

- During FGDs it was pointed out that there were many cases of human trafficking especially young girls who were exploited in the hands of the middlemen and employers.
- Laborers are prone to accidents at destination and often are without any medical support, in spite of having accident cover if registered

State Initiative

- PanIIT Alumni Reach for India Foundation (PARFI), has launched “Kalyan Gurukul”, a multi-trade skill development center, in Hazaribagh to facilitate skilling and increase opportunities for employment for the economically backward youth.
- The Labour Department has started voluntary registration scheme to track lakhs of men, women

and children who leave the State every year in search of jobs, the State Labour Department has proposed an insurance cover of 1.5 lakhs for each registered worker, the sum assured to be paid to his/her next of the kin in the event of death or disability.

- In districts like Gumla, with high migration of adolescent girls to cities like Delhi, the Labour Department is sending personalized letters from the Chief Minister of Jharkhand requesting the parents not to send their girls outside the State. There have been some cases of rescue of minor girls from various railway stations in Jharkhand. The Labour Department provided immediate family support to rescued girls at the rate of Rs. 5000.00 per month.
- HUNAR is a name of skill development portal designed by JAP-IT, an IT development wing of Department of Information Technology (DoIT). HUNAR puts all the skill development activities of all the departments at one platform.
- Apart from this the Criminal Investigation Department (CID) too keeps an eye on such matters. State forum is started by state labour department along with other key departments and International Labour Organization to ensure support on migration and trafficking issues. Currently this forum is in pilot mode.
- Helpline is also introduced for migrants, but currently it is defunct. It is worth noting that the Jharkhand state government has also set up a state resource center in Delhi to help girls who are victims of human trafficking. However, all this has only a limited focus on the minor girls. However, it is in defunct condition.
- **Emergency services and other support for migrants in Jharkhand and Delhi** The Jharkhand state' labour department has introduced an initiative of Red and Green cards for migrants in Jharkhand that is loaded with a range of services including life insurance, emergency support services etc. 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.

Conclusions

Jharkhand government's efforts to stop migration among tribal youth are worth appreciating. But it is clear that tribal youth are economically benefited from this migration comparatively than remaining back at the village, but they face exploitation during the migration, which needs to be addressed. Hence, only restriction approach to migration will not be pragmatic. More formal training and fair and safe employment practices needs to be created for youth, especially for women. Facilitation for safer and productive migration needs to be promoted, while reducing migration at source can happen parallel.

Recommendations

1. Building migration specific data with active involvement of Labour department. The data can be utilized for targeting migrant tribal for active inclusion in Jharkhand government's various welfare programmes
2. Develop 'family livelihood development plan' for migrating youth, focused on training, placement and entrepreneurship development with strong market linkages within the block.
3. Jharkhand Alcoholism state policy is emerging need, especially due to illegal and unhealthy ways of alcohol making processes, it's emerging as major public health hazard in tribal villages.
4. There should be inter-state coordination to address interstate migration.
5. Temporary facilitation for safe migration: Since these efforts will be long term, temporary positive

facilitation to migrating youth would be crucial. Key activities as below:

- ◆ Massive awareness campaign via radio, community radio, mobile phones and television needs to be initiated on tribal livelihood and migration related issues for creating greater awareness among tribal.
 - ◆ Active involvement of District Level service authority for legal awareness (including development and training of paralegals who can work as community level facilitators among tribal to deal with such cases) and fast track cases handling of migrants.
 - ◆ Handholding assistance to tribal youth that can offer them support and safety against exploitation, access to public services and entitlements. This can be done via set up of migration support centers at state level, and also at destination like NCR Delhi. Virtual support also needs to be provided via mobile app and call center.
 - ◆ Initiate fair and safe employment practices for hiring tribal youth.
 - Mandatory registration of contracts/ employment agencies at panchayat level (to be done by Labour department)
 - Tracking of tribal youth at destination locations during their employment period (This can be done with reference to registration of data of contractor/agency and respective hired tribal youth)
 - Virtual support to tribal youth via call centre
6. The Chero tribe of Jharkhand should be properly and systematically enumerated of nomadic herds population, and measure their economic contribution, to facilitate inter-district / State coordination for their safe movement, and access to welfare rights across borders

Odisha

Migration Scenario: According to census 2011, 34.94 percent i.e. 146.67 lakh of the overall population of state i.e. 419.74 migrated to other states. Odisha has 9.2 % per cent tribal population as per 2011 population census and most of the tribal communities have been migrating to other places in search of work, food and other facilities. About 66 per cent of workers from Coastal region travel across state boundaries to find work in neighboring as well as far off states of India. 94,495 rural households and 25,590 urban households report themselves as having migrated. In rural areas alone, the total number of migrants comes to 88 lakh persons, 92 per cent of them are female migrants.

Key findings: Key findings on migration among study population are summarized below

Source Districts	Destination States	Destination Districts	Sector	Push- Factors
Sundargarh, Koinzor, Naupada, Bolangir, Kalahandi Bargarh	Delhi-NCR Telangana Goa Kerala Gujarat Maharashtra Within Odisha	Gurgaon, Delhi, Karimnagar Panjim Ernakulam Surat, Ahmedabad Nasik, Mumbai Bhubhaneswar Cuttak 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	(a) Lack of sustainable employment due to lack of supportive mechanism of irrigation facilities, copious rain-fall etc. (b) cash' requirement is tapped by the agents of migration and thus leaving the 'migrants' gasping for everything. (C) Migrants are also left in the lurch due to lack of outreach from government schemes point of view.

Key insights

- The share of scheduled tribe varies between the regions substantially. In coastal Odisha, only four per cent of migrants are reported from ST community. In contrast, the western region has about 28 percent of its migrants coming from the ST community
- The incidence of seasonal/circular migration from the socially backward communities is higher in western region.
- The study findings states that 9 out of 10 tribals migrate, out of it 90% prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.
- The study participants reflected that lack of timely availability of jobs, comparatively lesser, and delayed wages are key reasons of their apathy in MNERGA
- The workers, especially from Western Odisha, migrate at a young age, without acquiring much skills and education. They get employed in the lowest niches of the informal and unorganized labor market where they engage in heavy physical labor at lower wages and limited scope of further advancement.

Major Concerns

- There are many cases of exploitation of migrants such as non-payment of wages, lack of compensation in case of accident or death, physical and sexual harassment at work place and inhuman working and living conditions by agents or employers.
- Several families, both from the western and the coastal regions, report cases of sudden disappearance of their young sons and husbands; often difficult to trace.
- Every year 10-15,000 youth migrate from Odisha to Goa in fishery industry for 8-10 months. But these workers are not covered for any kind of social security including insurance support by local Goa government, neither by Odisha government.

State Initiative

Govt. of Odisha- Action Plan -Comprehensive revised state action plan for migrant workers has been launched in April 2018. To strengthen tracking migrant workers at GP level and ensure linkage with livelihood initiatives and welfare schemes. The operationalization of ShramikSahayata Toll Free Help Line in Labour Directorate, Bhubaneswar, is a step in this regard. They have started various IEC activities to sensitize the migrant workers on their rights and entitlements before migrating.

Inter-state coordination mandated under Inter State Migrant Workmen (RE & CS) Act, 1979- The Odisha Migrant Labor Help Desk initiated in Telangana, Tamil Nadu, Andhra Pradesh, Karnataka and New Delhi has not only opened wider areas for inter-state collaboration, but also made the efforts easier to help Odia migrant workers in another State, in case of any distress. The MOU has been signed with various states of Tamil Nadu, Karnataka and Andhra Pradesh in conducting awareness camps in destination States and reaching out to Odia migrant workers.

The Anti-Human Trafficking Units activities are rescue, raids and conviction / arrest of illegal recruiters, besides taking prompt action for rescue.

The Seasonal Hostels with Odisha Primary Education Programme Authority (OPEPA), School & Mass Education Department, Govt. of Odisha. Dedicated migration cells must be created in source states and their respective destination states of migrants, like the Odisha state model.

Conclusions

The institutional mechanisms prevailing in the state have been performing to its potential. However, the region demands more robust institutional mechanisms to regulate migration. As the migrants in the region are not accessing sufficient income from the agriculture and allied sector, their attention usually is on the succor from the administration in terms of development programmes in vogue. Lack of specific and enlarged focus on MNERGA and NRLM, two primary development interventions resulting in the communities looking for external sources and this in turn causing migration.

Recommendations

1. Robust livelihood strengthening programme in co-ordination with multiple departments, led by SC/ST department of Odisha.
2. Strengthening of MNERGA to increase active job card holders, and assured jobs for at least 250 days in a year.
3. Mandatory registration of outgoing workers at GP level, and registration of labour contractors, placement agencies with Labour Department at district level
4. 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, it can create excellent local job opportunities.
5. On-job trainings can play an important role in enhancing skills and capabilities of low income people.
6. Odisha Labour department needs to provide social security coverage for Odisha migrants in fishery sector, currently they are not covered by local fishery department in Goa.
7. Set up of Migration support centers to actively facilitate safe migration in destination states in terms of legal aid and support, job placements and access to entitlements and public services.
8. There should be assistance programs to promote co-management of gauchar, oran and 'wastelands' traditionally accessed by pastoralists through controlled, grazing i.e. zoning, timing, planting of fodder trees and grasses, natural manuring; creating water harvesting structures under wasteland and watershed development programmes; establishing wayside fodder banks on pay and carry basis, and other innovative measures etc.

Chhattisgarh

Migration Scenario

Chhattisgarh and tribal culture are two tautological terms since a third of the state's populace is dominated by tribals. The population of the STs in the state is 78.22 lakh (2011 Census) accounting for around 31% of the total population of the state and 94.7% of which is rural in nature. The literacy rate among the Scheduled Tribes in the State is 52.10 % which is higher than the national average of 47.10 %. About 80-90% of households migrate in search of livelihood for 6-8 months in a year.

Key findings: Key findings on migration among study population are summarized below

Push Factors	Source Districts	Destination States	Destination Districts	Sector
1. Failure to access agriculture production resources 2. Difference in minimum wages between source and destination states 3. Skill based development and livelihood generation potential in the agriculture, forestry and non-farm sectors in tribal areas still remain largely underdeveloped. 4. Population pressure and declining landholdings 5. Lack of off-farm employment avenues	Koriya, Jaspur, Surguja, Ambikapur	Goa, Delhi-NCR, Jharkhand, Telangana, Punjab, Gujarat	Panjim, Gurgaon, Delhi, Ranchi, Karimnagar, Hoshiarpur, Patiala, Ahmedabad, Vadodara	Domestic help, Construction, Agriculture, Fishery, Textile industry, Agriculture

Key Insights from the study

1. Migration from Chhattisgarh to Punjab, Kerala is noticeable in construction and agriculture sector; Seasonal migration for duration of six-eight has been reported.
2. Feminization of migration has happened in Chhattisgarh in last 5 years, particularly in the domestic, textile and agriculture sector.
3. The study findings states that 7 out of 10 persons migrate, out of it 80% prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.
4. The study findings shows that MGNREGA wage rates of states are less than the destination state minimum wages. Although various judgements have upheld that the MGNREGA wage rate cannot be less than the minimum agricultural wage rate of state. The low wages of Rs 253 in Chhattisgarh in comparison to Rs 534 in Delhi have resulted in lack of interest among workers in working for MGNREGA schemes, making way for contractors and middle men to take control, locally.
5. This particular study in Chhattisgarh reaffirms that seasonal as well as long-term migration is a significant coping mechanism to escape chronic poverty due to access failure to production resources, population pressure and declined landholdings, recurring droughts and access failure to land-based livelihood and lack of off-farm employment avenues and consumption loan from moneylender that result in a debt-trap

Major concerns

1. A general lack of awareness about government schemes related to benefits, skill development and even social security schemes was noted among study participants
2. Trafficking of girls emerged as a critical issue. Organizations working on this issue reported to have saved several girls during transit.

Chhattisgarh State Initiative

1. A Memorandum of Understanding signed between Uttar Pradesh, Jharkhand, Chhattisgarh, Bihar and MoLE (Feb 2013) to promote interstate coordination for protection of migrant workers.

Based on migration corridors, Inter State Coordination Committee established for six states of India. Currently the project is being piloted in Raigarh, Bilaspur and Janjgir-Champa that are both source and destination districts.

2. **Skilling of Tribals in Chhattisgarh:** 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.

Conclusion

This particular study in Chhattisgarh reaffirms that seasonal as well as long-term migration is a significant coping mechanism to escape chronic poverty due to access failure to production resources, population pressure and declined landholdings, recurring droughts and access failure to land-based livelihood and lack of off-farm employment avenues and consumption loan from moneylender the result in a debt-trap. Migration reduction or mitigation strategies of the government are generic in their nature and have no special provisions for the tribal.

Recommendations

1. Mandatory registration of all migrants at village level
2. Mandatory registration of labour contractors, placement agencies with Labour Department at district level
3. Development of database and case management at Panchayat level
4. Establishment of Migration Support Centres at Block level that can ensure livelihood support to migrating families for livelihood assistance, training and employment linkages, legal aid and support and facilitate access to social protection schemes,
5. Door-step- delivery of social welfare and protection schemes in villages with high migration rate
6. Skill development schemes to be tweaked based upon need assessment of community members
7. Ensure involvement (beyond participation) of community members in planning an implementation of development schemes and programmes
8. The state government should work to ensure enrolment of pastoralists in all national and state welfare programmes, various welfare schemes especially for them like Public Distribution System, insurances schemes especially for the girl child and pension schemes, subsidized mobile dispensaries for veterinary care, credit and banking services

Rajasthan

Migration Scenario: In Rajasthan, as many as 5.79 million people or 10% of the state population, migrate in search of work. Of the total STs around 8.86% reside in Rajasthan. The State of Rajasthan has a tribal population of 9,238,534 persons (12 different groups). This contributes to 13.5% of the total population of Rajasthan, of which nearly 95 percent reside in rural areas. Major chunk of labour belong to SC's, ST's and OBC's. Inter-state migration is around 80-90 percent. Rajasthan is third major state as labor supplier.

Key findings: Key findings on migration among study population are summarized below

Source Districts	Destination States	Destination Districts	Sector	Push- Factors
Udaipur, Dungarpur, Banswara, Chittorgarh, Sirohi	Gujarat- Maharashtra Kerala Goa Delhi-NCR	Ahmedabad, Surat Mumbai Ernakulum Panjim Gurgaon, Noida, Delhi	Construction, Hotel industry, scrap work, Domestic help, Agriculture, Cotton field	<ul style="list-style-type: none"> Limited local opportunities, limited private capital and the overall lack of state initiatives for infrastructure. Livestock economy being subsistence oriented, shortage of water and droughts, land alienation, displacement and poor compensation, besides income poverty human development deprivation i.e. lack of access to schooling, quality health services, robust social infrastructure and protection is also prevalent in Rajasthan thereby reinforcing migration. Ineffective implementation of govt schemes are unable to break the vicious circle of tribals' poverty aggravated by tribal indebtedness, lack of sufficient amount of food and safe potable water

Key Insights

- With a continuous depletion of forests and forest-based livelihoods, the last couple of decades have seen a surge in the number of migrants from the region. The economy of tribals continues to be predominately agriculture with small landholding and irrigated area.
- These communities have higher incidence of illiteracy, malnourishment and poverty, and face social and geographic isolation. Seasonal migration from the state is predominantly male, with 88 per cent male migrants.
- Study findings show that, 8 out of 10 persons migrates; out of it 80% prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.
- MNERGA participation is not preferred by study participants due to lack of user friendly payment mechanisms. The community during FGDs said that rural banks are highly de-capacitated in terms of staff and infrastructure and thus always remain hugely crowded. The workers normally have to visit the banks more than once to withdraw their wages. Due to great rush and poor infrastructure, the bank passbooks are not updated in many cases. Often, the workers do not get their wages during times of need due to the hassle and the cost involved in getting wages from the bank.

Major Concerns

- Tribals are exploited by the local zamindars, higher rates of interest leading to indebtedness trap.
- Women are neglected in local decision making and in governance structures. Their educational status is comparatively poor than others.

State Initiative

- **Registration of outgoing migrant families and helpline:** Labour department has started registration of outgoing migrant families at village level. A helpline is also started for migrant workers
- **Domestic Worker ACT-** Enforcing labour reforms in the unorganized sector, the Rajasthan government has fixed minimum wages minimum wages for domestic help and set limits to their working hours.
- **The National Child Labour Project (NCLP)** targets children's rescue from hazardous work and ensures that they are rehabilitated and mainstreamed into the formal education system. So far, a total of 14,234 children have been rehabilitated under this project.
- **Bhamashah Yojna-** In 2014, Bhamashah yojana was launched to empower women from BPL families through direct benefit transfer. Card issued in the name of the female of family considering them as the head of the family. In case migrant families it was beneficial as the family is able to avail the benefits of social security scheme even in the absence of their male counterpart.

Conclusions

Despite the existence of governmental schemes and environmental regulations, structural poverty (i.e. lack of local resources, accumulated debts, or high vulnerability to external shocks) is a root factor for seasonal migrations. Embedded in traditional tribal practices, short-term migrations can constitute a true safety net and produce positive outcomes for the household.

Recommendations

1. There is a need to create migrant labour welfare board which should monitor welfare and legal issues of the migrants.
2. Setting up of State Support centre in destination states such as Gujarat, Maharashtra, Delhi to regulate and facilitate the labour migrants associated issues.
3. Universalization of social security specifically for tribal migrant workers : Such a unified system should be created so that the migrants can avail the government schemes like PDS, healthcare and financial services anywhere in the country and not just in their domicile states.
4. Creation of state helpline for tribal migrant workers: So that the issues of low wages, valid identity, trafficking, harassment, abuse can be tackled without any delay.
5. Formation of inter-district and interstate migration management bodies in migration corridors: Coordination should be there between the source as well as the destination state so that the issues related to labour migrants are addressed in the best possible way.
6. Participation in MGNREGA must be stepped up so that the youth must be made employable for the ever-diversifying, yet highly skill deficient labour market.
7. Adequate compensation for serious health issues and accidents at work place must be provided for.
8. Equal pay for equal work needs to be taken up in letter and spirit. Women workers are hardly skilled and mostly work as helpers and operate in groups – either with their husbands, or relatives/village contractors etc.
9. Police and labour administration must be easily accessible to the migrants in order to protect them from sheer exploitation and harassment.
10. There is a critical need of financial literacy and wealth management services that would help migrants to channelize their migration income into safe instruments which enable financial inclusion and enhance long term economic well-being of migrant households. So far banking services used by these migrants are only to send remittances back home thereby overlooking other services/facilities.
11. The Raikas of Rajasthan, who generally migrate with their herds should have programmes for inclusion of nomadic herders in natural resource management programmes.

Destination states: Kerala

Migration-Scenario

While the large scale out-migration of Kerala youth, mostly to Gulf countries, has led to increase in number of semi-skilled and un-skilled migrant's workers from other states. Total number of migrants in Kerala from other source states was 10.69 lakh in 2007-08 as compared to 10.05 lakh in 1999-2000 (NSSO, 2010).

Key findings: Key findings on migration among study population are summarized below

Destination Districts	Source States	Sector	Pull-Factors
Pathanamthitta Ernakulum Palakkad	Jharkhand, Chhattisgarh, Rajasthan, Gujarat, Haryana, Manipur, Uttarakhand, Uttar Pradesh and Bihar Recently workers from Bangladesh and Nepal too have come to Kerala for jobs.	Construction workers, hospitality, fishing, laterite mining, apparel manufacturing and on plantations. There is huge demand for carpenters, welders, plumbers, drivers, electrician, motor mechanics and other craftsmans.	a) More employment opportunities in construction and real-estate sphere. b) Social security provided by welfare schemes. c) Better wages and living conditions in the state. d) More lucrative job markets

Key insights of the study

1. The average wage per day of the migrant workers in Kerala is Rs 600, while minimum wages in their native states vary from Rs. 90 to Rs 200, which has made Kerala one of the most favorite destinations of migrants.
2. State has initiated migrant friendly initiatives to support them such as insurance, hotels, PDS ration, Maternity Benefit Act, to ensure gender equality and to create woman-friendly environment in workplaces. Crèche facilities have been set up wherever possible, with the help of the Social Justice Department.
3. Most of migrants migrated to Kerala through friends and families.

Major concerns

1. There are some discrepancies noted in PDS system of the state, owing to non-possession of ration cards by migrants
2. Migrants in Kerala do not have access to Comprehensive health insurance scheme (CHIS) which are accessed by poor people in the state.
3. Migrants face discriminatory treatment from the employers in respect of wages. It has been understood that migrants are paid less compared to their native counterparts.
4. Difficulty in using the vernacular language of the host state stands in the way of their process of socialization with the local community.

State Government Initiative

1. Project Roshini aimed at the socio-educational uplift of migrant's children. There are around 2,000 migrant children spread over 18 schools in the Ernakulam district These children would also be provided with balanced nutritious breakfast,

2. Apna Ghar: The housing scheme for migrant workers announced in the recent budget session of 2018. According to which the first affordable housing project under the scheme would be completed in Palakkad by January 2018.
3. Kerala Migrant workers welfare programme: Kerala migrant's welfare programme is a social security scheme for the migrant workers.

Conclusion

Kerala as a destination state provides social security to all sections of employees and workers through schemes. Minimum wages for both un-organized and unskilled workers are higher than in any other state. Efforts are being made by state government to increase its social security coverage among migrants.

Recommendations

1. Set up of migration data unit for smoother implementation of existing programs for migrants.
2. Better strategies of information, education and communication (IEC) in their local languages among migrants to avail the existing services for them in Kerala.
3. Labour friendly policies should be encouraged all the more and efforts/steps should be made to disseminate it to other states as well.

Punjab

Migration Scenario: Ushering of green revolution has created an unprecedented demand for labour in agriculture; it leads to influx of labour migrants in rural Punjab. In Chandigarh city, the percentage of people who have lived here for 10 years and above comprise a bulk of migrants close to 60%. More than six out of 10 people in Chandigarh are migrants based on their previous place of residence, according to the 2011 census.

Key findings: Key findings on migration among study population are summarized below

Destination Districts	Source States	Source Districts	Sector	Pull-Factors
Hoshiarpur, Patiala, Chandigarh	Uttar Pradesh Bihar Chhattisgarh Rajasthan Jharkhand	Muzaffarnagar, Saharanpur, Budaun, Bareilly, Pilibhit Sitamari, Madhupur, Purnia, Muzaffarpur, Saharsa Koriya, Jaspur, Surguja, Ambikapur Siker, Jhunjhunu, Jaipur Ranchi, Khunti, Gumla	Paddy-wheat belt Agricultural operations: Transplanting of paddy, Harvesting of wheat and paddy, Spraying of pesticides, and Sugar-cane cultivation.	Migrant labourers preferred Punjab as a destination state due to high wage differentials at source state and destination states, Minimum wages rate in Punjab is almost double than the source states There are better employment opportunities with timely payments of the wages. Attraction of city life is among the tribal youth is another pull factor.

Key insights

- There has been a gradual increase in migration to Punjab. An increase in the number of migrants from Bihar was recorded from 1.60 million in 1991 to 3.07 million in 2001 (NSS 64th survey).
- Majority of the farmers prefer migrant labourers to local labourers because of their timely availability, good quality of work and low wages.

- Migration of labour for agricultural purposes has been found beneficial for the Punjab agriculture.

State Initiative

- 1. Punjab Migrant Welfare Board:** Punjab is the first state in the country that constituted the board for the welfare of migrant labourers coming in Punjab from other states.
- 2. Portability of SC/ST schemes in Punjab Migrant families** from other states in Punjab can get their scheduled caste/tribe certificates here. Such persons could get certificates issued in Punjab, but avail benefits for their caste in their native state only. Persons whose castes are notified in the list of Scheduled Castes and Tribes of the state will be eligible to get benefits from Punjab government.
- 3. The State of Punjab has its own statutory provision for welfare of labour** i.e. The Punjab Labour Welfare Fund Act, 1965. It provides for the constitution of a fund, for financing activities to promote labour welfare in the State

Conclusions

Punjab's economy is largely dependent on the migrant workers. Punjab government's few efforts are worth appreciation, but they further need to be strengthened to actively support welfare of migrants

Recommendations

1. Activation of Punjab's migrant welfare board, which is India's first ever such board promises to provide necessary social security support for incoming migrant in Punjab.
2. There is a need to create a reliable information system for labour migration. Implementations of existing legislations are stymied by the absence of accurate information on much of the work of providing welfare and effective the conditions of employment, magnitude and composition of various streams of migration.
3. There is also a need to evolve some institutional mechanism such as migration support centre (MRCs) to protect the migrant labourer from the discrimination and ill-treatment they face at working places in Punjab.

Goa

Migration Scenario: As per 2011 Census, 1,128,812 persons have been reported as "migrated" in the state. 32 percent (35,025) persons migrated in the State after birth. 23 percent (260,009) and 18 percent (204,775) accounts for the persons who migrated after marriage and with households respectively. More than 90% of labourers who worked in Goa were migrants from other states.

Key findings: Key findings on migration among study population are summarized below

Destination Districts	Source States	Sector	Pull-Factors
Panjim	Jharkhand, Odisha, Chhattisgarh, West Bengal, Bihar, Andhra Pradesh, Karnataka, Kerala Rajasthan.	Fishery, working in shops, selling clothes and jewelry on the beach, hotel industry or in shacks as waiters, cooks, drivers, entertainment acrobatic skills, rope walking, as masseuse, supplying chapattis to hotels, water sports, internet cafes and drivers.	a) Better and sustainable employment opportunities for at least 8-10 months in a year mainly in fishery and construction sector. b) Wages are higher in Goa compared to Odisha and Jharkhand.

Key Insights

- The owners of fishing trawlers are on the lookout for cheap labour, in absence of local labour. Goa's fishery industry is dominated by tribal workers from Jharkhand and Odisha
- At the fishing docks, most of the labourers were young tribal boys in the age group of 16-20 years and hailed from Jharkhand and Odisha. They had come there with others people from the same villages and came to Goa repeatedly each year for work. They were not educated beyond 5-6th class and most were school drop-outs at around 2nd standard.
- Local tribals of Goa are relatively well-off and do not face plight such as migrant tribals in Goa.

Issues of Concern

Living conditions: Migrants constantly experience antagonism from the Goans and at times also evictions from government authorities without legal recourse and adequate rehabilitation. The migrant families live in small houses or rooms that are let out on rent, or in temporary structures like huts and tents.

Lack of social security: Migrant who are engaged in construction industry and registered in Goan construction welfare board are entitled for welfare protection. But workers in other sectors do not get any social security support either from their employer, or Goan government or even from their own state governments.

State Initiative

Legal Measures- There are several laws to control as well as monitor the migration into Goa. 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.

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 in various construction sites since 2015 onwards, but they could not register more than 3000 workers in the board so far.

Online Registration of Migrant construction workers: Government of Goa has provision of specifically registering migrant labour as well as migrant contractors on their official website.

Conclusions

The Government of Goa has formulated various policies for the betterment and development of local labour in unorganized sector in Goa. At this juncture, there is a need to focus on the holistic approach by mainstreaming the migrants which forms major chunk of unorganized workers.

Recommendations

- Innovative strategies for inclusion of migrant workers in construction welfare board (including IEC)
- Social security coverage for fishermen in Goa, since they are not covered by fishery department, nor by their employers.
- Interstate collaboration among Goa and other states, mainly Jharkhand and Odisha to set up mechanism to provide protection and entitlements during migration period (preferably among labour and tribal departments)
- Goa migrant welfare board on the model of Kerala: Since Goa is large migrant recipient state, it should form Goa migrant welfare board to take care of social security of the migrants within Goa, like of Kerala state's migrant welfare board.
- Goa needs the daily-wage migrants as they constitute a sizeable segment of the labour force in various sectors of Goa. They form the backbone of the construction, fishery, tourism and hospitality industries as the natives are not interested in low- paying jobs.
- Migrants in Goa deserves policy level attention for social security coverage, they should get equal fruits of development likewise locals, since their contribution in Goa's economy stands significant. A cohesive policy approach is the need of the hour which has the ability to ensure welfare of all.

Delhi-NCR

Migration Scenario: As per Statistical Abstract of Delhi 2016, Delhi received second largest number of migrants (76, 63,956) by place of birth from other states and other countries. Out of them are, 51.79% are male and 48.21% are women. According to 6th Economics Census 2013, Total no. of persons employed in Delhi were 3019781 includes 16524 workers involved in Agricultural activities and 3003257 workers involved in Non-Agricultural activities (1934609 workers in service sector & 1068648 workers in other than service sector). According to 2011 census slum population is 17.85 lac in the Delhi region.

Key findings: Key findings on migration among study population are summarized below

Destination Districts	Source States	Sector	Pull-Factors
Delhi, Gurugram	Jharkhand Madhya Pradesh Rajasthan Odisha Chhattisgarh Uttarakhand North Eastern states	Masons, construction workers, watch men, security guards, gardeners and rickshaw pullers. Motor mechanics and other mechanics, carpenters, electricians, painters, welders, tailors, plumbers, TV mechanics, Hotel industry and such other skilled workers. While most of the women/girls are involved in domestic work, beautician, Hotel industry and spas	Better employment opportunities Better wages as compared to the source states Job security among unskilled, semi-skilled workers Marriage is main reason among women Distress Migration from some parts of Naxalism active areas

Key highlights from our study

1. The private sector or small scale (industry and services) are expanding rapidly which make them more favorable for the jobs / livelihood.
2. The differential in per capita incomes between Delhi and all other states has been substantial. This is likely to induce large-scale migration in Delhi.
3. Children of migrant workers have better access to educational facilities, as compared to their counterparts in the native places.
4. Work at construction and domestic sector is available round the year.
5. From policy view point, the government should provide with basic economic and social security rights to the migrants, which is so far neglected in the informal sector resulting in reduced sustainability among the migrants workers.
6. The state needs to control small unregistered entrepreneurs at informal sector, to save migrants workers from exploitation in the hands of employers.

Major Concerns

1. Documentation and identity is one of the core issues migrants' face when they arrive in a new place.
2. Discrimination and exploitation by the contractors and agencies in the provision of rights and entitlements of migrants'
3. Young girls and women are deceived and trafficked from their native states for work.
4. Cases of physical, financial or verbal abuse has been highlighted by domestic workers.
5. Living conditions of migrants at slums is very poor and unhealthy. Unaffordable rents in slums force them to live at their workplaces (such as construction sites and hotel dining rooms), shop pavements, or in open areas in the city.

Delhi State Initiatives

1. Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act of 1979 which was passed in order to address the unjust working conditions of migrant workers. In practice, however, this act is not in practice.
2. Delhi government do not have specific initiatives for migrant workers, while few states have taken measures in Delhi for their respective migrants, such as-
 - ◆ State Resource Centre in Delhi has been set up under the administration of the Jharkhand Bhawan and with support of save the children. 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.
 - ◆ Youth commission initiative by Mizoram Bhawan is working for uplifting mizo women status in Delhi.
 - ◆ Bihar Migrant Resource Centre (BMRC), aims to reduce the "vulnerability" migrant's face and making their stay more rewarding.

Conclusions

NCR Delhi is major destination of tribal migrants. Currently there is no policy measure to address issues of tribal migrants in NCR Delhi. There is need for comprehensive solutions to address issues of tribal migrants in Delhi. Ministry of Labour and Employment has major role to play.

Recommendations

1. Establishing migrant welfare board for in-migrants in Delhi that can ensure institutional mechanisms for inter-state coordination. The board can support migrants in below ways

- ◆ Adopting a four-pronged approach for better protection of rights of workers that defines the roles and responsibilities of the state, employers, workers/trade unions/civil society organizations and emphasizes the use of social dialogue and collective bargaining for promoting the rights of migrant workers.
- ◆ Ensuring access and portability of social security schemes, for example, access to public distribution network/ subsidized ration in destination area.
- ◆ Accessing housing, water and sanitation.
- ◆ Providing identity documents to migrants, which enables them to open bank accounts and enroll for welfare schemes.
- ◆ Universal registration of workers on a national platform and developing comprehensive databases
- ◆ Strengthening and/or setting up district facilitation centers, migrant information centres.
- ◆ Strengthening the role of existing vigilance committees to guard against bonded labour and child labour
- ◆ Providing education and health services at the worksites or seasonal hostels
- ◆ Providing skills training, in particular for adolescents and young workers

2. Establishing a universal helpline for migrant workers

Maharashtra

Migration Scenario: Maharashtra has witnessed largest in-migration and out-migration of population during the last ten years. According to the 64th National sample survey 2007-08, About 14.22 per cent of migration was found to be for employment reason in 2007-08 which was 10.05 per cent and 16.55 per cent respectively during 1991 and 2001 census in Maharashtra. Analysis of National Sample Survey Organization's (NSSO) 64th round also highlighted, In rural area 99.4 per cent of migrants were previously residing in the same state and 70.5 per cent previously lived in the rural area of the same state. In urban areas 68.3 per cent migrants previously lived in the same state and 33.9 per cent had migrated from the urban area of the same state. According to census 2011, 51.01 percent i.e. 573.3 lakh of the overall population of state i.e. 1123.74 migrated to other states.

Key findings: Key findings on migration among study population are summarized below

Source Districts	Destination States	Destination Districts	Push-Pull factors	Sector
Nasik and Nandurbar	Maharashtra, Gujarat, Telangana, Andhra Pradesh	Ahmadnager, Pune, Baramati district, Bardoli, Surat, Mandvi, Jalalpore, Hansot, Hyderabad, Amaravati	a) Urbanization and Industrialization b) Lack of employment opportunities at rural areas c) Difficulty in accessibility of existing government schemes meant for tribals d) Difference in wages in urban-rural areas.	Industrialization, Educational Hub, Tourism, Cash crops cultivation like grapes, onion, sugarcane, as well growing, Construction industry and related ample opportunities of employment.

Key Highlights from the study

1. Maharashtra has been witnessing both inter-state and intra state migration where migrants move in search of jobs. 6 out of 10 tribal study participants reported inter-district migration, while rest reported interstate migration.
2. Maharashtra is only state of India which offers 365 days' work through MNERGA scheme since 1975; jobs are available for anyone who makes demand. But lack of awareness among workers, lack of planning for sustainable local jobs by the concerned department, comparatively higher wages and daily payment at destination locations, are the reasons people do not prefer to opt for MNERGA jobs. They prefer to migrate nearby towns or even to other states like Gujarat, Andhra Pradesh for seasonal jobs.
3. Many tribals mentioned that they have recently received the land through forest rights act. But biggest challenges they face are lack of seed funding or investment to develop the land. Though government help is available for development of land, but it is very time consuming, and processes are very tedious.

Major concerns

1. Lack of awareness regarding accessibility of government schemes were noted among the tribals migrant
2. At destination, living conditions are unhygienic. They either has to live on open spaces or in very crowded rooms with no potable water, or proper sanitation.
3. No proper security measures are not taken by employers or contractors leading to accidents and also no prompt medical care is offered.
4. It was pointed out that contractors or employers levied high interest debts to them.
5. Cases of migrants being discriminated by the government officials, employers and contractors were also reported.
6. Children are also migrating with families; hence school dropout rate is very high..

State Initiatives

1. Migration Research and Resource Centre

Tribal department has initiated 'migration research and resource, which addresses tribal migration at destination and source end.

2. Bhonga Shala

Maharashtra government has very active 'Bhonga Shala' i.e mobile schools for migrant children. However, they are not operated at all the locations of Maharashtra and also to other places where they migrate, including in Gujarat.

3. Grievance handling cell

It was set up by District legal Service Authority, Labour Department and Disha Foundation for handling grievances of migrants on employment, wages or related grievances.

4. Food security: temporary ration cards Public Distribution system

State government authorities Government Resolution (GR), issued in 2000, asserts the migrants to access and use a temporary ration card during their stay in a destination city. Ration card holders are provided with 35 Kgs food grains (Wheat + Rice).

5. Skill Development Programme in Maharashtra for Adivasi Youth

Skill Development Programme in Maharashtra for Adivasi Youth provides benefits by offering free training to Adivasi youth.

Conclusions

The study reveals that migration is major livelihood source for study population, nearly 80% study population is dependent on the remittance they earn out of migration. It is clear that migration is helping the study population to escape from the financial crises. Penetration of government developmental schemes is poor in study area.

Recommendations

Recommendations at Source level

1. Regular registration of out migrant families at panchayat level.
2. Stronger co-ordination among MNERGA scheme and panchayat level labour, to create sustainable local job opportunities that can reduce migration.
3. More focused approach for skill building of tribal youth who are making early labour market entry after their 7-8th standard.
4. Inter and Intra state level co-ordination of Tribal department to protect rights and entitlements of tribal migrants.
5. Upliftment of tribals community: Dhangar community members have a very less participation in development areas, that means they are not in a main stream of society so steps should be taken to include them in the main stream and there should be a sufficient participation of various organization for their upliftment. Government should take advantage of strong, firm and fearless characteristics of the Dhangar community in the various fields such as the Police Department, Defense and other security forces.

Recommendations at destination level

1. Setting up of Proper living conditions for migrants workers.
2. Replication of existing tribal migration project which facilitates migration via livelihood skill building and job linkages, education and health services to the tribal migrants.
3. There is need to develop institutional framework and defined roles of different government departments to address multiple needs of migrants at source and destination.

Gujarat

Migration Scenario

The tribal population of Gujarat is 89.17 lakh in numbers and constitutes 14.8% of the state's population. In Gujarat there occurs 19.04% of the total employment-related migration in the country. According to the Census 2011 report, of the 6.03 crore people in the state, 2.69 crore were migrants by residence.

Key findings: Key findings on migration among study population are summarized below

Source Districts	Destination States	Destination Districts	Pull factors	Key Sector
Panchmahal, Aaravali	Gujarat, Maharashtra, Delhi NCR, Kerala	Ahmedabad, Kallol, Bhuj Gandhidham, Surat, Gandhinagar, Rajkot, Bhavanagar, Nasik, Mumbai, Shirdi, Thane, Delhi, Gurgaon, Ernakulum	a) Commercialization of agriculture b) Wage difference in urban-rural areas c) Peaceful state d) Urbanization and Industrialization e) Marriage is another social factor amongst the tribal women.	Agriculture Farming, diamond industry Hub, commercial cultivation, Textile industry, Construction Industry, Domestic help, tourism, hotel industry

Key Highlights of the study

1. Most of tribals in Gujarat are dependent on daily wage work mostly on agriculture labour work.
2. Migrant's workers are seen of young age, less than 14 years. These young boys, are preferred by traders as shopkeepers as they feel they are, "energetic, hardworking, docile and require low maintenance (i.e. can be underpaid)".
3. Women were reported of working late in their pregnancy and also undertook responsibility of household chores and childcare leading to poor health
4. As told by one of the officials' interviewed, these villages have low proof of GIDC area, thus there is no industrial development in the area. Due to lack of industries or factories around the locality, villagers can't find wage work in village or nearby area.
5. Generally migrant workers are paid based on daily wages. Typical range of the payment for the work in from 250 to 300 rupees per day.

Major Concerns of migrants

1. Living and working conditions of migrant labour at work sites are of a poor standard in every respect, including shelter, nutrition, health and security.
2. Migrant children face a life of hardship and insecurity from their infancy. Many of these migrant children are born at work sites to overworked, undernourished mothers, with no medical assistance.
3. Children accompany their parents, which leads to drop out of schools and are forced into hard labour.
4. It has been observed that migrants face lack of access to basic services such as the public food distribution system which provides subsidized food; health and education.

Gujarat State Initiative

1. Urban Health programme for migrants

Gujrat state had India's first urban health programme, to address health needs of urban population both for local and migrant slums. They tap 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.

2. Welfare scheme for Inter State and Inter State Migrant Rural Workers

Gujarat government has launched a welfare scheme for both inter and intra state migrants. It has provision of crèche which provides nutritious food to the children below 0-6 year's age. It provides assistance in opening of fair price ration shop. Also provide water tanks for the purpose of hygienic drinking water. It also assist in the construction of residential houses and rest sheds

Conclusions

Preliminary findings on labour and skills indicate that tribal people are forced to migrate, irrespective of whether it is within the state or outside the state due to livelihood opportunity at the rural areas. A major bottle neck is that industries prefer labour who are already semi-skilled so that they do not have to invest in training them. They bring such labour from different states and put them in small shanties at low costs.

Recommendations at Source level

1. There should be proper financing of the skill based project for tribals by the Government and not-for profit organizations
2. A study on tribal landholding and agriculture should be undertaken and tribal people with marginal landholding should be provided with proper irrigation facilities so that they can cultivate their own lands instead of being labourers in other people's lands in different districts
3. Industries should be sent a notice to absorb tribal youth and give them on the job training.

Recommendations at Destination level

1. Registration of in-migrants, and strong grievance handling machinery in case of exploitation of workers at workplace.
2. Migrants need to be registered for the tracking and provision of micro finances and other support services at the destination.
3. Active inclusion of concerned migrants in construction welfare board.
4. There is need to raise awareness among the migrants regarding the various child labour laws and policies. Also need to sensitize those people who are responsible for sending children to labour in the textile market and other sectors.
5. Identifying opportunities for alternative income generation and skill enhancement of the tribal youth that, would serve to harness the potential of various kinds of semi-skilled and skilled migrants with experience in Surat, Ahmadabad and other migrant destinations throughout Gujarat.

Telangana

Migration Scenario: Tribal migration within districts of Telangana is common, but it is noticeable that tribals of Telangana they do not migrate to other states for livelihood. Telangana is identified a major destination for tribals of other states.

Key findings: Key findings on migration among study population are summarized below

Source Districts	Destination States with Key sectors	Pull factors
Hyderabad Karimnagar	<ol style="list-style-type: none"> 1. The influx of Lambadas into all parts of Telangana from the neighbouring states of Maharashtra and Karnataka . 2. The influx of MuriaGonds (known locally as GuttiKoya) from Chattisgarh into the forested areas of the northern fringe of the Telangana state. 3. Odiya tribal and non-tribal migration to Telangana for seasonal livelihood especially into construction and Brick line sector is notable. . People from Orissa are predominant in the hospitality industry as cooks and waiters. 4. In Hyderabad, for example leather workers, furniture makers, and bangle makers come from Uttar Pradesh Karchop (a type of embroidery) and construction workers come from Bihar as well as workers in the steel industry 	<ol style="list-style-type: none"> a) Distress Migration b) Better minimum wages, infrastructure and opportunities attracts migrants c) Peaceful state d) Urbanization and Industrialization e) Marriage is another social factor amongst the tribal women.

Key Insights

There are two notable cases of migration from other states into Telangana:

1. Study has shown more of inter-district migration in Telangana. Interstate migration from the study area was almost negligible.
2. Study found out that in spite of workers having MNREGA cards, the locals were not able to get jobs or if they get job it's not for long period. Hence, they have to move to other districts in order to earn their livelihood.
3. Migration of MuriyaGonds (GuttiKoyas) from Chhattisgarh into the border areas of Telangana. There are varying estimates but the total number of people is between 10000-20000. The causes are both distress (due to Naxal related conflict in Chattisgarh) and opportunity because of better infrastructure, land availability and access to services.
4. Migration of Lambadas from Karnataka and Maharashtra: This is mainly an opportunity migration because the community is recognized as ST in Telangana and over the years it has been fairly easy for them to establish and prove their domicile in the state. Apart from the advantages of accessing education, reservations in jobs, they are also able to purchase lands in the Scheduled Areas because of their ST status and this has changed the land-holding patterns across the tribal regions of the state.
5. Telangana is the first state in India to pass the Telangana State Scheduled Castes and Scheduled Tribes Special Development Fund (Planning, Allocation and Utilisation of Financial Resources) Act, 2017, wherein funds for ST development are not only directly monitored but unutilized funds are not allowed to lapse but are carried forward to the next year.
6. There conflict between the Lambadas and the other tribes in Telangana is dominating the discourse on tribal development in the state.

State Initiatives Livelihood Programmes

The Telangana Scheduled Tribes Cooperative Finance Corporation Limited (TRICOR) is the apex financial body working towards enhancing livelihoods of the tribal communities in Telangana the scheme size can go up to Rs. 10 lacs with subsidies ranging from 50% to 80% with a ceiling of Rs.5 lacs

CM ST Entrepreneurship & Innovation Scheme

The revamp of the residential high schools and junior colleges for tribals. Some of these youth are interested and have the potential to entrepreneurship and Innovation Scheme” to promote tribal entrepreneurs in an industrial approach become entrepreneurs. TRICOR has conceptualized a new scheme with the name of “CM ST” in the form of Incubation Center.

Capacity Building of Tribal Farmers

As mentioned earlier farming in the agency areas is undergoing a change. Modern methods of agriculture and a market orientation in the choice of crops is gaining ground. Across large tracts of agency areas farmers from plain areas are taking lands on lease from tribals and producing for the markets and the tribal owners of the lands are reduced to rentiers and wage labour.

Driver Empowerment Programme

Many tribal people from the surrounding districts have migrated to Hyderabad in recent years. As mentioned earlier they have a big presence in the transport sector driving auto-rickshaws, cars, and heavier vehicles.

Initiatives for migrants in Telangana: Odisha to Telangana Livelihood Migration

- Pilot initiative to address Odiya Migrants in Telangana
- Enrolment of Workers under Building and Other Construction Workers Act
- Bank Accounts and Financial Inclusion
- Bridge-Schools - The District Administration has sufficient funds for appointment of Vidya Volunteers under the SarvaSikshaAbhyan.
- Under the new Food Security Act, 2016 migrants are eligible to draw rations in the states they are working in, but the full implementation of the Act is yet to take place in Telangana.

Conclusions

The major tribal communities of Telangana i.e. the Lambadas, Koyas and the Gonds are not particularly deprived and are able to access government policies and schemes where available. The availability of land makes livelihood based on farming and allied activities possible. Distress migration to other states for livelihoods is not noticed on any appreciable scale. Remote settlements especially those in forest areas continue to suffer for lack of infrastructure and access to education and health services.

Recommendations as Source

1. Strengthen the Implementation Provisions of the SC & ST Special Development Fund Act.
2. Categorization of STs
3. Individual Rights under the RoFR – provision of non-traditional forest dwellers to be extended to STs
4. Recognition of MuriaGonds (GuttiKoyas) as Internally Displaced People
5. Through our study it was found out that in Telangana, more of intra-district migration is happening,

the government should take steps to ensure to Set up grievance and redressal mechanisms along the migratory routes in every district they pass through within the State to timely address the grievances of the migrants.

Recommendations as destination

1. Interstate Migrant Workmen's Act – Involvement of Union Labour/Tribal Ministry
2. Number of issues pertaining to tribal communities that involve more than one state – the Polavaram project oustees; 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.

Gaps identified at source and destination states

The local economy in tribal areas is strongly anchored on agriculture and forestry-based activities which have lost its value for almost 8 months of the year except for rainy season. 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. This study also 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) and Skill Development Mission. Although a number of state governments had begun a number of schemes to boost tribal livelihood, the levels of awareness among tribals about these schemes was very poor in all our study areas. In addition, most of the schemes focused on traditional and old work sectors such as agriculture, animal husbandry and poultry whereas tribal youth were interested in acquiring skills related to new areas of work such as auto-repairing, cash-crop cultivation, handicrafts or opening small businesses.

We also discovered a number of other issues in the tribal villages that affect their capacity to make a sustained living. High rates of alcoholism are 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. In some states like Madhya Pradesh, the Bhagoria (Love) festival of Bhils results in high rates of indebtedness and poverty. Thus, overall a lack of economic development, opportunities, lack of skills and inability to access all the support provided by the government act as push factors for tribals to migrate to developed districts within the same state or to other states. We also discovered tangible differences in minimum wages between the destination and source states that act as major pull factors for migration. Kerala, Punjab, Delhi and Goa are offering more than double wage rates compared to what tribals get in Jharkhand, Odisha, Madhya Pradesh and Chhattisgarh.

Once at the destination areas, tribals face a number of vulnerabilities related to their identity, livelihood, lifestyle, health, education, finances, legal protection etc. with limited and varying support from their source and destination states. The most common forms of vulnerability involves 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 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.

In spite of this, migrant tribals contribute massively towards the economies of both their source and destination states and to the nation. They mostly provide cheap labour in destination states and are involved in sectors for which it is difficult to find local labour. In this way they fill a major labour gap. In fact, their absence might mean shutting down of a sector like we saw for fisheries in Goa which is completely dependent on tribal youth from Jharkhand and Odisha.

Migrant tribals also increasingly contribute to the economies of their source states by sending back a sizeable portion of their earnings as remittances. This leads to development in hitherto hinterlands of tribal areas and enhances the standard of living of their family members. Thus, for their striking but unacknowledged contribution to the economies of source and destination states and overall to the country's, it is the need of the hour that tribals be supported in every way possible by creating local livelihood and by facilitating their migration. We also found ample evidence of support for migrant tribals in source and destination states, mostly still in pilot modes. These need to be scaled and replicated very rapidly so that tribals can contribute to the nation's economy to the full extent possible.

Among the source states, Madhya Pradesh, Odisha, Chhattisgarh and Jharkhand have taken some initiatives to support migrating workers. Odisha, Jharkhand and Chhattisgarh have signed MoUs with some destination states to facilitate migration. Such steps need to be accelerated, expanded and replicated by all source states. Mistakenly, most of the focus traditionally has been on preventing migration with a view to stop human trafficking. This needs to change and a number of initiatives can be taken at the source level to facilitate the migration process including registration of tribals in source villages, setting up Migration Resource Centers (MRCs), managing out-migration data at panchayat level, sharing data across departments for more targeted inclusion of tribal migrant families in existing schemes and programmes, pre-departure training of tribals, long term plan of market-oriented skill development courses and creating market linkages - both for labour and products, offering national level insurance and access to social security etc. Interstate Migrant Workers Act needs to be revived and implemented in full letter and spirit.

Livelihood also needs to be enhanced at the source level to stem migration. Improving agriculture by enhancing irrigation is an important step common to most tribal areas. In addition, enhancing value addition to Non Timber Forest Produce (NTFP) and improving the marketing chain of NTFP to amplify tribal incomes will also be very effective. Skilling of tribals effectively in areas that are relevant in today's times will also be very important especially self-employment and entrepreneurship. Skilling must be linked with easy access to loans and capital, creation and linkages to markets, co-operatization of ventures etc. In this regard Telangana has taken a path-breaking initiative of creating tribal business incubator with the objective of producing tribal entrepreneurs. This is a step that must be studied and replicated by other tribal states as well.

Gaps Identified at National Level and National Recommendations

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.

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 migrant issues comprehensively in spite of significant volume of migration. 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 a positive step in improving the health of migrants, 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 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.

National Recommendations

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

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

It has been pointed out in the study that, there are a number of issues pertaining to tribal communities that involve more than one state. In such cases the involvement of the MoTA will be of great help and a mechanism should be developed for this. A dedicated national level resource center (for excellence on tribal migration and related development issues) should be set up within Ministry of Tribal Affairs in Delhi. The alternate recommendation is to strongly integrate tribal livelihood migration component into existing national resource center for tribal livelihood, at NSTFDC.

The center should provide technical assistance to state tribal departments for the formulation of state level tribal migration programmes, initiate tribal migration specific research in collaboration with Tribal Research Institutes, and accordingly liaise with Ministry of Tribal Affairs and other related ministries for convergence and co-ordination of meaningful tribal migrant inclusive programs at state level.

The proposed centre, in collaboration with Ministry of Labour and Employment can also work as facilitation centre for tribals migrating to NCR Delhi to ensure access to public services and social protection.

2. Advocacy and Co-ordination at National Level

It is recommended MoTA's active advocacy and co-ordination with various ministries to set up and strengthen institutional mechanism to ensure portability of services and social protection of tribal migrants at source and destination states. Key ministries include- Ministry of Health and family welfare, Skill Development Corporation of India, and Ministry of Labour and Employment.

3. Generating Migration Data at the National Level

Given there is no uniform data source available on the status of migration in the different states, it is recommended to MoTA to advocate for inclusion of tribal migration specific data in the existing government data sources such as the regular surveys conducted by specific ministries and the national census. As the data presently collected does not include important aspects of India's internal migration patterns the following strategies are recommended:

- i. To adopt improved and consistent definition of migrant populations and its subcategories for more accurate assessment of health and social security programmes
- ii. To ensure that data on seasonal and circular migrant is captured as they are generally missed out from the various surveys due to their mobility
- iii. Incorporation of migration specific variables in the existing surveys

Conclusions

From the above findings, it is clear that tribal migration is very much a reality and 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, Kerala stands out as having taken the most initiatives.

However, other states like Gujarat, Telangana and also have taken some steps in order to improve the life of migrants. 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. They 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.

Overall, this study recognized the fact that tribals livelihoods are difficult in most tribal majority states which leads to their migration to developed areas of the country either in the same state or in other states. Due to lack of education and skills, most of these tribals end up working in unskilled or semi-skilled sectors 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.

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' migrant's 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 Urban Development 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 can be generalized to other states of India and also for other social groups, where similar internal migration situation exists due to livelihood migration.

Actions taken during the study

Last but not the least, as a part of this study research team also undertook some actions to mitigate the situation of tribals based on our interactions with various states. 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 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 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.

Acknowledgement

We sincerely thank Ministry of Tribal Affairs (MoTA) for their vision, support and funding the first ever National study on Tribal's livelihood Migration within India. We are grateful to all the officials of MoTA-Joint Secretary Shri. Rajesh Agarwal, Shri Gopal Sadhavani, Director, Shri. Nadeem Ahmad, Undersecretary, Shri. Dharambir Singh and Smt. Sasmita Sahu for their continuous support and insights during the research study.

Our study would not been completed without wholehearted support of various state government officials. We would like to extend our thanks to Shri. Dinesh Kumar (Deputy labour commissioner, Delhi), Smt. Kalanath (Jharkhand Bhawan, New Delhi); Smt. Dipti Kanpurkar (Deputy Tribal Commissioner, Goa); Shri. Gopal Pareskar (Deputy Director labour department, Goa); Shri. Prakash Velip (Chairperson Commission of Scheduled Castes and Tribes, Goa); Smt. Mazumdar (Deputy Director, Fisheries Department, Goa); Smt. Himani Pandey (Welfare secretary, Jharkhand); Shri. Prabhat Dubey (Additional Labour Commissioner, MP); Shri. Ganesh Bhabar (Assistant Labour Commissioner, Jabua, MP); Smt. Mona Puri (Additional Labour Commissioner, Punjab); Dr. Kishan Chand (Director-general, Centre for Research in Rural and Industrial Development, Punjab); Shri Sunil Patil (Joint Secretary, Tribal Development Department, Maharashtra); Shri. Kukarani (Commissioner, Tribal Development Department, Maharashtra); Shri Panmand (Joint Commissioner, Tribal Development Department, Maharashtra); Shri. Benhur Mahesh Dutt Ekka, (Principal Secretary, Tribal Welfare Department, Telanagana); Shri. A. Murali, (Director-General, State Archives, Telanagana); Shri. K Shankar Rao (Deputy General Manager, TRICOR); Dr. Kalyan Reddy (Deputy Director, Tribal Cultural Research & Training Institute, Telangana) and all other officials whose names may be missed out. Thank you all for your support, insights and expertise that greatly assisted this research study!

Our very special thanks to Shri Sachin Jadhav, Labour Commissioner, Odisha and his nodal officer Dr Aharaya for their outstanding support during the study mainly in Odisha and Delhi. Because of their openness and deep interest in labour migration issues, we could propose several actions in the Odisha state action plan for migrant workers, which they gladly accepted for the implementation. We are equally grateful to Dr. Ota, Director SC/ST Research and Training Institute, Odisha Tribal Department.

We also thank Smt. Louise Mirande (Welfare Minister, Jharkhand), Shri Ramehswar Oraon, (Ex-Chairman National Commission for Scheduled Tribes) for their constant support in the study. We are indebted to Shri. G Ramesh Kumar (Chairman and Managing Director, NSTFC), Shri. Manish Kumar (Chief Executive Officer - National Skill Development Corporation (NSDC), Shri Sanjay Pradhan, Lead Affirmative Action, National Skill Development Corporation for their insights on tribal labour migration and skilling.

We would also like to show our gratitude to the various NGO and unions (Samarthan, Madhya Pradesh; Yugantar, Telangana, Pragati, Odisha, Nirmana Mazdoor Sangh, Delhi, All India Agricultural Workers Union, for their continuous support, assistance and association in this research study.

A special thanks to Shri. Ashok Sahoo, Special Rapporteur on migration and bonded labour to National Human Rights Commission and Shri. Subhash Bhatnagar, National Convener of the Delhi-based National Platform for Domestic Workers for sharing their pearls of wisdom with us during the course of this research. Insights of Smt. Bharti Birla, International Labour Organization are also greatly acknowledged in terms of labour rights and work conditions. We sincerely thank Shri. Rishikesh Panda, Ex-Secretary, MoTA for his valuable insights and support during the pilot research in Jharkhand and Odisha.

Last but not the least, we are highly indebted towards wholehearted participation of all tribals in the study; without them, this study would not be possible.

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1

Introduction

“Development is not reaching to us...hence we are trying to reach the development, we decided to migrate to cities for work”

– A Tribal Migrant Youth in Delhi

Migration flows have shaped some of India's key sectors: labour, foreign relations, or education. Large-scale internal migrations and labour mobility in particular have an historical association, which has been widely documented. While flows differ in duration, motives, and migrant profiles, their impact on households and communities also varies at places of destination and origin. Internal, seasonal migrations act as a 'safety valve' among the poorest communities, more often than not critical to the livelihoods of the most socially and economically vulnerable.

Census is the only source of information which provides information on few aspects of migration in every ten years. Migration by caste and tribe is not provided by the census. Among the various states of India, Maharashtra stands at the top of the list with 2.3 million net migrants, followed by Delhi (1.7 million), Gujarat (0.68 million) and Haryana (0.67 million) as per 2001 Census. Andhra Pradesh is at 13th position for the total volume of net migration followed by Bihar. There are very few studies which focus exclusively on tribal migration only. Migrations affects both males and females considering the lack of access to resources, basic entitlements and occupational hazards. Women tend to be more at a disadvantage, socially, given the safety issues. For instance, a study from Bastar district of Madhya Pradesh shows that tribal women migrate on large scale in search of jobs. They use migration as a survival strategy to escape out of abject poverty. Thousands of tribal women and young girls migrate from their hinterlands in the tribal areas to urban centres mainly in search of employment. They are new to the city life style and environment and find it difficult to make adjustment with the changed situation and environment. They have to face a number of problems in the cities after the migration. Moreover, the non-tribal in the cities exploit them both financially and sexually. A large majority of migrant tribal women are in the age group of 24 to 47 years and the tribal girls in the age group of 16 to 23 years. They face problems like difficulty of communication in local language, getting accommodation and employment, education of children, local contacts, and adjustment with city life and environment etc.

Seasonal migrants dominate the low-paying, hazardous and informal market jobs in key sectors in urban destinations, such as construction, hotel, textile, manufacturing, transportation, services, domestic work etc. They have poor access to health services, which results in very poor occupational health. Since they cannot afford private hospitals, they often go back to their villages once they fall sick. This affects their employment opportunities, as well as the loss of wages. A large number of migrants find work as unskilled labourers since they enter the job market at a very early age, experience no upward mobility and remain stuck in the most unskilled, poorly paid and hazardous jobs for their whole work-life span. In an unorganized and chaotic labour market, migrant workers regularly face conflicts and disputes at worksites. The common issues they face are non-payment of wages, physical abuse, accidents and even death. The existing legal machinery is not sensitive to the nature of legal disputes in the unorganized sector. Many informal sector disputes never make their way to labour courts or keep languishing in courts for lack of proof.

In tribal dominated state of Jharkhand, a study of twelve villages found that one-third of the households had at least one member migrating out from the village in search of jobs. Short-term and seasonal migration was higher among socio- economically poorer groups, involving over 80% of the landless and 88% of illiterate people. Migration among SCs and STs was nearly twice that of upper castes (15% of the SC/ST households compared to 8% of upper caste households) (Dayal and Karan, 2003). In Rajasthan, 95% of the migrants congregating at Chakoris (recruiting points) are Dalits (people belonging to lower caste) originating from the district of Bhilwara, Ajmer, Tonk and Kota of Rajasthan (Jagori, 2001). There is extremely high rate of migration among tribals from the relatively backward southern part of Rajasthan who migrate to Gujarat to work in seed cotton farms and textile markets (Kate Bird and Deshingkar, 2009).

¹ <http://epc2010.princeton.edu/papers/100159>

² <https://www.weforum.org/agenda/2017/10/india-has-139-million-internal-migrants-we-must-not-forget-them/>

Acknowledging the lack of reliable and consistent data on tribal communities, this report seeks to identify the key contextual drivers for tribal migrations in and focuses on the issues faced by the community at the destination.

This study has been conducted with the following objectives:

- Collect, compile, organize and analyse all the existing literature and secondary data available regarding tribal (including livelihood) migration in India.
- Conduct primary qualitative studies in the major tribal migration corridors of India – at source and destination levels, and analyse that to define a clear scenario of livelihood migration in India
- Conduct primary qualitative studies among key people – government and non-government, national and international, to understand better the key issues and possible solutions for improving the status of tribal migration in India for livelihood.
- Conduct a comprehensive review of the existing laws, regulations and frameworks that currently govern the situation of tribal migration and livelihood in India
- Create a set of solutions and recommendations for various agencies in order to improve the situation of tribal livelihood migrants in India.

The findings are expected to lead to concrete solutions by ensuring policy mechanism to safeguard the rights and entitlements of migrants.



A Migrant girl child labour working in Sugarcane Cutting Job, Migrated from Nandurbar, Maharashtra

2

Research Methodology

“If we get jobs in our village, then why would we leave our family and village. And even if we get jobs here then salaries offered are too less to be able to feed our families. Hence we have to go to other places in search of work”

-As Quoted by a Young Tribal Man During FGDs

2. Methodology

In the recent there has been the rise of the debate on ‘rurality’ and there has been a paradigm shift in research focus from structures to constructions resulting in replacement of quantitative with qualitative methods of enquiry in rural migration research and more generally in the ‘new studies of mobility (Blunt, 2007 cited in Rye, 2011). The standardized questionnaire and other large-scale statistical materials are now regarded as poorly suited to investigating the meaning-laden aspects of actor’s migration. Such research is better implemented with various techniques of analysis of ‘texts’: in-depth interviews, focus groups, discourse analysis and participant observation (Rye, 2011).

This study had a mixed methods approach; literature review, secondary data analysis and qualitative interviews to understand in depth about tribal’s livelihood migration situation in India existing policies and their successes and challenges in implementation of migration and social security policies India.

Study Objective: Several national and regional studies have indicated high migration among tribals compared to other social groups. This study focuses to build in- depth understanding about tribal’s livelihood migration pattern, reasons of migration & corridors of migration, issues and challenges tribals face during migration, and status of government programmes and policies to address such migration

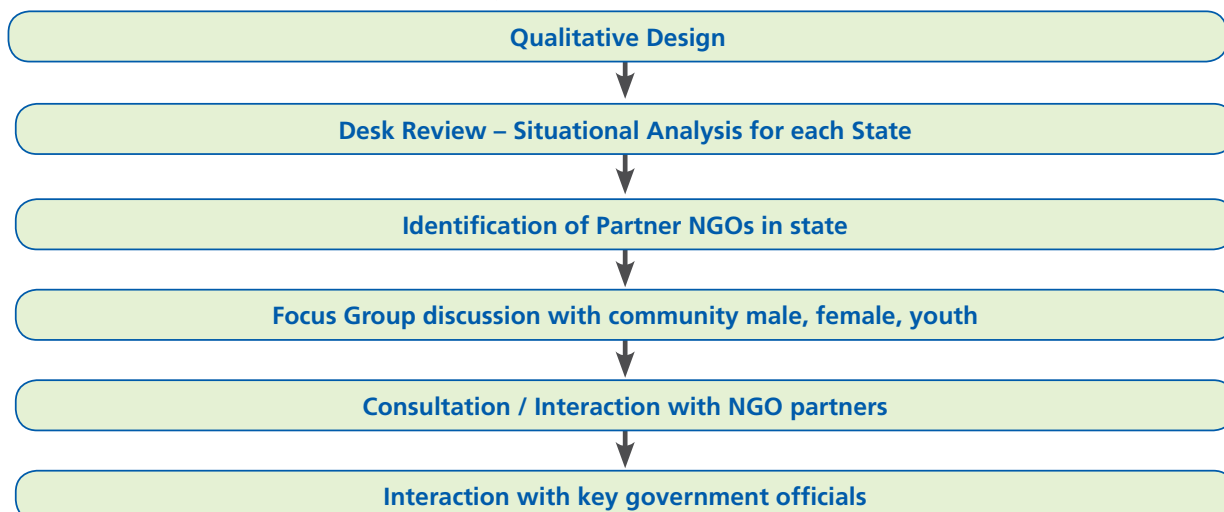
Process of Research

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. In order to proceed in the desired direction a desk review of existing literature was done including grey literature. Full record of the entire research is retained in order to ensure transparency and avoid duplication. Available secondary data sources were accessed from the census, national sample surveys, others surveys done by various national and state government, studies done by various nongovernmental organizations etc. A critical review was undertaken on the available key policies, law, regulations, institutional frameworks, and also various national and international instruments that have so far been applied to improve the condition of migrants.

The primary data collection was conducted via qualitative methods and collect information via in-depth interviews (IDIs) and focus group discussions (FGDs) of migrants – both at source and destination, IDIs of key persons – both in the government and outside, and also 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 Schedule Tribes, livelihood migrants in India and to identify the major issues and possible solutions to improve the status of such migrants.

Figure 1: Process of Research



2.1 Study Participants

2.1.1 Recruitment of Participants, Inclusion / Exclusion Criteria

The study was aimed to understand livelihood migration scenario among tribals that includes main reasons of migration, corridors of migration, sectors of employment, whether migration is productive or not, challenges during migration, government efforts to support migrants or minimize migration. Main participants of the study were tribal migrants and their families at source and destination states, NGOs/ CBOs working at ground level on migration and key people working on migration from various organizations, government officials mainly from tribal department, skill department and labour departments were identified. Direct contacts were made with the government officials and key people via emails and phones, and those who agreed to participate in the study, were included for the interviews. The participants who were willing to participate in the study and did not have any official reservations or constraints to share the relevant information were included in the study. Those who expressed reservations to share this information were excluded from the study. The detailed list of study respondents is annexed (Annexure 1, Annexure-3, Annexure-5). Similarly, for NGOs direct contacts were made via phones and emails. For community FGDs, researcher staff was accompanied by the local NGO workers who were well-versed with situation and the tribal community.

2.2 Method

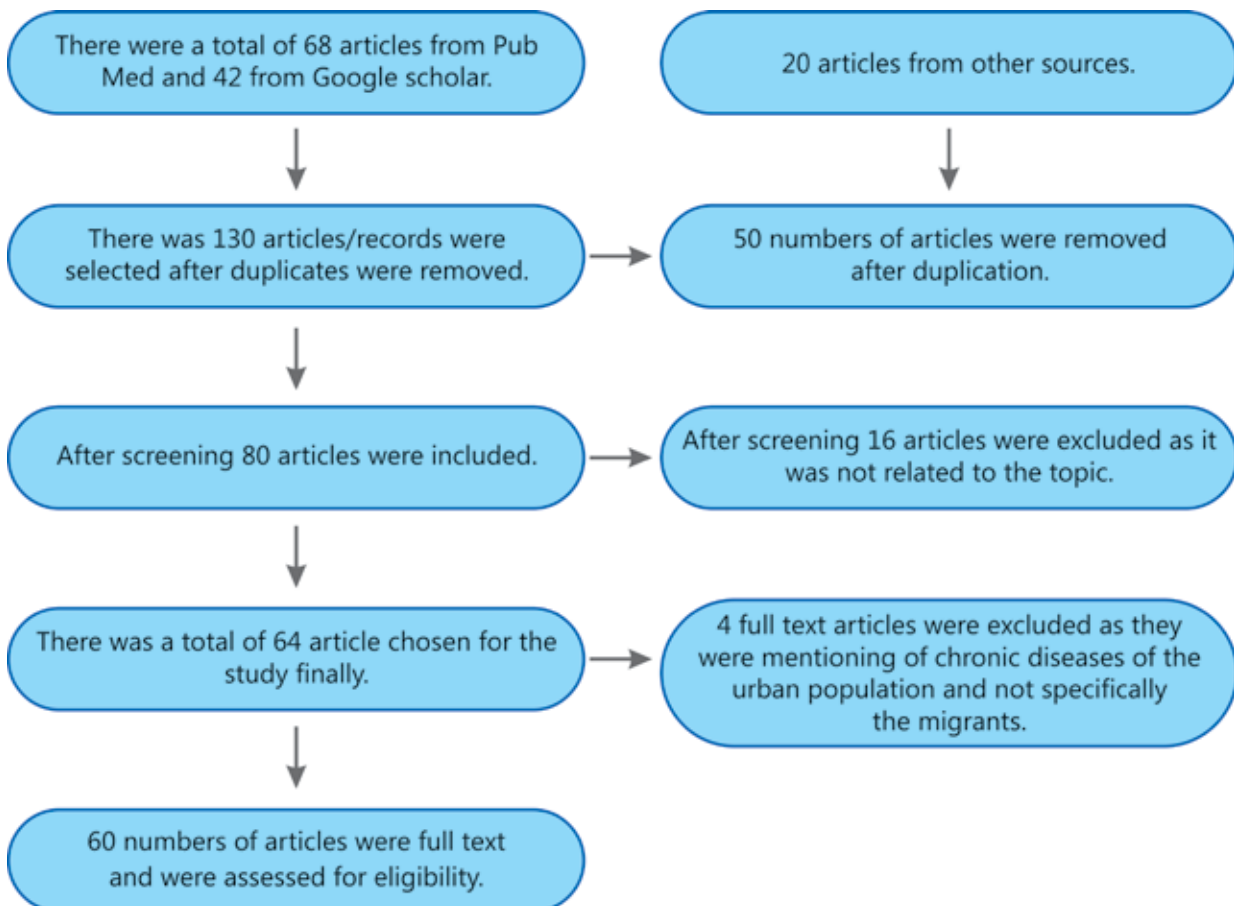
2.2.1 Analysis of Existing Literature and Secondary Data

All existing literature and secondary data collected as a part of this project was compiled, suitably organized and analyzed for relevant information. Full record of the entire research is retained in order to ensure transparency and avoid duplication. The inclusion and exclusion of information into the report were conducted at the discretion of the expert leading the entire project.

The literature search was undertaken using databases such as Pub Med, Lancet and advanced Google Scholar using keywords such as tribal, livelihood, urbanization, internal tribal migration and development, displacement of tribals, social security, access of migrants, migrants condition, occupational diseases in migrants, socio economic condition of tribal migrants, internal migrant and social development policies, internal migration and social protection policies in India with corresponding mesh terms in combination like OR,AND. The following were the process and criteria for the inclusions of the articles accessed in this literature review: The search of the articles was restricted to English language and those studies which were published from 1970-2017.

There was a search of total 130 articles from which 68 articles was from the Pub med source and 42 from Google scholar and 20 from other sources. 50 no of articles were rejected after removing all duplicates. After duplication there was a total of 80 articles left which was screened, and after which 64 were included as the 16 were unrelated to the taken topic. Out of these 64 articles 4 were excluded, as these did not have specific information we were looking for. A total of 60 articles was finally selected which fulfilled the desired criteria the search was carried out from October – December 2017.

Figure 2: Process of Literature Review



2.2.2 Qualitative Data Collection

The study was conducted in India during September 2017 – July 2018. In order to understand and review the situation of migrants in India, both primary and secondary data sources was used for data triangulation and thus creating a complete picture of the entire situation.

The primary data collection was conducted via qualitative methods and collect information via in-depth interviews (IDIs) and focus group discussions (FGDs) of migrants – both at source and destination, IDIs of key persons – both in the government and outside, and also IDIs of key people from various migration organizations. A guides/checklist was prepared based on specific objectives. Separate guides/checklist were prepared for community members (FGDs) and for officials (IDIs). A multiphase process was used to develop these guides/checklists to ensure that it was culturally and linguistically appropriate. These checklist were prepared initially in English and translated into the languages of the study states. The responses to questions, which were in many languages, were translated back into English by the states staff who were well versed with state vernacular language.

In order to proceed in the desired direction a desk review with extensive reviews of existing literature including grey literature was undertaken. All available secondary data sources were accessed from the census, national sample surveys, others surveys done by various national and state government, studies done by various nongovernmental organizations etc. A critical review was undertaken on the available key policies, law, regulations, institutional frameworks, and also various national and international instruments that have so far been applied to improve the condition of migrants.

2.2.3 Selection of States for Primary Data (Basis of Selection)

Selection of states have been done on the basis of high density of tribal population, and their livelihood migration observed. It was done on the basis of Census data, National Sample Survey data and other private studies done so far. Major source states identified for data collection are Madhya Pradesh, Odisha, Jharkhand, Chhattisgarh and Rajasthan. Major destination state of tribal migrants identified are Maharashtra, NCR Delhi, Punjab, Goa, Kerala, Gujarat and Telangana. Some states were identified both as source & destination, known for within state migration and inter-state in migration; mainly Maharashtra, Gujarat, and Telangana.

2.2.4 Data Collection, Transcription and Translation

In total, 95 IDIs with migrants, 87 IDIs with supervisors/ contractors/ NGO members were conducted. 62 FGDs with community members and 92 In-depths interviews were conducted with the government officials (table below) at a time and place that was convenient to them. On an average each interview took 30-45 minutes with each participant. Interviews were audio and video recorded for those who gave consent and note-taking was used for the others. No more than three interviews were conducted on the same day to ensure data quality. Each interview was given a code to maintain anonymity and participants' confidentiality.

Table 1: Data collection details in the study area

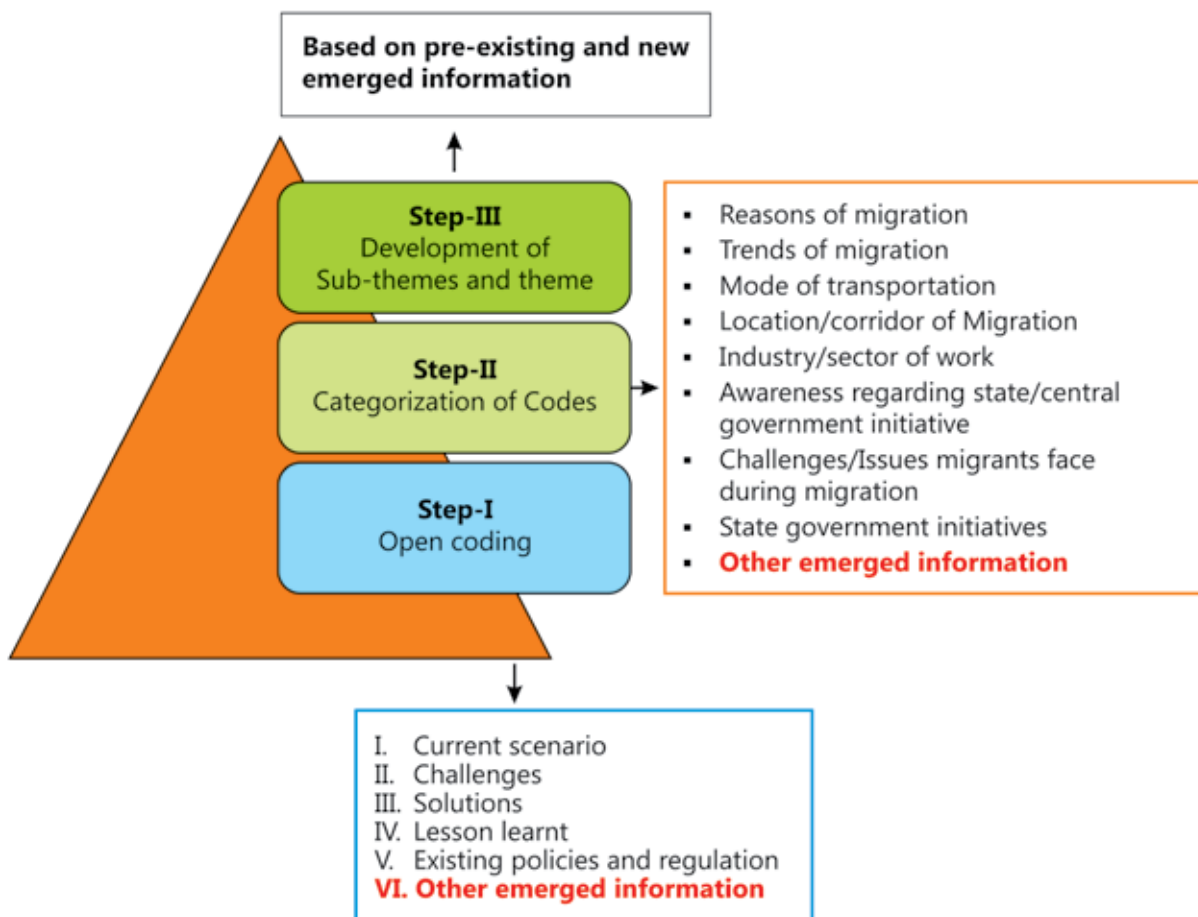
State	Location (Districts)	Community Interactions			Government Interactions
		No of IDIs (Migrants)	No of IDIs (Supervisors/ Contractors/ NGOs members)	No of FGDs	
Jharkhand	Gumla, Lohardaga, Dhandbad, Ranchi, Hazaribagh	15	18	10	10
Odisha	Keonjhar, Sundergarh, Nuapada, Balangir, Kalahandi, Bargarh	8	10	7	8
Chhattisgarh	Jaspur, Ambikapur, Koriya,	9	7	5	10
Telangana	Hyderabad, Eturunagaram	7	4	7	13
Delhi	Gurgaon, South Delhi, Central Delhi	9	5	6	9
Punjab	Hosiarpur, Patiala, Chandigarh	7	8	3	5
Madhya Pradesh	Jhabhua, Dhar, Barwani Indore	3	6	5	5
Maharashtra	Nasik, Nandurbar, Nanded-Kinwat	16	12	8	11
Gujarat	Gandhinagar, Panchmahal Aravalli	14	8	6	10
Goa	Panjim	4	5	3	6
Kerala	Pathanamthitta	3	4	2	5

2.2.5 Analysis of Qualitative Data

All interviews were transcribed verbatim to produce the initial set of transcripts. These transcripts were crosschecked against the original recordings to produce the final set of transcripts. The finalized transcripts were coded and sub-coded. The initial list of codes and sub-codes was used to find relationship among emerging themes and categories that were studied using memos, graphic representations and conceptual frameworks through an iterative process. Multiple tools were used to facilitate triangulation of results and due importance was given to reflexivity, attention to negative cases, fair dealing, peer debriefing and audit trail/decision trail. Anonymous direct quotes are used as examples of particular themes and to substantiate the findings, where appropriate.

To check data coding, 3 independent researchers were involved to code four randomly selected interview transcripts (one from each category of participants). The independent researchers had prior knowledge and experience in qualitative data analysis and was oriented about the study objectives. The results were compared and discussed. The following figure explains data analysis process.

Figure 3: Data Analysis Process



2.2.6 Ethical Considerations

Informed consent was obtained from all participants prior to data collection and after explaining the nature of the study in detail as well as answering any questions that any of the participants had. Participation of respondents was completely on voluntary basis. Respect and dignity of the participants were prioritized and no discrimination in terms of caste, creed, religion, gender, color was made at any point during the study.

2.2.7 Study Limitations and Challenges

This study had a mixed methods approach; literature review, secondary data analysis and qualitative interviews to understand successes and challenges in implementation of migration and social security policies India.

The qualitative part of the study provided information about the migration process, whether migration had been helpful economically, and specific problems faced by migrants other than access to basic services and social welfare Programmes.

The qualitative interviews were conducted till saturation. The selection of relevant participants for the study was a key challenge at source state, since the time of research study was after the rainy season and most of the migrants had gone back to their work areas. However, we were able to talk their families and got to know about implications of them being migrated. Precise literature data on migration flows and a systematic accounting experiences of these migrants is not available for India. In most of the cases, government officials were not able to share data on tribal migration at both state and national level. Majority of the government officials accepted that there is paucity of data due to non-proper registration system at all levels from panchayat, district, state and national level, and also expressed need to set up mechanism to maintain migration related data.

Due to limitations of time and resources, no detail information was collected about various other issues such as aspirations for skill development and jobs or self-employment; health problems faced by the migrants, or their level of awareness about the common diseases such as tuberculosis, malaria or occupational diseases

At destinations, a major challenge was to locate and identify widely dispersed tribal migrants, who met the defined criteria. Hence, it was decided to identify certain high concentration clusters where tribals reside. Initially, with help of local NGOs the researchers visited several slums, slum like areas, resettlement colonies, habitations along with the railway and fly over bridges, where people set up temporary tents and huts to live, and newer habitations near the existing slums, habitations on or near the foot paths, road side, and construction work sites. Workers were identified in various sectors such as agriculture, fishery, domestic work, construction, beauty and wellness, hospitality etc. It was difficult to identify tribal migrants, out of huge migrant groups in these habitats.

For qualitative research, the participants were selected based on their availability and the information to be collected. All clusters were considered for selecting key-informants, focus groups and other community level participants. Key informant selection was an ongoing process since the beginning i.e., the task of identifying the study clusters. Talking to various people helped us in identifying the key informants, and sometimes, they themselves suggested the persons who can give good information. For focus group discussions, respondents were selected based on the criteria kept for each type of FGD.

During focus groups, it is expected that discussion takes place amongst the members freely, however, in many discussions, often the moderator has to encourage participants to express and discuss further.

Regarding the timings of the interview, the survey/interviews/discussions were conducted at the time that is convenient to the participants. For example, in Nasik districts, interviews were mainly conducted in the evenings between 7-9 p.m.; while it was a problem conducting interviews in the evenings in case of Goa, Delhi, Punjab, Kerala all the interviews/discussions were conducted during day time only.

Generally the interviews/discussion lasted for 1-2 hours, and rarely 2 hours in Goa, and Delhi site, while in Maharashtra the focus group discussions were of 2-3 hours duration. One more challenge is getting the people interested in the study. Few people questioned the benefit of participating in the study. However, once the purpose of the study is explained, a majority got interested in the study to share their views and it was made clear to them that we are collecting this data for research purposes,

we are interested in knowing what their opinions and experiences of livelihood migration; and it was also told that their participation is completely voluntary but telling about their experiences as part of this study could be helpful in the efforts to develop solutions to support these migrants. Often, people asked for some information regarding job placements, legal support, health facilities, or on getting ration card, smart card, or information regarding their health problem, and where to get treatment, and the procedures, etc. The research team provided information on these aspects available locally, and if the researchers do not know, it is admitted that she/he doesn't know but could try to get information; and the researchers were able to provide information on the next visit, whenever possible. It was also observed that people got enthusiastic after listening to the questions and continued their cooperation till the end of the interview.

2.2.8 Study Contribution

Indian studies on migration conducted so far are either completely source based or completely destination based. A qualitative analysis of the patterns of source-to-destination migration can be done on the basis of information gathered from the migrants themselves. However, destination based studies are unable to deal with issues at place of origin. Hence these studies may be one-sided. The source based studies, on the contrary have been concerned with people who do not live in rural areas at the time of study. A study of the native households and village areas of the migrants without a direct reference to the migrants themselves has undermined the utility of these studies. The deficiencies of one-sided studies can be overcome by undertaking field studies covering both source and destination areas. According to Todaro (1976) and also Gill (1998) a two-ended approach should be a top priority for research designed to frame and implement realistic migration policies. However there are very few studies which examine rural-to-urban migration from both ends (Gill; 1998). Viewed in this respect the present study would emerge as an attempt to fill up this research gap

The study adds to the existing literature on the livelihood migration among tribal communities' migrant's 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 Urban Development 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 health, social security and comprehensive policies.

The results of the study can be generalized to other states of India and also for other social groups, where similar internal migration situation exists due to livelihood migration.

3

Review of Literature

“

I've received FRA land, but it is on the top of hill, I tried cultivation in the land with great efforts, but during heavy rain, all my seeds planted were flown with the water, since my land is on the top of hill, there was no barriers to stop the water. It will take good amount of money to make my new land more productive. I've to earn that money from my migration job. ”

A Tribal Young Man in Nasik



Seasonal internal labor migration is a growing phenomenon in India. Intra and Inter-state labor migration has become an important feature of the Indian economy. This increase in migration is essentially due to regional differences in the population pressure on land, drought, and inequality of infrastructure, Industrial development, and modernization of agriculture. In particular, the developed areas have increased demand for labor during specific seasonal activities, especially sowing and harvesting in the case of agricultural activities. As this demand often supersedes the availability of local labor, these developed regions offer a higher wage rate and/or greater number of days of employment. The agriculturally developed regions are invariably areas, which have extensive canal irrigation and high yielding variety technology. The demand for labor also exists in seasonally based agro-industries e.g. rice mills, sugar factories, canal construction, road construction, etc. (Deshingkar and Grimm, 2005)

According to NCRL, a large number of migrants are employed in cultivation and plantations, brick-kilns, quarries, construction sites and fish processing. A large number of migrants also work in the urban informal manufacturing construction, services or transport sectors and are employed as casual laborers, head loaders, rickshaw pullers and hawkers. (NCRL1991). Some of the highest employers of migrants are the construction sector (40 million), domestic work (20 million), textile (11 million), brick kilns (10 million), transportation, mines & quarries and agriculture (Deshingkar and Akter, 2009). Within these sectors, migrants are mostly employed to fulfill the bottom-end tasks which entail back-breaking labor and maximum risk, tasks which the local labor would not be willing to undertake (Breman, 1996).

In recent years, seasonal migration for livelihood has become a growing phenomenon in India among Scheduled Caste and Scheduled Tribe population. As per census 2011, 45.36 crore Indians (37 per cent) have internally migrated and are now settled in a place different from their previous residence. In 2001, the figure stood at 31.45 crore. 2011 census highlights that, migration in India is majorly between rural to rural areas (47.4%), followed by urban to urban areas (22.6%), rural to urban areas (22.1%), and urban to rural areas (7.9%). Between Census 2001 and 2011, rural to urban migration increased marginally from 21.8% to 22.1% and urban to urban migration increased from 15.2% to 22.6%.

Majority of Scheduled Tribes and Scheduled Caste groups are dominant groups in migrant population. Most of this movement has been from the most populous and lesser developed poorest states with net in-migration being higher for the more developed states; for example workers from backward states like Madhya Pradesh, Bihar, Jharkhand, Uttar Pradesh, West Bengal, Odisha, Rajasthan and parts of North East states routinely travel to the developed "green revolution" states of Maharashtra, NCR Delhi, and Gujarat for the livelihood. Such migration is also observed within the districts of every state.

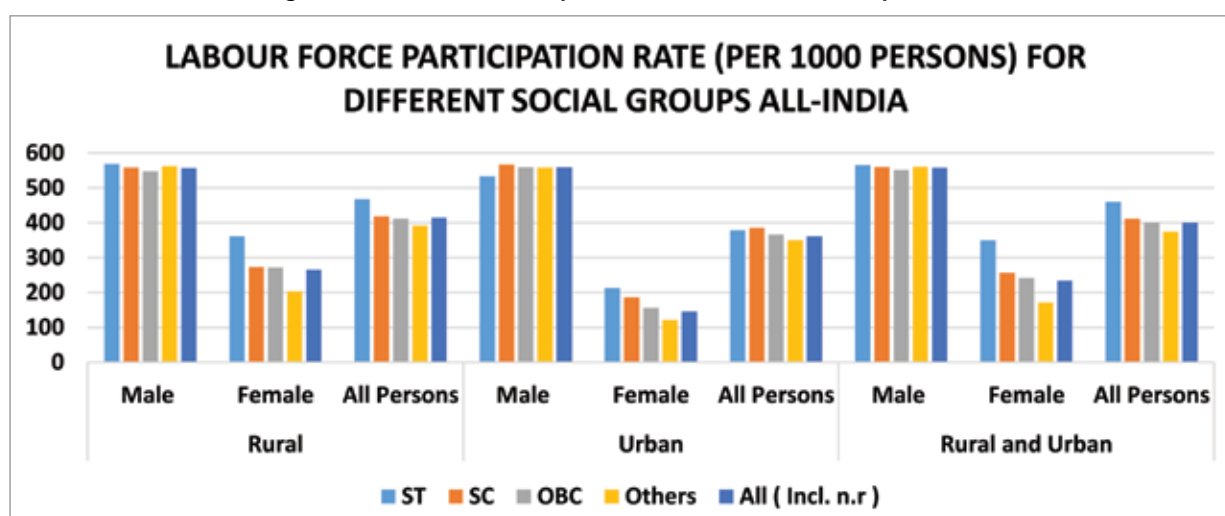


The Barren Land-The Drought Situation Worsens in Tribal Areas leads to Migration

Labor Force Participation: Figure 1 shows unskilled labor force participation rate (per 1000 persons) according to usual status (ps+ss) for different social groups all-India. It clearly shows labor force participation of ST population is higher than other groups both in rural and urban areas. 460 per 1000 persons for STs in rural and urban areas compared to 412 for SCs, 400 for OBCs, 375 for others and 400 for all.

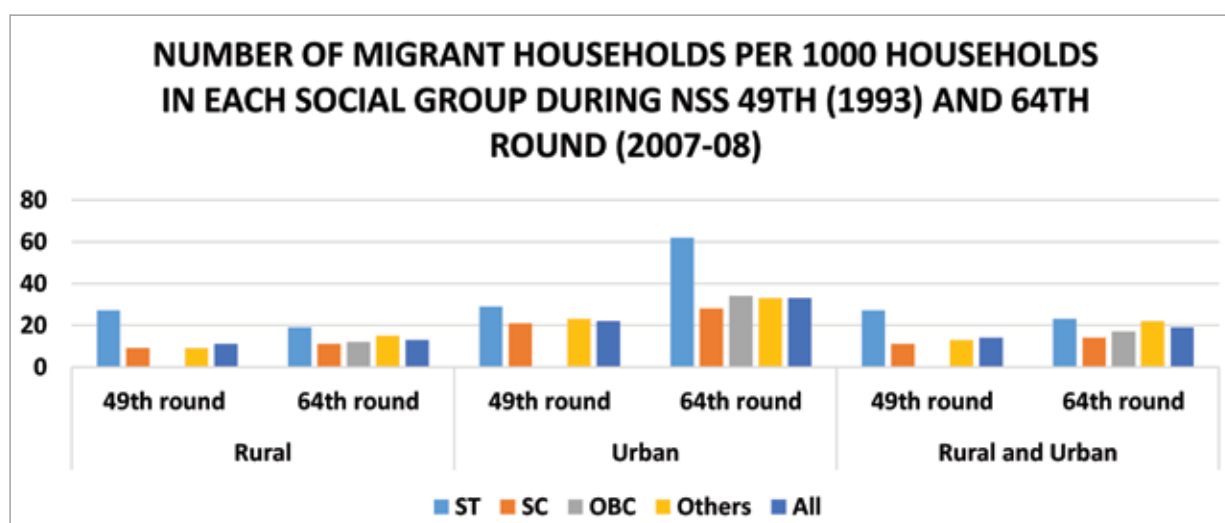
Migration Status: Figure 2 is about migrant households in different social groups and changes over time by number of migrant household per 1000 households in each social group during NSS 49th round (1993) and 64th round (2007-08). It clearly shows that in both rounds of NSS, migration rate of STs is higher than other social groups, in both rural and urban settings (23 for STs compared to 14 for SCs, 17 for OBCs). Also, urban migration of STs has increased almost three times in the 64th round compared to the 49th round of NSS (62 compared to 29). Migration is mainly due to purpose of better employment opportunities, and livelihood.

Figure 4: Labor Force Participation Rate across Social Groups in India



Source: NSS Report No. 543: Employment and unemployment situation among social groups in India)

Figure 5: Ratio of Migrant Households to per Thousand Households across Social Groups from 1993-94 to 2007-08



Source: NSS Report No. 533: Migration in India, NSS 64th Round (July 2007 – June 2008), MOSPI

i) Regional Trends in Internal Migration in India: A State Level Picture

The above section highlighted Scheduled Tribes being the most migration prone. The recent trends from the states indicate further migration dynamic. It is important to note here that the data on migration in the country is not as comprehensive or recent due to lack of resources. The detailed migration trends are unavailable in the Census and NSS, national level data. However, a number of micro surveys at the state/regional level have captured the trends in migration dynamics. The following is a compilation of the key trends emerging in these surveys.

The most common driver found in the migration trend being marriage, especially among women, the major chunks of internal movements are driven by long-distance and male dominated migration that is linked with movement of labor. These flows are sometimes permanent, semi-permanent, or seasonal. Similarly, these streams of internal migrants are from wide variety of education backgrounds, income levels, skills, social groups, religion, age and other such characteristics.

Table 2: Seasonal out Migrants and Long Term out Migrants: a Comparative Profile, 2007-08

Social Group	Seasonal Short Duration Out Migrants			Long Term Out Migrants		
	Rural	Urban	Total	Rural	Urban	Total
ST	20.1	3.5	18.6	6.8	2.2	6
SC	23.7	17.5	23.1	19.2	11.8	17.9
OBC	39.5	43.6	39.9	44.5	37.9	43.3
Others	16.7	35.4	18.4	29.5	48	32.8
Total	100	100	100	100	100	100

Source: Volume-2 Workshop Papers, Internal Migration in India Initiative National Workshop on Internal Migration and Human Development in India, ICSSR 2011

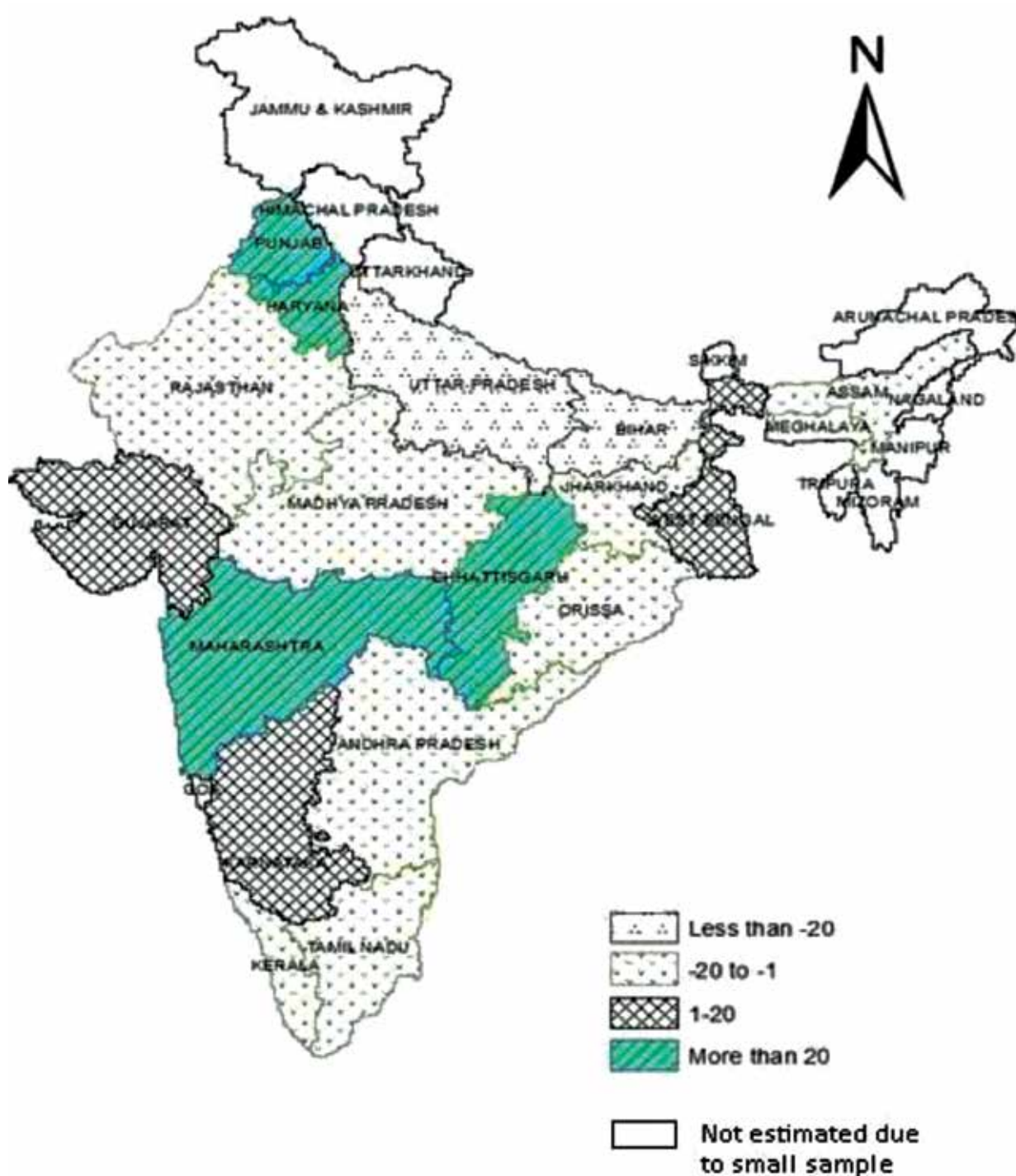
Characteristics

- A review of micro-surveys on internal migrants in India identifies most migrants in the age group 16-40 years, making only semi-permanent or temporary movement, stay ranging from 60 days to a year.
- The Scheduled Tribes and Castes are overrepresented in these short term migration flows. And most labor migrants are employed in a few key subsectors, including construction, domestic work, textile and brick manufacturing, transportation, mining and quarrying, and agriculture.
- While the longer- period flows tend to be male-dominated, circular or seasonal flows, most prevalent among the poor and tribal groups—tend to be an even balance of men and women.

Understanding Inter-State Migration

The northern states of Uttar Pradesh and Bihar have the highest percentages of rural populations, 18.6 percent and 11.1 percent, respectively, as per the 2011 Census. These states constitute the largest migrant sending states. Substantial flows of labor happen from Uttar Pradesh and Bihar to Maharashtra, Delhi, West Bengal, Haryana, Gujarat, and other states across northern and central India. Other major migrant-sending states are Rajasthan, Madhya Pradesh, Andhra Pradesh, Chhattisgarh, Jharkhand, Odisha and North East. The major sending states are all uniformly characterized by poor social and economic development indices and the destinations as growing economic magnets of urbanization. Predictably, all of the major sending states are characterized by very low social and economic development indices and the major urban destinations are the growing economic magnets in an increasingly liberalized Indian economy.

Figure 6: Major Inter-State Migrations in India, 2007–2008



Source: R.B. Bhagat "world migration report, 2015 urban migration trends, challenges and opportunities in India," IIPS, Mumbai, December 2014

When we go on to see regional level case studies, research brings out certain state level peculiarities in migration trends:

- Tribal and forested areas of **Southern Madhya Pradesh** have been identified among the 15 pockets of chronic poverty in India. Landlessness, nominal and unproductive landholdings and the inability to invest in farming continue to characterize the tribal population of the state. Migration is an important livelihood activity and research by Mosse et al (1997) in the tribal districts of southern Madhya Pradesh covered under the DFID funded Western India Rain fed Farming Project revealed that 65 per cent of households included migrants who worked mainly in the construction sector. Many migrate to the neighboring states of Maharashtra and Gujarat.
- According to a study report by Aajeevika Bureau on **Seasonal Labor Migration and Migrant Workers from Odisha [2014]**, there is a migration flow mostly outside the state in search of employment. About 66 per cent of workers from Coastal region travel across state boundaries to find work in neighboring as well as far off states of India. For the coastal region, Kerala emerges as the most important destination state, receiving about 24 per cent of the inter-state migrants. The migrants to Kerala find work as unskilled labor in work sectors such as construction, transportation and in factories. A large number of inter-state migrants from **Western Odisha**, about 26 per cent, find employment in the neighboring state of Chhattisgarh. Other prominent destinations for inter-state migrants are Uttar Pradesh, Maharashtra, Tamil Nadu, Goa, Gujarat and Andhra Pradesh. These workers specially come from the Ranpur block of the Nayagarh district. Certain small but not insignificant migration streams flow to West Bengal, Himachal Pradesh, Punjab, Karnataka and Delhi.
- According to a report by Aajeevika Foundation in association with UNESCO [2014], in Rajasthan, as many as 5.79 million people in **Rajasthan or 10% of the state population, migrate in search of work**. People from western and southern Rajasthan constitute the largest migrant workforce with districts like Jodhpur, Barmer, Dungarpur, Udaipur, Ajmer, and Chittorgarh topping the sending districts. Major chunk belong to SC's, ST's and OBC's. While states like Gujarat, Maharashtra and Delhi are the top three destinations, they prefer to work in cities like Jaipur & Jodhpur. Tribals from Udaipur region prefer to work in Gujarat while those from western Rajasthan prefer Mumbai or Jaipur. Migrants from eastern and northeastern part prefer to work in Jaipur & Delhi.
- A large number of people belonging to the musahar caste migrate **from Bihar** to brick kilns in Uttar Pradesh and West Bengal where they stay for 7-8 months in a year. The musahar (literal translation is rat-eaters), are Maha dalits, usually found in the least paid and most degrading jobs at the periphery of society.
- A baseline survey conducted by Disha Foundation for Tribal migration Research and resource centre in 20 villages of two blocks of Nasik district i.e. Peth and Trymbakeshwar, in **Maharashtra** to identify the key reasons of migration, socio-economic profile of migrants, key challenges at village and destination levels. The data shows that nearly 80% study population is migrating for livelihood in absence of local employment opportunities, and agriculture development. This survey has revealed that more than two third households (5591 out of 7004) that moves out of Panchayat temporarily. More Families migrates to Nasik, Dindori, Girnare and Niphad few percent family migrates to Thane, Sinner, Trimbak, mohadi, peth, Ozar, janori, pimpalgaon etc. places of Nashik district for Agriculture and Construction labor. The need for more income is clearly the predominant driver behind the migration in these panchayat's. Whereas, 29 percent migrates due to poverty, while 17 percent landless people migrate in search of livelihood for better wages. Other reasons include insufficient land for agriculture and no local incomes.
- As cited in an article "Internal migration and citizenship in India", published in the Journal of Ethnic and Migration Studies [2016]. **The cities of Mumbai, Delhi, and Kolkata are the largest destinations for internal migrants in India**. Many of the migrants to these cities are intrastate migrants, relocating from rural areas of Maharashtra and West Bengal. All three cities also absorb large numbers of people from other states across India.

Table 3: State-wise short duration out migration (per thousand), 2007-08

(Short duration out migration: number of persons who stayed away from home for 30 days or more but less than 6 months for employment or in search of employment for each State / U.T)

State / All India	Male	Female	Persons
Andhra Pradesh	20	8	14
Assam	20	2	12
Bihar	57	1	30
Chattisgarh	23	9	17
Gujarat	43	24	34
Haryana	6	2	4
Himachal Pradesh	10	0	5
Jammu & Kashmir	26	1	13
Jharkhand	46	6	26
Karnataka	17	6	11
Kerala	9	1	5
Madhya Pradesh	39	11	26
Maharashtra	16	8	12
Orissa	22	5	13
Punjab	7	8	7
Rajasthan	25	5	15
Tamil Nadu	18	5	11
Uttarakhand	8	0	4
Uttar Pradesh	25	1	14
West Bengal	44	4	24
All-India	28	5	17

Source: Report No-533, Migration in India (2007-08), NSSO

The seasonal flows of migrants vary by area and industry, but several micro level studies reveal extensive flows. Such as, significant numbers migrates from drought-prone regions—including areas of Andhra Pradesh, Karnataka, and Maharashtra—migrating seasonally to work in brick kilns, construction, tile factories, and crop-cutting operations. According to one study, 90 percent of laborers in the construction industry are internal migrants. Circular migrants are also attracted by agricultural work, such as the rice harvest season in West Bengal and the sugar cane harvest in Gujarat.

The magnitude and variety of internal migration flows in India, as well as the distresses associated with them, are enormous. Such regional evidences, further reiterate the need to address the issues of migrants by streamlining the existing policy mechanisms to cater to their varied yet pressing needs. Few civil society organizations have set successful examples of providing solutions to migrant issues, yet there is a need to build up from them and offer a national concerted effort in the direction of ensuring entitlements and basic rights.

ii) Internal Labor Migration, Poverty Alleviation and Development linkages:

Migration has become an important livelihood diversification strategy for many poor groups across India. Internal migration is an activity undertaken primarily by young adults in India followed by teenagers and children along with their parents. Migration is a routine livelihood strategy of poor households, which helps to smooth seasonal income fluctuations and earn extra cash to meet contingencies or increase

disposable income. There seems to be little doubt that migration can reduce poverty and stimulate economic growth. The evidence is most clear in situations where economies are growing rapidly as in Asia. While many studies on migration have tended to emphasize the impoverishing effects of migration they have rarely posed the question of what these households and individuals would have done in the absence of the opportunity to migrate. (Deshingkar 2009, Borhade 2011)

The analysis of ³remittance flows has tended to focus on flows between rich and poor countries. But internal remittances (sending earnings/money to home towns by migrant workers) have not received much attention. The strongest evidence of internal remittances contributing to poverty reduction is from economies where urbanization and manufacturing have increased significantly, and where rural-urban migrants earn substantially more than they would in rain-fed farming. In situations where urban wages are high and employment is regular (even if informal) remittances can be significant. A study of migration in Madhya Pradesh, Rajasthan and Gujarat in India found that 80 per cent of cash income in project villages was derived from migration (Mosse's, 2002). A study in Bihar showed that remittances accounted for one-third of the average annual income of landless and marginal households sending migrants. By caste, the scheduled castes and Scheduled Tribes, and Muslims earned 29 per cent of their income through migration. (Karan, 2003) These evidences confirm that internal migration can play an important role in poverty reduction and it should not be controlled.

It is evident that migration can have multiplier effects on the entire remitting area through stimulating land and labor markets, increased agricultural production and improved nutrition, health and education. (Deshingkar and Grimm, 2004) There is compelling evidence (Chatterjee 2006) showing that the returns from migration can improve over time as migrants acquire more knowledge, confidence and skills; when they can cut out exploitative middlemen and contractors.

Migration also play important role in social developments such as women empowerment. It is evident that migration of women has increased in informal economy due to availability of women oriented jobs such as domestic work, garment industry, construction and agriculture. (Deshingkar and Grimm 2004). It was noted among women who do not migrate and stay back in their villages that the prolonged absence of male decision makers can result in a change in the social order with women becoming more vocal in village decision making and participating more often and openly. It was also pointed out in the synthesis report of the PPA⁴ (Participatory poverty assessment) that family dissolution is not necessarily a disempowering experience for women, and it is certainly empowering for some women. (Deshingkar 2009)

These evidences confirm that internal migration can play an important role in development. But migration has not understood at program and policy level and hence issues of migrants are remained unattended and it remained a neglected sub group of the population in India.

iii) Vulnerabilities Faced by Migrating Population

While migration has been shown to have economic and other development benefits, it also has serious negative repercussions. (Borhade 2011) Migrants are inherently vulnerable as they leave home to newer destinations i.e. denial of basic human rights due to lack of protection. In other words, any human being is less vulnerable at home than right after he leaves it to become a migrant. (Bustamante 2011) Migrant's vulnerability is shaped by many factors, including political and social marginalization and a

³A remittance is a transfer of money by a foreign worker to his home country. In this paper it refers to the transfer of money by migrants from destination to their home/source area.

⁴A Participatory Poverty Assessment (PPA), is an iterative, participatory research process that seeks to understand poverty in its local, social, institutional, and political contexts, incorporating the perspectives of a range of stakeholders and involving them directly in planning follow-up action. PPA's can be defined as an instrument for including poor people's views in the analysis of poverty and the formulation of strategies to reduce it through public policy.

lack of socioeconomic and societal resources. (Derosé et al 2007), While living in host states where migrants may not master the official language(s), are unfamiliar with the workings of the legal system and administration, detached from traditional support and family networks. (Varenes 2003) Thus, vulnerability of the migrants arise because of living in a place which is different in culture, language, social settings, legal protection, entitlements and consumption habits from their native places and the loss of the traditional support system they enjoyed before migration. (N Kumar 2011). This section explores different vulnerabilities faced by migrants during migration.

Common issues faced by migrants

- Poverty, powerlessness
- Language barriers
- Alien states, lack of identity
- Discrimination
- Lack of access to basic entitlements (education, health, livelihood, food security, housing)
- Inability to access assistance and government programs and services
- Unreliable and unsafe savings and remittance facilities.
- Poor living conditions without basic amenities
- Unsafe and hazardous working conditions
- Less or no legal protection
- Lack of information about rights, entitlements, and application of laws in general
- Safety

The following section details out the vulnerabilities faced by migrants based on the literature review conducted from various sources

Legal protection

The degree of vulnerability in which migrants find themselves depends on a variety of factors, ranging from their legal status to their overall environment. The hiring of migrants in an irregular situation allows employers to escape providing basic minimum services to them including health, education of children, living and work condition etc, and then the labor force becomes cheaper than recruiting locals/natives. These migrant workers fall under category of unorganized sector, and are eligible for coverage of all existing labor laws, but because they do not have one fixed employer, it is difficult for Labor Department to provide them coverage of these existing labor laws. In the case of internal migrants, their fluidity in terms of movement and their working conditions in the informal work arrangements in the city debar them from access to adequate care (Borhade 2011, WHO 2003, 2008)

Identity and Access to entitlements

Usually, benefits of the schemes run by individual state governments are available to persons having resident status and/or legal identity in the respective state that includes range of documents for residential proof such as local ration card, electricity bill, PAN card, passport, and newly launched AADHAR card etc. Migrants, in general, do not have resident status in the destination state. Lack of legal identity of destination state is major problem for migrant workers while accessing basic entitlements including social security, health insurance, and education of children, financial inclusion and basic services during their migration period. Identity issue remains cross cutting for access to all these services.

In such a situation, the interstate migrants (both intra and interstate) lose their entitlements when they cross borders of their native state or district. For instance, a migrant laborer from states like Bihar, Orissa,

West Bengal or Assam migrates to Kerala who has been availing rice or wheat and other provisions at subsidized price through the Public Distribution System (PDS) in the home state is unlikely to benefit from the PDS in Kerala. Some states have also been providing essential consumption items at subsidized rates through its outlets for example by the Kerala State Civil Supplies Corporation, an apex federation of Cooperatives for which also a local ration card is necessary. Thus, the migrants have to depend solely on the open market and become more vulnerable to the price differences in the open market compared to the local community (N Kumar 2011) Situation is same in almost all states for interstate migrants.

A similar situation exists in accessing state specific health insurance programs. Generally native states do not provide coverage of insurance to migrants in other host states. Rashtriya Swasthya Bima Yojana (RSBY) is the only national health insurance scheme where migrants can take benefit of it anywhere in the country, but the scheme has few major limitations. The restriction of RSBY to BPL households is a considerable problem for migrant families. Migrants may not be able to register in their source village. Migrant families often do not have location-specific identity documents. They are casual laborers who earn their income in cash and they have no means to establish income proof. Similarly access to other entitlements has same problems that are linked to identity. All of the above has clear links to their vulnerabilities related to identity. (Borhade 2011)

Education

Migration is a leading cause for high drop-out rate of children from schools. These children face vulnerability being out of their domain and peer development process in source areas. At the workplace, the children are mostly away from care and protection, health and nutrition, learning and exposure, and overall childhood wellbeing in comparison with their peer in the source village. Education system at destination cities face school enrollment problems for these children due to their mobility, language barriers (in case of interstate migration), and availability of resources for inclusion of migrant children.

Financial vulnerability

Once a migrant leaves their home area they are often no longer eligible for social insurance, health benefits or entitlements to livelihood support systems, even formal welfare schemes. Given the greater risks they are exposed to, their vulnerability and financial exclusion increases (Deshingkar and Start, 2003). Due to lack of identity at destination cities, migrants are not able to open their bank accounts. They mostly have to carry all their money with them since their dwelling at destination locations are not secure enough. This also makes them vulnerable to being robbed. As stated by one of the migrant laborers in Delhi, Mr. Avadhesh Kumar from Bihar “They consider us outsiders here. We can’t keep our money at home due to security reasons. So we carry it all with us. Often local rowdies beat us up and snatch our money. ” Migrant laborers also face number of problems when it comes to sending money back to their source villages. To send money back to their villages, migrants use few available options (Ghate 2005):

- Personally carrying it back themselves or sending it through friends and relatives visiting home
- Remittance through the post office by a money order
- Remittance through a bank by bank draft or
- Remittance through an informal remitter

Among these options the first and the last involve the informal market; the second is seen as expensive and sometimes difficult by remitters (a form has to be filled out in the language of the destination). Finally, sending money through a bank is rarely feasible since most migrants don’t have a bank account, either at origin or destination or both. Because of this lack of options for money transfer, migrants cannot send money home as regularly as necessary. A study of remittances to Andhra Pradesh has shown that only 15

per cent of remittances are sent to families on a regular monthly basis. Instead, 35 per cent are irregular and 44 per cent are sent only every three to four months. (Samal, 2006) For sending remittances the transaction costs are of concern to most migrant laborers with the cost of doorstep delivery being quite high. The post office, for instance, charges five percent, while clients reportedly have to travel to the post office to pick up the remitted amount. (Ghate, 2005). In this situation, most of the migrants prefer to send their money through friends and relatives visiting home, which has major risk of robbery or even cheating. From these evidences, it is clear that migrants are most vulnerable and including them in the formal financial system would a step towards integration and towards economic betterment.

Healthcare

The morbidity patterns among migrants vary with type of migration and its potential for generating health risks- sometimes occupational and other times seasonal illnesses, common ailments. For instance, in the case of migration into big cities like Mumbai, which takes place on a more or less permanent basis, the susceptibility of the migrants to health problems stems from their peripheral socio-economic existence in the host areas. (Ray 1993, Sundar et al 2000) .In the case of migration for agricultural labor for three or four months, returning home after the harvest, such as those who go from Nandurbar (Maharashtra) to Gujarat, specific problems for the migrants include infectious diseases, chemical-and pesticide-related illnesses, dermatitis, heat stress, respiratory conditions, musculoskeletal disorders and traumatic injuries (Phoolchund 1991), sugar-cane harvesting groups in Maharashtra and other states differ enormously from other migrant categories. Sugar cane workers have a high level of occupational accidents and are exposed to the high toxicity of pesticides. They may also have an increased risk of lung cancer, possibly mesothelioma. This may be related to the practice of burning foliage at the time of cane cutting. Bagassosis is also a problem specific to the industry as it may follow exposure to bagasse (a by-product of sugar cane). The workers may also be affected by chronic infections, which reduce their productivity (Phoolchund 1991, Gonzalez et al.1996), Migrants are working in stone quarries scattered all over India and work related illness endemic to stone industry include the respiratory diseases of silicosis and tuberculosis (TB) due to prolonged inhalation of silica dust (Tribhuwan et al 2009).

It has become clear from the study that migrants suffer from lack of knowledge and poor utilization of health services. Since they are away from their usual place of residence, the dependence on their regular system for seeking health care is compromised. The most important aspect of the migrants' vulnerability is that they are staying on open spaces and migrants camps (provide by employer), where they don't have basic amenities like sanitation, bathroom, drinking water etc. Many adult and young women face risks related to maternal health issues (including sexual and reproductive health) and lack knowledge and skills to make informed choices and use these services effectively. Since they are coming from the villages, and away from their traditional systems of health care, invariably, there is a sense of resistance to use services from providers of modern medical care. Migrant women are particularly isolated with respect to health care including during pregnancy. Providing accurate information about maternal health and facilitating access to services is clearly necessary. (From primary findings of National Taskforce Study on Migrants Access to Health Care and responsiveness of health system, ICMR study)

A combination of factors at the area of destination complicates migrant's vulnerability, which is primarily premised on the alien status of the migrants. Limited choice and reduced capacity to negotiate result in increased discrimination in life chances. A migrant is considered an 'outsider'. Various surveys and studies have shown that migrants are disadvantaged relative to the native population regarding employment, education and health. It is difficult to pinpoint specific separate reasons for this, such as deficient education, lack of resources, inferior health care provision, absence of outreach programs for them, poor wages, initial prejudice and sustained discrimination of health providers, but these factors mutually reinforce each other.

iv) Current Legal framework and Policy Level Initiatives in India

Until recently policy attitude towards internal migration has been mostly reserved, if not entirely negative. A number of programs and policy dialogues have been initiated by different states to address internal migration. Some states such as Maharashtra, and Kerala, are actively trying to engage migrants in development policies, while states like Odisha, Andhra Pradesh Rajasthan, Bihar in process to address specific issues of migrants such as identity, insurance, and education of children. Currently, at central level only two programs that can be migrant friendly subject to its effective implementation: AADHAR card which promise only nationally credible identity and RashtriyaSwasthyaBimaYojana which assures national health insurance coverage. All these existing initiatives have functional complexities and challenges that are captured in this section.

Despite these programs and policies which may result in reduction of distress migration to some extent, but in future migration is expected to increase. This will call for comprehensive policy to reduce regional and sectoral balances in development of sending and receiving states Overall, there is a need for greater recognition of internal migration and its linkages with development at policy level for comprehensive migration policy and this policy discourse need to be informed by solid research of internal migration and development. (Srivastav 2012, Deshingkar 2009)

Health Insurance

Other examples of policies that have helped migrants include the government health insurance in a few states of India. An example is the Jivan Madhur Yojana (insurance programmes) where the government and the migrants each contribute half the insurance premium which covers health problems and accidental death of the worker, and also provides an education allowance for the children of workers studying in the 8th to 10th standard of school. These programmes have been effective and helpful for poor migrants but the eligibility criteria are different in different areas, and the workers from host state are not covered if they move to a different state. This needs to be looked into in order to foster collaboration between the different state governments and insurance companies.

Bihar government has schemes for the migrants 'Bihar State Migrant Labor Accident Grant scheme' which provides compensation to the deceased migrant family upto Rs.1 lakh in event of death;Rs.75,000 for permanent disability and Rs.37,500 for partial disability. A joint Labor commissioner has also been positioned at New Delhi for handling issues of Bihari migrant workers. Government of Bihar has ensured fast tracking mechanism for processing the policy benefits.

Another example is the ⁵Rashtriya Swasthya Bima Yojana (RSBY) scheme (<http://www.rsby.gov.in>) launched on 1 April 2008 by Ministry of Labor and Employment, Government of India, to provide health insurance coverage for Below Poverty Line (BPL) families. RSBY is a smart-card based health insurance system with unique portability of access to healthcare services. Thus this scheme can be used by migrant labor at source and at destination.

The scheme has few major limitations. A major limitation is its restriction to hospitalization benefits and the absence of provision for outpatient treatment. This is an extremely critical limitation because the majority of the medical expenses of the poor are incurred for outpatient treatment. Even for hospitalization the coverage is low. Migrant workers face the risk of occupational injuries and in the absence of workplace coverage the low amount of coverage is a bigger problem. It is worth noting that the poor may be willing to pay more for better coverage as experienced by the NGO Nidaan in Bihar.

⁵The objective of RSBY is to provide protection to BPL households from financial liabilities arising out of health needs that involve hospitalization. In the absence of the desired scenario of universal access to healthcare by the government, affordable health insurance such as RSBY is one way of providing protection to BPL households against the risk of expenditures on illness. With a one-time enrolment fee of merely Rs. 30, the scheme provides coverage to five members of a family and an annual total coverage of up to Rs. 30,000. It covers several serious illnesses and procedures that require hospitalization, but excludes maternity benefits.

The restriction of RSBY to BPL households is a considerable problem for migrant families. Migrants may not be able to register in their source village. Migrant families often do not have location-specific identity documents. They are casual laborers who earn their income in cash and they have no means to establish income proof. Further, most seasonal migrants are attached to contractors and dependent on them for services at destinations. It is extremely difficult to reach out to them.

Migrants also have difficulty in accessing the RSBY because the local administration in many areas does not recognize the presence of seasonal migrants. For example, in Gujarat, the brick kiln workers were denied access to RSBY because they were told that enrollment in the scheme is to be done only in the home state.

Despite the drawbacks of RSBY it must be recognized that there have been some changes made in the scheme based on the learning from implementation and feedback from the field. To enable greater utilization there is the facility to get a "Split Card" for migrant families, which can be used by migrant workers at destination, as well at source by his family members. Some state governments have linked their Emergency Transport System with RSBY; some are about to hire civil society organizations for increasing awareness. Recently a pilot was conducted to test RSBY for OPD use in 2 districts of Odisha (Mehsana and Puri), to understand the success of RSBY. The study was done on 1437 households, Hospitals, OPD's and Government officials to study the awareness level of RSBY and OPD product. It came as successful model that can be made available for OPD use nationwide.

Identity

Movement of people from one state to another can lead to loss of certain entitlements they enjoyed in the state where they lived before migration. In the Indian federal system, people derive their entitlements through the fundamental rights conferred on them by the Indian Constitution and the various laws enacted by the Union government and the state governments. Apart from these rights and legal protection, people are eligible to make use of various programmes/ schemes executed by the central and state governments. Most of the central government schemes are applicable throughout the country. Even in central government schemes, the benefits reach the people through the state or local government. Unless otherwise specified, such benefits are available only to the permanent residents of the respective state. In such a situation, the interstate migrants lose their entitlements when they cross borders of their native state, as local identity card is cross cutting issue as currently there is no national identity mechanism exist other than newly launched AADHAR card.

Enthused by the promise of a nationally credible identity for migrant workers, the ⁶NAC-SOM signed a two year MOU with Unique Identity Authority of India in June 2010 for widening the spread of Aadhaar among migrant groups. This MOU created a broad framework for collaboration between NGOs working with migrant workers and the UIDAI. On the part of the NGOs with NAC-SOM the hope was that Aadhaar will become a gateway to services for migrants – especially those services that are denied to them because of their mobility. This includes entitlements such as a bank account at the point of their work or access to portable PDS or universal health coverage etc. In order to test whether Aadhaar is actually able to link migrants to services, Disha Foundation in Nasik undertook a small pilot. Disha

⁶The National Coalition for Security of Migrant Workers (NACSOM) is a collective forum of organizations working to support migrant workers and advocate for their services and entitlements in India. The coalition is formed of nearly 30 organisations across the country – mostly grassroots organisations from of Maharashtra, Uttar Pradesh, Rajasthan, Bihar, Orissa, Madhya Pradesh, and Gujarat who have direct work with migrant workers. It aims to highlight gaps in the policies for migrants and also work collectively to respond to their unique and complex demands. NAC-SOM hopes to become a powerful platform on issues of internal migration, migrants' inclusion in urban governance and policies.

Foundation is the convener organization of NAC-SOM and in some ways its experience was to be seen as a learning ground for other members of NAC-SOM at large.

In 2011 ⁷Disha Foundation enrolled about 100 migrant workers in Nasik in Aadhaar. Once this enrolment was completed Disha helped the migrants apply for a bank account in State Bank of India, and Maharashtra Bank. However the applications of the migrants quoting the Aadhaar number were categorically rejected and bank accounts could not be opened. Disha attempted to argue on behalf of the migrant applicants but the bank branches were adamant that Aadhaar was not a suitable KYC. This became a contentious point between Disha and the local banks but the banks argued that they have not instructions to use Aadhaar as a KYC document. Finally the applications became invalid and were withdrawn by Disha. Local leaders among migrant community informed Disha about it. (Personal communication with migrant's peer leaders Ms Vimal Pagar and Ms Suman, and Ms Suman in Nasik)

NAC-SOM's association with UIDAI created a high level of hope and expectation. However the UIDAI promise is yet to be kept on Aadhaar turning into a foolproof method of accessing services for migrants. The MOU with UIDAI has now concluded but NAC-SOM is hopeful that Aadhaar will deliver on the high hope for migrant workers – it has also communicated the results of this small pilot to the UIDAI and there is as yet uncertain assurance of how these problems can be overcome. The involvement and authority of NAC-SOM in the roll out of services for migrants needs to be an important one, otherwise the interest among constituent teams will slowly fade away.

Education

Few state governments have joined their hands for mainstreaming migrant children into education such as Andhra Pradesh Sarva Shiksha Abhiyan (SSA) along with active support of NGOs like Aide et Action have done comprehensive mapping of inter and intra state migrant children in Andhra Pradesh and have developed school enrollment mechanism for them through set up of units via SSA. Disha foundation in Nasik have done mapping of migrant children and based on mapping, 4 bridge schools have been started by SSA for migrant children at their halt points and work sites. There are few other examples of NGOs have initiated good education system for migrant children's especially for sugarcane cutters, and brick line workers. Some models which are worth looking into are LAMPS program promoted by America India Foundation in western Orissa through organizations such as Lokadrusti for children of brick kiln workers, SETU in Gujarat for children or migrants working in salt pans. But even after enactment of Right to Education act 2010 there are still large number of migrant children not mainstreamed into education due to variety of reasons such as lack of resources, difficulty in taping migrant children, their mobile status, language barriers in case of interstate migrants etc. It is important that every state government adapt similar initiatives like Andhra Pradesh for education of migrant children.

A special focus under the Right to Education Act has to be ensuring access to migrant children in schooling all over the country.

Healthcare

Studies show that currently there are no structural policies or programmes' targeting the urban migrant's issues in totality and this segment of the population still faces exclusion from the various mainstream programmes. It is clear that public health services need to initiate and reinforce more "migrant friendly" approach focusing on the health of the underserved poor urban migrant population dwelling in slums and other temporary sites (like construction sites).

⁷Disha Foundation is Nasik based NGO from Maharashtra state of India. Being a pioneer NGO working with migrants since 2002, Disha has facilitated the internal labor migration via direct intervention with migrants and policy dialogue with governments, to address migration and different needs of migrants including health, education, livelihood and rights in general.

The existing central government guidelines allow all migrant children to avail of nutritional supplementation under the Integrated Child Development Scheme (ICDS) at destination cities irrespective of whether or not they are registered in the area (see annexure 1). As a result, all migrant children can benefit from the childcare centre (anganwadi) services in or near where the migrants reside (nakas). Pregnant women can also avail of antenatal and post-partum care through these anganwadis, which will be linked to government health services. Adolescent girls can be given treatment for anemia at these anganwadis, and, in addition, be provided life skills and sex education through the ICDS programmes.

Disha Foundation in Nasik and Nagpur (Maharashtra) has played a role in identifying sites for the establishment of such anganwadis that are convenient for migrants, as well as in encouraging migrants to make use of the facilities. Disha has experienced that though the guideline is very pro-migrants, but officials of ICDS at source and destination are not aware about it, and resource allocation for its implementation has not allocated by government. This guideline has tremendous potential to address the health concerns of migrant children, adolescents and women; hence its effective implementation is of the utmost importance.

Some currently functioning programmes like the National AIDS Control Programmes (Borhade 2011) have recognized migrant's vulnerability for HIV infection and made a mandate to provide outreach services for migrant. As per national guidelines on prevention, management and control of reproductive tract infections including sexually transmitted infections by NACO (2007). It has adopted an outreach approach for HIV/AIDS prevention and treatment for few categories of the migrant population viz. truckers, sex workers and construction workers in India.

Migrant populations often cannot access the services/ programmes due to their migration status, timings of their work and distance to services and language barriers. In addition there is also lack of outreach of the health system to such migrant workers, which further distances them from accessing any kind of healthcare adequately. Study shows that urban local bodies (ULBs) and state both do not have focused programmes to address health problems among for urban migrants. At present, these bodies undertake very limited outreach activities pertaining to health mainly focused on polio immunization. ULBs are statutorily responsible for provision and maintenance of basic infrastructure and services in cities and towns. The local urban administration, i.e., municipality is expected to provide both preventive and curative health services to the urban population. However, the infrastructure and manpower of municipalities are not sufficient to cater to the needs of the growing urban population, particularly the migrant influx. Sometimes, lack of funds and political will are other reasons for insufficient healthcare by urban administration.

However, a number of institutions run by industries, private and non-governmental organizations have been providing health facilities to the urban settled population to some extent. Despite the growth of health institutions under non-governmental agencies and private sector, the state remains the major provider of healthcare services. These existing infrastructures and services are hard-pressed to cater to the growing urban poor population.

Financial Inclusion

Some studies have tried to understand the financial inclusion of migrants and related challenges. There are many challenges to the effective financial inclusion of migrants in India. These challenges exist at the regulatory, institutional and individual levels. Know your customer norms, though implemented through necessity and with the best of intentions, have the unintended consequence of excluding poor migrants from opening bank accounts. In recognition of these difficulties modifications to KYC procedures have been made but are yet to be implemented in practice. India's financial sector is impressive in terms of scale and the diversity of institutions. Each type of financial institution has its own culture and characteristics, and level of ability to provide the frequent and often small value financial services

required by poor migrants. The sheer size of the institutional sector, suggests that opportunities exist for achieving more effective remittance services, through innovations and improvements within the sector. These could take many forms e.g. through technology developments (bearing in mind these would need to be pro-migrants) and business correspondent schemes, to name but two. Finally, social challenges should not be underestimated. Poor migrants typically face different forms of social exclusion, not just financial exclusion. This can negatively affect how they perceive themselves, and how others, including banks, perceive them. (Thorat et al, 2009)

Table 4: Existing central/state government policies/programs and legal framework for migrants

S. No	Ministry/ Government Department	Available Policy/ program	What it ensures	Challenges	Recommendation (What is lacking)
1.	Finance Ministry, GOI Financial Inclusion of migrants	Financial Inclusion of migrants	Compulsory financial inclusion of interstate migrants through bank account opening in nationalized and private banks with special relaxation in documents.	Tapping mobile migrants in cities	Co-ordination with local NGOs working with migrants for outreach Close co-ordination with banks for Raising Awareness among migrants
2.	Tribal Ministry, Maharashtra State and Central government.	Migration research and resource center (MH 2011)	Migration Data management – source and destination Facilitation of migration at Nasik city- destination Individual family development plan at source areas- existing tribal programs for sustainable development of the region to reduce distress migration for livelihood.	Lack of Political will	Tapping only ST migrants in selected districts

Source: Table adapted by Disha Foundation from various ministries websites.

S. No	Ministry/ Government Department	Available Policy/ program	What it ensures	Challenges	Recommendation (What is lacking)
3.	Public distribution systems, Maharashtra	Issue of temporary ration cards for the feasibility of PDS (PDS GR annexed)	Food security	Documentation proofs of migrants mainly residence proof, income certificate.	<p>Low cost food option for migrant workers</p> <p>Portability of PDS for Migrant workers across district borders.</p> <p>A national roaming (mobile) Temporary ration card for such migrants can be provided to migrant workers</p>
4.	Ministry of Rural Development	Migration registration and data base creation as a part of MNERGA scheme (MNERGA Scheme)	Countrywide documentation of migrant workers moving out of rural areas	Lack of registration & accurate data of migrants	To involve the PRIs to initiate a countrywide documentation of migrant workers moving out of rural areas
5.	Ministry of labour and employment	<p>Legislation on inter-state migration</p> <p>Grievance Handling</p> <p>Construction Workers Act 1996</p>	<p>Drafting the legislation in keeping with the rising incidence and complexity of interstate migration.</p> <p>Fast track legal response for cases of minimum wage violation, accidents at workplace and abuse</p>	<p>Ineffective Legislation & its implementation</p> <p>Benefit of construction welfare board for any worker registered under the board, irrespective of his state of origin.</p>	<p>Re-draft the legislation in keeping with the rising incidence and complexity of interstate migration.</p> <p>Active inclusion of migrant workers in construction welfare board, as per latest guideline of Supreme Court</p>

S. No	Ministry/ Government Department	Available Policy/ program	What it ensures	Challenges	Recommendation (What is lacking)
6.	Ministry of Labour, Government of Bihar	Bihar State Migrant Labour Accident Grant scheme, (Amendment) Rules, 2011 - Bihar Notification No: S.O. 395 (15-Nov-2011)	Provides compensation to the deceased migrant family upto Rs.1 lakh in event of death; Rs.75,000 for permanent disability and Rs.37,500 for partial disability. A joint Labour commissioner has also been positioned at New Delhi.	Social security to migrants	Tapping of migrants
7.	Rural Development, Government of Bihar	Jivika, rural livelihood and skill building and job placement initiative for Bihari migrants in Bihar.	Jeevika will converge with the labour department for issuing of identity card to ensure government entitlements like social security and pensions and prevent exploitation by police, on buses and trains	Social security to migrants	Tapping of migrants
8.	Census and NSSO	To capture seasonal and circular migrant populations.	Mapping of seasonal and circular migrant populations	Lack of official data on Internal Migration	To adopt the special methodology to capture seasonal and circular migrant populations
9.	Integrated child development scheme, Ministry of women and child welfare	Guideline for inclusion of migrant children and women at destination irrespective of their poverty status.	All ICDS Benefits to pregnant and lactating mothers, children, and adolescents	Lack of awareness among ICDS implementer, and migrants	Awareness building Resource allocation
10.	Migrant welfare board - and Kerala states' labour and employment department	Welfare board for migrant workers	Inclusion of migrants in construction workers welfare boards	Lack of effective policies & its Implementation	Universalization of these boards- Inclusion of migrants in construction workers welfare boards at receiving states

S. No	Ministry/ Government Department	Available Policy/ program	What it ensures	Challenges	Recommendation (What is lacking)
11.	Odisha- AP Labour Departments MOU	Migrant Resource/ Assistance Centers	Providing assistance and support of migrant workers at the source area	Implementation, Tapping of migrants	Registration of migrant at source and destination. Employers participation
12.	Labour department Labour department, State and central government	Social security	Social security of migrant workers	Lack of social Security Lack of proper implementation of the existing provisions.	Universalization of social security for migrant workers: social security provisions which need to be made sensitive to the realities in which migrant workers operate Execution of existing provisions More resource to support State Labour Departments The Labour department needs an urgent infusion of resources both human and capital. -State to state and Central to states co-ordination and resources management for migration governance.
13.	Education department	SSA, Right to education act	Education for migrant children	High School Dropout ratio of migrant children	Mapping of migrant families children To initiate education system for migrant children's. Early Childhood Care and Education. Piloting operational challenges to overcome of Right to Education Act
14.	AADHAR	Identity	National identity for migrants	Lack of Identity proof and other documents for migrants inclusion	Strengthening enrollment process of migrants into AADHAR , linking ADDHAR with social security programs

Legal Protection

Although India does not have a comprehensive policy on internal migration, fragmented policies for the protection of migrants do exist. (Borhade 2006). Indian constitution contains basic provision relating to the conditions of employment, nondiscrimination, right to work etc (for example Article 23(1), Article

39, Article 42, Article 43) which are applicable for all workers including migrant workers within the country. Migrants are covered under various labor laws. However, those laws, which do exist to protect the rights of migrant workers, are widely disregarded by employers and intermediaries because of a lack of political will to implement them, and ignorance among illiterate migrants of their rights as workers. Additionally, as migrants do not have fixed employers, the latter escape from their responsibilities to provide various benefits to migrants that are mandatory under the existing laws. These laws hold the government as well as the employers responsible for contributing financially towards providing benefits such as basic health care, insurance and an education allowance for children of workers. The Interstate Migrant Worker act has been in force since 1979, which is only piece of legislation that has great potential to address interstate migration issues, but is not implemented due to lack of awareness among migrants as well NGOs, and the lack of willpower among politicians and government officials dealing with interstate alliance. It is crucial to activate and implement the available laws to address migrants issues related to exclusion of services.

Legal protection for Tribal People

The tribal people have been isolated from the rest of the society and make their livelihood in the forests in backward conditions and so the Indian government has laid down various legal provisions and enacted several laws for the upliftment of tribal people.

Constitution of India

Indian Constitution has accepted the ideas of equality and justice both in the Social and Political fields. Accordingly, it abolishes any discrimination to any class of persons on the ground of religion, race or place of birth.

“It would have been a blunder on the part of the makers of the constitution if, on a logical application of the above principle they have omitted to make any special provisions for the advancement of those who are socially and economically backward, for the democratic march of nation would be impossible if those who are handicapped are not aided at the start. The principle of democratic equality indeed can work only if the nation as a whole is brought on the same level as far as that is practicable. Our Constitution, therefore, provides certain temporary measures to help the backward sections to come up to the same level with the rest of the nation, as well as certain permanent safeguards for the protection of the cultural, linguistic and similar rights of any section of the community who might be said to constitute “minority” from the numerical, not communal point of view in order to prevent the democratic machine from being used as an engine of oppression by the numerical majority.

The Indian Constitution specifically provided certain Articles in the Constitution for the upliftment of tribals and also to protect them from the oppressions caused by the other people in the society. The protective rights granted by the Indian Constitution, 1950 to the tribal people can be classified under the following heads.

1. Educational and Cultural Rights (Articles 15(4), 29, 46 and 350.)
2. Social Rights (Articles 23 and 24)
3. Economic Rights (Articles 244 and 275)
4. Political Rights (Articles 164 (1), 243, 330, 334 and 371.)
5. Employment Rights (Articles 15(4), 16 (4) and 16 (4A).)

⁸Existing Central and State legislation for unorganized sector migrant workers in India include: National Employment Guarantee Act 2005, The Minimum Wages Act (1948); the Inter-State Migrant Workmen Act (1979); the Contract Labor System (Regulation & Abolition Act) (1970), the Bonded Labor System (Abolition) Act (1975), for women under the Equal Remuneration Act (1976), the Construction Workers Act (1996), or the Factories Act (which e.g., sets a handling limit for women of 20kg).

Tribal Acts

In addition to these rights Fifth and Sixth Schedule of the Indian Constitution completely deal with the welfare of the tribal people.

1. To Protect Educational and Cultural Rights of Tribals

Article 15 (4): It states that reservations should be provided to the socially and educationally backward classes (including Scheduled Tribes). It also empowers the state to make special laws for relaxation of minimum qualifying marks for admission for Scheduled Castes and Scheduled Tribes.

In State of Madhya Pradesh Vs. Nivedita Jain, the Supreme Court upheld the validity of an executive order of the State Government which had completely relaxed minimum qualifying marks in the pre-medical examination for selection of students to medical colleges of the state in respect of Scheduled Castes and Scheduled Tribe's candidates.

Article 29: It guarantees to any section of the citizens residing in any part of India having a distinct language, script or culture of its own, the right to conserve the same i.e. language, script or culture. A minority community can preserve its language, script or culture by and through educational institutions. (including Scheduled Tribes).

Article 46: It enjoins the State to promote with special care education and economic interest of the weaker sections of the people, and in particular of the Scheduled Castes and Scheduled Tribes, and to protect them from social injustice and of all forms of exploitation.

Article 350: The Constitution also gives the right to every person to submit a representation for the redress of grievance to any officer or authority of the Union or a State in any of the languages used in the Union or in the States as the case may be.

2. To Protect Social Rights of Tribals

Article 23: It prohibits the system of bonded labour because it is a form of forced labour within the meaning of this article.

Article 24: It prohibits employment of children below the age of 14 years in factories and hazardous employment.

3. To Protect Economic Rights of Tribals

Article 244: It deals with the administration of Scheduled Areas and Tribal Areas.

Article 275: It empowers parliament to make special grants given to the States which undertakes schemes of development for the purpose of promoting the welfare of the Scheduled Tribes or raising the level of administration of the scheduled areas.

4. To Protect Political Rights of Tribals

Article 164(1): It empowers the State to establish special Ministry for Scheduled Tribes in the States like Chhattisgarh, Madhya Pradesh, Orissa, etc.

Article 243, 330 and 334: It deals with the reservation of seats for Schedule Caste and Scheduled Tribe's in the House of the people and the panchayats.

Article 371: It deals with the special provisions with respect to the states of Sikkim, North-eastern states.

In a significant Judgment, a five-judge bench of the Supreme Court has held that a person belonging to Schedule Caste or Scheduled Tribe, bearing the same nomenclature (name) in two states is entitled to the rights, privileges and benefits only in the state of his origin but not entitled to those rights and

benefits in other states where he migrates subsequently to other states though they are specified in the scheduled caste or Scheduled Tribe list of the State (Articles. 341 and 342).

5. To Protect the Employment Rights of Tribals

Article 15(4): It provides reservations to Scheduled Tribes in the educational institutions.

Article 16(4) and 16(4A): It provides reservations to Scheduled Tribes in the employment and promotions.

Fifth and Sixth Schedules of the Constitution

The provisions relating to the administration and Control of the Scheduled Areas and Scheduled Tribes in any state, other than Assam, Meghalaya, Tripura, and Mizoram are contained in the Fifth Schedule to the Constitution

Article 244-A empowers parliament to form an autonomous State comprising certain Tribal areas in Assam and create local legislature or Council of Ministers for such States.

The Administration of the Tribal Areas in the State of Assam is carrying on according to the provisions of the sixth Schedule. It provides for autonomous districts and autonomous regions.

Constitution of Commissions

The Constitution of India does not define as to who are the persons who belong to Scheduled caste's and Scheduled Tribes. However, Article 341 and 342 empowers the President to draw up a list of these castes and Tribes. Under Article 341 the President after consultation with the Governor with respect to the State, specify the Castes, races or tribes or of groups within castes, races or tribes for the purpose of their constitution.

Article 330 deals with the reservation of seats to Scheduled Tribes in the autonomous districts of Assam. Art.332 provides for the reservation of seats of scheduled Castes and Scheduled Tribes in the legislative Assembly of every State (Except Assam).

The Constitution (89th Amendment), 2003 has amended Article 338 and added a new Article 338-A which provides for the establishment of National Commission for the Scheduled Tribes.

National Commission for Scheduled Tribes

The Commission consists of a Chairman, Vice-Chairman and three other members. They shall be appointed by the president of India

Duties of Commission: It shall be the duty of the Commission

1. To investigate and monitor all matters relating to the safeguards of Scheduled Tribe's under the Constitution and any other law or any order of the Government and to evaluate the working of such safeguards.
2. To inquire into specific complaints with respect to the deprivation of rights and safeguards of Scheduled Tribes.
3. To participate and advise on the planning process of socio-economic developments of Scheduled Tribe's and to evaluate the progress of their development under the Union and any State.
4. To present to the President reports upon the working of all those safeguards annually and at such other times as the commission deems fit.
5. To make recommendations as to measures that should be taken by the center and states for the effective implementation of those safeguards and other measures for the protection, welfare and socio-economic development of Scheduled Tribes.

6. To discharge such other functions as protection, welfare, development and advancement of Scheduled Tribes as the president may, subject to the provisions of any law made by parliament, by rule specify.

Article 339(1) states that the President may at any time and shall at the expiration of ten years from the commencement of the Constitution appoint a commission to report on the administration of Scheduled areas and the Scheduled Tribes in the State.

Relevant Laws Enacted by Various States for the Protection of Tribals

Depending on the changing circumstances and human tendencies the various State Governments and the Union Government enacted several laws for the protection of the Scheduled Tribes. Those laws are as follows:

Acts Made by the Union Government

(i) The Scheduled Caste's and Scheduled Tribe's (Prevention of Atrocities) Act, 1985 and 1995

The purpose of the Act is to protect the tribal people from discrimination in their social Status and also to vanish inhuman tortures against them.

(ii) The Scheduled Tribe's Bonded Labour Abolition Act, 1976

The main objective of the Act is to protect tribals from the bonded labour in the hands of the landlords who provide the little wage for huge work.

(iii) The Child Labour Abolition Act, 1986

This Act prohibits the employment of the children of tribals and non-tribals below the age of 14 years in Industries and hazardous workshops.

(iv) The Forest Conservation Act, 1980

This Act provides that the use of forest land for the non-forest purpose is prohibitory. As most of the tribal people live in forests. The protection of forests is an important aspect of their lives.

(v) The Panchayat Raj Act, 1996

This is an amendment to Panchayat Raj Act for the implementation of the Act in Scheduled Areas to protect the tribals and non tribals by aiding them grants from the government by constituting it as small bodies.

(vi) The Minimum Wages Act, 1948

It provides that minimum wage must be paid to the workers in the organized sector but most of the tribals and non tribals work in unorganized sector.

State Laws for the Protection of Lands of Tribals

In general, most of the States do not permit to transfer land of Scheduled Areas to non-tribals. Also, alienation of land of Scheduled Area by the tribal to a non-tribal is void. If a tribal needs to alienate a land then the alienation must be made to a tribal or government.

Some examples of the State laws for the protection of tribal lands are:

1. The Andhra Pradesh Scheduled Areas Land Transfer Regulation Act, 1959.
2. The Scheduled Tribes in Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006. (Union Government Act.)
3. The Andhra Pradesh Scheduled Commodities Order, 1973.
4. The Karnataka Scheduled Castes and Scheduled Tribes Act, 1978.
5. The Tamil Nadu Acquisition of Land for Harijan Welfare Schemes Act, 1978 and etc.

Conclusion

To conclude, the grievances of the tribals and steps taken by the government are not able to cope up with the problems of tribal livelihood and culture. The basic problem is the lack of harmony in the implementation of laws and policies. The basic system of laws governing Tribal Rights is still extremely unclear. It is, therefore, imperative to create a task force that should undertake a “Harmonisation of Laws” –

- (a) Between Central Acts and Local Land Laws,
- (b) Between Forest and Revenue Records and
- (c) Between Court judgments and other laws.

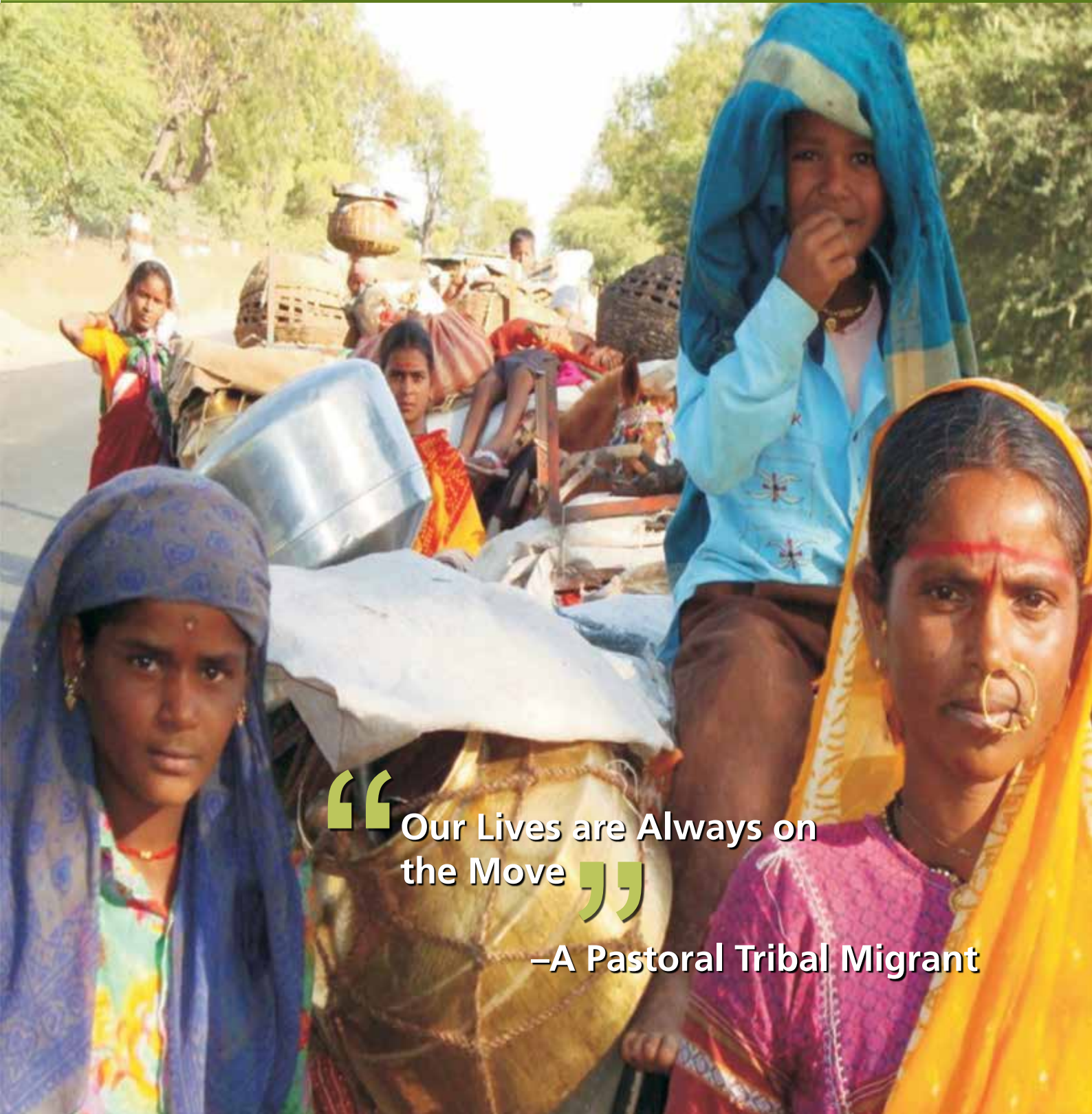
The Committee that looked at planning at the grassroots levels had made a specific mention of the need for harmonious operation of such laws and policies to promote the interest of the tribals. Another problem, while dealing with conflicts concerning the tribal population is that the existing constitutional provisions and laws designed to protect them are not optimally used. In certain areas, the State has been perceived to be tardy and insensitive in protecting the interests of the tribals and the situation is further aggravated by the absence of government functionaries at their place of posting. A significant section of the tribal population has gradually been weaned away from the mainstream by the extremists. Tribal populations have been antagonised by the manner in which they have been alienated from their land and forests by the enforcement agencies. Along with these problems another major problem is that there is no clear national tribal policy laying down the direction and imperatives for tribal development. The last one was the Panchsheel Programme for tribal development enunciated by the late Prime Minister Pt. Jawaharlal Nehru.

Suggestions

- There should be a complete overhaul and systematic re-organisation of existing land records with free access to information about land holdings.
- Government should select such police, revenue and forest officials who have the training and zeal to work in tribal areas and understand as well as empathise with the population they serve.
- A national plan of action for comprehensive development which would serve as a road map for the welfare of the tribals should be prepared and implemented.
- There should be convergence of regulatory and development programmes in the tribal areas. For the purpose, a decadal development plan should be prepared and implemented in a mission mode with an appropriate mechanism for resolution of conflicts and adjustments.
- Awareness campaigns should be organised in order to make the tribal population aware of the provisions
- There is need to harmonise the various legislations and government policies being implemented in tribal areas.

4

Pastoral Migration in India



“ Our Lives are Always on the Move ”

—A Pastoral Tribal Migrant

Historical Evidences of Pastoral Migrants

Human life swings as it were between two poles - movement and settlement. As such, it chooses to be either sessile or mobile. Settlement seems to be symptomatic of security and contentment whereas mobility tends to signify development and welfare. Mobility, thus, leads humanity towards better standard of living and in turn towards a better life style. That mobility is the psychic desire of man is apparent when one traces the path of the evolution of movement of man from the hunting stage to the pastoral then to agriculture and in turn to industry and now from industry to post – industrial society. Man's movement persists. In this fabric stage of movement of man, one continuing thread is the migration from place to place in search of the highest rewards and greener pastures. Darwin's 'theory of evolution' postulates that human progress is the consequences of movement (Dharmaraj, 1993)

Pastoralism makes a significant contribution to the economy of developing countries, both in terms of providing employment and income opportunities and in supplying nutrition to the rural poor, however as an economic system it is constantly less supported by inadequate government policies (Vijay Paul Sharma, Ilse Kohler, Mortan, 2002). Indian pastoralism is under-researched and poorly documented. Only a small proportion of pastoral groups have been described in some detail- these include some of the larger communities in Western India, such as the Rebari/Raika and Bharwad, as well as some of the Himalayan region like Gaddis, Gujjars and Kinnauras (Vijay Paul Sharma, Ilse Kohler, 2002).

In a broader sense, pastoralism refers to "any predominantly livestock-based production system that is mainly extensive in nature and uses some form of mobility of livestock" Pastoralists are predominantly involved in farming with animals e.g goats, sheep. Pastoralists are people whose main concern is raising farm animals, they move around a lot to find the best land and pasture. There are many types of nomadic pastoralists found in India; some of those are as Gujjar Bakarwals, Gaddi Shepherds, Bhotiyas, Sherpas, Kinnauris, Banjaras, Dhangar, Gollas, Kurumas, Kurubas, Raikas. (Hatfield & Davies, 2006; G.B. Mukherji, Jagdeesh Rao, Rahul Chaturved, Pratiti Priyadarshini 2006).

Pastoralists in India are generally nomadic. Nomadic means that someone moves around seasonally to find good farming ground etc - they don't have a fixed home. Traditional migrants, the nomad tribes have additional problems. They do not have citizen's rights, no visibility in the census, and villages often do not let them in and have to occupy revenue lands. The whole issue of citizenship, housing and shelter then becomes important (Jagori report, 2006). The National Commission for De-notified, Nomadic and Semi-Nomadic Tribes highlighted in its report in 2008 that nomadic groups are amongst the most 'disadvantaged and vulnerable groups who somehow escaped the attention of our Constitution makers and thus, got deprived of the Constitutional support unlike the Scheduled Castes and Scheduled Tribes'. (G.B. Mukherji, Jagdeesh Rao, Rahul Chaturved, Pratiti Priyadarshini, 2006)

An article by [downtoEarth](#) Pastoralists at the crossroads pointed out that "Pastoralists are a vanishing breed the world over. These herders of sheep and cattle have a key role to play in the rehabilitation and sustainable management of fragile ecosystems. India has 34 million pastoralists managing a livestock population of more than 50 million" (downtoearth, 2019). Apart from producing milk, meat, leather and wool and providing animals for traction and manure for agriculture, livestock rearing earns foreign exchange from exports. Even today the Gujjar Bakarwals of Jammu and Kashmir are great herders of goat and sheep. Many of them migrated to this region in the nineteenth century in search of pastures for their animals. Gradually, over the decades, they established themselves in the area, and moved annually between their summer and winter grazing grounds. In winter, when the high mountains were covered with snow, they lived with their herds in the low hills of the Siwalik range. The dry scrub forests here provided pasture for their herds. By the end of April they began their northern march for their summer grazing grounds. Several households came together for this journey, forming what is known as a kafila. They crossed the Pir Panjal passes and entered the valley of Kashmir. With the onset of

summer, the when snow used to melte and the mountain sides were lush green. The variety of grasses that sprouted provided rich nutritious forage for the animal herds. By end of September the Bakarwals were on the move again, this time on their downward journey, back to their winter base. When the high mountains were covered with snow, the herds were grazed in the low hills. (Pastoral Nomads and their Movement, 2018-19)

In a different area of the mountains, the Gaddi shepherds of Himachal Pradesh had a similar cycle of seasonal movement. They too spent their winter in the low hills of Siwalik range, grazing their flocks in scrub forests. By April they moved north and spent the summer in Lahul and Spiti. When the snow melted and the high passes were clear, many of them moved on to higher mountain. (Pastoral Nomads and their Movement, 2018-19)

Gujjar Tribe from Garhwal

Garhwal is in the sub-mountainous range of the Himalayas in the state of Utrakhand. The Gujjar tribe that is found in the region are pastoral nomads. The tribe was originally from the Jammu region, but they migrated south to the hills of Uttar Pradesh around the 19th century. They were looking for fresh pastures for their cattle. Now the Gujjars roam around the hills of the Garhwal and Kumaon regions. They head up to the region of Bhabar in the winter which is covered in dry forests. Then in the summertime, they move to the meadows of the Bugyals. This cyclic movement of the tribe between seasons is a feature of many tribes of this region like the Bhotiyas, Sherpas etc.

Dhangars from Maharashtra

The Dhangars are a prominent tribal community that is found in Maharashtra. In fact, the word “dhangar” is associated with cattle wealth in Sanskrit. The dhangars are traditionally cattle herders, blanket weavers, cow and buffalo herders, butchers and even occasionally farmers. The dhangars are in the Konkani region in the months of January to June. This is an agricultural area of Maharashtra. The framers of the area supply the dhangars with grains. Before the monsoon hits the tribe migrates to the plateaus, because heavy rainfall does not suite the cattle, especially the sheep.

Gollas Herders of Karnataka

These tribes are found in Karnataka and in Andhra Pradesh as well. They are mostly found in the dry plateau of the regions. The region is semi-arid with very little rainfall. But it is covered in shrub forests and some grass. This provides pastures for the cattle. The Gollas only herd cattle. They practice no other occupation or do any farming as the conditions are not suitable.

Raikas of Rajasthan

These pastoral nomads live in the deserts of Rajasthan. The tribe has two groups - one is the Maru group that rear camel, and then the Raikas that herd sheep and goats. During the monsoons, the Raikas stay in their respective villages of Bikaner, Jaisalmer, Jodhpur etc. Once the rainy season ends the pastures dry up. So they roam in search of newer pastures and water for their cattle.

Data on pastorals in India

A major issue found out during the study was, that there is no accurate data available on Pastorals tribes of India. Few studies have been conducted at state level and local levels. Study has compiled the available data and information in table on next page.

Pastoralists tribes in India

Name of the caste	Mother Tongue	Traditional Occupation	Estimated population	Location	
				State	Districts
Dhangars (Nomadic tribe)	Marathi	Shepherds and cattle breeders	43,8061	Maharashtra	Akole, Sangamner, Kopergaon, Rahata, Shirampur, Newas, Shevgaon, Pathardi, Jamkhed, Karjat, Parner, rahuri, Nagar, Shrigonda
Raika/ Rabaris (Nomadic tribes)	Marwari/ Hindi	Camel/ Husbandry breeding	250,000	Rajasthan	Jaisalmer district Village Gadwala, Kesardesar Bohran, Bajju Tejpura and Charanwala
Gollas (Herders tribes)	Odia, Kannada	land owners and a community that rears sheep and goats	1370006	Odisha, Andhra Pradesh Karnataka	Addanki, Penugal, Alavalapadu, Vizagapatam
Korwas (Farmers and gatherers)	Kurukh, Sadri ⁷	Bamboo making and hunter gatherer	4,25000	Near the border of Jharkhand and Chhattisgarh	Forests of Bishunpur and Chainpur (Gumla district), Garhwa, Surguja district
Gonds (Nomadic tribes)	Hindi	Agriculture, animal husbandry, poultry forming and laboring	14,230,000	Chhattisgarh Madhya Pradesh and also in the some parts of Maharashtra, Orissa and Andhra Pradesh.	Bastar district Chhindwara District
Ghujjar (Nomadic tribes)	Gojri, Punjabi, Hindi and Urdu	Herd animals like sheep, goats and Buffalo. Some of them are trained artisans (Barbers, Blacksmiths, cobblers and other artisans)	2.1 Millions 1.4 million 840,000 640,000 230,000 210,000 13,000 3,300 2,800 55 Lakhs	Rajasthan Uttarakhand Madhya Pradesh Haryana Maharashtra Delhi Orissa Himachal Pradesh Jammu & Kashmir India	Garhwal and Kumaon

Name of the caste	Mother Tongue	Traditional Occupation	Estimated population	Location	
				State	Districts
Chero (Pastoral and herders)	Hindi, Chero and Bihari	Farming and animal husbandry	191,000	Jharkhand West Bengal	Ranchi, Santhal Pargana, Latehar Palamau, Shahabad, Champaran, Bhojpur, Gaya, Champaran, Munger, Daltonganj, Patan, Lesliganj, Bhawanathpur, Rohtas and other surrounding districts

¹ Census 2011

² Shodhganga Chap 5-Population of Dhangar community

³ Customs and beliefs of Raika pastoralists of Rajasthan associated with camel husbandry

⁴ Facts and details: Rajasthan groups: Bishnoi, Raika and Rabari camel herders

⁵ Joshuaproject "Golla in India"

⁶ Joshuaproject "Korwas in India"

⁷ Indiantribalheritage" Korwa dialect on the verge of extinction – Jharkhand"

⁸ Joshuaproject "Gond in India"

Indian Pastoralists Migrate, but are they Nomads?

At least for geographers one of the defining criteria for 'nomadism' is the possession of a mobile type of habitation, such as a tent or yurt. Indian pastoralists have neither of these. Instead, they have permanent dwellings, usually clustered at the edge of villages, or in close vicinity thereof. When they go on migration, they do not employ any mobile habitations, but sleep in the open. As a rule, only some member of a family migrates, while others remain in the villages. Among the sheep herding Raikas of Rajasthan, a migrating group, or Dang, is composed of able-bodied men accompanied by the number of women that is essential for cooking and milk processing. On the other hand, the Rajputs, who are regarded as 'non-traditional pastoralists' in Rajasthan, adhere to stricter standards of sexual segregation and women do not go on migration. Groups of camel pastoralists on migration are composed only of men, presumably because there are no tasks such as milk processing that need to be carried out by women, as camel milk is not processed.

Gujarat

The pastoral movements in the state have been the traditional form of migration. The only difference that has come about is the migration routes of the pastoral communities. Before the independence they migrated towards the northwest to the banks of the Indus River, now they have started migrating to the south eastern part of the country to the banks of Godavari. However, one major change that can be seen is due to the depletion of forests policies of the governments of the neighbouring states, their access to grazing land is getting restricted by the dry lands.

The story of their arrival in Kutch (also Kachchh), Gujarat is a story of momentous migration from the Himalayas to Punjab, Haryana, Mathura, Rajasthan and finally, into Kutch via Pakistan. The community is known by different names in different states, like Rabari in Gujarat, Raika in Rajasthan and Pal in Punjab. The Rabaris are further divided into sub-groups based on geographical location, which are known as

⁹ Census 2011

¹⁰ Tribes in India "Gujjar Tribes"

¹¹ Joshuaproject "Chero in India"

parganas. Three major sub groups residing in Kutch are the Dhebaris, Vagadias and Kachhis. Among these, the Dhebaris are credited with having engaged in national- scale migration in relation to their animal-keeping occupation. In the Kutch district, the rabaris follow three district patterns of migration, which are season based movements, small –range migration within Kutch, long range migration between Kutch and Gujarat hinterlands, and circular migration within a delimited area, outside Gujarat (Salpeteur et al., 2015)

The Rabari often ascribe their migration out of Kutch to the area being a drought-prone region, which affects the availability of the grass, fodder and water essential for their animals. The Rabaris mostly migrate in groups, composed of individual families. The nuclear family within a dang is called vandhyu, and is often part of an extended family. A dang may have between five and twenty-five families travelling together. Each vandhyu may consist of husband, wife, children, even grandparents along with a flock of approximately 300–400 sheep and goats, a camel to carry all their supplies, which range from various utensils, cooking rations to clothes, etc. The supplies carried by the vandhyus are called gharvakhari. The effect of rapid human population growth and the thrust of agriculture into marginal and unproductive rural land can be seen in Gujarat, a state once covered by a rich variety of semi-arid to arid ecosystems. Gujarat has traditionally been home to several pastoral people, who for centuries utilized the vast grasslands, shrub lands and savannas to graze their livestock. But an unhealthy intensification of agricultural and industrial production have ensured these rangelands have all but disappeared. Irrigation and improved techniques of dry land farming have virtually overwhelmed the former domain of the pastoralist.

The anomaly of “pastoralists without legal access to grazing land” has become a common reality in Gujarat. Once at the helm of a stable production system, the pastoralists now are constantly searching for new resources from which to make a living, adjusting to new migratory routes and finding alternative markets for their livestock. Little remains but questions: Are Gujarat pastoralists relevant to its present agricultural system? If so, what will be their role in the future?

Pastoral migration in Gujarat originates principally in the Saurashtra and Kutch regions. The rural economy is maintained principally by rain-fed agriculture and livestock rearing. The two regions support more than 7.4 million livestock. The Saurashtra region, consisting of Jamnagar, Rajkot, Surendranagar, Bhavnagar, Amreli and Junagadh districts, is semi-arid with modest sources of freshwater.

Kutch district is bordered by two large salt marshes, the Great Rann and the Little Rann and the famous Banni grasslands are located there. The Banni grassland is Gujarat’s only remaining semi-arid natural grassland and one of India’s largest remnant grassland ecosystems. The Banni still covers about 2,500 sq km, within which there are 46 villages. It is a flat plain about 5 meters above sea level with saline soils and restricted sub-surface drainage: an area that is predominantly beyond the margin of crop production and administratively protected as grazing land.

The main inhabitants of the Banni are the Maldharis (population about 20,000 in 1987), a community engaged in raising and breeding large ruminants (cattle and buffalo). About 10 per cent of the Maldhari households herd non-lactating cattle and buffaloes that are owned by outsiders: people living in surrounding villages, Rajasthan and even as far away as Bombay. During seasonal shortages of rangeland forage and crop residues, arising out of the presence of the large number of livestock and the lack of stored feed for landless pastoralists, migration is inevitable for many of the Maldhari, Rebari and Bharwad pastoralists who inhabit these regions. Their destinations are principally the irrigated areas of north and south Gujarat. Scattered populations of pastoralists are found across rural north and south Gujarat. These pastoralists, who are mainly Rebari and Bharwad cattle-keepers, are very often integrated into village livestock production systems or rely seasonally upon forest grazing.

Livelihood imperiled groups of Bharwads and Maldharis have depended principally on forest grazing. But these pastoralists now find it difficult to maintain their livelihood because renewed interest in forest

protection, afforestation and conservation of wildlife habitats has restricted their access to these areas. Another group of pastoralists is the Banjaras, who are principally donkey herders. Banjara families generally also keep small herds of goats, cattle and buffalo for subsistence. Though there is not much information on the Banjaras, it is worth noting that they reside, at least intermittently, in nearly every urban centre in Gujarat.

For Gujarat's present-day pastoral populations, agro-pastoral production is the main source of livelihood. This type of production gained importance with the conversion of natural grasslands and shrub lands to dry land and irrigated crop lands over the last century. In addition, during the 1950s, the vast majority of common grazing lands was distributed to the landless under a land reform scheme and at many places, the commons have been encroached upon. The only common grazing areas that remain are on river flood plains and along roads. Thus, loss of grazing grounds has become a major problem for the pastoralists. Secondly, the intensification of agriculture has resulted in less fallow land. The advent of irrigated agriculture has meant that land available to the pastoralists has suddenly become out of bounds for them. This problem will intensify after the construction of the Sardar Sarovar dam.

Besides these problems, a major difficulty the pastoralists have faced -- and still face -- is the misconceived development projects for them. There is a view that the best option for pastoralists now is to settle down, but most projects based on this premise have failed. Though pastoralists find themselves at the crossroads, this does not mean they are at an impasse. They are fighting for their survival and can draw on important internal assets to guide them along. The challenge for the development community is to ensure that existing paths remain open rather than closed and that new ones be cleared. This will demand new terms of partnership between governmental agencies, voluntary organizations and local populations.

Pastoralism continues to provide a valid livelihood for millions of people and has the potential to continue to do so. But the future of pastoralism depends on the ecological restoration and sustainable utilization of rangelands, the improvement of livestock productivity and the resolution of resource conflicts in ways that facilitate the integration of pastoralism, agriculture and silviculture. The contribution of pastoralist women in livestock production has not received the attention it deserves (even by the Pastoral Development Network) and women as a source of information on livestock production, have been ignored. They not only remain the 'hidden hands' of production but also a neglected source of indigenous knowledge. This note attempts to highlight a few salient aspects relating to work sharing, decision making, knowledge and perceptions of women from the pastoral community. (Sangeeta Rangnekar, 1994)

Case study setting The Rabari community (also called Raika) represents the most important pastoralist group in contemporary India, with a population ranging from five to six hundred thousand people (Srivastava, 1991; Agrawal, 1992), mainly found in Rajasthan and Gujarat, and across northwestern and central India (Prévot 2007). Since the mid-20th century, a number of sociopolitical events and processes such as the partition of India and Pakistan, the Green revolution (Choksi and Dyer 1996), or the 2001 Kutch earthquake, have resulted in increasing difficulties to pursue nomadic pastoralism, leading to important transformations of mobility patterns and strong occupational shifts within the Rabari (Salpeteur et al. 2016). As per the study, Social Organization and Informal Relationships among Rabari (IlseKöhler-Rollefson), among the Rabari pastoralists, the society has different levels of organization. The overall community is divided into sub-groups attached to specific territories (paragana), which display minor cultural differences regarding the ritual calendar or external signs of belonging. Besides these divisions, the whole community is divided into patrilineal descent groups: clans (shak), whose members can be found across different states and paraganas, and lineages and segments of lineages (vaas), which operate at the village level and constitute the most meaningful level of social organization in daily life of pastoralists. In this study, we focus on segments of lineages. As with most nomadic societies (Mauss 1979), the Rabari have a specific social organization associated to migration. During the nomadic phase of the yearly cycle, spanning from 2 to 12 months, the Rabari households cluster in groups called dang.

The size of a dang varies from two to eight households depending on a wide set of factors, such as the density of farming areas to be crossed, the risks of harassment, the potential benefits of pooling the labor or the costs related to the pastoral activity, although one of the most defining factors is the distance to be travelled: the greater the distance, the bigger the dang. These migration groups are relatively stable from one year to the other, and in our study area, they are mostly present as cluster of households with close relatives: a father and his sons, some brothers and brothers-in-law, and the like. As such, dangs can be seen as resulting from the co-residence rules that characterize, during mobile

Critical gaps identified

1. Inadequate communication strategy to reach out to poor tribals

Interactions with key stakeholders revealed that illiteracy is a major reason for lack of understanding of the provisions of the Act among potential beneficiaries. The older generation of tribals aged above 40 years is mostly illiterate. Written communication materials or a mere two hours of interaction in a Gram Sabha meeting are inadequate to help them understand the various provisions. A clear strategy for information, education and communication was lacking, resulting in lack of awareness in the community.

2. Integration of schemes and handholding assistance

It was common insights of study participants that though they possess land, it is largely rainfed, in absence of any other livelihood source, they have to forcefully migrate in search of livelihood for almost 6-8 months of the year after rainy season. There is minimal awareness on existing available government support for land & agriculture development and . All concerned government schemes needs to be implemented through panchayat level. Tribal farmers need local handholding assistance and support in the form of microenterprise incubation centres at panchayat level for complete eco-system including water management and necessary infrastructure development, & forward and backward linkages for agriculture products.

phases, agnatic lineages among this community. However, the association of households into migration groups may go beyond kinship, such as the production strategies of shepherds and the preference for specific migration areas.

Rajasthan

The western Rajasthan pastoral system, which evolved over the last 5 centuries, is centered on the use of large tracts of uncultivable and marginal land coupled with seasonal use of rain-fed cropland. The pastoralists have developed traditional migration routes and a partition of responsibilities, with some castes specializing in animal herding and others in cropping. Pastoral groups, also usually migrate in huge groups, of hundreds or thousands, with cattle and all belongings. The ecosystem in Rajasthan is intricately linked to migration patterns. The pastoral region to the west of the Aravalli Range is a totally separate ecosystem from the rest of Rajasthan. In fact, Western Rajasthan is actually ecologically a part of west Asia. Pastoral migration is essential part of ecosystem of Rajasthan.

The Raikas or Rebaris are one of the major pastoral groups in Rajasthan. The Raikas with their animals from the time they are born until they die – although with a lifespan of almost 50 years, an animal may well outlive its owner. Some of the Raikas even grow up surrounded by more animals than people. The Raika people represent the majority of stock owners in western Rajasthan. Flock/herd size varies from 42 to 250 small ruminants and 35 to 220 cattle. These people were mainly dependent on livestock keeping rearing for their livelihood (Mounir Louhaichi and Khemchand, 2014). Migration routes of

their livestock are well established (Saha et al., 2008). People from Jodhpur, Barmer, Pali, and Jalore districts generally migrate towards Uttar Pradesh, Madhya Pradesh, and Haryana (ibid). While one of the prime factors behind long-distance migration (usually for nine months or longer) has been the long dry season leading to severe shortages of fodder, this paper attempts to identify other possible dynamics of migration and the subsequent social conflicts they precipitate. New laws and policies, supported by some environmentalists and animal rights' groups, have curtailed the movement and altered the lifestyle of the Raikas. National parks like Kumbhalgarh in Rajsamand district now restrict access to pastoralists, limiting their centuries-old migration patterns. With the new restrictive laws making it difficult for camel herders to access land and resources, some Raikas have been forced to sell female camels at the Pushkar festival. They had never done this before the year 2000 – until then, only male camels were sold. The sale of female camels is the ultimate sign of resignation for a Raika: without these animals, there is no chance of increasing the herd.

Figure 7: Map showing cluster of villages Gadana, Chelawas, Ranawas, Chirpatiyaal of Retaris and their migration routes



Source: Map designed by Vipul Singh

The comparison of livestock populations and patterns between eastern and western Rajasthan leads us to an apparent contradiction. The harsher the region, the greater it appears to favor sheep and goat herds, suggesting that the shortage of fodder might not be the only deciding factor behind long-distance migration. A look at the economics of sheep breeding sheds new light on long-distance migration as a livelihood strategy of the Raikas. Sheep-breeding normally takes place twice a year: in March and April, when stubble grazing is available to the animals, and again in July and August, after the onset of the monsoon. Breeding the sheep twice a year is profitable for the herders, as they are able to sell the wool on the open market. It has been estimated that sheep from western Rajasthan produce more than two-thirds of the total wool produced in India. Well-suited for the manufacture of carpets, blankets, and apparel, the wool is in high demand. By migrating, the Raikas not only increase the reproductive potential of their sheep, but also get back a good return on their investment by selling wool and meat. Large and mobile herds have become viable sources of income, particularly since they allow the Raikas to maximize their returns by cutting out the middlemen (Vipul Singh, 2012).

Problem faced by Raikas - As environmental migrants, the Raikas face many challenges. Most of the time they migrate collectively since they have to travel through densely settled and often hostile environments, with the potential for repeated altercations between herders and cultivators. They are more likely to be seen as a burden in the accommodating areas. Since environmental refugees are wanderers – new to the area and few in numbers – they would normally hardly be a cause of conflict in the receiving areas, at least according to the arguments of Astri Suhrke. Too weak to make demands and too few to be agents of destabilization, they are more likely to become passive victims than a source of conflict. But with increasing migration and growing herds, receiving areas such as Haryana, Madhya Pradesh and western Uttar Pradesh have become centers of endemic tension that periodically erupt in violence. Settled populations in these areas make sure that the Raikas with their herds do not pass through their area. Such obstacles to migration are further bolstered by the fact that the extension of agriculture has narrowed traditional routes. Therefore, contrary to Suhrke's thesis, their movement through a village's cultivable areas often result in a conflict and sometimes even aggravate into civil war. That is why the Rebaris with their livestock herds and cattle are not always welcome in the villages they move through.

Jharkhand

Dotted with deep ravines and hills rich in bauxite- which gives the colour to the soil Jharkhand's Pat region is home to some of the most endangered tribes in the country: Birjas, Birhors, Korwa, Parhaiyas and Asurs. The area of their concentration is around 150 km from capital Ranchi and an hour & half drive from Bishnupur. The reddish tinge of the soil in Bishnupur and the adjoining areas is unmistakable. And the picture- postcard beauty of the countryside as the road meanders through dense forests in Jharkhand's Pat region which straddles Gumla and Latehar districts. Dotted with deep ravines and hills rich in bauxite- which gives the colour to the soi- this region is also home to some of the most endangered tribes in the country: Birjas, Birhors, Korwa, Parhaiyas and Asurs. Along with a few other tribes like the Savar, Mal Paharia and Sauria Paharia- settled in other remote pockets across the state, these eight form the particularly vulnerable tribal groups (PVTGs) of Jharkhand.

The Chero are one of the scheduled tribes of Jharkhand. In Jharkhand, Chero dwell in the districts of Ranchi, Santhal Pargana, Latehar and Palamu. Palamu seems to have larger concentration of the Chero tribe in Jharkhand. Besides, the Chero at Jharkhand are also found in Bhojpur, Gaya, Champaran, Munger, Daltonganj, Patan, Lesliganj, Bhawanathpur, Rohtas, etc. It is noteworthy in this context that the Chero, also known as Cherwas or Cherus, was a marital group that annexed many new territories through war. They are said to be descendants of the Kshatriya lineage known as Chandravanshi. The Chero of Jharkhand follows a patriarchal form of the society where women are exempted from all the rights to inheritance and succession. The Chero tribe of Jharkhand is divided into two endogamous groups, namely Terahazari and Barahazari and is also divided into a number of clans said to follow endogamy and exogamy. It is noteworthy that the agricultural yields are insufficient: therefore, the Chero engage themselves in wage earning throughout the year. The Chero tribe of Jharkhand seeks work as wage laborers in order to earn their livelihood and support their family.

Odisha

Golla, the nomadic pastoralists of Odisha, is one of the ancient nomadic pastoralists of south-eastern part of India. In the state of Odisha, Golla are found in districts of Ganjam, Gajapati and to some extent in Nayagrah district. In Ganjam and Gajapati, the Golla are mostly present in different villages, locally called as "Golla Gaon" means Golla village. The Golla rears goats and sheep by practicing migration through natural grass and pasturelands. The people of Golla community are generally illiterate, hard working, enduring, brave and efficient traditional healers of small ruminants. The practice of migration, not only help in biodiversity conservation of local sheep and goat breeds but also help in propagation of seeds, grains, herbs and significantly contribute to social unity and land fertility. Their outstanding

practices in biodiversity and natural resources management while on migration results in producing animal proteins from minimum to maximum for many in Odisha.

Golla' - The Biodiversity Conserver and Natural Resource Manager

The Golla community while practicing migratory pastoralism contributes immensely to biodiversity conservation.

1. Golla are the best traditional animal breeders. People in villages wait for the Golla to come to their village. People get best breeding stocks of sheep and goat from the Golla and in turn they in exchange give their best animal breeding stock. This is like an informal animal fair on the move
2. The night stays are sometimes longer, that lasts 2-3 days in one village, by this time the land on which they keep their flock get fertilized.
3. The Golla brings seeds, grains from their own village and take back seeds from the farmer's enroute, thereby conserving biodiversity.
4. The Golla plants herbs, grass enroute to ensure fodder availability during future migration.
5. The Gollas are traditional animal healers who utilize local plants and herbs during treatment. Thereby they train the local people in how to utilize the local biodiversity products and best nurture the biodiversity. (Gollas)

Maharashtra- Dhangars

Pastoral societies have revived strong and renewed interest among the social scientist. Pastoralism is a subsistence pattern in which people make their living by domesticating large herds of animals. The pastoral subsistence economy provides an adaptation to such conditions since it promotes the conversion of the low quality plant resources into portable, high quality animal foods. However, the overall low level of energy availability necessitates low population density and high mobility among pastoral population. The study deals with Dhangar pastoral groups of Maharashtra state raise herds of sheep. These societies use animals as providers of food, fuel, fiber, draught power and transportation. However, nomadic, seminomadic and transhumant pastoralist societies have lifestyles that revolve mainly around their livestock. Dhangars were an important pastoral community in Maharashtra. In the early twentieth century their population in this region was estimated to be 467,000. Most of them were shepherds, some were blanket weavers, and still others were buffalo herders. The Dhangars stayed in the central plateau of Maharashtra during the monsoons. This was a semi arid region with low rainfall and poor soil. It was covered with thorny shrubs. Nothing but dry crops like bajra could be sown here. During the monsoon, this area became a vast grazing for the Dhangar flocks. By October, the Dhangars harvested their bajra and started to move towards the west. After a month or so or during the month of March they reached the Konkan. This was a flourishing agricultural area with high rainfall and rich soil. Here shepherds were welcomed by Konkani peasants. The Konkani peasants also gave supplies of rice which the shepherds took back to the plateau, where grain was scarce. With the onset of the monsoons the Dhangars left the Konkan and the coastal areas with their flocks and returned to their settlements on the dry plateau.

The Dhangar community is semi-nomadic tribe. They have been doing sheep herding occupation from its origin, but now maximum people are shifting from their traditional occupation to new occupation because of decreasing pasture land. Therefore, it is an urgent need to provide the grassland region for the fodder of sheep. Educational condition of Dhangar community is not so good. People are facing many problems for taking the education. The community should be taught to adopt new technology in their occupation, such as goat farming.

The pasture land is also declining gradually with the growing population. Therefore, the community

has to find the other sources of livelihood. The other main reason of the changes in occupation is that, many people want to get a better employment, so they have turned towards the agricultural activity. Also other community people react respectfully towards the present occupations which are accepted by Dhangar community.

Dhangar community members have a very less participation in development areas, that means they are not in a main stream of society so steps should be taken to include them in the main stream and there should be a sufficient participation of various organization for their upliftment. Government should take advantage of strong, firm and fearless characteristics of the Dhangar community in the various fields such as the Police Department, Defense and other security forces.

Madhya Pradesh

The Hill Korwas

The Korwa tribe belongs to the Kolarian family. This tribe is mainly concentrated in the eastern tribal zone of Madhya Pradesh in Raigarh, Sarguja and Bilasur districts. The Hill Korwas, one of the subgroups of the Korwa tribe, are mainly found in Sarguja district. The topography of their habitat is characterized by hilly undulating terrain with a forest cover. These topographic conditions seem to be responsible for keeping this tribe at the stage of hunting, food gathering and primitive agriculture. The ecological setting of the villages inhabited by the Hill Korwas bears a definite nomadic character. Another characteristic of the settlement is its detached habitation, the tribe is away from the main village and lives in small hamlets. The lack of social infrastructure for the development of human resources which includes health, education and drinking water facilities, as well as lack of communication in the area are longstanding problems of the tribe.

Gond

The Gond people are main inhabitant of surrounding areas of the Pench National Park, Bicchua, tehsil of Chhindwara district. 42,243 tribal live in Bicchua tehsil. It is 54.4% of total population of District. They are traditionally a nomadic community and speak Gondi. Gonds are generally shy, honest and laborious. They are very co-operative in nature and peace loving people. The economic condition of the tribes is not good. Agriculture, animal husbandry, poultry forming and laboring are source of income. They also collect gum, traditional medicine and honey and sale to generate income. The life of the people is full of traditions and social customs from birth to death owing to outdated customs not attuned to remain competitive in the current economic scenario of privatization.

Gaps Identified during the research study:

There is an enormous knowledge gap that needs to be bridged to comprehend and appreciate the unique relationships that pastoralists share with their animals and with the lands or of the value of pastoralism as a production system and as a way of life. This knowledge gap has resulted in disregard and lack understanding of –

- (a) mobility as a specialized adaptation strategy,
- (b) the indigenous knowledge nurtured by pastoralists from generation to generation,
- (c) the pastoral governance systems and,
- (d) the contributions of pastoralism to food and nutritional security, management of plant and animal genetic resources, conservation of natural resources, to the rich cultural heritage.

In the absence of policy focus, pastoralists constitute one of the most politically marginalized, disadvantaged and vulnerable groups very often deprived of even the most fundamental rights.

1. Most of the government programmes and schemes have largely failed to recognize and value the significance of pastoralism as a source of livelihood or of the indigenous knowledge possessed by pastoralists on natural resource management. Programmes on cross breeding and 'upgrading' by hybridization of the local sheep breeds with exotic breeds for instance, have led to loss of the valuable genetic resources that the local breeds possessed. Such efforts has fail to recognize that mobility is a specialized adaptation that takes opportunistic advantage of spatio-temporal variations in levels of production across ecological conditions.
2. The existence and problems of pastoralists in India have barely filtered into the consciousness of the general public and policy makers. If there is any awareness at all, then pastoralism is regarded as a way of life that is backward and doomed.
3. Currently, there is no government or non-government institution at the national level that supports pastoral causes. There is hardly any interaction between pastoralists and the actors that could affect their situation. They essentially occupy different spheres that are very far apart and not at all interconnected.
4. These communities members have a very less contribution in policies and decision making process, that means till now these communities are not in a main stream of society.
5. There is a general lack of orientation to pursue work with pastoralists and to appreciate their positive qualities.
6. In the present phase, in most of pastoral communities people are changing their traditional occupation because of decreasing pasture land. Therefore, it is an urgent need to provide the grassland region for the fodder of sheep.
7. The pasture land also declined gradually with the growing population. Therefore, the community should find the other sources of livelihood.
8. Some of the semi-nomadic communities has been shifting from their traditional occupation to new occupations. The main reason of the deviations in occupation is that, they are looking for better economic opportunities.

Recommendations by Renke and Idate commission

The Renke Commission and the Idate Commission after studying the various problems faced by these communities have recommended various measures to address the issues more comprehensively. Summary of Idate and Reneke commission recommendations are (Pib.nic.in, 2015, Gktoday.in, 2018):

1. The Idate report has called De-notified Nomadic and Semi-Nomadic Tribes poorest of the poor, most marginalized and most downtrodden communities who are subject to social stigma, atrocity and exclusion.
2. The Renke commission has recommended giving protection to De-notified Nomadic and Semi-Nomadic by providing basic civic amenities in DNTs colonies
3. The Idate report states the government should provide strong legal protections and constitutional safeguards, including the extension of the Protection of Atrocities Act to the NT/ DNT/ SNT communities by creating a separate Third schedule as Scheduled De-notified, Nomadic and Semi-Nomadic Tribes.
4. The Renke commission recommended special drive to be made for awareness of DNTs particularly among women to avail the benefit of various schemes for educational empowerment. Special Residential Schools for DNT Boys and Girls be made to encourage education among them.
5. Also, Skill Development Programmes be taken up for DNTs to improve their self-employability and wage employment, in collaboration with National Small Industries Corporation (NSIC), Khadi & Village Industries Commission (KVIC), the Central Cottage Industries Corporation of India Limited, the Handicrafts and Handlooms Exports Corporations of India Limited.

6. In Idate report, the commission has noted that entire communities were branded as criminals under the colonial rule through enforcement of the Criminal Tribes Act, 1871. Despite repeal of the Act after Independence, subsequent legislations have forcibly alienated them from their traditional occupation and habitations.
7. The Renke commission recommended separate department for the welfare of DNTs at the State level and separate Ministry/Department for the welfare of DNTs at the Centre, also pointed out that there should be separate Finance and Development Corporation for DNTs, like National Scheduled Castes Finance & Development Corporation.
8. Noting that all that the Centre has done so far are “symbolic reparations”, the Idate and Renke Commissions both have advocated for release of 2011 caste census, which is yet to be made public, at least on the DT/ NT/ SNT community, so that policies can be made specifically for these communities.

To summarize, Idate Commission had prepared statewide list of pastoralists, but this list drew a lot of criticisms including lack of scientific data necessary to bring out a comprehensive classification of denotified, nomadic and semi-nomadic communities. But both Idate and Renke commission have done remarkable work in studying the various problems faced by these communities and recommending measures to address the issues more comprehensively.

Current policy status for pastoralists and recommendations

Based on the Renke and Idate commission report, government of India has taken few concret measures to address needs of pastorals. The provision of budget has been made, the interim budget 2019 for the second time has set the classification of denotified, nomadic and semi-nomadic communities. The budget has made following announcements -

- Formation of committee under the Niti-Aayog, which would identify and classify these tribes
- Constitution of Welfare Board under the Ministry of Social Justice and Empowerment for the purpose of implementing welfare and development programmes for denotified, nomadic and semi-nomadic communities.

Some of recommendations based on the current study:

Few recommendations are proposed based on the situation of pastorals and the current policy status for them.

- 1 The government should strengthen and augment the contribution of pastoralism to the state and national GDP and food security.
- 2 There should be proper recognition, appreciation and awareness of the economic, cultural and ecological contribution of pastoralists population. Detail in-depth studies needs to be conducted on the subject matter on all types of pastoral communities of India
- 3 New technologies should be adopted to improve economic opportunities, infrastructure, information systems and services to promote pastoralism
- 4 Securing and protecting the lives, livelihoods and rights of pastoralists and designing specific programmes aimed at promoting the welfare of these groups.
- 5 To support and develop an interface between the pastoralists and government, we need to develop new strategy to improve participation and representation of pastoralist men and women in the governance and decision making processes.
- 6 To ensure enrolment of pastoralists in all national and state welfare programmes we need to develop various welfare schemes especially for them like Public Distribution System, insurances schemes especially for the girl child and pension schemes, subsidized mobile dispensaries for veterinary care, credit and banking services.

- 7 Recognize the legal rights of pastoralists to forests, common lands and water bodies they have traditionally accessed and used; Conservation of common lands accessed by pastoralists to prevent them from migration.
- 8 Ensuring inclusion of nomadic herders in natural resource management programmes.
- 9 Promoting co-management of forests, common lands and water bodies by the government departments and pastoralists
- 10 Promote co-management of gauchar, oran and 'wastelands' traditionally accessed by pastoralists through controlled, grazing i.e. zoning, timing, planting of fodder trees and grasses, natural manuring; creating water harvesting structures under wasteland and watershed development programmes; establishing wayside fodder banks on pay and carry basis, and other innovative measures etc.
- 11 To promote and recognize the role of pastoralists in conservation and management of the State's biodiversity and natural resources.
- 12 Proper and systematic enumeration of nomadic herds population, measure their economic contribution, facilitate inter-district / State coordination for their safe movement, and access to welfare rights across borders.
- 13 Developing collaborative systems for periodic enumeration of pastoralist populations, measuring their economic contributions and supporting mobility
- 14 Setting up of grievance and redressal mechanisms along the migratory routes in every district they pass through within and across the States to timely address the grievances of the herders. Establishing proper linkages with adjoining States to find solutions to problems that herders may be repeatedly facing in their jurisdiction.
- 15 Support studies and research in Universities and Research Institutions to study the practice of transhumance and find out its contribution to the State GDPs and relevance to the maintenance of sustainable ecosystems and livelihoods
- 16 Government should take advantage of strong, firm and fearless characteristics of the pastoral community in the various fields such as the Police Department, Defense and other security forces.

5

Field Assessment: Key Findings from Source States

“ When the girls leave we do not know. They do not inform us when they leave. Although we have their phone number but sometimes it is difficult to contact them. In case something happens to them it is difficult to know about their whereabouts. Once they are gone, they are gone ”

–Tribal Migrant Workers in Grape Farms, Nasik

Table 5: Socio-Demographic Indicator of Jhabua District, Madhya Pradesh

Total STs Population in district	8.91 lakh	
% STs Population in district to overall population of district	Approx.. 87.0%	
Literacy rate among STs Population in district:	29.10%	
Total work population of STs Population in district: 4.55 lakh	Main workers	Marginal workers
	3.21 Lakh	1.34 Lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 6: Socio-Demographic Indicator of Dhar District, Madhya Pradesh

Total STs Population in district	12.22 lakh	
% STs Population in district	Approx.. 55.94%	
Literacy rate among STs Population in district	37.66%	
Total work population of STs Population in district: 6.02 lakh	Main workers	Marginal workers
	4.30 lakh	1.72 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 7: Socio-Demographic Indicator of Barwani District, Madhya Pradesh

Total STs Population in district	9.62 lakh	
% STs Population in district	Approx. 69%	
Literacy rate among STs Population in district	30.99 %	
Total work population of STs Population in district: 4.07 Lakh	Main workers	Marginal workers
	3.69 lakh	1.01 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Major Pull Factors of Migration

Major pull factors of migration identified are; new opportunities in urban areas have comparatively reduced the uncertainty of finding work than in tribal/rural areas, wages have increased and the dependence on contractors has declined. Migration has brought greater returns to those with skills or strong social networks. Those relying on contractors or facing discrimination have not benefited as much. The poor view migration as a strategy for improving household well-being. Migration has reduced borrowing for consumption, improved debt repayment capacity and given migrants greater confidence and bargaining power. The findings are similar with studies conducted few years back¹.

Destination of Migration: The migration corridors~

Our study revealed that migration is mainly rural-urban to cities such as Vadodara, Surat and Ahmedabad in the State of Gujarat; Indore in Madhya Pradesh and Kota in Rajasthan. Most of the farmers in this region practice rain fed agriculture, much of it on marginal and degraded land. There is little scope for irrigation. Infrastructure and service provision is poor and alternative livelihood opportunities extremely

limited. Most of these areas have only limited roads and are weakly integrated with markets. During the dry season (November to June), when there is little or no work available in agriculture, large numbers of people are forced to migrate. Most migrants are single men or couples, often with young children. In drought years, the entire households migrate.

Key Sectors

In Madhya Pradesh, tribal families from Barwani, Jhabua and Dhar are forced to migrate to the bordering state of Maharashtra and Gujarat to work as semi-skilled and unskilled labourers; the major subsectors using migrant labour are construction, brick-kilns, small scale industry, crop harvesting, sugarcane cutting, plantations, rickshaw pulling, domestic work, sex work, small hotels and roadside restaurants / tea shops and street vending.

Exploitation: The contractor is a key actor of tribal seasonal migrations. Veritable interface between villagers and their employer, he establishes a determinant, binding relationship with ST communities. In collected accounts, his authority seems to sometimes equal that of the usual decision-maker (elder and/or husband) when it comes to decide when and where to migrate. Arrangements, such as organizing the transportation from the village to the employment site (mills, brick kilns, etc.), can be opportunities for subcontractors to deduce the cost from workers' wages with some overcharging amounts having been reported, highlighting an often imbalanced power relationship.

Stories of occupational hazards during migration...

A Bhilala tribal resident of Kanna Village in Makankui Block of Jhabua district of Madhya Pradesh fell from a seven-storied building under construction in Navsari town in South Gujarat and died immediately in 2009. Two months after this incident his brother died in a similar manner. A case of accidental death was registered at the Police Station and the contractor paid his family only the transportation money to take the dead bodies' home. This is one of the many instances of insecurity faced by the lakhs of migrants from Jhabua district work in various destination areas in Gujarat.

In another case of a labourer named Kelash, aged 30 years from village Minama, block Makankui, fell from the 4th floor of a building under construction in South Gujarat. He was disabled and now he has iron plates inserted in his pelvic girdle and is crippled below waist. He was the sole earning member of his family, being the only son of his old parents. He has a wife, 28 years of age, and his dependent parents. His family has no income now and they have not received any compensation till date.

Hundreds of Bhil tribal workers from the districts of Alirajpur, Jhabua and Dhar were working in the quartz crushing factories in Godhra district of Gujarat without any protective apparels and in conditions in which there were no exhaust systems to remove the quartz dust from the air. Consequently, the tribal workers were inhaling the dust and soon they became affected with silicosis, which is a terminal disease. Hundreds of workers both male and female had died leaving their children orphaned (Baviskar, 2008). The National Human Rights Commission (NHRC) issued a recommendation on 12.11.2010 that a compensation of Rupees 3 lakhs each should be paid to the next of kin of those who have died of silicosis and that those who are still alive should be properly rehabilitated. However, the governments of Gujarat and Madhya Pradesh have still not implemented these recommendations. This, after both the Supreme Court and the NHRC deemed these governments responsible for the deaths because of negligence on their part in implementing the various laws that protect the rights of the labourers. The owners of the quartz crushing units themselves have escaped any legal action because they do not keep any records of the people they are employing and make only cash payments to the casual tribal labourers. So, the affected labourers cannot prove their employment in these units.

Source: Case story pointed during data collection at Jhabua District

Key Insights

- As per study findings, 7 out of 10 tribals move in search of jobs out of it 60% prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.
- As per latest reports in Madhya Pradesh 76.5 lakh persons have demanded work but only 61 lakh were actually provided work. In other words, some 15.5 lakh persons – about one in five – were turned back, and asked to fend for themselves. There has been steady rise in jobs. Yet, the number of those turned back has increased even faster. These findings were consistent within the study area. The reasons for it mentioned by study participants are – no timely availability of jobs, wage rates are much lesser than what they get at migration destinations.
- None of the Bhilala agricultural labourers knew the names of the contractors or the principal employers for whom they worked.
- The Bhilala tribals who are mostly engaged in sugarcane, banana and cotton cultivation, do not seem to be aware of the daily eight-hour work regulation, for five days or more a week and they frequently fell ill as a result.
- Spraying of pesticides for agricultural workers and lifting heavy sacks of cement up to ten storeys for construction workers, no usage of occupational safety measures were some of the most dangers of the occupations cited by the migrants. Pesticide inhalation were common cause of deaths, in the past pregnant female workers died due to inhalation.
- Sometimes wages are paid late and at times paid just before they return. They are unable to calculate due to illiteracy and are often prey to contractors and employers taking advantage of the same.
- Among the construction labourers 80% did not know the names of their contractors while almost 90 % of them did not know the names of the principal employers.
- All the respondents said that they did not have any contact with the police, administration, labour department officials and politicians in the destination areas. Some migrants also complained of being mistreated by the police and often implicated on false charges of theft etc.
- Care of children is a problem and they have to be taken along to places of work where they sometimes meet with accidents and accidental deaths.
- There is no registration of outgoing migrant families at panchayat level. None of the department are working in convergence mode to address migration in holistic manner.

State Government Initiatives

1. **Mission Indradhanush** (National Programme for Universal Immunisation) 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.
2. **The Migrant Labour Support Programme:** The Migrant Labour Support Programme (MLSP) was established as a component of the Western India rain fed Farming Programme (WIRFP) by Gramin Vikas Trust and support of DFID, in the districts of Ratlam, Jhabua, Dhar (MP); Banswara and Dungarpur (Rajasthan); and Dahod and Panchmahals in Gujarat, at destination. The objective of the MLSP was 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.



Community FGDs at Siddhi village, Block Siddhi, District Barwani, Madhya Pradesh



IDI with Senior Official, Tribal Department, Jhabua, Madhya Pradesh

District Governments of MP are beginning to recognize that migrants have specific needs that have to be addressed and are willing to replicate MLSP program. District Collectors in Jhabua, Ratlam and Banswara have supported a rapid expansion of some parts of the MLSP (e.g., the District Collector in Jhabua has issued over 30,000 ID Cards to seasonal migrants, through Panchayats. Good links with the Labour Commissioner in Vadodara have resulted in careful attention being paid to the issue of partial or non-payment of wages at construction sites. Future work will concentrate on helping migrants to access government services, lobbying and advocacy by linking up with organisations in destination areas and scaling up the programme to cover more villages and towns. However, considering the key socio-economic drivers at play, tribal migrations are likely to continue accelerating by 2020 as projected by Government reports from migration tables. (GoMP, 2009).

3. **M.P. Council of Employment and Training (MAPCET):** To organize various skill development training programmes for scheduled caste and scheduled tribe community of the state to enhance their employment/self-employment opportunities. However there is no active inclusion of migrating youth.
4. **Madhya Pradesh Rajya Ajeevika Forum (MPRAF):** It is NRLM and Ajeevika initiative with an objective to provide gainful employment to rural youths in MP. MPRAF has worked towards establishment of systems for skill development and placement of rural youths in a focused manner throughout. Youth are provided with employment opportunities through job fairs, placement linked training programs. However, there is no active inclusion of migrating youth.

Jharkhand is one of the states, which has significant tribal population (around 30% of total population).

Conclusion and Key Recommendations

The study reveals that it is difficult for government to work on issues of migration as separate resources are lacking and government face operational challenges as they tend to work with focused migrant communities. Lack of statistical data is a big impediment to develop strategies to work on the issues of migration. Lack of convergence between various departments on the level of planning and implementation, lack of centralized case management system, lack of vision and strategy of the State on tribal migration and weak implementation mechanism of existing FRA Act, skill development and entrepreneurship development programs and other social security schemes proved to be serious limitations towards working for reduction of migration or making it safe. Although some interventions were being taken but they were fewer and far between. There is also need to develop link between source and destination to support tribal migrants, through interstate co-ordination.

1. Panchayat level registration of outgoing migrant families is started in few villages by Anganwadi workers under Mission Indradhanush, it needs to be replicated across the state. Cross sharing of data at district and state level for targeted incision of migrant families in existing livelihood and social security programs
2. Strengthening local livelihood of tribals through active inclusion of migrating tribals in various skill development initiatives, as well other existing livelihood programs.
3. Formation of dedicated migrant cell in MP, source state and all destination states of MP migrants so that there is inter-state data sharing and coordination among tribal and labour departments of respective states. The cell can also have a representation from the respective state governments so that the government can work at policy and administrative levels. This will also help in mobilization of resources and developing strategies for addressing issues related to migration.
4. Immediate intervention action to prevent silicosis cases for migrating tribals in co-ordination with Gujarat government. (Both awareness and supply of preventive measures)
5. During study it is noticed that due to high migration, private bus business is on high rise and managed by outsider transport companies. It is recommended as like Telangana State's 'Driver's Empowerment Programme' model, MP Tribal Department to start new schemes for driving training and seed support for commercial vehicle purchase for tribal youth, which can promote sustainable livelihood to tribal youth

Jharkhand

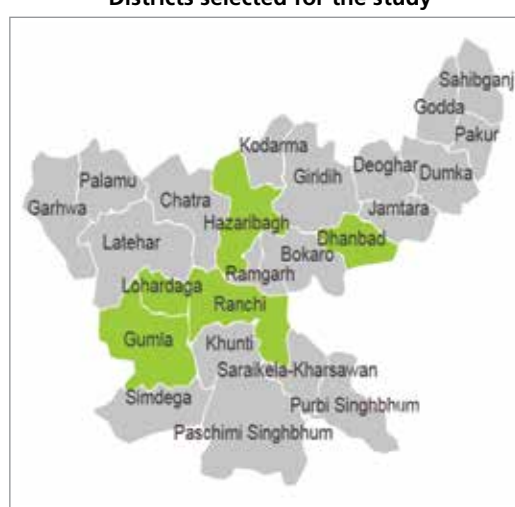
It is also one of the leading states contributing to tribal out migration in the country. The Economic Survey of India has revealed that Jharkhand lost close to 5 million of its working age population migrated for work between 2001- 2011 updated. More than 5% of the working age population migrates annually to other states in search of better employment opportunities education or because of loss of traditional livelihood. The net outflow of the working age population is the highest among states in the country.

State Profile

The population of the STs in the state is 86.45 lakh (2011 Census) accounting for around 26.2% of the total population of the state and 91.07% of which is rural in nature. In terms of the concentration of ST population, the State occupies 5th position with 8.3% STs in the country. Most of the people migrate during January and February. This can be linked with the fact that tribal migrants working full time outside the State generally return during December every year for Christmas. Major reasons of migration noted were rain fed agriculture, lack of seed funding for agriculture development, lack of awareness regarding government's existing schemes and accessing the schemes to avail the benefits.

There are 32 different tribes including Primitive Tribe Groups (PTGs) comprising about 17 lakh tribal families. The literacy rate among the Scheduled Tribes in the State is 57.1% which is higher than the national average of 47.10 percent for Scheduled Tribes population. Total work of population of the Jharkhand Scheduled Tribe population is 40.58 lakh. The majority of the Scheduled Tribe population in the State, is categorized as 'cultivators' while 'agricultural labourers' category. According to census 2011, 31.44 percent i.e. 103.73 lakh of the overall population of state i.e. 329.88 migrate to other states as per census 2011.

Figure 8: Jharkhand State Map- Districts selected for the study



Source: mapsfindia.com



Children of Sugarcane Migrant Workers

District Profile

The study was conducted in Lohardaga, Gumla, Ranchi, Dhanbad districts.

Table 8: Socio-Demographic Indicator of Ranchi District, Jharkhand

Total STs Population in district	10.04 lakh	
% STs Population in district	Approx.. 36%	
Literacy rate among STs Population in district	58.19%	
Total work population of STs Population in district: 4.63 lakh	Main workers	Marginal workers
	2.73 lakh	1.89 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 9: Socio-Demographic Indicator of Dhandbad District, Jharkhand

Total STs Population in district	2.33 lakh	
% STs Population in district	Approx.. 8.68%	
Literacy rate among STs Population in district	47.47%	
Total work population of STs Population in district: 0.98 lakh	Main workers	Marginal workers
	0.41 lakh	0.56 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 10: Socio-Demographic Indicator of Hazaribagh District, Jharkhand

Total STs Population in district	1.21lakh	
% STs Population in district	Approx.. 7%	
Literacy rate among STs Population in district	48.72%	
Total work population of STs Population in district: 0.49 lakh	Main workers	Marginal workers
	0.19 lakh	0.29 lakh

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 11: Socio-Demographic Indicator of Gumla District, Jharkhand

Total STs Population in district	7.06 lakh	
% STs Population in district	Approx.. 69 %	
Literacy rate among STs Population in district	52.82%	
Total work population of STs Population in district: 3.42 lakh	Main workers	Marginal workers
	1.94 lakh	0.62 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 12: Socio-Demographic Indicator of Lohardaga District, Jharkhand

Total STs Population in district	1.37 lakh	
% STs Population in district	Approx.. 56.09 %	
Literacy rate among STs Population in district	52.18%	
Total work population of STs Population in district: 1.34 lakh	Main workers	Marginal workers
	0.58 lakh	0.74 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Migration Corridor

Migration from Jharkhand is generally noted to New Delhi, Punjab, Maharashtra, Goa and West Bengal. Gumla, Hazaribagh, Khunti districts majorly contribute to tribal female outmigration from Jharkhand.

Key sector

The migrant workers are generally involved as unskilled or semi-skilled labour. It was pointed out that young men and young women work in different sectors. While young men were mostly involved in construction industry or as mason and helpers. Some of them also opted for occupations such as driving; work as rickshaw puller or in brick kilns and sometimes gardening. Girls who migrated undertook domestic work or employed in cloth mill industry.

Trafficking for Work

Trafficking of minor girls for domestic work is noticeable feature of Jharkhand. Between 2014 and March 2017, about 247 human traffickers were arrested, out of those, 103 were women. In the same period, 394 cases were registered and 381 individuals were rescued. Experts are of the view that human traffickers are also involved in many cases of missing children. Between 2013 and May 2017, as many as 2,489 children went missing of which 1,114 children remain untraced. (The Wire, May 2018)

Key Insights

- Study reveals that 9 out of 10 tribals migrate for livelihood ; out of it 80% tribals prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.
- It has been seen that many migrants had jobs cards for MGNREGA scheme and had applied for jobs but there is paucity of jobs, as a result many had to move out in search of livelihood
- A general lack of awareness about government schemes related to benefits, skill development and even social security schemes was noted.
- Lack of awareness regarding skill-development schemes was also noted. Some of the youth were aware about the skill development schemes but the placements they received after training was much below their expectation. Some youth reported to have received training but were awaiting their certificates.
- Several studies² mention how women face migration-induced health problems and are also vulnerable to abuse and sexual exploitation, especially by employers. During focus group discussions it was mentioned that young tribal girls leave the village for work to other states and some of the girls don't come back. The villagers said that those girls who come back to village after working outside would prefer not to go unless there is compelling need to do so. The people knew that the girls were exploited in the hands of the middlemen and employers but there was hardly any space

²Several studies found women workers, for example, in rice cultivation, were more susceptible to gynecological infections, intestinal and parasitic infections, arthritis, rheumatic joints, and leech bites (Mencher and Savadamons [1982]; UNDP cited in Agarwal [1994]).

for them to talk about such harassment. There were cases in which women left without informing anyone to work outside State, they could never be later traced.

- During the consultation with civil society organizations, trafficking of girls from Jharkhand emerged as a critical issue. Organizations working on this issue reported to have saved several girls during transit. It was mentioned during the consultation that recently girls are being taken out of state through air route. These girls have never travelled by air so travel by air is naturally lucrative for them. Once they have left the state their wages are deducted on the pretext of covering for their travel charges by air. There were also many cases where women returned home with experiences of abuse, violence and sexual exploitation.
- At the destination level the migrants had to face with lack of accommodation or very poor living conditions, sexual and gender-based violence, lack of access to basic services, lack of identity and proper documentation.
- Laborers are prone to accidents at destination and often are without any medical support, in spite of having accident cover if registered

Occupational hazards and migration

Another issue related to migration is accidents while working. During a focus group discussion, a young boy narrated an incident in which his colleague, also a youth from the same village, lost his arm while installing high tension wires. When all the workers stalled work the contractor was forced to pay a compensation of around Rs. 2.5 lakhs to the person. On being asked if he received any compensation from the government the answer came in negative.

As per the information received during the interview with district planning officers in various districts and assistant labour commissioner in one of the study districts, there is a provision of registering migrating labour at the district level. The registered labour gets a red card which is his identity card as a migrating labour. Every registered migrant labour gets a life insurance cover of Rs. 1.5 lakhs. However, every unregistered migrating labour also gets a life insurance cover of Rs. 1 lakhs. In case of partial disability, as the case above, a migrating labour can claim Rs. 75,000.00. The procedure to claim these compensations is to fill a form at the block level with the block development office.

Source: Case stories reflected by community during primary data collection in Jharkhand

State Initiatives

The Labour Department of Jharkhand has rolled out various schemes and programmes to reduce migration in the State. Career study Centers have been established in six Sub Regional Employment Exchanges, one Professional and Executive Employment Information and Guidance Bureau and Sixteen District Employment Exchanges where literature regarding various careers is available. Further, PanIIT Alumni Reach for India Foundation (PARFI), has launched "Kalyan Gurukul", a multi-trade skill development center, in Hazaribagh to facilitate skilling and increase opportunities for employment for the economically backward youth. This new skill training centre is part of PARFI's ongoing initiative to skill youth in Jharkhand and makes them industry ready, thus creating employment. In addition, recruitment camps and job fairs are being organized in the State at the district level by the Labour Department to bring job providers and seekers on the same platform.

The Labour Department has started voluntary registration scheme to track lakhs of men, women and children who leave the State every year in search of jobs. To make the scheme attractive and to ensure migrating workers enrolled themselves voluntarily, the State Labour Department has proposed an

insurance cover of 1.5 lakhs for each registered worker, the sum assured to be paid to his/her next of the kin in the event of death or disability. In districts like Gumla, with high migration of adolescent girls to cities like Delhi, the Labour Department is sending personalized letters from the Chief Minister of Jharkhand requesting the parents not to send their girls outside the State. There have been some cases of rescue of minor girls from various railway stations in Jharkhand. The Labour Department provided immediate family support to rescued girls at the rate of Rs. 5000.00 per month. (See annexed details) The Labour Department is also organizing various events during Christmas when the youth come back home. Cake cutting ceremonies are followed with awareness on the ill-effects of migration.

Emergency services and other support for migrants in Jharkhand and Delhi

The Jharkhand state' labour department has introduced an initiative of Red and Green cards for migrants in Jharkhand that is loaded with a range of services including life insurance, emergency support services etc. Anti-human trafficking units have been set up in Jharkhand's tribal majority districts

Conclusions and Key Recommendations

Jharkhand government's efforts to stop migration among tribal youth are worth appreciating. But need of an hour is to appreciate the emerging huge opportunities of employment in domestic, hospitality and construction sector, it is also worth understanding how these youth and respective industry have developed informal mechanisms to satisfy demand and supply chain. It is clear that tribal youth are economically benefited from this migration comparatively than remaining back at the village, but they face exploitation during the migration, which needs to be addressed. Hence, only restriction approach to migration will not be pragmatic. More formal training, and fair and safe employment practices needs to be created for youth, especially for women. Facilitation for safer and productive migration needs to be promoted, while reducing migration at source can happened parallel

- I. **Migration data:** Building panchayat specific data of migrating youth with active involvement of Labour department. The data can be utilized for targeting migrant tribal for active inclusion in Jharkhand government's various welfare programmes.
- II. Use of migration data for targeted inclusion of migrating tribal families in existing programs such as entrepreneurship development, skill building and similar initiatives of tribal/welfare department, that can ensure sustainable livelihood and social protection at village level.
- III. **Strengthen local Livelihood:** Develop 'family livelihood development plan' for migrating youth, focused on training, placement and entrepreneurship development with strong market linkages within the block.

Special Initiation of skill-based programs for the migrating youth of the village specially for urban labour markets, since majority of them are involved in the same as semi-skilled or unskilled workers. Since majority of women are engaged in domestic sector, this already established market can be taken up as an opportunity of jobs for migrant youth. Regulations on placement agencies and skill development for better wages would be important steps to ensure sustainable livelihood in urban areas for tribal migrants.



Female Migrants during Interview at Ranchi district, Jharkhand

Contd....

- IV. Jharkhand Alcoholism state policy is emerging need, especially due to illegal and unhealthy ways of alcohol making processes, it's emerging as major public health hazard in tribal villages.
- V. There should be inter-state coordination to address interstate migration. There are already some efforts being taken by Jharkhand government, such as signing MOU with destination states to address needs of their migrants, but currently these MOU's are not in functional condition. It needs to be renewed and activities should be restarted, with active involvement of Tribal/welfare department along with Labour Department.
- VI. **Temporary facilitation for safe migration:** Since these efforts will be long term, temporary positive facilitation to migrating youth would be crucial. Key activities as below
 1. Massive awareness campaign via radio, community radio, mobile phones and television needs to be initiated on tribal livelihood and migration related issues for creating greater awareness among tribal.
 2. Active involvement of District Level service authority for legal awareness (including development and training of paralegals who can work as community level facilitators among tribal to deal with such cases) and fast track cases handling of migrants.
 3. Handholding assistance to tribal youth that can offer them support and safety against exploitation, access to public services and entitlements. This can be done via set up of migration support centers at state level, and also at destination like NCR Delhi. Virtual support also needs to be provided via mobile app and call center.
 4. Initiate fair and safe employment practices for hiring tribal youth.
 - Mandatory registration of contractors/ employment agencies at panchayat level (to be done by Labour department)
 - Tracking of tribal youth at destination locations during their employment period (This can be done with reference to registration of data of contractor/agency and respective hired tribal youth)
 - Virtual support to tribal youth via mobile app and call center

Odisha

such as Ranchi, Khunti, Gumla, Lohardaga, Simdega, Chaibasa, Dumka and Palamu to stop incidents of human trafficking. Apart from this the Criminal Investigation Department (CID) too keeps an eye on such matters. State forum is started by state labour department along with other key departments and International Labour Organization to ensure support on migration and trafficking issues. Currently this forum is in pilot mode. Helpline is also introduced for migrants, but currently it is defunct.

It is worth noting that the Jharkhand state government has also set up a state resource center in Delhi to help girls who are victims of human trafficking. However, all this has only a limited focus on the minor girls. However, it is in defunct condition. Its chairperson, Kujur has also questioned the role played by the resource centre, terming it defunct.

Trafficking of girls/women for work is noticeable feature of Jharkhand. The ground realities are stark – many families do not open their mouths about girls going out for work, but when girls are preyed upon and exploited, there is an anguished cry for help. Considering that for years human trafficking of tribal girls has been rampant in Jharkhand, it is high time the Anti-human trafficking units and Delhi Resource Centre became more proactive to address the issue at source and destination end. Greater awareness among tribal families, participation of NGOs and fast track mechanism to address trafficking case and their rehabilitation would be crucial to address trafficking issue at end to end level.

Odisha has 9.2 % per cent tribal population as per 2011 population census and most of the tribal communities have been migrating to other places in search of work, food and other facilities. Some of the tribal communities in Odisha are Bhuyans, Juang, Kondh, Savara and Raj Gond, those are still residing at hilly areas and in forest region. Tribal inhabitants have been forced to do so following growing mining sector and deforestation in Odisha.

The population of the STs in the state is 95.91 lakh (2011 Census) accounting for around 22.8% of the total population of the state and 93.78% of which is rural in nature. In terms of the concentration of ST population, the State occupies 3rd position with 8.3% STs in the country. There are 62 different tribes including Primitive Tribe Groups (PTGs) comprising about 21 lakh tribal families. The literacy rate among the Scheduled Tribes in the State is 52.2% which is higher than the national average of 47.10 percent for Scheduled Tribes population. Total work population of the Odisha Scheduled Tribe population is 40.58 lakh. The majority of the Scheduled Tribe population in the State, is categorized as 'cultivators' while 'agricultural labourers' category.

Migration Scenario

According to Census 2011, 34.94 percent i.e. 146.67 lakh of the overall population of state i.e. 419.74 migrate to other states as per Census 2011. During the study, situation was reviewed in Sundergarh, Kendujhar, Naupada, Bolangir, Kalahandi and Bargarh districts.

Figure 9: Odisha State Map- Districts selected for the study



Source: Mapsofindia.com

District Profile

Table 13: Socio-Demographic Indicator of Sundergarh District, Odisha

Total STs Population in district	10.62 lakh	
% STs Population in district	Approx. 51%	
Literacy rate among STs Population in district	56.19%	
Total work population of STs Population in district: 4.75 lakh	Main workers	Marginal workers
	2.44 lakh	2.30 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 14: Socio-Demographic Indicator of Keonjhar District, Odisha

Total STs Population in district	8.18 lakh	
% STs Population in district	Approx. 56.85%	
Literacy rate among STs Population in district	44.06%	
Total work population of STs Population in district: 3.76 lakh	Main workers	Marginal workers
	1.83 lakh	1.93 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 15: Socio-Demographic Indicator of Nuapada District, Odisha

Total STs Population in district	6.10 lakh	
% STs Population in district	Approx. 34%	
Literacy rate among STs Population in district	43.25%	
Total work population of STs Population in district: 1.10 lakh	Main workers	Marginal workers
	0.50 lakh	0.60 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 16: Socio-Demographic Indicator of Balangir District, Odisha

Total STs Population in district	3.47 lakh	
% STs Population in district	Approx. 21.05%	
Literacy rate among STs Population in district	47.26%	
Total work population of STs Population in district: 1.62 lakh	Main workers	Marginal workers
	0.81 lakh	0.80 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 17: Socio-Demographic Indicator of Kalahandi District, Odisha

Total STs Population in district	15.76 lakh	
% STs Population in district	Approx. 28.50%	
Literacy rate among STs Population in district	41.75%	
Total work population of STs Population in district: 2.31 lakh	Main workers	Marginal workers
	1.04 lakh	1.26 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 18: Socio-Demographic Indicator of Bargarh District, Odisha

Total STs Population in district	14.81 lakh	
% STs Population in district	Approx. 18.97%	
Literacy rate among STs Population in district	57.21%	
Total work population of STs Population in district: 1.55 lakh	Main workers	Marginal workers
	0.88 lakh	0.67 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 1: Primary Data on Migration in Odisha

District	Block	Village	HHS	Caste			Migrant HH	HHM rate (%)	Preferred Destination
				STs (%)	SCs (%)	OBC (%)			
Bolangir	Belpara	Bharuapali, Tentulimunda, Sarmuhan, Bagdore	9783	39.0	33.0	26.0	2821	28.8	Chhattisgarh (25.7%) Maharashtra (20.4%) Gujarat (10.6%) UP (19.4%) Kerala (0.1%) AP (7.8%) TN (3.4%) J&K (0.3%) Goa (5.2%) Karnataka (1.4%) Delhi (1.4%) WB (0.1%)
	Turekela	Turekela, Halanbhata, Ghunesh							
Kalahandi	Golamunda	Brundabahal, Gandamer, Golamunda, Manajhari	23675	29	35	26	6930	29.3	Punjab (0.3%) Chandigarh (0.3%)
	Jungarh	Charbahal, Dhaner, Goudchhenda, Kalopala, Maliguda							
Nuapada	Boden	Banjibahal, Bhaisadari, Boden, Boirgaon, Litisagar, Sunapur	11841	54	21	24	1971	16.6	
	Nuapada	Amsena, Beltukri, Bhaleswar, Tanwat							

Source: "Distress Migration in Bolangir, Kalahandi and Nuapada Districts of Odisha" by National Institute of Rural Development and Panchayati Raj (NIRD&PR), Hyderabad and primary findings during research study by Disha foundation

A study was conducted by National Institute of Rural Development and Panchayati Raj (NIRD&PR), Hyderabad on “Distress Migration” in Bolangir, Kalahandi and Nuapada Districts of Odisha. The study pointed out that migration rate of STs was higher than other castes like SCs and OBCs. It was further observed that out of Bolangir, Kalahandi and Nuapada districts, Nuapada district had highest migration (54%). The preferred destinations among migrants was found to be Chhattisgarh (25.7%), Maharashtra (20.4%), Gujarat (10.6%), UP (19.4%), Kerala (0.1%), AP (7.8%), TN (3.4%), J&K (0.3%), Goa (5.2%), Karnataka (1.4%), Delhi (1.4%), WB (0.1%), Punjab (0.3%), Chandigarh(0.3%).

Key reasons of migration

On one side, the economic operations of the villagers are not sustainable due to lack of supportive mechanism of irrigation facilities, copious rain-fall etc. The lack of awareness on accessing the government sponsored welfare and development programmes too is resulting lesser frequency of access. On the other hand, the ‘cash’ requirement is cleverly tapped by the agents of migration and thus leaving the ‘migrants’ gasping for everything. They are also left in the lurch due to lack of outreach from government schemes point of view.

With declining agricultural incomes and inability of rural households to sustain with farming alone, the countryside in Odisha is witnessing an emergence of what one can term “migration” livelihoods – where migration and agriculture form the major providers, accounting for more than 55-60 per cent of the annual incomes. NSS data shows that the dependence on domestic remittances has risen most strikingly in Odisha since the 1990s. In 2007-08, rural Odisha received 14.25 billion dollars in domestic remittances, 6th highest in the country. The policy prescriptions on livelihoods, on the contrary, do not account for migration as a significant contributor to rural incomes.

Migration Corridors

Interstate migration is noticeable from Odisha, Major destination states of Odisha workers are Delhi, Telangana, Goa, Kerala, Tamil Nadu, Gujarat, Maharashtra, Jammu and Kashmir are among the top destinations for the migrants. Though Odisha has a large number of interstate migration, about 21 percent also migrate within the state to find work especially in districts of– Bhubhaneswar, Cuttak and Puri are common destinations.

Key Sectors

They work in construction, brickkiln, fishery, transportation and in factories such as spinning mills, loaders. The intra state migrants work in transportation industry, where the workers engage in driving, ferry operation and loading. Some also engage in construction, domestic work and hospitality industries. In western Odisha agriculture is predominant, so migrants are engaged in agricultural operations and some in mining or construction. Also, labour from Odisha is a main ingredient in the fishing industry of Goa. To quote:

“There are around 25-30,000 workers migrate every year from Odisha and Jharkhand to Goa to work in Fishery Industry. Fishery Sector of Goa is totally relying on these workers. If Odisha and Jharkhand workers stop coming then the Goan fishing industry will collapse, since there will be no local labourers to work on the boats!”

- Mr Francis D’Souza, The Chairman, Goan Fishery Co-Operative Society

Key Insights

- The study findings states that 9 out of 10 tribals migrate, out of it 90% prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.
- The study participants reflected that lack of timely availability of jobs, comparatively lesser, and delayed wages are key reasons of their apathy in MNERGA

- Majority of the migrants, 74 per cent in coastal and 43 per cent in Western Odisha, come from the OBC category. This is followed by SC community, which comprise of 14 and 27 per cent of the migrant population, in coastal and western regions respectively. The share of scheduled tribe varies between the regions substantially. In coastal Odisha, only four per cent of migrants are reported from ST community. In contrast, the western region has about 28 percent of its migrants coming from the ST community. The incidence of seasonal/circular migration from the socially backward communities is higher; more so from the western region
- The workers, especially from Western Odisha, migrate at a young age, without acquiring much skills and education. They get employed in the lowest niches of the informal and unorganized labor market where they engage in heavy physical labor at lower wages and limited scope of further advancement.

Major Concerns

- The work arrangements are highly exploitative; more so in sectors such as brick kilns where the workers raise advances against labor, and often end up in bondage. Experiences of the local organizations suggest that the migrants in other sectors too face high incidence of work related disputes, such as non-payment of wages, lack of compensation in case of accident or death, physical and sexual harassment at work place and inhuman working and living conditions.
- Several families, both from the western and the coastal regions, report cases of sudden disappearance of their young sons and husbands; often difficult to trace.
- Every year 10-15,000 youth migrate from Odisha to Goa in fishery industry for 8-10 months. But these workers are not covered for any kind of social security support by local Goa government, neither by Odisha government.

Odisha State Initiatives

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. The operationalization of Shramik Sahayata Toll Free Help Line in Labour Directorate, Bhubaneswar, is a step in this regard. IEC activities have taken place to equip PRI functionaries to sensitize the migrant workers on their rights and entitlements before migrating. Besides enforcement, focus has also been given at district level for faster steps in case of any requirement for rescue / shifting of dead bodies etc.

Inter-state coordination mandated under Inter State Migrant Workmen (RE & CS) Act, 1979

The Odisha Migrant Labor Help Desk initiated in Telangana, Tamil Nadu, Andhra Pradesh, Karnataka and New Delhi has not only opened wider areas for inter-state collaboration, but also made the efforts easier to help Odia migrant workers in another State, in case of any distress. The Memorandum of Understanding (MoU) signed with Odia Associations since 2015 in the States of Tamil Nadu, Karnataka and Andhra Pradesh have also been very useful in conducting awareness camps in destination States and reaching out to Odia migrant workers.

The Anti-Human Trafficking Unit at district level

The Anti-Human Trafficking Units activities are rescue, raids and conviction / arrest of illegal recruiters, besides taking prompt action for rescue.

The Seasonal Hostels with Odisha Primary Education Programme Authority (OPEPA), School & Mass Education Department, Govt. of Odisha

206 Seasonal Hostels have been opened in the districts of Bolangir, Bargarh, Kalahandi, Nuapada and Khordha were 8, 184 children were enrolled during 2017-18.

Conclusions and Key Recommendations

The institutional mechanisms prevailing in the state have been performing to its potential. However, the extraordinary situation of migration in the region demands more robust institutional mechanisms. The absence of such mechanisms has been leading to several bottlenecks while ensuring the outreach of development administration to reach the community. As the migrants in the region are not accessing sufficient income from the agriculture and allied sector, their attention usually is on the succor from the administration in terms of development programmes in vogue. Lack of specific and enlarged focus on MNERGA and NRLM, two primary development interventions resulting in the communities looking for external sources and this in turn causing migration. Recommended actions to address the situation are;

1. Robust livelihood strengthening programme in co-ordination with multiple departments, led by SC/ST department of Odisha.
2. Strengthening of MNERGA to increase active job card holders, and assured jobs for at least 250 days in a year.
3. There is a need to strengthen labor market information services and set up employment exchange for unorganized sector workers to bridge the gaps between individuals and recruiters.
4. Mandatory registration of outgoing workers at GP level, and registration of labour contractors, placement agencies with Labour Department at district level
5. 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, it can create excellent local job opportunities.
6. On-job trainings can play an important role in enhancing skills and capabilities of low income people.
7. Odisha Labour department needs to provide social security coverage for Odisha migrants in fishery sector, currently they are not covered by local fishery department in Goa.
8. Set up of Migration support centers to actively facilitate safe migration in destination states in terms of legal aid and support, job placements and access to entitlements and public services.

Community FGD at Sundergarh, Odisha



Chhattisgarh

Chhattisgarh and tribal culture are two tautological terms since a third of the state's populace is dominated by tribals. In terms of the concentration of ST population, the State occupies 6th position with 7.85% STs in the country. The population of the STs in the state is 78.22 lakh (2011 Census) there are 42 different tribes including five Primitive Tribe Groups (PTGs) comprising about 12 lakh tribal families. The literacy rate among the Scheduled Tribes in the State is 52.10 percent that is almost double than in the 1991 which was 26.70 percent. It is higher than the national average of 47.10 percent for Scheduled Tribes population. Similarly, the male and female literacy rates are also higher than the national average in this regard; which are 65.00 and 39.30 percent respectively.

Figure 10: Chhattisgarh State Map-Districts selected for the study



Source: mapsofindia.com

State Profile

The population of the STs in the state is 78.22 lakh (2011 Census) accounting for around 31% of the total population of the state and 94.7% of which is rural in nature. In terms of the concentration of ST population, the State occupies 6th position with 7.85% STs in the country. There are 42 different tribes including five Primitive Tribe Groups (PTGs) comprising about 12 lakh tribal families. The literacy rate among the Scheduled Tribes in the State is 52.10 % which is higher than the national average of 47.10 percent for Scheduled Tribes population. The Work Participation Rate (WPR) of the Chhattisgarh Scheduled Tribe population is 53.40 % that is slightly lower than the national average of 49.10 per cent. The majority of the Scheduled Tribe population in the State, i.e. 56.60 percent, is categorized as 'cultivators' while 'agricultural labourers' category constitutes 32.70 percent. The national average for 'cultivators' and 'agricultural laborers' 44.7% and 32.7% respectively. 'Other workers' are about 9.70 % while the 'house hold industry (HHI)' category constitutes about 1.20 percent of the WPR of the State.

Migration Scenario

According to census 2011, 35.76 percent i.e. 91.37 lakh of the overall population of state migrate to other states as per census 2011. Out of this population 12% has given reason for work as a factor for migration.



FGD at Village Kardana, Ambikapur, Chhattisgarh

District Profile

Table 19: Socio-Demographic Indicator of Koriya District, Chhattisgarh

Total STs Population in district	3.04 lakh	
% STs Population in district	Approx. 46 %	
Literacy rate among STs Population in district	52.35%	
Total work population of STs Population in district: 1.61 lakh	Main workers	Marginal workers
	0.81 lakh	0.80 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 20: Socio-Demographic Indicator of Jashpur District, Chhattisgarh

Total STs Population in district	5.30 lakh	
% STs Population in district	Approx. 62 %	
Literacy rate among STs Population in district	57.34%	
Total work population of STs Population in district: 3.10 lakh	Main workers	Marginal workers
	1.84 lakh	1.26 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 21: Socio-Demographic Indicator of Surguja District, Chhattisgarh

Total STs Population in district	13 lakh	
% STs Population in district	Approx. 62 %	
Literacy rate among STs Population in district	57.34%	
Total work population of STs Population in district: 6.67 lakh	Main workers	Marginal workers
	3.48 lakh	3.16 lakh
Majorly work	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data from statistical profile of STs in India in 2013, Census 2011- data highlights

Causes of Migration

Major reasons of livelihood migration among tribals are noticed; failure to access agriculture production resources, population pressure and declined landholdings, recurring droughts and access failure to land-based livelihood and lack of off-farm employment avenues and consumption loan from moneylender that result in a debt-trap

Migration Corridors

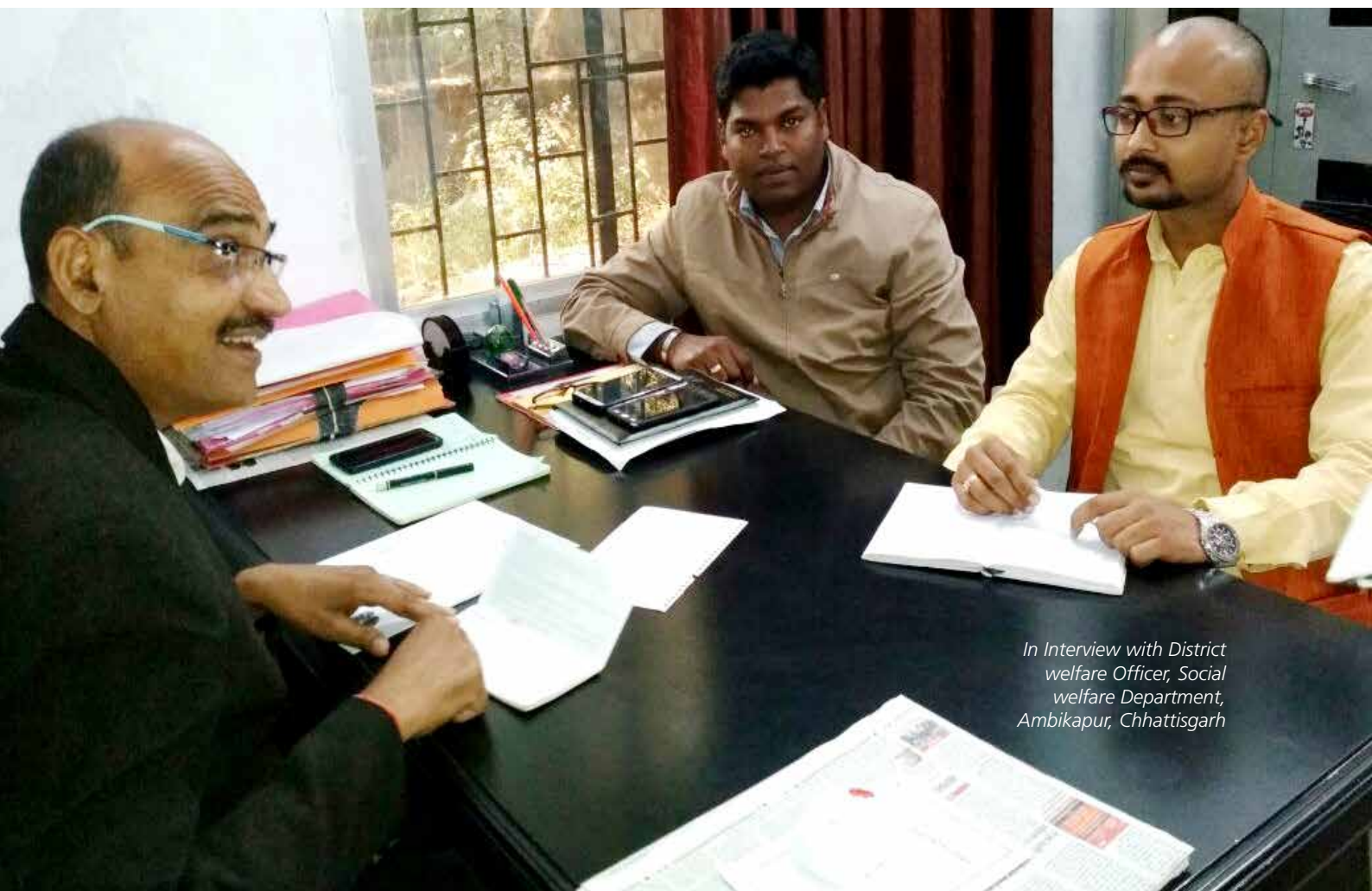
The migrants from Chhattisgarh generally migrate to destination states like Telangana, Andhra Pradesh, Kerala, Delhi and Goa and Punjab.

Major Sectors

Migrants from Chhattisgarh are noticed to be involved as unskilled and semiskilled workers in construction, agriculture, fishery, and textile industries. Feminisation of migration has happened in Chhattisgarh in last 5 years, particularly in the domestic, textile and agriculture sector

Key Insights

- The study findings states that 7 out of 10 persons migrate, out of it 80% prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.
- The study findings shows that MGNREGA wage rates of states are less than the destination state minimum wages. Although various judgments have upheld that the MGNREGA wage rate cannot be less than the minimum agricultural wage rate of state. The low wages of Rs 253 in Chhattisgarh in comparison to Rs 534 in Delhi have resulted in lack of interest among workers in working for MGNREGA schemes, making way for contractors and middle men to take control, locally.
- Migration from Chhattisgarh to Punjab, Kerala is noticeable in construction and agriculture sector
- According to Census 2001, Chhattisgarh attained the rank of 8th among top ten states for interstate migration by last residence. Further, 13, 60,501 persons from Chhattisgarh migrated from rural to rural areas comprising 69.2% of total inter-state migration.
- From Census 2001 data it is also reflected that in Chhattisgarh both male and female intra-state migration rate was more than 10%. The migration prone households in Chhattisgarh are 1.9 percent compared to 0.8 percent in Jharkhand and 1.3 percent in Odisha
- Feminization of migration has happened in Chhattisgarh in last 5 years, particularly in the domestic, textile and agriculture sector
- This particular study in Chhattisgarh reaffirms that seasonal as well as long-term migration is a significant coping mechanism to escape chronic poverty due to access failure to production resources, population pressure and declined landholdings, recurring droughts and access failure to land-based livelihood and lack of off-farm employment avenues and consumption loan from moneylender that result in a debt-trap



In Interview with District welfare Officer, Social welfare Department, Ambikapur, Chhattisgarh

Major Concerns

- A general lack of awareness about government schemes related to benefits, skill development and even social security schemes was noted.
- Lack of awareness regarding skill-development schemes was also noted. Some of the youth were aware about the skill development schemes but the placements they received after training was much below their expectation. Some youth reported to have received training but were waiting for their certificates.
- Trafficking of girls emerged as a critical issue. Organizations working on this issue reported to have saved several girls during transit. There were also many cases where women returned home with experiences of abuse, violence and sexual exploitation.

Chhattisgarh State Initiative

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. Based on migration corridors, Inter State Coordination Committee established for six states of India.

Currently the project is being piloted in Raigarh, Bilaspur and Janjgir-Champa that are both source and destination districts. Vulnerability Assessment and Worksite Mapping has been conducted in the three districts. Key activities under the genesis of MOU are -

1. Establishment of Inter-State Coordination Cell in the Labour Commissioner's office with a toll-free helpline number for inter-state migrant workers. 1267 workers across three project districts registered under the BOCW WB with 1000 amongst them getting benefits.
2. Notification of a scheme under the BOCW WB Act 1996, by State Labour Department for providing assistance to released bonded labourers.
3. Skill development programmes for workers registered under the Mukhya Mantri Kaushal Vikas Prashikshan Scheme.
4. Inter district migrant workers entitled to PDS. State level Code of Conduct accepted by the brick kiln owner association. The Code of Conduct aims to improve the working and living conditions of the brick kiln workers.
5. Organization of District-level Convergence meeting and sensitization of Vigilance Committee Members in Bilaspur and Janjgir project districts covering identification, release and rehabilitation of BL.
6. Collaboration with India National Trade Union Congress (INTUC) to organize brick kiln workers in Raigarh and Janjgir districts.

Skilling of Tribals in Chhattisgarh

In Chhattisgarh, specifically, 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. Also, in terms of skills, whatever is being offered to the general population is being offered to STs. All this is highly ineffective in addressing the special and separate needs of tribals regarding skilling. Tailor-made skill planning and coordination between departments is highly needed if tribals are to be skilled appropriately and adequately to meet the specific livelihood challenges that tribals face.

Conclusions and Key Recommendations

Chhattisgarh state has signed MOU with few states to provide protection to their migrant workers at the destination level, but due to change in leadership within Labour department, the MOU is in inactive state currently. It needs to be taken forward as an institutional, rather than willingness of leadership. At the outset, this present study was instrumental in throwing light on the need for strong implementation of Inter-State Migrant Workmen Act (1979). In fact, a meeting of senior level government officers in Raipur categorically mentioned that the act was being poorly implemented. The study found that community members were completely unaware about the need and means to register themselves with the Labour Department before migrating from the State. The study also found out a general lack of awareness about skill development schemes run in general and specifically for the tribal by the Central and State government. The community members felt that the government needed to go beyond the conventional livelihood schemes of providing training and provisions for animal husbandry and poultry as the most viable options of household income augmentation. They felt that the government needed to train people in repairing two wheelers or diversifying farm income through cultivation of mushrooms. Further, community members felt that handicrafts made of bamboo have a lot of potential to augment household income if people are trained to make bamboo items as per the needs of the market. There was not only need for training but also need for provisions in the form of equipment. The interviews with government officers gave an impression that whatever was being done by the government was sufficient to reduce migration or make it safe. Migration reduction or mitigation strategies of the government are generic in their nature and have no special provisions for the tribal. While the government officers felt that migrants somehow exaggerated their plight to get compensation from the government, the community felt that government is doing precious little to improve their socio-economic conditions. This narrative and counter-narrative somehow defines the entire situation of migration in the State. The study points out to the serious need of making and implementing strategies which link to the ground realities.

Based upon the study findings certain recommendations have been drafted to not only reduce migration but also to make migration safer in the State;

1. Mandatory registration of all migrants at village level.
2. Mandatory registration of labour contractors, placement agencies with Labour Department at district level.
3. Development of database and case management at Panchayat level.
4. Establishment of Migration Support Centres at Block level that can ensure livelihood support to migrating families for livelihood assistance, training and employment linkages, legal aid and support and facilitate access to social protection schemes.
5. Door-step- delivery of social welfare and protection schemes in villages with high migration rate.
6. Skill development schemes to be tweaked based upon need assessment of community members.
7. Ensure involvement (beyond participation) of community members in planning an implementation of development schemes and programmes.

Rajasthan

The population of the STs in the state is 92.39 lakh (2011 Census) accounting for around 13.5% of the total population of the state and 94.10% of which is rural in nature. In terms of the concentration of ST population, the State occupies 4th position with 8.3% STs in the country. There are 12 different tribes including Primitive Tribe Groups (PTGs) comprising about 17.87 lakh tribal families. The literacy rate among the Scheduled Tribes in the State is 55.7% which is higher than the national average of 47.10 percent for Scheduled Tribes population. Total work population of the Rajasthan Scheduled Tribe population is 44.61 lakh. The majority of the Scheduled Tribe population in the State, is categorized as 'cultivators' while 'agricultural labourers' category

Figure 11: Rajasthan State Map- Districts selected for the study



Source: Mapsfindia.com

Migration Scenario

According to census 2011, 32.46 percent i.e. 222.56 lakh of the overall population of state i.e. 685.48 migrate to other states.

District Profile

Table 22: Socio-Demographic Indicator of Chittorgarh District, Rajasthan

Total STs Population in district	2.01 lakh	
% STs Population in district	Approx. 13.05 %	
Literacy rate among STs Population in district	32.03%	
Total work population of STs Population in district: 1.14 lakh	Main workers	Marginal workers
	0.88 lakh	0.26 lakh
Major work as	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data adapted from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 23: Socio-Demographic Indicator of Banswara District, Rajasthan

Total STs Population in district	13.72 lakh	
% STs Population in district	Approx. 76 %	
Literacy rate among STs Population in district	40.19%	
Total work population of STs Population in district: 7.21 lakh	Main workers	Marginal workers
	4.11 lakh	3.10 lakh
Major work as	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data adapted from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 24: Socio-Demographic Indicator of Sirohi District, Rajasthan

Total STs Population in district	2.92 lakh	
% STs Population in district	Approx. 28.22 %	
Literacy rate among STs Population in district	25.48 %	
Total work population of STs Population in district: 1.31 lakh	Main workers	Marginal workers
	0.82 lakh	0.48 lakh
Major work as	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data adapted from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 25: Socio-Demographic Indicator of Dunargarpur District, Rajasthan

Total STs Population in district	9.83 lakh	
% STs Population in district	Approx. 70.82 %	
Literacy rate among STs Population in district	42.91 %	
Total work population of STs Population in district: 4.61 lakh	Main workers	Marginal workers
	1.26 lakh	3.34 lakh
Major work as	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data adapted from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 26: Socio-Demographic Indicator of Udaipur District, Rajasthan

Total STs Population in district	15.25 lakh	
% STs Population in district	Approx. 49.70 %	
Literacy rate among STs Population in district	37.18 %	
Total work population of STs Population in district: 7.20 lakh	Main workers	Marginal workers
	3.48 lakh	3.72 lakh
Major work as	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data adapted from statistical profile of STs in India in 2013, Census 2011- data highlights

Table 2: Primary Data on Migration in Rajasthan

District	Block	HHS	Migrant HH	HHM Rate (%)	Preferred sector at Destination	Preferred Destination Inter-state
Ajmer	Masuda	5948	2737	46.02	Construction (33%)	Delhi (26.3%)
Tonk	Peepu	4008	1344	33.53	Transportation (11%)	Mumbai (12.1%)
Jhunjhunu	Alsisar	2971	364	12.25	Transportation (20.3%)	Mumbai (11.9%)
Nagaur	Jayal	4084	1859	45.52	Factories (20.2%)	Pune (9.7%)
Baran	Kishanganj	5719	2199	38.45	Construction (35.7%)	Sheopur (17.4%)
Chittorgarh	Kapasan	1436	546	38.02	Agriculture and animal Husbandry (23.0%)	Rewa (10.9%)
Dungarpur	Aspur	2957	1747	59.08	Construction (16%)	Ahmedabad (42.1%)
Udaipur	Gogunda	4366	2398	54.92	Hospitality (34.6%)	Surat (31.9%)
Barmer	Baitu	3636	2360	64.91	Mining (20.5%)	Kutch (20.9%)
Jodhpur	Shergarh	3703	2409	65.06	Transportation (26.5%)	Pune (17.6%)

Source: "Their own country; A profile of labour migration from Rajasthan" by Aajeevika bureau, 2014

*HHS- Household survey HHM rate- Household Migration (percent) Migrant HH-Migrant Household

ST- Schedule Tribe SC- Schedule caste OBC- Other Backward class

A study conducted by Aajeevika bureau in 2014 on “Their own country; A profile of labour migration from Rajasthan”, highlighted that migration was commonly observed in Shergarh block of Jodhpur (65.06%) followed by Baitu block in Barmer (64.91%) and Aspur block in Dungpur (59.08%). Further, the Gogunda block of Udaipur had observed 54.92% of migration. The districts of Ajmer (46.02%) and Nagaur (45.52%) had also observed more than 40% of migration respectively. The preferred sector at Destination was construction (35.7%), Hospitality sector (34.6%) followed by Transportation sector (26.5%). The study also highlighted that most families migrated to districts like Ahmedabad, Surat, Delhi, Kutch, Mumbai and Pune.

Reasons for Migration

Rajasthan is among the top three suppliers of labour in the country. Limited local opportunities, exclusion due to thin economic base, limited private capital and the overall lack of state initiatives for infrastructure, livestock economy being subsistence oriented, shortage of water and droughts, land alienation, displacement and poor compensation, besides income poverty human development deprivation i.e. lack of access to schooling, quality health services, robust social infrastructure and protection is also prevalent in Rajasthan thereby reinforcing migration. Ineffective implementation of govt schemes are unable to break the vicious circle of tribals’ poverty aggravated by tribal indebtedness, lack of sufficient amount of food and safe potable water, are the few major reasons reinforcing migration.

Migration Corridor

Over the period the number of migration as well as their contribution in growth and prosperity has increased manifold but the benefits of growth to these migrants have been proportionately very less. Gujarat, Maharashtra and Madhya Pradesh are the top three popular destinations, collectively accounting for 83 percent of the inter-state migration. Delhi, Punjab, U.P., West Bengal are among the favorite states for migration. A global study conducted on Goa shows the presence of Rajasthani community in slums of the state.

Key Insights

Study findings shows that, 8 out of 10 persons migrates; out of it 80% prefer interstate migration while rest prefer inter-district (intra-state) migration in search of jobs from the study area.

MNERGA participation is not preferred by study participants due to lack of user friendly payment mechanisms. The community during FGDs said that rural banks are highly de-capacitated in terms of staff and infrastructure and thus always remain hugely crowded. The workers normally have to visit the banks more than once to withdraw their wages. Due to great rush and poor infrastructure, the bank passbooks are not updated in many cases. Often, the workers do not get their wages during times of need due to the hassle and the cost involved in getting wages from the bank.

Of the total STs around 8.86% reside in Rajasthan. The State of Rajasthan has a tribal population of 9,238,534 persons (12 different groups). This contributes to 13.5% of the total population of Rajasthan, of which nearly 95 percent reside in rural areas. Though the tribal population is scattered throughout the state, a major portion is concentrated in southern part of the state viz., entire districts of Banswara and Dungarpur, the tehsils of Kherwara, Jhadol, Kotra, Salumber, Sarada, Dhariyawad and 81 villages of Girwa panchayat samiti of Udaipur district, Partapgarh and Arnod tehsils of Chittorgarh district and Abu Road block of Sirohi district. With a continuous depletion of forests and forest-based livelihoods, the last couple of decades have seen a surge in the number of migrants from the region. The major tribes residing in these areas are Bhil, Meena, Damor, Patelias, Saharaiyas, and Gharasia. The economy of tribals continues to be predominately agriculture with small landholding and irrigated area. These communities have higher incidence of illiteracy, malnourishment and poverty, and face social and geographic isolation. Seasonal migration from the state is predominantly male, with 88 per cent male migrants.

Challenges Faced by Migrants

At Source State: Poor productive asset holding, poor land occupancy, due to poverty are considered less credit worthy by the various financial institutions and thus borrow amount from informal sources at exploitative higher rates of interest thus widening the indebtedness trap, There is also poor participation especially of women in local decision making and in governance structures. Their educational status is comparatively poor than others.

At Destination State: Difficulties in establishing one's identity; poor access to health services; limited avenues to upgrade skills; inadequate legal protection; and disenfranchisement are among some of their primary challenges. Bonded labour and trafficking of children and adolescent girls, occupational hazards, crowded living spaces in the city leads to health problems such as back aches, pain in joints, skin diseases, respiratory problems, etc. Loss of limb, loss of income during the period of recovery, and expenses incurred during treatment all these can push workers deeper into the vicious circle of poverty.

Government Initiatives

Samajik Nyay 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.

The protection of Scheduled Tribes is also entrenched in the Constitution through annual TSP whose implementation falls under the Ministry of Tribal Affairs. Its main objectives are the substantial reduction of poverty along with the general welfare of tribal communities.

MGNREGA guarantees 100 days of work to the labourers and has become a major source of income. All households have been issued job cards and people do know much about the scheme. Community understands the possible repercussions in terms of wage labor and asset creation. General category households participate relatively less than other social groups. The participation in MGNREGA is mainly of women of the household with no skills at all.

Registration of outgoing migrant families: Labour department has started registration of outgoing migrant families at village level, with support of NGO.

Domestic Worker ACT

Enforcing labour reforms in the unorganized sector, the Rajasthan government has fixed minimum wages minimum wages for domestic help and set limits to their working hours. According to a notification by the state's labour department, the rate for an entire day's (defined as eight hours) chores - including cooking, washing, baby sitting and other work - has been fixed at a minimum of Rs 5,642 per month.

The National Child Labour Project (NCLP) targets children's rescue from hazardous work and ensures that they are rehabilitated and mainstreamed into the formal education system. So far, a total of 14,234 children have been rehabilitated under this project. The NCLP created a network of NGOs working in vulnerable child migration prone areas and funded a number of schools and centres to curb child migration. More recently the issue of child trafficking to BT Cotton farms in North Gujarat gained attention and this became the subject of much policy action on both sides of the Rajasthan and Gujarat border.

Bhamashah Yojna

In 2014, Bhamashah yojana was launched to empower women from BPL families through direct benefit transfer. Card issued in the name of the female of family considering them as the head of the family. In case migrant families it was beneficial as the family is able to avail the benefits of social security scheme even in the absence of their male counterpart.

Building and Other Construction Workers Welfare Board (BoCW)

A unique endeavor for construction workers, BoCW draws its foundation from a central legislation namely, Building and Other Construction Workers' Act (Regulation of Employment and Conditions of Service), 1996 and the associated Building and Other Construction Workers' Welfare Cess Act, 1996. The Government of Rajasthan has constituted a Board and a number of schemes have also been offered such as insurance, pension, accident compensation, scholarships for workers' children, credit for house construction, maternity benefits, etc.

Settlements of Migrant Labour, Rajasthan

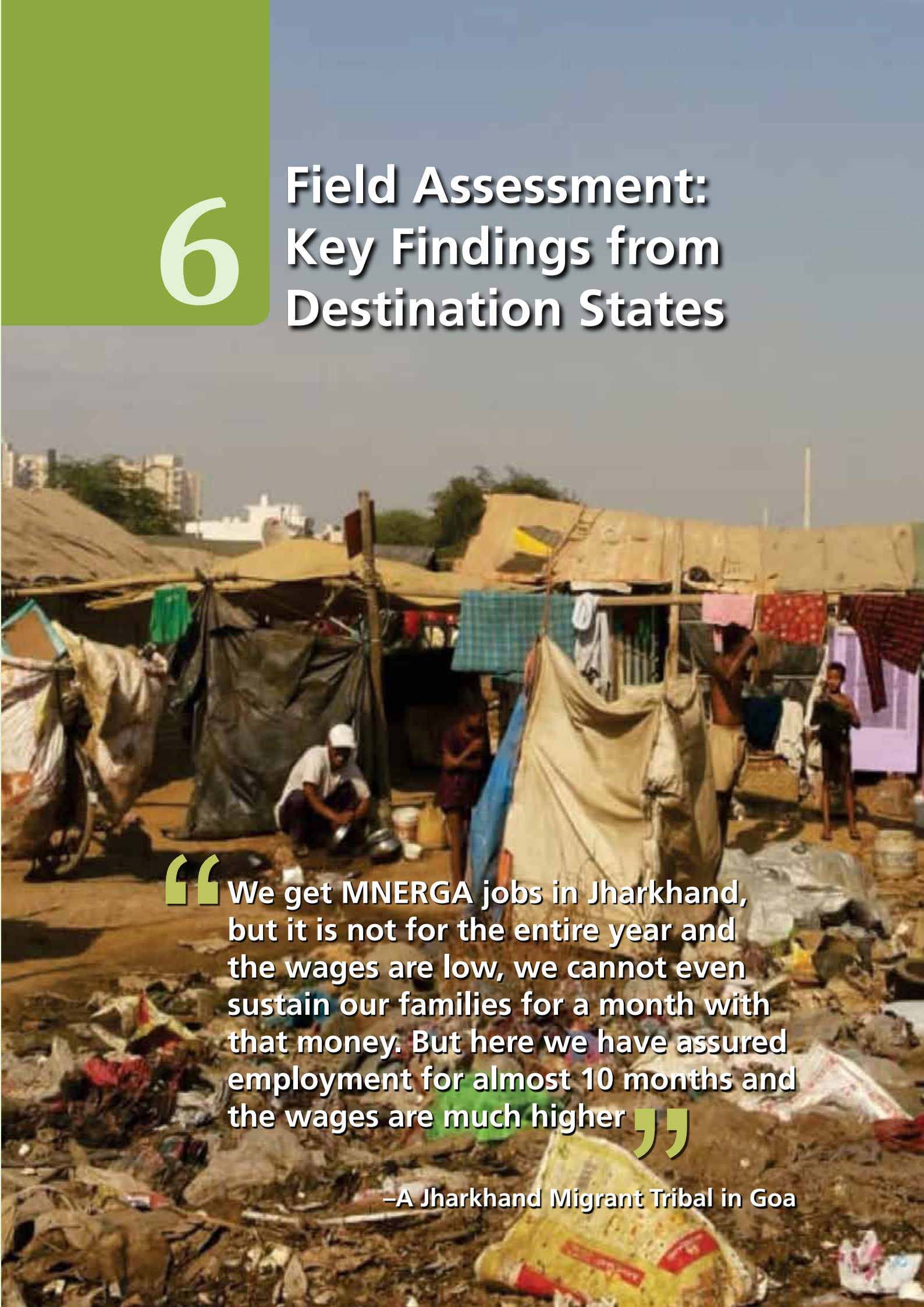


Conclusions and Key Recommendations

1. There is a need to create migrant labour welfare board which should monitor welfare and legal issues of the migrants.
2. Setting up of State Support centre in destination states such as Gujarat, Maharashtra, Delhi to regulate and facilitate the labour migrants associated issues.
3. Universalization of social security specifically for tribal migrant workers: Such a unified system should be created so that the migrants can avail the government schemes like PDS, healthcare and financial services anywhere in the country and not just in their domicile states.
4. Creation of state helpline for tribal migrant workers: So that the issues of low wages, valid identity, trafficking, harassment, abuse can be tackled without any delay.
5. Formation of inter-district and interstate migration management bodies in migration corridors: Coordination should be there between the source as well as the destination state so that the issues related to labour migrants are addressed in the best possible way.
6. Participation in MGNREGA must be stepped up so that the youth must be made employable for the ever-diversifying, yet highly skill deficient labour market.
7. Interstate-communication should be there in all state BOCW board.
8. Adequate compensation for serious health issues and accidents at work place must be provided for.
9. Equal pay for equal work needs to be taken up in letter and spirit. Women workers are hardly skilled and mostly work as helpers and operate in groups – either with their husbands, or relatives/village contractors etc.
10. Police and labour administration must be easily accessible to the migrants in order to protect them from sheer exploitation and harassment.
11. There is a critical need of financial literacy and wealth management services that would help migrants to channelize their migration income into safe instruments which enable financial inclusion and enhance long term economic well- being of migrant households. So far banking services used by these migrants are only to send remittances back home thereby overlooking other services/facilities.

6

Field Assessment: Key Findings from Destination States



“ We get MNERGA jobs in Jharkhand, but it is not for the entire year and the wages are low, we cannot even sustain our families for a month with that money. But here we have assured employment for almost 10 months and the wages are much higher ”

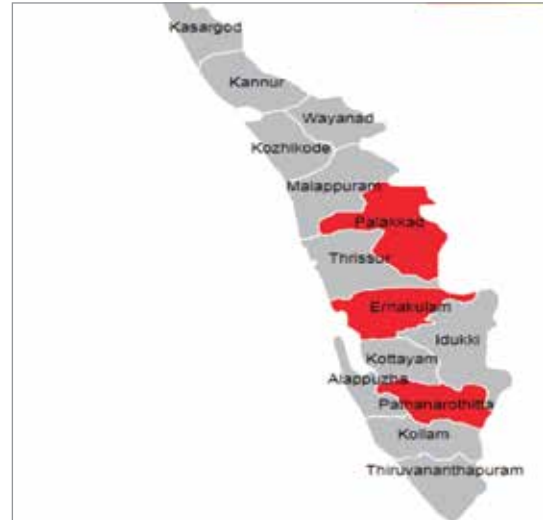
–A Jharkhand Migrant Tribal in Goa

Kerala

While the outmigration of labour from the State has a number of positive effects on the socio-economic arena and labour market of Kerala economy, the large scale out-migration of labour, mostly to Gulf countries, has created severe scarcity of semi-skilled and un-skilled workers in almost all spheres of the State. At the same time, the real estate and construction sector boom in Kerala has led to huge demand for certain categories of workers such as carpenters, welders, plumbers, drivers, electrician, motor mechanics and other craftsman.

This has led to an inevitable rise in the wage rate in the State, which turned Kerala into a lucrative job market for workers hailing from various parts of India. Today, the presence of migrant workers in Kerala's labour market is so visible that language spoken in many of the large-scale construction sites is often not Malayalam, but Tamil, Hindi, Bengali, Assamese or Nepali. Majority of the migrants are working as unskilled labourers, especially in the construction sector, hospitality, fishing, laterite mining, apparel manufacturing and on plantations. The migrants are primarily captivated by better wages and living conditions than in their states.

Figure 12: Kerala State Map-Districts selected for the study



Source: Mapsofindia.com

Ernakulam District Profile

- It is the commercial capital of Kerala
- Most important destination for migrants as almost all migrants are engaged in workers directly or indirectly.
- Scope of work/Work sector in district: Petroleum refining, construction, plywood, fishing, furniture, textiles and wearing apparel, mining and quarrying, food processing, cement manufacturing, building and maintenance of ships and boats, transportation, wholesale and retail

Pathanamthitta District Profile

- This district has lowest population growth rate among districts in Kerala.
- Registered negative population growth.
- Key sector: Agriculture, mining and quarrying are important economic sectors. Construction is also prevalent. Almost all sectors involve mining
- Tamil Nadu, West Bengal, Bihar, Odisha and Jharkhand are major source state

Palakkad District Profile

- Agriculture is the main occupation of the people.
- Industries like cement and telephone industries dominate
- Iron and steel production is also there, construction and mining not major but prevalent
- Workers from Tamil Nadu, Uttar Pradesh, Bihar, Jharkhand, Odisha, West Bengal, Assam, M.P. and Rajasthan can be found.

Key Insights: The increase in the demand for migrant labour is inversely related to their wage rate, of course. Wage rate is practically at least Rs.100 lower compared to the native workers (Kumar, 2011). Even if wage rate is at par with the local workers, then also the demand for migrants would continue to rise because it is quite easy to manage and supervise the migrants and they seem to be engaging in their work silently and without any protection. As they are not unionized, labour hazards hardly matter. But the productivity and perfection of work done by the migrants are found to be poor, but it does not reduce their demand as they contribute to output even by doing overtime work. It needs to be mentioned here that migrant workers are bracketed or in-formalized to fit to the interest of local employers, which is dangerous and can hardly be digested by a community like Kerala.

The State's new labour policy seeks to raise minimum wages to Rs. 600 per day. Apart from ensuring minimum wages in all branches of work, which fall under the Minimum Wages Act, at least a basic wage will be ensured in the branches of work which don't fall under the Act. 'Fair wages' will be implemented in sectors where there are possibilities of ensuring higher remuneration. A revenue recovery system would be implemented in order to recover wage arrears, if any, from the employers.

Major Concerns

Migrants are always looked down by the natives as alien people, hence treated as second citizen. Additionally, they are inherently vulnerable in many respects.

Public Distribution System serves people of the same state graciously, when it comes to the migrants, they do not have access to PDS shops as they do not possess ration cards, which they had before moving into the host state (Kumar, 2011).

Comprehensive health insurance scheme (CHIS): Similarly, migrants in Kerala do not have access to CHIS which are accessed by poor people in the state. This calls for evolving policies responsive to the needs of migrants in the State.

Living: The living conditions of the migrants are deplorable and creates opportunities for outbreak of social and health menace in the near future.

Discrimination: Another economic hurdle they face at the hands of employers is the discriminatory treatment in respect of wage determination. It has been understood that migrants are paid less compared to their native counterparts. For instance, studies have brought to light the fact that most of the migrants in Kerala receive only Rs.300-399 per day (Narayana & Venkiteswran, 2013) which is lower by Rs.100 or more compared to the wages of local workers and this wage which the migrants receive is three to four times more than what they are likely to receive at their states of origin (Kumar, 2011). Another flip side of the story is that migrants receive this money only occasionally, studies have shown in the context of Kerala (Narayana & Venkiteswran, 2013). One encouraging thing is that most of the migrants (nearly 60 percent) transact their money using their own personal bank accounts.

Language barrier: This appears to be another hurdle before the migrant workers in Kerala. Difficulty in using the vernacular language of the host state stands in the way of their process of socialization with the local community. English could have been a link language but for the absolute lack of English knowledge with the migrant workers.

State Government Initiative

The Government of Kerala is host to a steady stream of migrant workers, initially from neighboring states, mainly Tamil Nadu, but more recently from Jharkhand, Odisha, Chattisgarh, West Bengal and Assam. In fact, the state's economy, especially in respect of activities involving manual labour, is now highly dependent on the supply of migrant labour. The state has initiated Special Schemes for workers in addition to strengthening the existing housing schemes, which are being implemented with the help of local government institutions. Some of the schemes are highlighted below.

The Public Distribution System: PDS in Kerala often referred to as the 'Kerala Model' of implementation of the food security programme which subsidizes consumers and procures grains at prices higher than market prices. The state government is making all efforts to make the PDS more effective by ensuring the availability, affordability and accessibility of PDS articles to the poor migrants.

Project Roshni: Project Roshni is aimed at the socio-educational uplift of their children. The project was introduced on October 19, 2017 in four schools in the district – Ernakulam. There are around 2,000 migrant children spread over 18 schools in the district. Ernakulam district administration in coordination with the district panchayat, Education Department, SSA and an NGO carried forward the pilot 'Project Roshni' towards retention migrant workers' children in school. The project is launched in four schools with the highest number of migrant children in Ernakulam. It is expected to scale up in other districts, in addition, efforts are being taken to make available services of volunteers who are proficient in Hindi, Bengali and Oriya languages for better communication with the children to understand their problems. These children would also be provided with balanced nutritious breakfast.

The healthcare scheme, Awaaz: The scheme is for workers in the 18-60 years age group and the services are free of cost. The registered members under the scheme can get treatment at government and empanelled hospitals as well as covered for accident and life insurance cover. The registration of workers was started from November 2017 and the services are expected to become available from January 2018. Facilitation centres are expected to be opened in all districts and registered members would be given chip-embedded smart cards with biometric data and personal information.

Apna Ghar: The housing scheme for migrant workers announced in the recent budget session of 2018. According to which the first affordable housing project under the scheme would be completed in Palakkad by January 2018. Similar projects are underway at Ernakulam, Kozhikode and Thiruvananthapuram too. Besides, the Labour Department has also taken steps to implement minimum accommodation standards for migrant labourers across the State.

Chief Minister, Pinarayi Vijayan asserted its commitment to the safety of migrant workers in the state on the backdrop of the hate campaign underway in the state. Appealing to the migrant workers not to fall prey to fake news, Pinarayi Vijayan condemned the false propaganda against the government and the state.

Kerala Migrant workers welfare programme: Kerala migrant's welfare programme is a social security scheme for the migrant workers. While a comprehensive legislation for migrants' welfare is still in the works, the Kerala Migrant Workers Welfare Scheme 2010 was the beginning. Although the government has introduced target group specific social security schemes for the migrant workers, the reach of the scheme is not clear. A number of studies indicate lack of clarity, accessibility, and ignorance towards the scheme. Several steps are being undertaken to bring more migrants under the safety net of the scheme.



Awaaz-Health Insurance enrollment camps for migrants in Kerala

Table 27: Benefits provided by 'Kerala Migrant Workers Welfare Scheme 2010'

Social Security	Beneficiaries	Amount (in Rs)
Pension security	Payment of pension to family members after the death of the member	50,000
Accident security	Immediate assistance to members of the fund in case of accidents/ Job injury.	10,000
Medical security	Provide medical expenses to the chronic diseases of the registered members.	10,000
	Medical expenses to the in-patient in-migrant labourers up to more than two days.	2,000
Terminal benefit.	Those who completed 5 years in the destination at construction field and then permanently getting back to origin	Minimum 1,000 Maximum 15,000
Funeral benefit	Financial assistance for the funeral expenses to the members.	3,000 to 10,000
Educational benefit	Financial assistance to the education of member's children.	400-1500

Source: Kerala Building & other construction welfare board, Kannur District, GOK 2010.

Conclusion and Key Recommendations

Kerala as a destination state is ahead of most Indian states. It provides social security to all sections of employees and workers through schemes which are superior to what they obtain in most other states, including their home states. Its labour policies are progressive. Minimum wages, especially, for un-organized, and even unskilled workers are higher – perhaps the highest, than in any other state. In fact, the minimum wage, which is between Rs 400 and Rs 900 – depending on the kind of low-skilled and low-value work – is two to three times what is paid under the law in many other cities and states. Healthcare and education are good, and there is no dearth of opportunities, especially, for low-end work, which pays well and is a sustainable long-term proposition. Yet, the cost of living is not high. All these factors have made Kerala India's most attractive destination for the lakhs of rural poor who are migrating in search of work for survival.

Also, the state government is contemplating various welfare schemes for migrant workers such as healthcare scheme, Awaaz, Apna Ghar allowances, Kerala migrant welfare schemes etc. Efforts are being made to increase its coverage among migrants. Because of the voluntary nature each and every worker is not reached. This might be because of the lack of awareness or the unwillingness or financial rigidity. But one point that should be appreciated about most of these welfare boards is that they have been functioning well and have been able to reach the migrants workers. Moreover, with the transactions taking place in banks, the lower strata of the society have also been able to develop banking habits which is incredible. The general picture of the Welfare Fund Model in Kerala reflects the accomplishment of workers in a developing country. Though it has various limitations it still provides a path to assuaging the economic and social uncertainty among the workers in the informal sector and can be a guiding star to other states of India.

Some recommendations to enhance the situation of migrants in Kerala further are:

1. Set up of migration data unit for smoother implementation of existing programs for migrants.
2. Better strategies of information, education and communication (IEC) in their local languages among migrants to avail the existing services for them in Kerala.
3. Labour friendly policies should be encouraged all the more and efforts/steps should be made to disseminate it to other states as well, since Kerala model is only working model of India which addresses welfare of migrants within the state.

Punjab

Green revolution in has created an unprecedented demand for labour in agriculture in last two decade; it leads to influx of labour migrants in rural Punjab. Major migration is witnessed from Jharkhand, Chhattisgarh, Bihar and Uttar Pradesh. Study was conducted in three districts of Punjab.

State Profile

Punjab is well connected to its four neighbouring states and the rest of India through 15 national highways (NH). Punjab's railway network spans across 2,126 km and is considered to be more than two times that of the country's average rail density. It falls under the jurisdiction of Northern Railways that spreads across Punjab, Jammu & Kashmir, Haryana, Himachal Pradesh, Uttarakhand, Uttar Pradesh, Delhi and Chandigarh.

It has a strong agriculture base with the huge production of principal crops such as rice, maize, sugarcane & barley. In 2016-17, production of sugarcane was estimated at 6,978 thousand metric tonnes.

It has emerged as a key hub for textile-based industries including yarn, readymade garments & hosiery. With the development of apparel parks, favourable textile policies & other incentives for the creation of textile infrastructure, the state offers opportunities for investment.

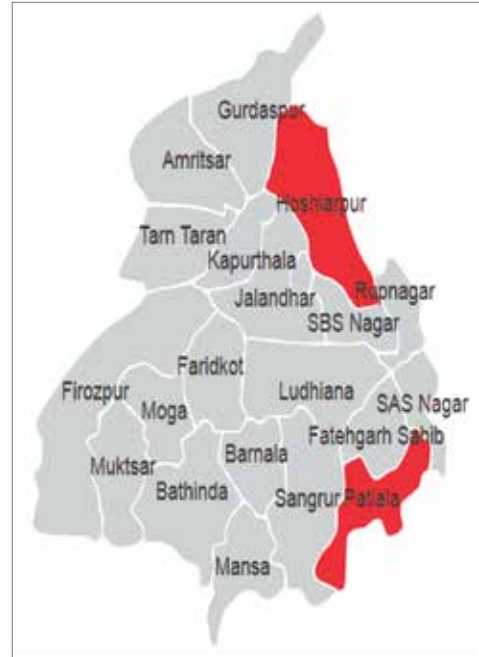
Fertile and productive land - The confluence of five rivers makes Punjab's agricultural land rich and productive. Approximately 82% of the state's land is under cultivation compared with the national average of 40%. It is one of the largest wheat and rice producers in India. It is also a leading exporter of rice, including the well-known Basmati variety.

Strong infrastructure-has a well-developed social and industrial infrastructure. Its transport network is one of the best in India, with easy access to key markets such as the Delhi-NCR region.

Hoshiarpur District Profile

Hoshiarpur is one of the oldest districts of with total geographical area. Agriculture is one of the main sectors for labour workers in the district. Other sectors for employment of labour workers fisheries, crop cultivation. Hoshiarpur district is the land of "choes" is famous for its handicrafts too. The prominent handicrafts of Hoshiarpur district of are Wood Inlay, Wood & Lac Turnery, artistic wooden furniture, mud work, Phulkari district is well connected with national highway in fact villages are well connected with roads. Small Scale and industries and large/medium Industries created employment around 50,000 in the district.

Figure 13: Punjab State-Map Districts selected for the study



Source: mapsofindia.com

Figure 14: India Map highlighting Union territory Chandigarh



Patiala District Profile

Patiala district have various sector for migrants to work in agriculture, brick kiln, manufacturing industries- textile/hosiery workers, sports and other industries, sugarcane industry, service industries- loading/unloading workers in mandis (palledars), rickshaw pullers, domestic workers, construction industry- power, irrigation and multi – purpose projects, house/ building construction, stone construction/ road construction.

Chandigarh UT profile

Chandigarh is a city of opportunity and with the increase in mobility, the migration is high. The percentage of people who have lived here for 10 years and above comprise a bulk of migrants close to 60%. While just 18% have lived here for one to four years, those who done so for five to nine years are around 17%. Migrants who have stayed here for less than a year are around 5%. More than six out of 10 people in Chandigarh are migrants based on their previous place of residence, according to the 2011 census. According to the figures, 67.1% of the city's population are migrants. In 2001, the figure was 64.3%. Over the past decade, the migrant population rose by 22.3% while the total population grew by 17.2% (Census, 2011). The Pull factors refer to those factors which attract the migrants to an area, such as, opportunities for better employment, higher wages, facilities, better working conditions and amenities etc.

Pull factors of Migration

Migrant labourers preferred as a destination state due to high wage differentials at source state and destination states. There are better employment opportunities with timely payments of the wages. Minimum wages rate in is almost double than the source states. Also, attraction of city life is among the tribal youth is another pull factor.



Key Sectors

The migrant labourers have a major role to play in the paddy-wheat belt. They are involved with agricultural operations such as transplanting of paddy, harvesting of wheat and paddy, and spraying of pesticides, and sugar-cane cultivation. The other major sector includes brick kiln work, and other construction work.

Migration Source States

The FGD conducted revealed that out of all the migrant respondents, more than three-fourth of the migrant labourers were found to be from rural Jharkhand and Chhattisgarh. High poverty and unemployment in their native places, wage difference and attraction of city life are the major factors responsible for their preference of migrating to urban areas rather than the rural ones. This indicates that rural to urban migration is the dominant pattern among the different patterns of migration. The areas from where these migrant labourers came from U.P are follows – Muzaffarnagar, Saharanpur, Budaun, Bareilly, and Pilibhit. They are mostly engaged as agricultural labourers – paddy and wheat cultivation

- The districts from where these migrant labourers came from Bihar are Sitamari, Madhupur, Purnia, Muzaffarpur, Saharsa. They are mostly engaged as agricultural labourers – sugar-cane cultivation
- The districts from where these migrant labourers came from Chhattisgarh are Baloda Bazar, Champa Janki. They are mostly involved as Brick kiln industry workers in “kachhi et” making.
- The districts from where these migrant labourers came from Rajasthan are Siker, Jhunjhuna, and Jaipur. They are mostly involved as Brick kiln industry workers in making “pakki et”
- The districts from where migrants came from Jharkhand are Khunti, Gumla and Ranchi

Major Concerns

A general perception of the farmers regarding migration of labour was that it has resulted in increased supply of labour, decreased wage rates and increased social tension, crime, drug menace and cultural invasion. Despite this, farmers preferred migrant labour due to their timely availability, quality of work and low wages compared to local labour.

There are no active mechanisms to support migrant workers in terms of social security in Punjab, including grievance handling mechanism in case of exploitation at workplace

Key insights

- There has been increase in inter-state migration to since 1990s and the gap between the supply of local labour and demand in industries was filled by an influx of young and less educated migrant workers from outside Punjab. It appears that employment status of inter-state migrant workers was improved as the unemployed before migration became employed, and casual labourers became regular wage workers. There has been a gradual increase in migration to Haryana. An increase in the number of migrants from Bihar was recorded from 1.60 million in 1991 to 3.07 million in 2001 (NSS 64th survey).
- Majority of the big and medium farmers prefer migrant labourers to local labourers because of their timely availability, good quality of work and low wages.
- While, some farmers shared preference for local labourers because of their better trust worthiness and repayment assurance of their advance payments. Across different farm operations, transplanting of paddy was the only operation in which more than fifty per cent farmers preferred migrant labour to local labour. It being a manual operation to be performed well in time to avoid loss in productivity, the demand for labour rises manifold and is met mostly by migrant labourers.

- Migration of labour for agricultural purposes has been found beneficial for the agriculture, with the exception of increase in crime rate, drug menace and cultural invasion. There is a need of government intervention to get the antecedents of migrant labour verified from their respective native states before employment by the farmers.

State Initiatives

Migrant Welfare Board

Is the first state in the country that constituted the board for the welfare of migrant labourers coming in from other states. The board was supposedly built to look after the rights and interests of migrant labours. A significant migrant labour population lives in Punjab's industrial hub Ludhiana and in the state capital Chandigarh. They are also significantly contributing in the agriculture, industry and other sectors of economy of Punjab. Migrant labour leader Ram Charan Yadav took over as chairman of the newly established Migrants Welfare Board in the year 2010. Yadav said that he would take full care of the rights of migrant labour coming here and already living in Punjab. They have coordinated the endeavour of the government in giving a new push to the economy of by involving migrants in the mainstream. However, this board has almost now merged with the Labour Welfare Board. There are no special activities for migrant workers as planned through this board.

Portability of SC/ST schemes in Punjab

Migrant families from other states in can get their scheduled caste/tribe certificates here. Such persons could get certificates issued in Punjab, but avail benefits for their caste in their native state only. Persons whose castes are notified in the list of Scheduled Castes and Tribes of the state will be eligible to get benefits from government. This rule has benefitted around 39 lakh migrant workers and their families, who are presently living in Punjab.

Labour Welfare Fund

The State of has its own statutory provision for welfare of labour that is, The Labour Welfare Fund Act, 1965. Preamble, object and reasons, extent:

1. It provides for the constitution of a fund
2. The fund be for the financing of activities to promote welfare in the State
3. The fund be also for conducting such activities
4. The fund be for certain other purposes related to welfare of labour in Punjab



IDI with Labour Enforcement Officer, Labour Department, Hoshiarpur, Punjab

Besides these, the reason for bringing such an act is that the employers realize a large sum of money from the employees in the form of fine, unpaid wages, bonus, etc. which are not claimed by them get accumulated with the former and is not properly used for the betterment of labour. The Act provides for the constitution of the Labour Welfare Fund to carry on various activities for the betterment of labour where the constituted fund will act as an agent. It extends to the territories which, immediately before the 1st November of 1966, were comprised in the State of Punjab, excluding the territory transferred to the Union Territory of Himachal Pradesh under Section 5 of the Reorganization Act 1966. This simply means that the act would cover within the State of Haryana as well which was a part of before 1966- 1st November. However, it excludes all those areas which were part of earlier but now belong to Himachal Pradesh.

Conclusion and Key Recommendations

Punjab's economy is largely dependent on the migrant workers. Though government's few efforts are worth appreciation, but they further need to be strengthened to actively support welfare of migrants. Some recommendations are:

1. Activation of Punjab's migrant welfare board, which is India's first ever such board promises to provide necessary social security support for incoming migrant in Punjab.
2. There is a need to create a reliable information system for labour migration. Implementations of existing legislations are stymied by the absence of accurate information on much of the work of providing welfare and effective the conditions of employment, magnitude and composition of various streams of migration.
3. There is also a need to evolve some institutional mechanism such as migration support centre (MRCs) to protect the migrant labourer from the discrimination and ill-treatment they face at working places.
4. Migrant's living and work conditions also need to be improved.

Since is first state of India to initiate migrant welfare board, it needs to be activated at the earliest for better support welfare of migrants, major backbone of the state's economy.



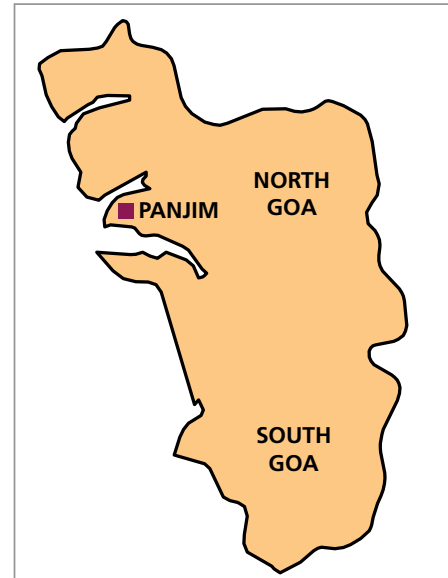
Temporary settlements of Migrant workers, Punjab

Goa

In the early 1980s and 1990s, Goa witnessed a major boom in the construction industry accompanied by a phase of exponential expansion of the tourism industry. This sudden economic growth coupled with the attitude of Goans to shun jobs that involved physical labour served as an impetus for inward migration. Thus, migrant workers took over jobs at all levels – administrative, supervisory, shop floor workers, construction labour, masons, carpenters, hawkers, small traders and even fishermen. Over the years this resulted in highest migrant communities getting employed as casual and low-skilled labourers in the unorganised sector.

A similar trend was noticed in the unorganized tourism sector as well. A large percentage of the migrant population earn a living by selling items on the beach, working in shacks / restaurants / hotels as cooks, cleaners, security, waiters, as drivers or entertaining tourists by performing acrobatics. Though discriminated against and their contributions undermined, the migrant workforce has become crucial for the smooth functioning of the tourism industry (Talpankar, 2006).

Figure 15: Goa State Map-Districts selected for the study



Source: Mapsofindia.com

Goa State Profile

Goa has emerged as important destination state for migrant workers, mainly due to strong presence of mining, tourism and pharmaceuticals sectors. Mining (iron ore and manganese). pharmaceuticals, iron and steel industries are present in North Goa while mining and ship building industries are present in South Goa. Tourism is the largest segment in the services sector. Goa has also emerged as a manufacturing base for several leading companies in areas such as fertilisers, tyres and tubes, cement, electrical machinery, fish-net making machines, automatic washing machines, printed circuit boards, pharmaceuticals and pharmaceutical machinery. Cashew processing has also been a traditional industry in the state. Goa is the second state in India to achieve a 100 percent automatic telephone system with a solid network of telephone exchanges.

Source states

More than 90% of labourers who worked in Goa were migrants from other states – mainly Jharkhand, Odisha, Chhattisgarh, Bengal, Bihar, Andhra Pradesh and Kerala are also found in some parts.

Key Sectors



Community FGD with Migrant Workers at Panjim, Goa

Fishery is major sector tourism-related occupations, working in shops, selling clothes and jewellery on the beach, as hotel staff or in shacks as waiters, cooks, drivers, entertainment acrobatic skills, rope walking, as masseuse, supplying chapattis to hotels, water sports, internet cafes and drivers.

Key insights

- The owners of fishing trawlers are on the lookout for cheap labour, in absence of local labour. While migrants from Kerala and Andhra Pradesh demand around Rs.100 a day, those from Karnataka work for Rs.250 or Rs.300. Currently, fisher folk from Odisha and Jharkhand are ready to work for Rs.200 (which is double what they get in Odisha and Jharkhand) and this has sparked off unrest among the migrant communities. The people from Odisha not only accept lower wages but are prepared to stay on the trawlers for many days at a stretch hence, the owners prefer them (Sharma, 2004).
- At the fishing docks, most of the labourers were young tribal boys in the age group of 16-20 years and hailed from Jharkhand and Odisha. They had come there with others people from the same villages and came to Goa repeatedly each year for work. They were not educated beyond 5-6th class and most were school drop-outs at around 2nd standard.
- Local tribals of Goa are relatively well-off and do not face plight such as migrant tribals in Goa.

Major Concerns

- **Living conditions:** Migrants constantly experience antagonism from the Goans and at times also evictions from government authorities without legal recourse and adequate rehabilitation. In the past few years, a key agenda of discussion in many of the Gram Sabhas has been on the issue of

Another issue related to migration is accidents while working. During a focus group discussion, a young boy narrated an incident in which his colleague, also a youth from the same village, lost his arm while installing high tension wires. When the all the workers stalled work the contractor was forced to pay a compensation of around Rs. 2.5 lakhs to the person. On being asked if he received any compensation from the government the answer came in negative.

As per the information received during the interview with district planning officers in various districts and assistant labour commissioner in one of the study districts, there is a provision of registering migrating labour at the district level. The registered labour gets a red card which is his identity card as a migrating labour. Every registered migrant labour gets a life insurance cover of Rs. 1.5 lakhs. However, every unregistered migrating labour also gets a life insurance cover of Rs. 1 lakhs. In case of partial disability, as the case above, a migrating labour can claim Rs. 75,000.00. The procedure to claim these compensations is to fill a form at the block level with the block development office. (Case study reflected during community interaction with migrants in Goa)

migrants, a matter that has been covered in the local media. The migrant families live in small houses or rooms that are let out on rent, or in temporary structures like huts and tents. These families are forced to use either open toilet facilities (vacant land / beaches, railway tracks, coconut groves, mud hills, garbage locations and nearby shrubs) as spots for defecation or share public toilets for their daily needs. During the monsoons most of these areas become inaccessible due to flooding.

- **Sexual exploitation:** Global study on sexual exploitation of children in travel and tourism conducted across 14 slums in the Goa state, has found that the largest number of migrants hail from Karnataka, mainly from, the districts of Gadag, Vijapura, Belagavi, Bagalkot, Haveri and Dharwad. Majority of those hailing from Gadag, Belagavi and Dharwad belong to the Lamani community and are engaged in selling garments, work at construction sites, and work as suppliers and helpers in hotels.

- **Lack of social security:** Migrant who are engaged in construction industry and registered in Goan construction welfare board are entitled for welfare protection. But workers in other sectors do not get any social security support either from their employer, or Goan government or even from their own state governments.

State Initiative

Legal Measures

There are several laws to control as well as monitor the migration into Goa. The Inter State Migrant Workmen (Regulation of employment and conditions of Service) Act of 1979, the Contract Labour (Regulation & abolition) Act, 1970 and Goa, Daman and Diu Inter State Migrant Workmen (Regulation of employment and conditions of Service) Rules 1982 are some such laws. 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.

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 in various construction sites since 2015 onwards, but they could not register more than 3000 workers in the board. It was stated that the department is willing to deploy newer strategies to create greater awareness and inclusion of migrant workers in the board. After construction, there is large portion of migrants working in fishery sector. But these workers are not covered through labour department. The data of registered construction workers was entered manually along with a passport size photo of the labourers. The data mainly was on demographic details – name, age, gender, address etc. The labourers also had been given identity cards by the labour department.

Online Registration of Migrant construction workers

Government of Goa have provision of specifically registering migrant labour as well as migrant contractors on their official website. Section on the portal has specific details about list procedure to



IDI with Deputy Director, Fishery Department, Panjim, Goa

apply, designated officials and documents required. But response of migrant's is very poor towards online registration.

Fisheries Department

Deputy Director of Fisheries Ms. Mazumdar pointed out that most of the labourers who worked in the fishing boats are migrants from Jharkhand and Odisha. "If we do not have workers from Jharkhand and Odisha, our fishery sector will be in trouble!"

There are around 4000 registered fishing boats in Goa which went out to the sea for fishing for 10 months a year except the two months of heavy monsoon rains. There are also smaller boats which did not go too far into the sea – there were around 2000 of such boats. However, most of the fish was caught by mechanized trawlers that go deep into the sea. Most migrant labourers worked on these boats. Unfortunately, Fishery department does not provide any social security coverage to these workers. "It is between workers and their employers- Fishery co-operative societies" stated Dy director of Fishery.

Conclusion and Key recommendations

- The Government of Goa has formulated various policies for the betterment and development of local labour in unorganized sector in Goa. At this juncture, there is a need to focus on the holistic approach by mainstreaming the migrants which forms major chunk of unorganized workers. There are few measures for migrants as mentioned above, but all these are on paper and not implemented in letter and spirit. There should be some active measures to support welfare of migrant workers in Goa. While preparing the policies, proper research needs to be done on the areas/sectors which have potential to attract the migrant workmen, for now as well for next 10-15 years, the vision should be both short as well as long term, like construction and fishery sector in Goa is attracting the maximum number of migrants as casual labour.

Few recommendations to improve situation of tribal migrants in Goa are:

- Innovative strategies for inclusion of migrant workers in construction welfare board (including IEC)
- Social security coverage for fishermen in Goa, since they are not covered by fishery department, nor by their employers.
- Interstate collaboration among Goa and other states, mainly Jharkhand and Odisha to set up mechanism to provide protection and entitlements during migration period (preferably among labour and tribal departments)
- Goa migrant welfare board on the model of Kerala: Since Goa is large migrant recipient state, it should form Goa migrant welfare board to take care of social security of the migrants within Goa, like of Kerala state's migrant welfare board.
- Goa needs the daily-wage migrants as they constitute a sizeable segment of the labour force in various sectors of Goa. They form the backbone of the construction, fishery, tourism and hospitality industries as the natives are not interested in low- paying jobs. Migrants in Goa deserves policy level attention for social security coverage, they should get equal fruits of development likewise locals, since their contribution in Goa's economy stands significant. A cohesive policy approach is the need of the hour which has the ability to ensure welfare of all.

Delhi NCR

Rapid growth and development of Delhi is resulting in opportunities of livelihood support for poor, unskilled/ semiskilled rural population in the secondary and tertiary sector of economy within Delhi. Other contributory factors are negligible demand of such workers including traditional artisan groups in the rural areas or source states, low wage, etc. – all these people are pulled in the city. The latest Economic Survey (ES) points to a dramatic spike in internal migration with Delhi and the NCR being the top destinations. Inter-state labour mobility average was between 5-6.5 million people in the 2001-2011 period, yielding an inter-state migrant population of about 60 million and an inter-district migration as high as 80 million, according to a new Cohort-based Migration Metrics. Between 2011 and 2016, close to nine million migrated between states annually, up from about 3.3 million suggested by successive censuses, as per the survey.

Figure 16: Delhi State: Map with highlighted district



Source: mapsfindia.com

Study was conducted in Delhi and Gurugram.

State profile

Delhi is National Capital Territory of India. It is largest Metropolitan city in north India. Delhi is the Fifth populous city in the world. It is surrounded by neighbouring cities Baghpat, Alwar, Sonapat, Gurgaon Ghaziabad, Faridabad, greater Noida and nearby towns. Due its rapid growth, Commercial and residential infrastructure, small industries, MNC it has been attraction for migrants. As per reports by world population review in 2018, In 2001 alone, its population increased by 215,000 due to natural growth and 285,000 through migration. By 2020, Delhi expected to be 3rd largest conurbation after Tokyo and Mumbai. According to 2011 census slum population is 17.85 lac in the Delhi region.



A tribal migrant woman from Jharkhand, staying on construction site, Gurgaon

Gurugram

- Gurugram has 1.44 lac slum population in district (Cumulative data from District Census Handbook, Gurgaon, Census 2011)

- Largest influx of migrants since last two decade.
- Majorly labourer from Bihar, Jharkhand, Odisha, Rajasthan with their social network
- Industry like Maruti, MNCs and Construction industry been attracting labour worker in Gurugram
- Female worker as domestic help in huge masses coming from source state like Jharkhand, Chhattisgarh Bihar, Eastern U.P.

Source States

Delhi has seen a large number of tribal migrants coming from states India including Jharkhand, Madhya Pradesh, Rajasthan, Odisha, Chhattisgarh, Uttarakhand and North Eastern states, and also from Bihar and Uttar Pradesh. Delhi provides better economic opportunity and continues to be a major pull despite infrastructure constraint plaguing the city.

Key sectors

Most of the migrants from various source states are employed in unskilled or semi-skilled jobs, including domestic workers, masons, construction workers, watch-men, security guards, gardeners and rickshaw pullers, hotel workers. While most of the women/girls are involved in domestic work, beautician, Hotel industry and spas etc. Both male and female are engaged, at lower proportion in all the locations. Some percentage of migrants are also engaged in crafts and related trades, which include motor mechanics and other mechanics, carpenters, electricians, painters, welders, tailors, plumbers, TV mechanics, hotel industry and such other skilled workers.

State-wide patterns are observed in their employment; such as Jharkhand, Chhattisgarh migrants (women) largely involved in domestic sector, while men migrants of Jharkhand and Chhattisgarh are involved largely in construction sector. Odisha and Haryana workers are involved as plumbers and electricians, while Bihar Uttar Pradesh workers are involved as skilled workers in construction as mason. Norther eastern migrants are working in beauty and wellness, hospitality sector.

Key Insights

- Majority of tribal migrants migrate from their hinterland to urban cities like Delhi, mainly in search of better employment for labourers, skilled and unskilled workers. Marriage, is found to be another reason of migration among young women and girls.
- The differential in per capita incomes between Delhi and all other states has been substantial. This is likely to induce large-scale migration in Delhi. *As pointed out during FGDs, North Eastern migrants said "Working in tea gardens provides us with a salary of 2800 INR per month. We need to educate our children, eat and pay medical bills. The money is not sufficient. We get 12-15,000 INR per month in Delhi."*
- The private sector or small scale (industry and services) are expanding rapidly which make them more favourable for the jobs / livelihood.
- An anonymous Government official was of the view that Jharkhand has plenty of resources, schemes, schools but people still migrate. The main reason as sited by her was that people are not satisfied with what they had and what was offered to them by government. They generally migrate to major cities like Delhi, Kolkata, and Mumbai for more money. This led to improve social status back home, as they get better opportunities in other cities. Another reason cited was "Distress Migration" presence of Naxalite groups in the areas.
- Another challenge that tribals face are unscrupulous labour agents who coerce workers and do not pay minimum wages as stipulated by law. A part of their salary is taken as a cut by these fraudulent placement agencies. Usually, these agents lure the migrants with job opportunities in other cities.

Many migrants, especially young girls and women, are deceived and trafficked. This is a major issue that the government of Jharkhand is facing. Young children are told that they would find work but that does not happen.

- From policy view point, the government should provide with basic economic and social security rights to the migrants, which is so far neglected in the informal sector resulting in reduced sustainability among the migrants workers. The state also needs to control small unregistered entrepreneurs at informal sector, to save migrants workers from exploitation in the hands of employers.

Major concerns

Documentation and Identity: Proving their identity is one of the core issues migrants face when they arrive in a new place. Many do not know the correct procedure for obtaining a new ration card, and others face obstacles if they have never previously held a card because they were absent from their home states when identification documents (such as voter ID cards) were issued. Additionally, officials are often unwilling to accept the documentation provided by some migrants (for varied reasons, including seeking bribes or discrimination).

The basic problem of establishing identity results in a loss of access to entitlements and social services. Lack of identification means migrants are not able to access provisions such as subsidized food, fuel, health services, or education that are meant for the economically vulnerable sections of the population. The issue of lack of access to education for children of migrants further aggravates the intergenerational transmission of poverty. Overall, discrimination in the provision of rights and entitlements combined with internal migrants' identity as outsiders in the receiving society often perpetuate the economic and political exclusion of many groups and suggest that there are deeply exclusionary trends in India's democracy.

Housing: Migration and slums are inextricably linked, as labour demand in cities and the resulting rural-to-urban migration creates greater pressures to accommodate more people. Slum dwellers who are migrants sometimes face the added challenge of establishing tenure – the right to remain on a particular piece of urban land, and the right to compensation if the dwelling on that land is seized by the government for redevelopment. However, many seasonal migrants are not even able to “make it” to the slums. Unaffordable rents in slums force them to live at their workplaces (such as construction sites and hotel dining rooms), shop pavements, or in open areas in the city. This further perpetuates their vulnerability to harassment by the police and other local authorities.

Limited Access to Formal Financial Services: Despite the economic imperatives that drive migration, migrant workers essentially remain an unbanked population. Since migrants do not possess permissible proofs of identity and residence, they fail to satisfy the Know Your Customer (KYC) norms as stipulated by the Indian banking regulations. They are thus unable to open bank accounts in cities. This has implications on the savings and remittance behaviours of migrant workers.

Political Exclusion: In a state of continuous drift, migrant workers are deprived of many opportunities to exercise their political rights. Because migrants are not entitled to vote outside of their place of origin, some are simply unable to cast their votes.

Rampant Exploitation: Migration flows are mediated by an elaborate chain of contractors and middlemen who perform the critical function of sourcing and recruiting workers. Migrants work lives are characterized by exploitative practices such as manipulation in wage rates and work records, non-payment or withholding of wages, long work hours, abysmal work conditions, and verbal and physical abuse. Female workers, especially in the domestic and construction sectors, are often sexually exploited in return for the offer of regular work. Accidents and deaths at workplaces are also extremely common in the construction sector, which is aggravated by the absence of any kind of social protection.

State Initiatives

Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act of 1979:

This act was passed in order to address the unjust working conditions of migrant workers, including the necessity of gaining employment through middlemen contractors or agents who promise a monthly settlement of wages but do not pay when the times comes. The act lists the responsibilities of employers and contractors and the rights of workers to wages that are equal to those of the local employees, the right to return home periodically without losing wages, and the right to medical care and housing at the employment site. In practice, however, this act is overwhelmingly ignored by state governments. As such, it articulates ideal working conditions for interstate migrants, but lacking provisions for enforcement, it has not been used to create a better policy environment in practice.

Jharkhand Bhawan initiative with Save the Children

Department of Women and Child Development & Social Welfare, Government of Jharkhand acts as nodal department for care, protection, and development of Women and Children. The concerned department has set up a State Resource Centre in Delhi under the administration of the Jharkhand Bhawan and with support of save the children. 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. Jharkhand is the first state to do so. It is mainly for Jharkhand migrant children under 18 years. At source state Jharkhand, government is registering placement agencies and maintaining the data. There is also District child officer who handles anti-trafficking.

The government of Jharkhand has also set up a helpline number for distressed migrants in Delhi. It is numbered 10582. The government has also rescued young boys and girls from being illegally sent and forced to work in other places.

Odisha Help Desk

Labour Department, Government of Odisha has initiated state action plan to address out-labour migration from Odisha. As a part of state action plan, they have built strong interstate co-ordination with Delhi state government, since there is high migration of workers from Odisha to Delhi, and also international migration to gulf countries; Odisha Labour Help Desk is set up in Odisha Bhavna at Delhi. The desk is providing legal aid and support for internal as well international Odisha labour migrants. The



Temporary Settlements of Migrant Workers from Jharkhand

desk is reaching out to Odiya works in Delhi to create awareness about the help desk, and efforts are made to make help desk more accessible to Odiya migrant workers.

Youth Commission Initiative by Mizoram

Regarding the situation of Mizoram, an official pointed out that tribal migration from Mizoram is increasing. Since last 5-10 years, there is unemployment problem in Mizoram. Most of youth go to Delhi, Gurgaon, Noida, and Mumbai. Many of them go to Bangalore also. Mizoram is dominated by mizos. Apart from mizos there are Chakmas and Hazom also reside in western belt of Mizoram.

Government of Mizoram has created Mizoram youth commission (YC) about 3-4 years back. This commission is working for women's group towards uplifting women status. They are coming from outside but lower level staff has been recruited by YC. The Youth commission (YC) has tie ups with companies in Delhi for training and placement. They train youth in technical education such as IT, beautician etc. These youth come to Delhi for 6 months and work in companies. The government is making coaching institutions for employment under UPSC, Banks, and coaching centres. Sex trafficking was the major issue but most of it has reduced as commission is taking care of it. If such cases occur Mizo youth are encouraged to approach commission for help in Delhi and Mizoram.

Bihar Initiative

Bihar Migrant Resource Centre (BMRC), which seeks to address the needs of migrants. The centre, is aimed to reduce the "vulnerability" migrant's face and making their stay more rewarding. The centre is an initiative of an independent society, JEEVIKA, which has been set up by Bihar government and supported by the World Bank. "From being a recreational space to information Centre, the BMRC aspires to support, counsel and impart guidance to anyone who walks in the centre in matters pertaining to their safe travel, adequate information about destination cities, employment opportunities and skill training centres," an official statement said. "At BMRC a migrant can also video chat with their members of the family located at different places in Bihar. The centre also guides people about safe money transfer and proper saving mechanisms," an official statement said.

Centre helps migrants to identify and avoid potential risks at workplace, offer emergency helpline numbers facilitate access to crucial resources at the destination. The migrants from Bihar can also seek information about Rashtriya Swasthya Bima Yojana (RSBY) Smart Cards, process of making their identity cards and counselling on any issue concerning them.



Female Migrant Bricklin Workers at Workplace in Telengana

Conclusion and Key Recommendations

NCR Delhi is major destination of tribal migrants. Currently there is no policy measure to address issues of tribal migrants in NCR Delhi. The generic measures are interstate migrant workers act, construction welfare board, and few state initiatives to take care of their respective migrants such as Jharkhand, Bihar and Mizoram. But what is needed is comprehensive solutions to address issues of all tribal and non-tribal migrants in Delhi. Ministry of Labour and Employment has major role to play. Set up of national migration support unit in Delhi would be crucial to manage migration data and ensure social protection to migrants. Supplementary support from Ministry of Tribal affairs can boost the suggested initiative.

Some recommendations are

- Establishing institutional mechanisms for inter-state coordination
- Improving enforcement of labour laws
- Adopting a four-pronged approach for better protection of rights of workers that defines the roles and responsibilities of the state, employers, workers/trade unions/civil society organizations and emphasizes the use of social dialogue and collective bargaining for promoting the rights of migrant workers
- Ensuring access and portability of social security schemes, for example, access to public distribution network/ subsidized ration in destination areas
- Providing identity documents to migrants, which enables them to open bank accounts and enrol for welfare schemes
- Universal registration of workers on a national platform and developing comprehensive databases
- Strengthening and/or setting up district facilitation centres, migrant information centres
- Strengthening the role of existing vigilance committees to guard against bonded labour and child labour
- Registering workers by organizing enrolment camps
- Providing education and health services at the worksites or seasonal hostels
- Providing skills training, in particular for adolescents and young workers
- Establishing a universal helpline for migrant workers

Key Findings: Source and Destination States

Maharashtra

Maharashtra has witnessed largest in-migration and out-migration of population during the last ten years. As per census highlights, 2001, the total number of in-migrants in to the state was 3.2 million. Out of 3.2 million in-migrants from other states during the past decade, 2.6 million (or 79.6%) moved into urban areas. The number of out migrants to other states during the past decade was 0.89 million.

The economic survey of Maharashtra, 2013 estimates that the magnitude of inter-state migration in India was close to 9 million annually between 2011 and 2016. While Mumbai is the leading destination area for rural-urban migrants, other cities of Maharashtra especially Nasik, Pune, Nanded, Nagpur, Thane have also attracted large migrant population within Maharashtra and from Karnataka, Uttar Pradesh, Bihar and Madhya Pradesh, Odisha, Rajasthan, Jharkhand (Economic survey of Maharashtra, 2013).

Study was conducted in Nashik and Nandurbar district, covering four blocks.

State profile

The population of the STs in the state is 105.10 lakh (2011 Census) accounting for around 21.1% of the total population of the state and 94.7% of which is rural in nature. In terms of the concentration of ST population, the State occupies 2nd position with 10% STs in the country. There are 4 different tribes including five Primitive Tribe Groups (PTGs) comprising about 21.5 lakh tribal families. The literacy rate among the Scheduled Tribes in the State is 65.7 % which is higher than the national average of 47.10 percent for Scheduled Tribes population. Total work population of the Jharkhand Scheduled Tribe population is 53.23 lakh which are categorized as main worker i.e.

43.79 lakh whereas marginal workers are 9.43 lakh. The majority of the Scheduled Tribe population in the State, is categorized as 'cultivators' while 'agricultural labourers' category.

Figure 17: Maharashtra State-Map Districts selected for the study



Source: Mapsofindia.com

Migration Scenario

According to census 2011, 51.01 percent i.e. 573.3 lakh of the overall population of state i.e. 1123.74 migrate to other states.



Community FGD with Migrants, Hathgad Gram Panchayat, Block Surgana, Village Nasik, Maharashtra

District Profile

Table 28: Socio-Demographic Indicator of Nandurbar District, Maharashtra

Total STs Population in district	11.41 lakh	
Rural STs population in district	10.94 lakh i.e.95.88%	
% STs Population in district	Approx 69.23 %	
Literacy rate among STs Population in district	46.28 %	
Total work population of STs Population in district: 5.95 lakh	Main workers	Marginal workers
	4.92 lakh	1.03 lakh
Major work as	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data adapted from Statistical Profile of STs in India 2013, data tables from Census 2011

Table 29: Socio-Demographic Indicator of Nashik District, Maharashtra

Total STs Population in district	15.64 lakh	
Rural STs population in district	13.9 lakh/89.45%	
% STs Population in district	Approx 25.61 %	
Literacy rate among STs Population in district	55.69%	
Total work population of STs Population in district: 8.28 lakh	Main workers	Marginal workers
	7.37 lakh	0.89 lakh
Major work as	Cultivator, agriculture workers, house-holds or in some other field	

Source: Cumulative data adapted from Statistical Profile of STs in India 2013, data tables from Census 2011

Table 3: Primary Data on Migration in Maharashtra

District	Block	Village	Total study population	% of Migration	Preferred Destination	Reasons of Migration	Period of Migration (In Magnitude)	Income from Migration (Daily wages)
Nasik	Peth	Kumbale	942	97%	Nashik (66%)	No local income (38.9%) Poverty (29%) Landless farmers (17%) More Income (7.6%)	Summer (50%) Winter (45%) Rainy (5%)	<Rs. 100 (8.2%) Rs. 150 (59%) Rs. 200 (28%) >Rs. 300 (5%) >= Rs.400 (0.2%)
		Jale	569	91%	Dindori (21%)			
		Kapurne	577	88%	Girnare (5%)			
		Kayre	534	92%	Niphad (5%)			
		Malegaon	1037	81%	Thane			
		Hatrundi	519	97%	Sinner			
		Pauchibari	955	69%	Trimbakeshwar			
	Trimbak	Kopurli	1304	78%	Mohadi	Insufficient land (7%)		
		Ozarkhed	1684	88%	Peint			
		Gaddavane	269	55%	Ozar			
		Adgaon	327	79%	Janori			
		Bhotmokhada	938	82%	Pimpalgaon			
		Goldari	1056	92%	Nashik (66%)			
		Murambi	955	85%	Dindori (21%)			
Nandgaon	1223	89%	Girnare (5%)					
Thanapada	1164	35%	Niphad (5%)	Thane	Sinner			

Source: "The Saga of Livelihood Migration Among Tribals in Nashik District, Maharashtra, India" A survey by Disha Foundation, Nasik; 2017

The study “The Saga of Livelihood Migration Among Tribals in Nashik District, Maharashtra, India” conducted by Disha Foundation, 2017, with support of Tribal Development Department, Maharashtra . This study was conducted in high tribal population density villages in Peth and Trimbak in Maharashtra. The results shows that more than 90% of population in all villages move out of Panchayat temporarily for 6-8 months. The magnitude of migration differs widely depending on the season. The survey indicates that 5% migrate during the monsoon season. Almost 80% families migrate in summer and winter season. Most of the tribal families migrate to nearby developed towns such as Nashik (66%), Dindori (21%).

Migration Corridors

Nashik and Nandurbar districts are high density tribal population areas; Majority of tribal migrate to Gujarat, Andhra Pradesh and MadhyaPradesh for livelihood. They migrate to Gujarat in Surat for employment in textile industry, also in Sugar mills around Bardoli, Surat, Mandvi, Jalalpore, Hansot; AnadhraPradesh for employment in construction and agriculture, and MadhyaPradesh for employment in agriculture.

There also high intra-district migration to Nashik from Nandurbar. Vidarbha and Marathawada. Other major destination among the tribals within Maharashtra are Ahmednagar, Pune, Baramati districts.

Key Sectors

After Mumbai, and Pune Nasik is considered as one of the rapidly growing industrial cities in Maharashtra with Information Technology (I.T.) Park, Wine Park Zone, Educational Hub, and Best Tourist centre of India. The city is also known as a city of grapes & wine. Along with the agriculture & industrial sector, Wine business is also one of the newest sectors rapidly growing today. Nasik city has emerged as a major recipient of intra and interstate migrants throughout the year. The attraction of those cities is a strong agriculture based economy with cash crops such as grapes, onion, sugarcane, as well growing construction industry and related ample opportunities of employment. In addition Nashik is well-known pilgrim and tourist cities.

Nagpur is emerging as another major destination of inter and intra state migrants, due to its robust economy in construction and agriculture- cotton, and orange.

Most of tribals of east Dindori block are engaged in the agriculture work within Nasik district. But tribals of west Dindori block and Surgana block also migrate to Gujarat state in construction, garment industries, and agriculture sector. Majority of tribal also migrate for sugarcane cutting jobs.

Key Insights

- Maharashtra has been witnessing both inter-state and intra state migration where migrants move in search of jobs. 6 out of 10 tribal study participants reported inter-district migration, while rest reported interstate migration.
- Maharashtra is only state of India which offers 365 days’ work through MNERGA scheme since 1975, jobs are available for anyone who makes demand. But lack of awareness among workers, lack of planning for sustainable local jobs by the concerned department, comparatively higher wages and daily payment at destination locations, are the reasons people do not prefer to opt for MNERGA jobs. They prefer to migrate nearby towns or even to other states like Gujarat, Andhra Pradesh for seasonal jobs.
- In blocks of Nasik and Nandurbar districts, main occupation of tribals is agriculture. Mostly they are dependent on rain-fed agriculture. Hence livelihood is not sustainable throughout the year tribals prefer to migrate after rainy season. Other main reasons of migration found are lack of local employment, high proportion of landless and less land farmers, unskilled labour force and hence unable to create or engage in local employment or self-employment opportunities.

- The tribals migrate during the month of September- May. Their migration is for 8-10 months in a year.
- Migrants during migration earns wages between Rs 250-400 per day, which is much higher than they get at their village level in MNERGA schemes.
- Many tribals mentioned that they have recently received the land through forest rights act. But biggest challenge they face are lack of seed funding or investment to develop the land. Government help is available for development of land, but it is very time consuming, and processes are very tedious.

Major Concerns

State government has initiated many livelihood schemes for tribals like MNREGA, NRLM etc. Tribal Development department has ample schemes for welfare of tribals, but it is noticed that tribals are not able to avail the benefits of these schemes mainly due to lack of awareness, lack of access to government offices to these schemes, and long and tedious process to utilize the scheme.

Housing: Housing is a major problem, at destination. There is no proper accommodation, migrants either has to live on open spaces or in very crowded rooms. Those who stay in rented rooms in slum areas, mostly each room has about 6-7 migrants. There is no facility for potable water, or proper sanitation. Living conditions are very unhygienic.

Safety-concerns: Some of the migrants also pointed out, that frequency of accidents at workplace are higher as no proper security measures are not taken by employers or contractors, and also no prompt medical care is offered.

Exploitation by contractors or employers: It was pointed out that contractors or employers levied high interest debts to them. They were generally made to work for long hours. Migrants also had to frequently shift their work place and accommodations.

Political and social exclusion: Most of the workers from all sectors stated that they are, deprived of many opportunities at Destination. They are generally discriminated by the government officials. They often remain socially excluded in the destination cities and have considerably less access to public services including health and education, specially pre and post-natal care, contraceptives, safe abortion, and STDs such as HIV/AIDS prevention and treatment.

Wages: Another economic hurdle faced by the migrants is the discriminatory treatment at the hands of employers in respect of wage determination. It has been pointed out that migrants are paid less compared to their native counterparts.

Children Education: Children are also migrating with families, hence school dropout rate is very high. Maharashtra government has very active 'Bhonga Shala' i.e mobile schools for such children, but they are not operated at all the locations of Maharashtra where they migrate.

State Initiatives

1. Tribal Migration Research and Resource Centre

Tribal department has initiated specific tribal migration support project with MoTA's 275 (1) grant support in 2011 to set up of dedicated 'Tribal Migration Research and Resource centre', which addresses tribal migration at destination and source end. It has generated migration data in the project area for more informed programs and policies. The center also facilitates migration at Nasik city- (a major destination of tribal's) during the migration period via livelihood skill building and job linkages, education and health services to the tribal migrants. On the other hand emphasis is provided to strengthen urban and tribal development linkages, better implementation of available government programs at source villages of migrants in Nasik district for sustainable development with the goal to reduce distress migration for livelihood. **The programme has good results, and it needs to be replicated in other migration prone districts of Maharashtra.**

2. Bhonga Shala

Maharashtra government has very active 'Bhonga Shala' i.e mobile schools for such children. Mobile schools (classes I-IV) have been set-up at the site of brick kilns for these children. These schools are called 'Bhonga Shalas' because 'bhongas' are the temporary huts built by the migrant labourers and the schools are also held in similar huts. 'Shala' is the Sanskrit/Marathi word for 'school'. The syllabus covered is the same as the mainstream schools, but taught in a non-formal, open atmosphere, using songs, dance and play-way activities. However they are not operated at all the locations of Maharashtra and also to other places where they migrate, including in Gujarat.

3. Maharashtra State Co-operative Tribal Development Corporation Ltd., Nasik (MSCTDC)

The Maharashtra State Tribal Development Corporation Ltd was established in 1972 under the co-operative societies Act and its head office being at Nasik. It has following aims and responsibilities

- i) Purchase and sale of agricultural and minor forest produce in the tribal areas under the monopoly procurement scheme.
- ii) Management of developmental works in tribal areas on agency basis on behalf of the government, public institutions and co-operatives.
- iii) Distribution of consumption loans to adivasi families.
- iv) Extending loans for income generating activities.
- v) To undertake any activity assigned by the government for general development of Adivasis and promotion of programmes for the generation of employment in the tribal areas.
- vi) Supply of essential commodities to the tribals
- vii) Supply of articles to Ashram Schools.

The Maharashtra State Co-operative Tribal Development Corporation functions as the apex body of the multipurpose Adivasi co-operative societies.

4. Grievance Handling Cell

This platform initiated jointly by District legal Service Authority, Labor Department and Disha Foundation and is specifically arranged for handling grievances of Migrants on employment, wages or related grievances. It is a First kind of initiative in the Maharashtra state to address issues of unorganized sector migrant workers.

5. Food security: temporary ration cards Public Distribution system:

State government authorities Government Resolution (GR), issued in 2000, asserts the right of seasonal migrants to access and use a temporary ration card during their stay in a destination city, the GR is implemented to provide temporary ration cards to more than 3000 workers. Ration card holders are provided with 35 Kgs food grains (Wheat + Rice).

6. Skill Development Programme in Maharashtra for Adivasi Youth

Skill Development Programme in Maharashtra for Adivasi Youth provides benefits by offering free training to Adivasi youth. Under this scheme training will be provided in following fields like e.g. Automobiles, Retail Marketing, Information Technology, Hospitality, Human Resource, Agro-processing, Production and Process, Textile etc. This scheme will make Adivasi youth to get employment and earn enough bread and butter. This scheme especially launched for Adivasi community youth

Conclusions

The study reveals that migration is major livelihood source for tribals in Maharashtra, nearly 80% study population is migrating for 8-10 months of the year for livelihood in absence of local employment opportunities, and agriculture development. They are largely dependent on the remittance they earn out of migration. Remittance out of migration is utilized for various developments at village level such as agriculture development, education, health and other personal expenses. It is clear that migration is helping the study population to escape from the financial crises. Penetration of tribal development schemes are poor in study area. Awareness building about the existing government schemes, and implementation in targeted manner for migrating families would be crucial. Local level employment generation, and market driven vocational training for youth is also critical.

Recommendations at Source level

1. Regular registration of out migrant families at panchayat level. The migration data can be useful for targeted benefits to these families of department – Tribal, MNERGA scheme, Skill building etc . ICDS anganwadi worker/ ASHA can be given the responsibility through tribal department or respective Zilla Parishad.
2. Taking into account, Maharashtra state has job guarantee of 375 days. Stronger co-ordination among MNERGA scheme and panchayat level labour, to create sustainable local job opportunities that can reduce migration.
3. More focused approach for skill building of tribal youth who are making early labour market entry after their 7-8th standard.
4. State level Strong co-ordination of Tribal department with Zila Parishad and water management department for implementation of existing schemes for drinking water and agriculture development. Same has been piloted in Nasik district through current tribal migration support program of Tribal Department. It needs to be scaled up in other districts of Maharashtra

Recommendations at Destination Level

Study reveals that migrants face multiple problems at destination during migration period, such as shelter, food security, and wages exploitation and regular employment. Migration at destinations seems unattended by local government authorities; there is no social security coverage for migrants at destination. Overall, migration has become major livelihood support for study population. Hence migration management and governance is important.

1. Positive facilitation for tribal migrants is crucial at village as well at destination level, such as to provide
 - ◆ Market driven vocational trainings
 - ◆ Linkages to labour market
 - ◆ Improving access to existing government schemes
 - ◆ Social security programs.

2. Tribal migration issues needs to be taken as priority and should be integrated in the tribal department's overall agenda of tribal development. There is need to develop institutional framework and assign specific roles to different government departments to address multiple needs of migrants at source and destination. The same can be done through all existing mechanism of co-ordination with various departments such as existing State level and district level committees – Navsanjivan committee, TSP co-ordination committee etc. Tribal migrating families needs to give priority in targeted manner for inclusion in various development schemes

Tribal Department need to play the lead role, based on its current pilot project- Tribal Migrant support project in Nasik district.

3. Taking into account high tribal migration from Nasik and Nandurbar districts to Gujarat, MadhyaPradesh and Andhra Pradesh, it is important to develop interstate co-ordination with these states to protect rights and entitlements of tribal migrants. Tribal and Labour department's needs to work together in these states. Odisha labour department's model can be referred to develop such mechanism; they have developed interstate co-ordination with 5 states where Odiya labour migrate, help desks are set up in these states to provide legal aid and livelihood support to workers during their migration period.
4. Replication of existing tribal migration project: Since 2013, Tribal Migration support project is initiated in Peth and Trymbakeshwar block of Nasik. The project intends to address the tribal migration at destination and source end. It has generated migration data in the project area for more informed programs and policies. The center also facilitates migration at Nasik city- (a major destination of tribal's) during the migration period via livelihood skill building and job linkages, education and health services to the tribal migrants. On the other hand emphasis is provided to strengthen urban and tribal development linkages, better implementation of available government programs at source villages of migrants in Nasik district for sustainable development with the goal to reduce distress migration for livelihood.

Replication of existing project is recommended in other migration prone districts of Maharashtra such as Nandurbar, Palghar, Kalvan, and few other blocks of Nasik districts (Surgana, Dindori).

Gujarat

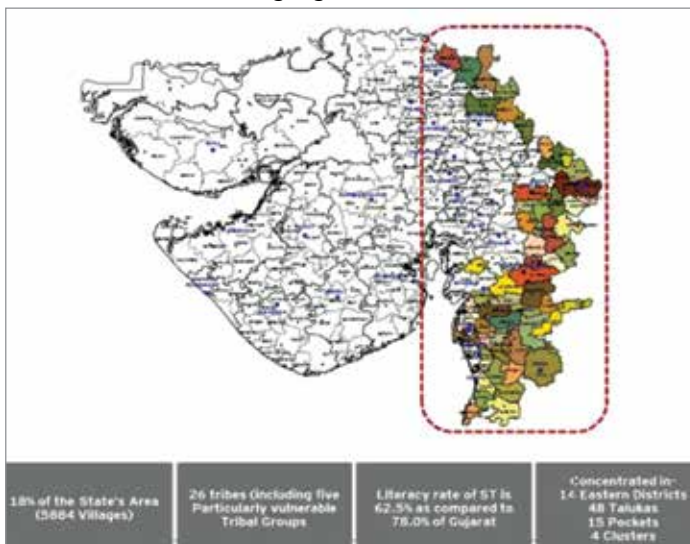
State Profile

Gujarat accounts for 8.1% of the Scheduled Tribe population of the country. As per the census 2011, the tribal population of Gujarat is 89.17 lakh in numbers and constitutes 14.8% of the State's population. Tribal population are concentrated in the eastern districts of Gujarat spanning from Mt. Abu on the Rajasthan border in the north to Dahanu district on the Maharashtra border in the south. The TSP area constitutes 18% of the state's geographical area.

There are 11 major tribes in Gujarat; the largest Bhil, constituting 47.89% of the state's tribal population. The 5 Particularly Vulnerable Tribal Groups number about 1, 44, 593 (Census 2011). The effective literacy rate of the ST in Gujarat is 62.5% (14.8% higher than that of 2001). Also, there has been improvements in the female literacy rate which improved by 17.2% between 2001 and 2011.

Study was conducted in Panchmahal districts of Gujarat.

Figure 18: Gujarat State - Map with Highlighted District



Source: Government of Gujarat

District Profile

Table 30: Socio-Demographic Indicator of Panchmahal District, Gujarat

Total STs population	7.21 lakh	
Literacy rate	48.36%	
Total work population- 3.45 lakh	Main worker	Marginal Worker
	1.95 Lakh	1.50 Lakh

Source: Cumulative data from Statistical Profile of STs in India 2013, data tables from Census 2011

Migration Corridors

There has been inter-state and intra-state migration, observed in Gujarat. Local tribes mostly migrate within the state, to city locations like Ahmedabad, Kallol, Gandhidham, Bhuj, Ankleswar Surat, Gandhinagar, Surat city, Rajkot, Bhavanagar, Amreli city area, Bhuj, Jamnagar Amreli District, Kheda and Kutch where there is industrial sector or construction work in going on. Apart from these locations some tribals go to other states like Maharashtra, Delhi and Kerala in search of livelihood.

Apart from these major migrant-sending states to Gujarat are Rajasthan, Madhya Pradesh, Maharashtra, Andhra Pradesh, Chhattisgarh, Jharkhand, and Odisha. But it has been pointed out that there is more intra-state migration than inter-state among tribals of Gujarat.

Key Sector of Work

Migrants generally do any type of labour work such as agriculture farming work on daily wages, sugarcane cultivation, cutting and textile mills. Migrants are also involved in construction sites, road construction, and working in industries or companies. Migrants has also pointed out textile or industrial sector of cities like Surat, Ahmedabad etc. Most of the times they are involved in unskilled or semi-skilled work. Many times females also work as domestic help, helpers in service industry and tourism.

Key Insights

- Most of the tribals are dependent upon the rain-fed agriculture, post monsoon to pre monsoon (November to March) becomes the period of migration.
- There are families that are dependent on daily wage work mostly on agriculture labour work. Due to increased size of families available agricultural land is not sufficient to feed the entire family.
- Migrant's workers are seen of young age, less than 14 years. These young boys, are preferred by traders as shopkeepers as they feel they are, "energetic, hardworking, docile and require low maintenance (i.e. can be underpaid)".
- As told by one of the officials' interviewed, these villages have low proof of GIDC area, thus there is no industrial development in the area. Due to lack of industries or factories around the locality, villagers can't find wage work in village or nearby area.
- Generally migrant workers are paid based on daily wages. Typical range of the payment for the work in from 250 to 300 rupees per day.
- Migratory population travels by bus. Sometimes distance of the district for the work from the village is more than 400 to 500km owing to which, they have to spend lot of money on travel.
- As per study findings, 6 out of 10 migrants move out for livelihood; out of it 20% prefer interstate migration while rest 80% prefer inter-district (intra-state) migration in search of jobs from the study area.
- The delayed wages and lack of timely availability of jobs in MGNREGA, had to lead to migration of workers from one place to another in search of livelihood.

Major Concerns

- Health issues: Living and working conditions of migrant labour at work sites are of a poor standard in every respect, including shelter, nutrition, health and security. During migration the common illness faced are diarrhoea, viral infections, stomach-aches, flu and back-aches. As no nutritious diet is available both children and adult are prone to diseases. The living conditions are very bad with no proper drainage and cramped.
- Women and child: The seasonal migrant women and children are also forced to take up physically arduous and exploitative work. Migrant children face a life of hardship and insecurity from their infancy. Many of these migrant children are born at work sites to overworked, undernourished mothers, with no medical assistance. Babies are often left by themselves or in the care of an older sibling. A distressing lack of nutrition, clean water, mother's care, hygiene, medical assistance, basic comfort and security.
- Education: Children accompany their parents, which leads to drop out of schools and are forced into hard labour. Seasonal migration cycle overlaps with six to seven months of the school calendar, which means that children who are enrolled can go to school only from June until November, after which point they usually drop out.
- Benefits from government schemes: It has been observed that there is lack of access to basic services such as the public food distribution system which provides subsidized food; health and education. In spite of having BPL ration card they have to buy costlier food at city locations, because their card is not valid there. Major share of earnings is then spend on the food. Due to lack of water supply sometimes they also have to spend money for buying water.

State Initiative

Vanbandhu Kalyan Yojana

The Vanbandhu Kalyan Yojana, also known as Chief Minister's 10-Point Program for Tribal Development was launched under mission mode on February 27, 2007.

Key objectives of Vanbandhu Kalyan Yojana:

1. Attempt to bridge Economic and Social gap between tribal areas and other areas of the state.
2. Focus on improving Human Development Index and the Social and Civil Infrastructure in tribal areas.
3. The program seeks convergence of funds under various schemes of Government of Gujarat, Government of India and Private Sector.

Central Institute of Plastics Engineering and Technology (CIPET)

Tribal Development Department (D-SAG) in collaboration with CIPET, Ahmedabad is imparting residential training to tribal youths in the field of Plastic Product Manufacturing. Many tribal youths have gained quality employment in the Middle East with good remuneration.

Urban Health Programme for Migrants

Gujarat state had India's first urban health programme, to address health needs of urban population. 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.

Financial Assistance to Rural Labourers in Serious and Malignant Diseases

The provision of reimbursement of expenditure of treatment of such serious disease and necessary operation as well as medicines has been made by the State Government under this scheme. During five years of 2002-2007, an amount of Rs.283 lakh is paid to dispensaries for 267 beneficiaries. Moreover, 25 beds are reserved by the State Government in the famous T.B. Hospital of village Jithri of Bhavanagar District, in which it is provided to give free of charge treatment of T.B. to rural labourers of the State.

Financial Assistance Scheme for the Welfare and Development Activities to Agriculture Labour and Rural Workers

Under this scheme Government and semi government organization are provided 100% assistance, 755 assistances to workers unions connected with development of agriculture labours and rural workers, and 505 assistances to other institutes. Balvadi and crèches are run with the co-operation of voluntary organization like SEVA and others.

Welfare Scheme for Inter State and Intra-State Migrant Rural Workers

- Seasonal Balvadi-cum - creche at or near work site, providing nutritious food to the children between age group of 0 - 6 years.
- First aid box scheme at seasonal Balvadis.
- Assistance in opening of fair price ration shop to the maximum limit of Rs. 5000/-.
- To provide water tanks for the purpose of hygienic drinking water, to the maximum limit of Rs. 5000/- per tank.
- To assist in the construction of residential houses and rest sheds to the maximum limit of Rs. 25000/-
- Non-formal education.

Conclusion and Key Recommendations

Preliminary findings on a study on labour and skills indicate that tribal people migrate under distress, irrespective of whether it is within the State or outside the State. FGDs with tribal agriculture labour indicate the following:

- a) They are forced to migrate because of lack of employment opportunities
- b) Marginal land holding that they have is rain fed and there isn't enough money to put in drip irrigation or use any form of advanced technology
- c) Very few industries coming up in the parent district, therefore limited access to job opportunities
- d) Wherever, there are industries there is an absence of skill-based training that would help them get absorbed into industries
- e) Their forte is general labour and agriculture

The Government programmes on skill development are yet to reach out to the tribal community. Although there are seats reserved in Industrial Training Institutes (ITI) for the tribal youth, the youth are not aware of the schemes, scholarships and the future they would have if linked to an ITI for training. There is an absence of any special drive from the Government's side to make the youth aware of the same. Most good, well equipped training centres especially those approved to undertake NSDC related activities are in cities and towns, which tribal youth may not be able to access. Government projects in partnership with not for profits are also limited because the Government expects that the not for profit would carry out all activities and place the youth too, while financing these activities is a long-drawn process and there are multiple issues around financing. So not for profits also shy away from this. Additionally, not for profits should also have skills in training to meet industrial requirements and improve employability of tribal youth themselves. A major bottle neck is that industries prefer labour who are already semi-skilled so that they do not have to invest in training them. They bring such labour from different States and put them in small shanties at low costs. For them it is not important whether the labour is tribal or not. The skills matter more to them.

To increase employability of tribal youth the following steps are recommended:

1. Improve government and not for profit partnerships in tribal districts and districts for skilling them. There should be proper financing of the project by the Government with skilling programmes by the not for profit
2. A drive on career counselling should be taken up by ITI's
3. A study on tribal landholding and agriculture should be undertaken and tribal people with marginal landholding should be provided with proper irrigation facilities so that they can cultivate their own lands instead of being labourers in other people's lands in different districts
4. Industries should be sent a notice to absorb tribal youth and give them on the job training

Recommendations as a Destination

Gujarat has emerged as major destination states for many states. Likewise Kerala, Gujarat administration needs to take proactive measures address needs of in-migrants, since they are forming major backbone of state's economy. Key recommendations are;

1. Registration of in-migrants, and strong grievance handling machinery in case of exploitation of workers at workplace.
2. Migrants need to be registered for the tracking and provision of micro finances and other support services at the destination.
3. Active inclusion of concerned migrants in construction welfare board.
4. There is need to raise awareness among the migrants regarding the various child labour laws and policies. Also need to sensitize those people who are responsible for sending children to labour in the textile market and other sectors.
5. Identifying opportunities for alternative income generation and skill enhancement of the tribal youth that, would serve to harness the potential of various kinds of semi-skilled and skilled migrants with experience in Surat, Ahmadabad and other migrant destinations throughout Gujarat.



Community FGD at Panchmahal, Gujarat

Telangana

Tribal migration within districts of Telangana is common, but it is noticeable that tribals of Telangana they do not migrate to other states for livelihood. Telangana is identified a major destination for tribals of other states. There are three notable instances of a movement of tribal populations into Telangana from other states

Profile of Tribal Population of Telangana

The tribal areas of Telangana can be classified into four zones each with a predominant tribal community.

1. The Gond-Kollam area of the erstwhile Adilabad District
2. The Koya area of the parts of the erstwhile Khammam and Warangal Districts
3. The Chenchu area of the forested parts of the erstwhile Mahboobnagar District
4. The Lambada (Banjara) areas spread across the plain areas of Telangana

As can be seen the Gonds, Koyas and Lambadas constitute over 85% of the tribal population of Telangana. There are totally 32 communities recognized as Scheduled Tribes in Telangana, though if we include the sub-communities the number is much larger but the large majority of the population belongs to the 3 listed above.

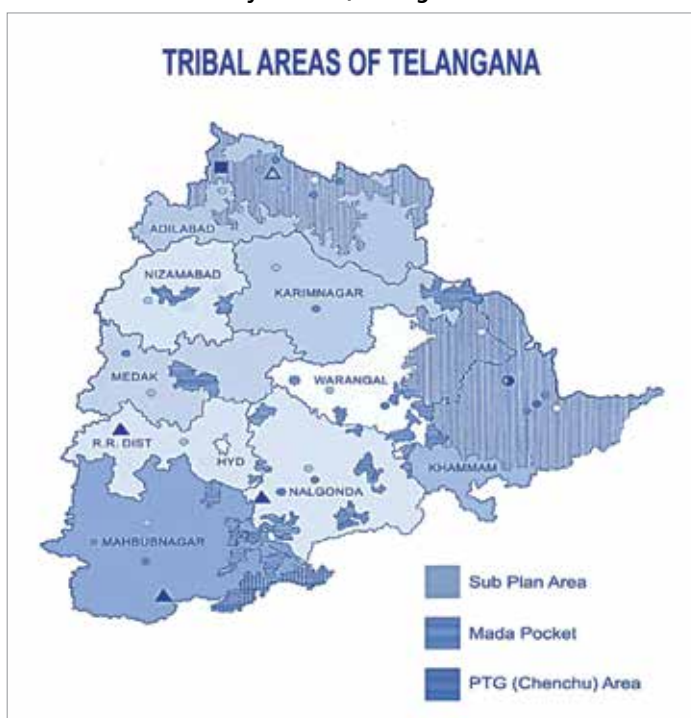
Hyderabad district profile

Hyderabad is seen as a gateway for a better life from migrants. It is a hub of small scale manufacturing units. Hyderabad much attracts migrants for its jewellery and embroidery work. Construction industry is booming up in all main metropolitan city. City attracts migrant towards the scope work for every kind of worker. One of the favourite destination for migrants.



Child Migrant Hyderabad, Telangana

Figure 19: Highlighted Tribal Areas in Hyderabad, Telangana



Source: mapsofindia.com

Key Insights

- Study has shown more of inter-district migration in Telangana. Interstate migration from the study area was almost negligible.
- Study found out that in spite of workers having MNREGA cards, the locals were not able to get jobs or if they get job its not for long period. Hence, they have to move to other districts in order to earn their livelihood.
- Livelihood migration from Odisha to Telangana especially into construction and Brick line sector is notable. There are no reliable figures on in-migration of seasonal workers/labour into Telangana. It is known that large numbers of people come from Uttar Pradesh, Bihar, Jharkhand and Odisha. In Hyderabad, for example leather workers, furniture makers, and bangle makers come from Uttar Pradesh. Karchop (a type of embroidery) and construction workers come from Bihar as well as workers in the steel industry. People from Odisha are predominant in the hospitality industry as cooks and waiters.
- Interstate Migration for livelihoods from is not notable issue amongst the tribal population in Telangana. The only exception we have noted being that people from the Lambada community are part of the labour outmigration from Mahboobnagar district, a district famous for its construction labour (Palamur labour). The Lambadas (who mainly live in hamlets close to villages) are mobilized by contractors along with people from other communities for seasonal migration.
- There are two notable cases of migration from other states into Telangana:
 - ◆ Migration of Muriya Gonds (Gutti Koyas) from Chhattisgarh into the border areas of Telangana. There are varying estimates but the total number of people is between 10000-20000. The causes are both distress (due to Naxal related conflict in Chattisgarh) and opportunity because of better infrastructure, land availability and access to services. The downside is that the Muriyas are not recognized as STs in Telangana and so not entitled to benefits as a right. They are also not able to access services to the poor such as the PDS, NREGA, Arogyashri, ICDS etc., except in instances where these are provided at the discretion of the District Administration. Further, because they clear-fell forest lands to establish their settlements and farms there is always a tension with the Forest Department.
 - ◆ Migration of Lambadas from Karnataka and Maharashtra: This is mainly an opportunity migration because the community is recognized as ST in Telangana and over the years it has been fairly easy for them to establish and prove their domicile in the state. Apart from the advantages of accessing education, reservations in jobs, they are also able to purchase lands in the Scheduled Areas because of their ST status and this has changed the land-holding patterns across the tribal regions of the state.
- Telangana is the first state in India to pass the Telangana State Scheduled Castes and Scheduled Tribes Special Development Fund (Planning, Allocation and Utilisation of Financial Resources) Act, 2017, wherein funds for ST development are not only directly monitored but unutilized funds are not allowed to lapse but are carried forward to the next year. The impact of the implementation is yet to be assessed.



FGD with women and interview with key informants at Kanthanpalli, Telangana

Key Concerns

- The conflict between the Lambadas and the other tribes in Telangana is dominating the discourse on tribal development in the state. This is because the Lambadas are both educationally and economically more advanced than the other tribes and therefore their access to and control over resources earmarked for tribals is a cause for concern. The Lambadas were recognized as STs in 1976 and their population (in Telangana) in 1981 was about 8 lacs. The Lambada population now consists of over 2/3rds of the total tribal population (22 lacs out of 33 lacs) i.e., a growth of 150% over 30 years which is close to 3 times the normal population growth rates.
- Extreme poverty, nutrition, access to farming land and livelihoods are by and large not problems in the tribal areas (with the exception of Chenchus and Muria gonds). The major issues which have been pointed out in all the tribal areas in varying degrees have been those of education, health services and infrastructure (protected water supply and road connectivity). This was especially so in villages in the Schedules Areas.
- The Chenchus are classified as a Primitive Tribal Group (PTG) and are traditional inhabitants of the forest tracts of the Nallamalla Hills adjoining the course of the Krishna River. They are traditionally hunter-gatherers practicing primitive agriculture. Their encounter with modernity has been quite bad for the community. Their population is dwindling over the last three censuses, and consistent efforts are made by the government to relocate and rehabilitate them outside the forest areas. The main reason being that their traditional habitat is now part of a Wild Life Sanctuary under Project Tiger. Many of these efforts have not borne fruit because of the inability of many of the Chenchus to adjust to modern ways of living. Their status is much below on indicators such as nutrition, chronic diseases, MMR, IMR, education and so on. Their resettlement could be thought of as an unwilling migration that has not worked out.

State Initiatives for Tribals in Telangana

Livelihood Programmes

The Telangana Scheduled Tribes Cooperative Finance Corporation Limited (TRICOR) is the apex financial body working towards enhancing livelihoods of the tribal communities in Telangana. It was set up in 1976 and has been providing financial assistance in the form of margin moneys, subsidies and term loans. After the formation of Telangana, the new government also decided that small loans were not desirable and instructed TRICOR to increase the size of the schemes so that at present the scheme size can go up to Rs. 10 lacs with subsidies ranging from 50% to 80% with a ceiling of Rs.5 lacs. The method of finalizing their annual plans has also changed. After the state budget decides the allocations to the tribal department in March-April the department holds a 3-day state-level workshop to make plans based on local demand. As per the guidelines a weightage of 67% is given for the tribal population of the district and 33% if it is in a Scheduled Area. It should be noted however that tribe-wise allocations are not done, except in the case of the Particularly Vulnerable Tribal Groups (PVTG), as this is not permitted by the Act. This is done both sector wise and district wise and sent to the government for approval. After the approval is obtained a road-map is prepared for implementation.

For 2017-2018, the Telangana Govt. have issued orders for implementation of Economic Support Scheme (ESS) for the benefit of 19710 ST beneficiaries with an outlay of Rs.225 crores. If we include the bank and beneficiary contribution the amount would come to about Rs.300 crores. As on date out of 95000 people who have applied (through an online portal!) 20245 have been identified and loans sanctioned to 17300. It is noteworthy that the average size of the loan is Rs.1.5 lac which is a sizable amount.

TRICOR is also developing some innovative approaches to address emerging opportunities and some of these are discussed below:

Driver Empowerment Programme

Many tribal people from the surrounding districts have migrated to Hyderabad in recent years. As mentioned earlier they have a big presence in the transport sector driving auto-rickshaws, cars, and heavier vehicles. During 2016-17 it was decided to pilot a scheme to provide ownership to cab drivers. The scheme was structured in such a manner that out of the Rs.7,45,000 required, Rs.4,50,000 was provided as subsidy, Rs.50,000 as the beneficiary contribution and the balance Rs.2,45,000 as a loan from the bank. The scheme is working well with people earning Rs.25-30,000 per month and in case two people are driving the car up to Rs.50,000. The pilot was done with 50 people and has now been scaled up to 500. The components include skill enhancement through Maruti Driving School, and assistance for placement with Uber.

During the year 2017 -18, the Government of Telangana have issued orders for implementation of Driver –Cum – Owner scheme for the benefit of (500) ST drivers in the state with subsidy amount of Rs.25.00 Crores vide G.O.Ms.No.157, TW(LTR) Dept., dated:23.03.2017 for which online applications have been called for through OBMMS web Portal. A total of 4919 applications have been received through online and the District Level joint Selections have been conducted in (31) districts in coordination with the District Collector concerned and short listed (417) ST beneficiaries based on the certain laid down criteria. As on date (261) units have been sanctioned and (129) vehicles are distributed, remaining are under progress.

CM ST Entrepreneurship & Innovation Scheme

Over the last decade there have been many youths from the tribal communities who have successfully completed professional education, such as engineering and management, from reputed institutions. This has happened especially after the revamp of the residential high schools and junior colleges for tribals. Some of these youth are interested and have the potential to entrepreneurship and Innovation Scheme” to promote tribal entrepreneurs in an industrial approach become entrepreneurs. TRICOR has conceptualized a new scheme with the name of “CM ST” in the form of Incubation Center.

The Government of Telangana have issued orders together with operational guidelines for implementation of the scheme vide G.O.Ms.No.51 Tribal Welfare (LTR) Department, dated 01.09.2017, an amount of Rs.50.00 Crores has been earmarked to cover (100) prospective tribal entrepreneurs with the facilitation of Telangana Incubation Center for Tribal Entrepreneurs (TICTE).

The Indian School of Business (ISB), a top-notch business school, has been selected as a knowledge partner for setting up of TICTE and for conducting capacity building capacity training to the Tribal Entrepreneur. The ISB has submitted detailed work plan for incubating (100) ST entrepreneurs by providing knowledge, marketing and financial linkages. Total (1401) applications have been received through online registration and 108 candidates have been short listed for capacity building training at ISB, Hyderabad.

A similar programme is underway in collaboration with the National Academy of Construction (NAC) to promote the ST Civil Engineers as Class - V Contractors. The components include training, handholding through the registration process and ensuring that contracts are entrusted to these people

Capacity Building of Tribal Farmers

As mentioned earlier farming in the agency areas is undergoing a change. Modern methods of agriculture and a market orientation in the choice of crops is gaining ground. Across large tracts of agency areas farmers from plain areas are taking lands on lease from tribals and producing for the markets and the tribal owners of the lands are reduced to rentiers and wage labour. There is a good potential in organizing farmers in producer groups/companies and orienting them to this opportunity.

The Department has been working along with the Society to Eliminate Rural Poverty (SERP), a government promoted institution, in this direction. SERP mobilizes farmers into Common Interest Groups and provides them linkages with the financial institutions and the markets. There is also a tie-up with the International Crop Research Institute for the Semi-Arid Tropics (ICRISAT) for transfer of technology and knowledge. Through this arrangement during the last year 500 tribal farmers (in ten groups) have been given an understanding of 5 sectors namely, agriculture, pisciculture, horticulture, floriculture and dairying. They participate in a seven-day training programme followed by exposure visits. They have been taken to places with the best practice, not only in Telangana, but in other states such as Bangalore for floriculture and Gujarat for dairying. One of the important feedbacks received from them is that though exposure to technology was good there is a need for a continuous contact with experts. This is reasonable as a lot of handholding is required when adopting new technology. ICRISAT has formed a cell for this purpose which enables the farmers to contact them and get advice. The advice starts before the onset of the rains and the start of the agricultural season. Tribal farmers from all over the state are participating in this. Based on the experience so far this programme is set for expansion in the future.

Forest Land Rights

The status of implementation of the Forest Rights Act 2006 in Telangana can be seen in the table below:

Table 31: FRA 2006 Status of Implementation

Claims Received			Claims Accepted			Extent of Land		
Individual	Community	Total	Individual	Community	Total	Individual	Community	Total
183107	3427	186534	93494	721	94215	300092	454055	754147

Source: Report on status of Implementation FRA, 2006 as on 30.11.2018. (Tribal.nic.in)

Telangana is among the better performing states in India with regards to the implementation of FRA. Though there are many claims for Individual Forest Rights that are pending with it the government has decided to slowdown/halt further processing of claims. Part of the reason is that in many areas non-tribals have filed these claims. They have claimed that they have lived in these areas for 75 years as required by the Act but it is difficult to ascertain the veracity of these assertions. There is also an issue with regard to Lambadas claiming these lands. According to the Act any person from the STs can file these claims if they have been in possession as of 2005. The exception being that if they are from out of the State they do not have ST status and therefore have no claim. This is a complicated situation and the Government is to make up its mind about how to resolve it. However, in the cases where it has granted the titles, the government has been proactive and has conferred all the rights that a D Form Patta holder has.

There is a recent policy initiative of the Telangana Govt. to provide input subsidy to all agricultural landowners at the rate of Rs.8,000 per acre per year. Initially farmers owning land under RoFR pattas had been excluded from this initiative but the government has reviewed the situation and now they have been made eligible to receive this subsidy. Given that the average land holding is 3 acres (see Table) each tribal farmer with a patta stands to get about Rs. 25,000 towards input subsidies. This along with the initiative to improve productivity of tribal farm lands holds a good promise for the future.



PO, ITDA, Eturunagaram review Meeting

The research team had the good fortune of attending a review meeting on the subject conducted by PO, ITDA, Eturunagaram with all the concerned Tahsildars and Agricultural Officers. It was really heartening to see the progress made in ensuring that the cheques reach the farmers and also efforts being made to address all the discrepancies that creep into such a large exercise.

Initiatives for Migrants in Telangana: Odisha to Telangana Livelihood Migration

Pilot initiative to address Odiya Migrants in Telangana

There was some effort to revive this work in 2016-17 by Labour department, Odisha A help desk to be set up in Hyderabad was launched via video call on 1st May 2017 between the Chief Minister of Odisha and the Labour Minister of Telangana. But things do not seem to have moved as the Help Desk has still not been activated.

As part of the same initiative a base-line study was done in Karimnagar district in which 55 brick kilns were active. It was found that out 1055 families that had migrated from Odisha, 556 belonged to the Scheduled Tribes, and 207 belonged to the Scheduled Castes.

The key areas of intervention were developed in accordance with the understanding arrived at with the District Administration as narrated below:

Enrolment of Workers under Building and Other Construction Workers Act

In the last season, 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.

Bank Accounts and Financial Inclusion

It is reported that a 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. From initial discussions with the 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. This is something that has to be worked out with the banks and needs the support of the district administration.

Given the present Govt.'s drive to towards a cashless economy and the shortage of liquidity that is expected to continue this is an aspect that cannot be foreseen with accuracy.

Anganwadi Centres

Anganwadi centres have been given sufficient funds to provide supplemental nutrition to young children. The budget will be entirely provided by the State Government. This is an important activity as young children without adult supervision are likely to wander into the work-site seeking their parents and this could be both unhealthy and dangerous. Anganwadi Centres also provide services to pregnant women and lactating mothers under the Arogya Lakshmi Programme of the Govt. of Telangana. Women are eligible regardless of their state of domicile. For babies and children who are too young to be in the Aanganwadi, a few crèche models will be implemented in partnership with NGOs who have good experience in this field.

Bridge-Schools

The District Administration has sufficient funds for appointment of Vidya Volunteers under the Sarva Siksha Abhyan. The problem however is that the schools at the kilns require Oriya teachers. There are two issues

- a) The difficulty of finding Oriya speaking teachers
- b) The honorarium paid by the SSA is inadequate to motivate a person from Odisha or other border districts of Andhra Pradesh to relocate to Karimnagar for the season.

Health Services

At present the health services provided by the Government is sketchy and neither Health Workers visit nor are medicines made available to the workers. In cases where there are minor health issues services of locally available RMPs (Registered Medical Practitioners) are used. This situation is far from satisfactory. A proposal has been made to institute a process of a monthly health-check using the services of a qualified doctor, the cost of which will be partially borne by the owner.

Public Distribution System

This is another major scheme of the Govt. that has the potential to reduce the living expenses of migrants. Under the new Food Security Act, 2016 migrants are eligible to draw rations in the states they are working in, but the full implementation of the Act is yet to take place in Telangana.

Conclusions

In conclusion one can say that the major tribal communities of Telangana i.e. the Lambadas, Koyas and the Gonds are not particularly deprived and are able to access government policies and schemes where available. The availability of land makes livelihood based on farming and allied activities possible. Distress migration to other states for livelihoods is not noticed on any appreciable scale. Opportunity migration to urban areas (mainly Hyderabad) amongst Lambada youth is a perceptible trend. Nutrition and incomes have also stabilized because of access to the PDS, NREGA, and forest-department generated work. However remote settlements especially those in forest areas continue to suffer for lack of infrastructure and access to education and health services.

Major interstate migration is noticed from Odisha to Telangana in construction industry. Labour department of Odisha has taken cognizance, they have signed MOU with Telangana labour department to set up special assistance centers to enable social security and legal support to Odiya workers, is a welcome step. State tribal department of Odisha needs to work in co-ordination with Odisha labour department to stabilize the local livelihood of migrating tribals through its existing schemes that can minimize the distress migration out of Odisha.

Recommendations as Source State

The following recommendations flow from the conclusions drawn above:

1. Strengthen the Implementation Provisions of the SC & ST Special Development Fund Act.

This Act earmarks a definite percentage of budgetary funds for the development of the STs and is thus a landmark. Funds are channelled 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. Since the Act is now being implemented for a few years there is a need for an Impact Assessment to identify the strengths and weakness of its implementation. Special attention needs to be paid to find out what quantum of the funds are directly benefitting tribal populations as against benefits to the population of the area as a whole.

2. Categorisation of STs

One of the major issues identified has been the dominance of one tribe in matters concerning reservation. Though information could not be obtained from the department, sources report that close to 90% of the benefit goes to this one tribe. This is mainly to do with education, jobs, and accessing the various economic schemes promoted by the government. To counter this there is some thinking that the quantum of ST reservation should be increased. This does not address the problem as the same situation is likely to continue in the new dispensation. The only feasible way is to introduce a categorisation. 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 RoFR – provision of non-traditional forest dwellers to be extended to STs

There is a provision under the Forest Rights Act that non-traditional forest dwellers need to prove that they have been living in the area and in possession of the land for 75 years. Unfortunately, however, this provision is being applied only to non-tribal people. 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 RoFR pattas already issued through this lens.

4. Recognition of Muria Gonds (Gutti Koyas) as Internally Displaced People

The pitiable plight of the Muria Gonds living in Telangana has been substantially documented over the last ten years or more. Even till date what little help they get from the State is more in the nature of charity than any right they have. They are so obviously tribal people from an area contiguous to Telangana, yet they are not recognized as such. 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.



FGD with Muriya Gond Family, Telangana

Recommendations as Destination

1. 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 Ministries of the Union Government 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. MoTA as an enabler and facilitator

As seen in the narrative there a number of issues pertaining to tribal communities that involve more than one state – the Polavaram project oustees; seasonal migration from Odisha; and the Gutti Koyas from Chhatisgarh 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.



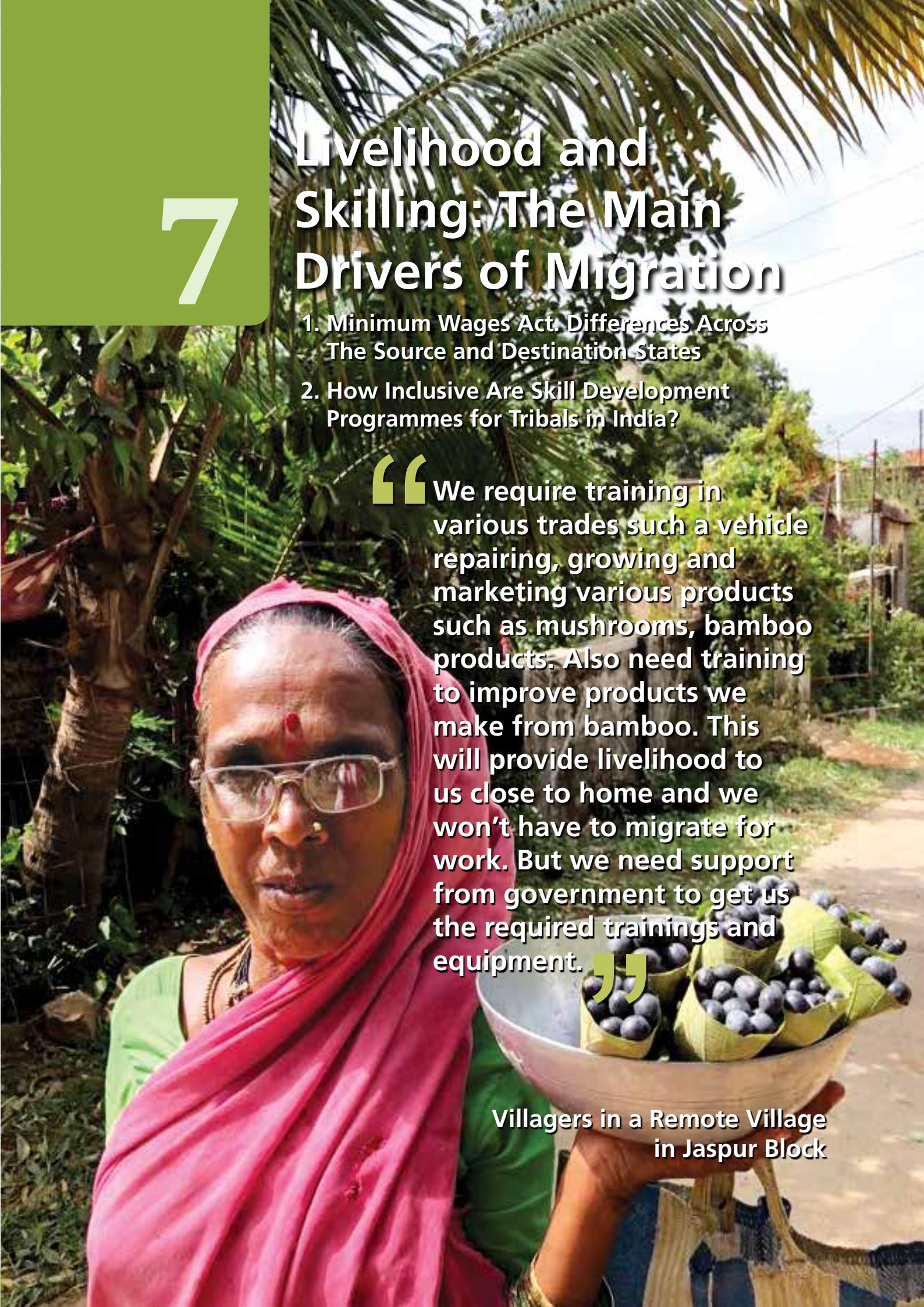
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Livelihood and Skilling: The Main Drivers of Migration

1. Minimum Wages Act. Differences Across The Source and Destination States
2. How Inclusive Are Skill Development Programmes for Tribals in India?

“ We require training in various trades such a vehicle repairing, growing and marketing various products such as mushrooms, bamboo products. Also need training to improve products we make from bamboo. This will provide livelihood to us close to home and we won't have to migrate for work. But we need support from government to get us the required trainings and equipment. ”

Villagers in a Remote Village in Jaspur Block



1. Minimum Wages Act: Differences Across the Source and Destination States

Introduction

The Indian economy is dualistic, characterized by the existence of a comparatively well organised sector along with an unorganized sector, with a pre-dominance of self-employment. According to the NSSO Employment-Unemployment Survey of 2011-12, 92 percent of the workers out of the total workforce of 474.23 million are informal workers.

The Minimum Wages Act, 1948 is a Central legislation aimed at statutory fixation of minimum rates of wages in the employments where sweat labour is prevalent with possibility for exploitation of unorganised labour. The provision of the Act are intended to achieve the object of doing social justice to workmen employed in the scheduled employments by prescribing minimum rates of wages for them. The Act aims at statutory fixation of minimum wages with a view to prevent exploitation of labour. Minimum wages means legally enforceable lowest limit of wage in a given industry in a given State fixed by a process invoking the authority of the State.

“The Minimum Wage Act, 1948 derives its principle from Article 43 enshrined in the Directive Principles of the Constitution of India which mandates that “The State shall endeavour to secure, by suitable legislation or economic organisation or in any other way, to all workers, agricultural, industrial or otherwise, work, a living wage, conditions of work ensuring a decent standard of life, and full enjoyment of leisure and social and cultural opportunities in particular” to ensure a fair deal to the labour class. Further, Article 39 of the Constitution of India also reinforces that the State shall, in particular, direct its policy towards securing (a) that the citizen, men and women equally shall have the right to an adequate livelihood and (b) that there is equal pay for equal work for both men and women.”

The Minimum Wages Act, 1948 provides for fixation of minimum wages by the appropriate governments at the Centre and State for the different scheduled employments under their respective domains for different time periods. The Act lists out the schedule of employments where minimum wages are applicable and are notified by the Central/State Government respectively. There are two parts of the Schedule. Part I has non -agricultural employments whereas Part-II relates to employment in agriculture. As of now there are 45 scheduled employments at the Centre and as many as 1679 employments at the State level (Annexure-I). All the list of industries mentioned in the schedule of the Act may not be applicable to all the States. The States may notify minimum wages only if there are more than 1000 workers working in the State in a particular employment. As of today minimum wages varies across different industries in the same State and across States for the same industry.

Minimum Wages of Various States

The wage levels would vary State-wise and in some States, may differ based on geographies-coastal , hilly or plains or differ on the basis different industries/sectors/employments. “India is a vast country with cost of living varying across States. India cannot have a single national level minimum wage. The most of the States have categorized the labour involved in the unorganized sector into unskilled, semi-skilled, skilled and highly skilled depending on their skill sets, education level and the type of work they perform.

i) Unskilled: An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

ii) Semi-skilled: A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

iii) Skilled: A skilled employee is one who is capable of working efficiently of exercising considerable independent judgement and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

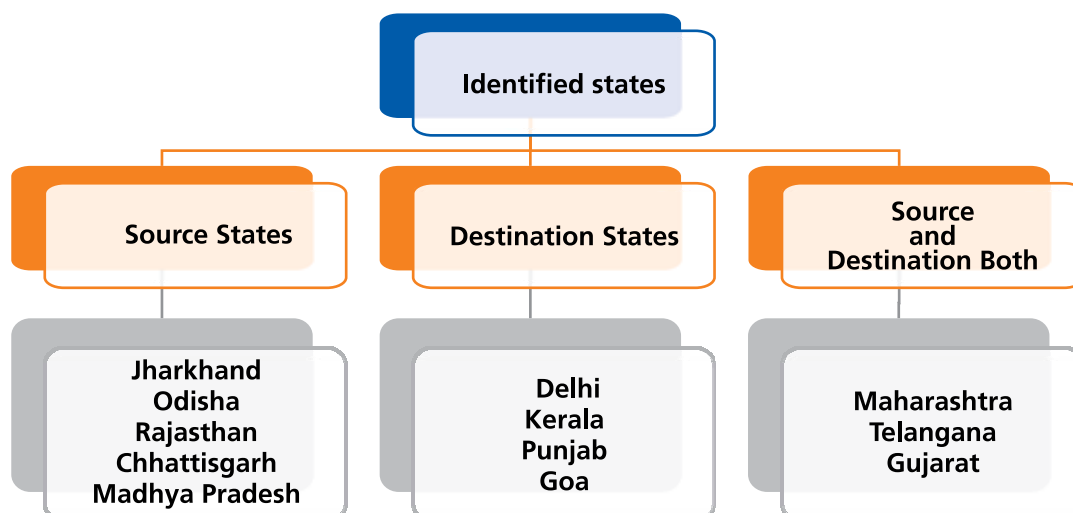
iv) Highly Skilled: A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled employees.

Minimum Wages as Pull factor or Push Factor for In and Out Migration across States:

Migration is not purely a personal matter and is a chain of development from individuals to households, communities and ultimately countries. Growing disparities in wealth, income, human securities, human rights and demographic trends across the countries are all exerting upward pressure on migration. The migrants consider the various labour market opportunities available to them in the rural and urban sectors and choose the one that maximizes their expected gains from migration. This premise can be extended to interstate migration and immigration between states and within the state.

Minimum wages is the sole most important factor leading to migration. Lower rates of minimum wages in the origin place/State fails to fulfill their basic and civic amenities, the higher wages in the destination States offer lucrative opportunities for them to earn relatively more income, thereby leading to migration. In the process they are not only able to meet their basic needs but also their unseen dreams get fulfilled. Social and economic desperation at the place of origin most of the time render them to be pushed out as migrants. They bring remittance back to the place of origin. The structural frame of the local place that promotes out migration is not always eager to incorporate the drifter. Out-migrants are generally excluded from the government schemes meant for indigenous population. State experiencing immigration mostly hires migrant labour for unskilled and mundane work which is comparatively cheaper than semi skilled or skilled labour in the particular State. According to ongoing study "understanding patterns of tribal migration" various source as well as the destination States have been identified on the basis of migration taking place within and outside these States.

Figure 20: Classification of Identified States



Data Collection

Under the constitution of India, labour is a subject in the concurrent list where both the Central and the State Governments are competent to enact legislations and certain matters are reserved only for the Centre. Different states categorize different schedule employments as per the type of work available or prevalent in that particular state. Similarly the criteria for setting the rates of minimum wage are different subject to the cost of living in that particular state and also on the availability of the labour (surplus or scarce).

During research on patterns of tribal migration in source and destination states, it has been observed that rate of daily wages in source states are comparatively lesser than those prevailing in the destination states. In order to trace as to whether monetary reason is one of the primary reasons for the movement of people from one state/area to another, a comparative study of the minimum wages has been performed and it has been derived that people do migrate from less paid states to the better paid states, and within states too from less paid to better paid areas. Thus, money is one of the prime reasons witnessing such a movement.

For preparing the comparative study, the minimum wage rates of source as well as the destination states have been collected from various states. Various hurdles were experienced and overcome while collecting the data on minimum wages. The information pertaining to the minimum wages of different states on the Ministry of Labour & Employment's website is updated only till the year 2016. Thereafter, the State Labour Departments have been contacted and the concerned officials have been convinced to provide the requisite information.

Many officials in the state of **Kerala**, vouched to the updation of their websites and outrightly denied to divulge any detail of their notifications on minimum wages. On referring their website, new updates have been found missing online.

The officials of **Telangana** state are cooperative but the information provided by them was not complete with the notification on Agriculture sector missing.

For the state of Gujarat, the notification was received from the central government official of the state but a common fixed rate was mentioned for Zone I, II & III for skilled, semi skilled, unskilled and clerical employees that too without any particular categorization of sectors into agriculture, construction sector etc.

The Central government official of Labour Commissioner Maharashtra was contacted but the updated information was available only with the state government officials. The minimum wage rates in this state have not been revised since the year 2014, only VDA i.e. Variable Dearness Allowance, which is fixed by the O/o Chief Labour Commissioner (Central) twice a year i.e. in the months of April and September of every year, are revised. There are around 32 industries whose minimum wage rates have not been touched upon from the last 8-10 years.

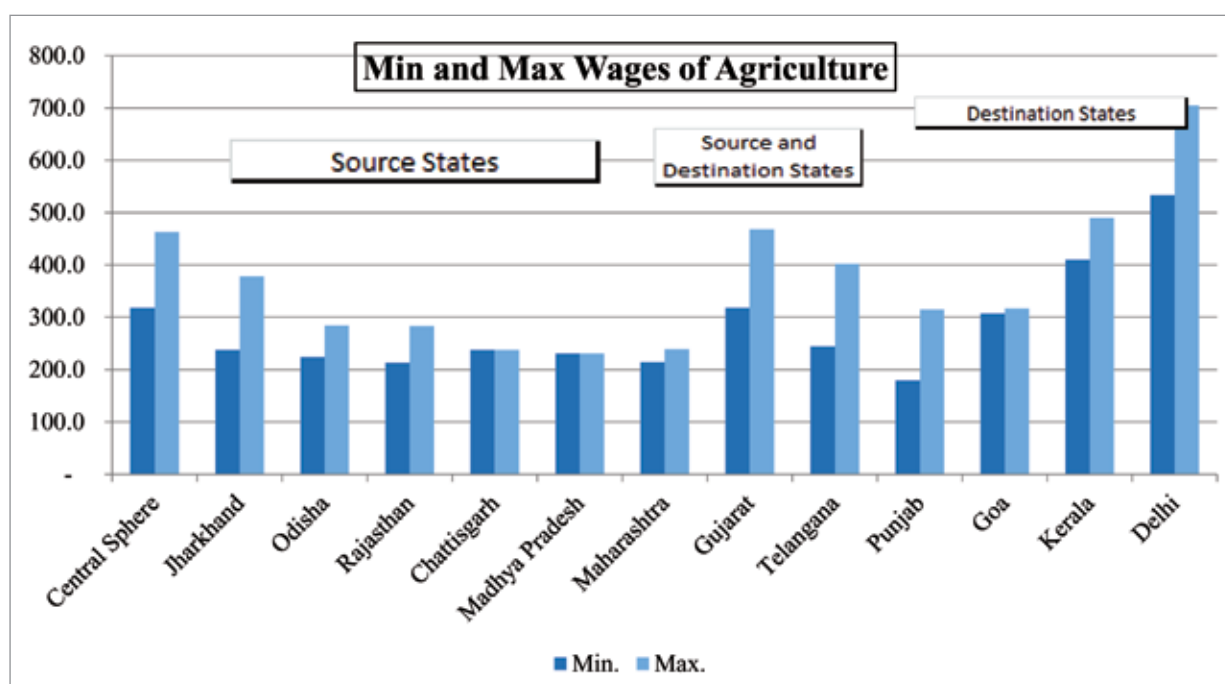
The websites of most of the state governments are not updated as the revised rates of minimum wage of the current year are not available for majority of the states. Moreover, for many states the wholesome updated information on all sectors and all scheduled employments is not available online. Below we have provided figures and tables depicting the minimum wages for agriculture and construction sectors in various states.

Table 32: Minimum Wages of Agriculture Sector of Source and Destination State

S. No	State/UT	Minimum Wages of Agriculture Workers(Daily wages with V.D.A)	
		Min.	Max.
1.	Central Sphere	318.0	463.0
2.	Jharkhand	237.4	378.7
3.	Odisha	224.3	284.3
4.	Rajasthan	213.0	283.0
5.	Chattisgarh	237.3	237.3
6.	Madhya Pradesh	230.7	230.7
7.	Maharashtra	214.0	239.0
8.	Gujarat	318.0	468.0
9.	Telangana	244.3	402.4
10.	Punjab	179.0	315.0
11.	Goa	307.0	317.0
12.	Kerala	410.0	490.0
13.	Delhi	534.0	705.0

Tables prepared by Disha Foundation through comparative studies from ministry of labour websites and information collected through state labour departments.

Figure 21: Comparison of Minimum and Maximum Wages of Agriculture Workers in Source and Destination States



Tables prepared by Disha Foundation through comparative studies from ministry of labour websites and information collected through state labour departments.

Table 33: Minimum wages (min and maximum limit) of different categories of construction workers in unorganized sector in source and destination State

S. No.	State/UT	Category wise Minimum Wages of Construction Workers (Daily Wages with V.D.A)							
		Min. Un-skilled	Max. Un-skilled	Min. Semi Skilled	Max. Semi Skilled	Min. Skilled	Max. Skilled	Min. Highly Skilled	Max. Highly Skilled
1.	Central Sphere	370.00	553.00	433.00	612.00	522.00	673.00	494.00	637.00
2.	Jharkhand	237.38	237.38	248.68	248.68	327.81	327.81	378.68	378.68
3.	Odisha	224.30	224.30	244.30	244.30	264.30	264.30	284.30	284.30
4.	Rajasthan	213.00	213.00	223.00	223.00	233.00	233.00	283.00	283.00
5.	Chattisgarh	311.54	331.54	336.54	356.54	366.54	386.54	396.54	416.54
6.	Madhya Pradesh	281.73	281.73	314.69	314.69	367.69	367.69	417.69	417.69
7.	Maharashtra	495.23	495.23	514.46	514.46	541.38	541.38	0	0
8.	Gujarat	304.20	312.20	312.20	320.20	320.20	329.20	0	0
9.	Telangana	324.57	324.57	352.73	352.73	384.88	384.88	0	0
10.	Punjab	302.41	302.41	332.41	332.41	366.91	366.91	406.61	406.61
11.	Goa	323.00	323.00	384.00	384.00	439.00	439.00	481.00	481.00
12.	Kerala	318.00	553.00	325.00	612.00	353.00	673.00	385.00	732.00
13.	Delhi	534.00	534.00	588.00	588.00	648.00	648.00	0	0

Source: Table prepared by Disha Foundation through cumulative information from respective states labour departments

Figure 22: Comparison of Minimum and Maximum Wages of Agriculture Workers in Source And Destination States

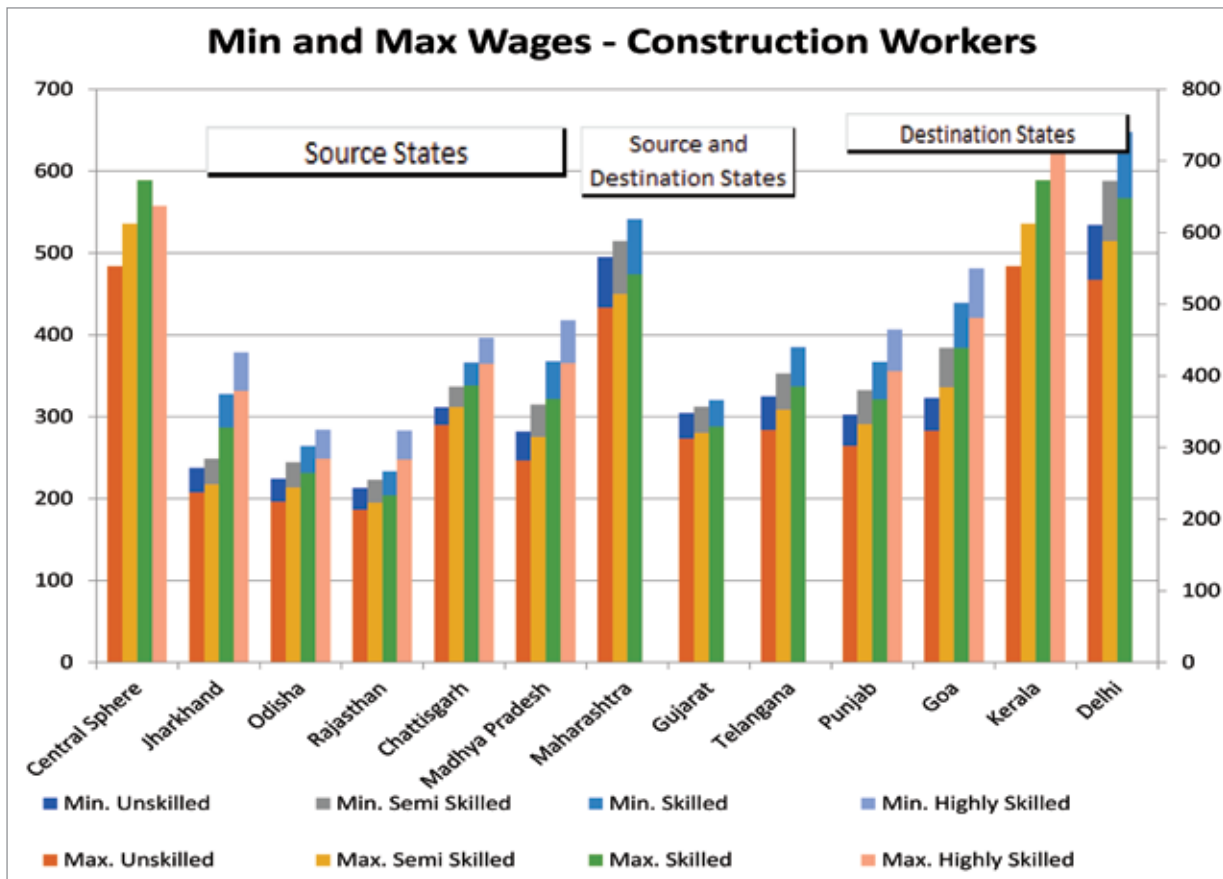
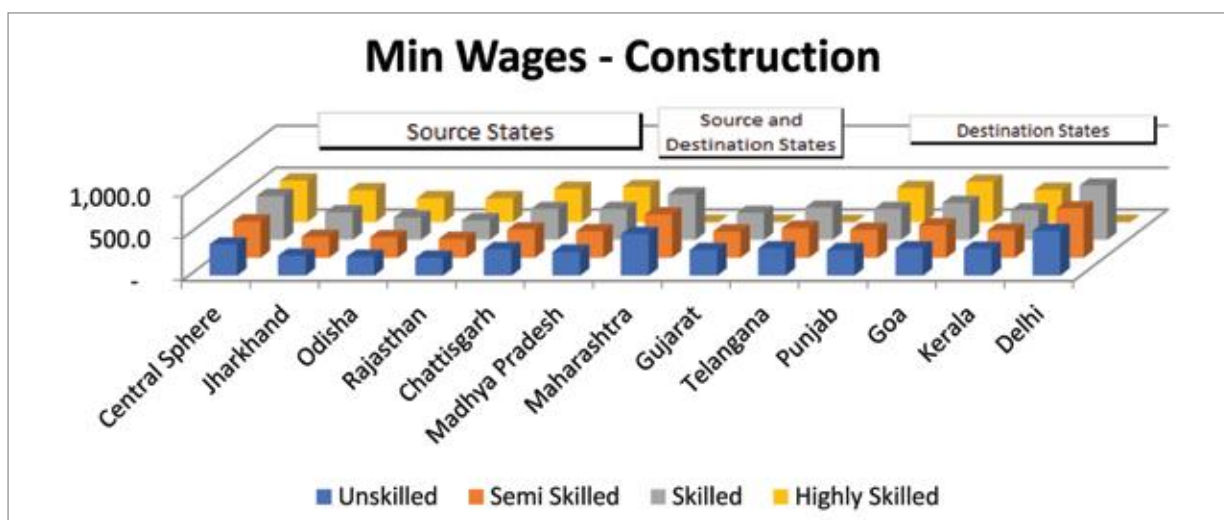
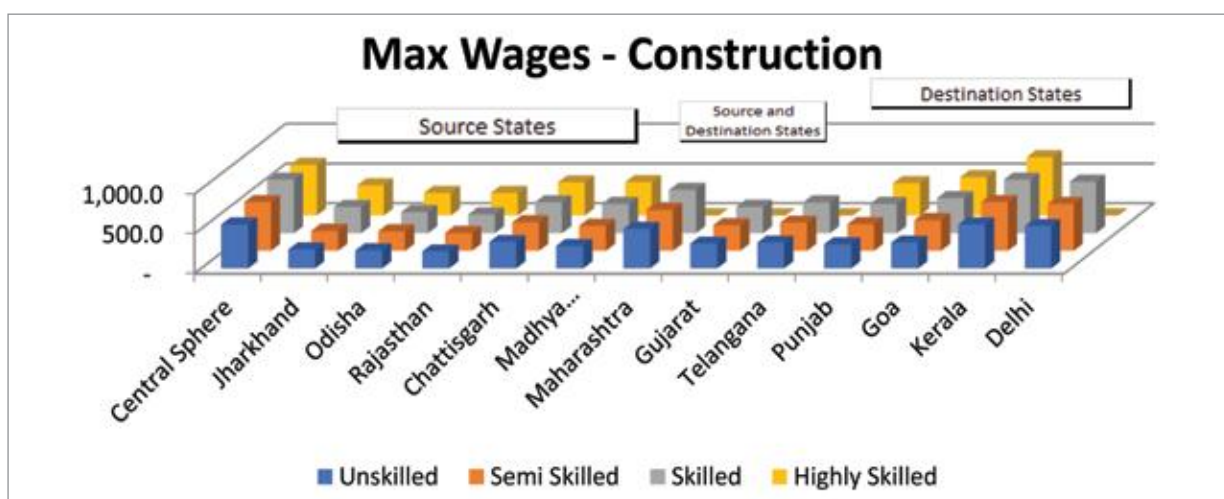


Figure 23: Comparison of Minimum wage limit of all source and destination states



Tables prepared by Disha Foundation through comparative studies from Ministry of Labour Websites and information collected through state labour departments.

Figure 24: Comparison of Maximum Wage Limit of all source and destination



Tables prepared by Disha Foundation through comparative studies from Ministry of Labour Websites and information collected through state labour departments.

Figure 25: Composite Graph of Minimum wage in source and destination State

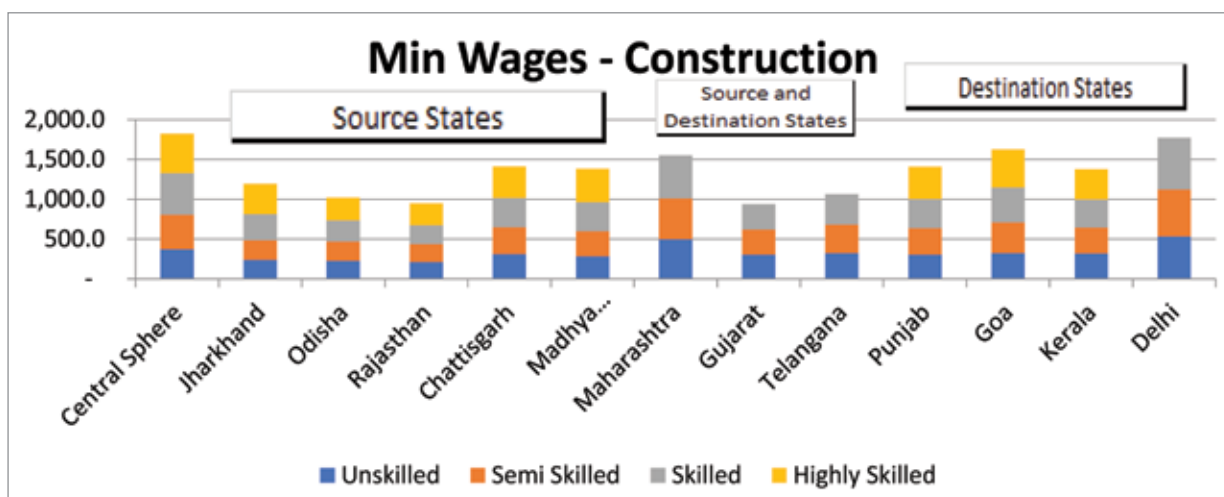
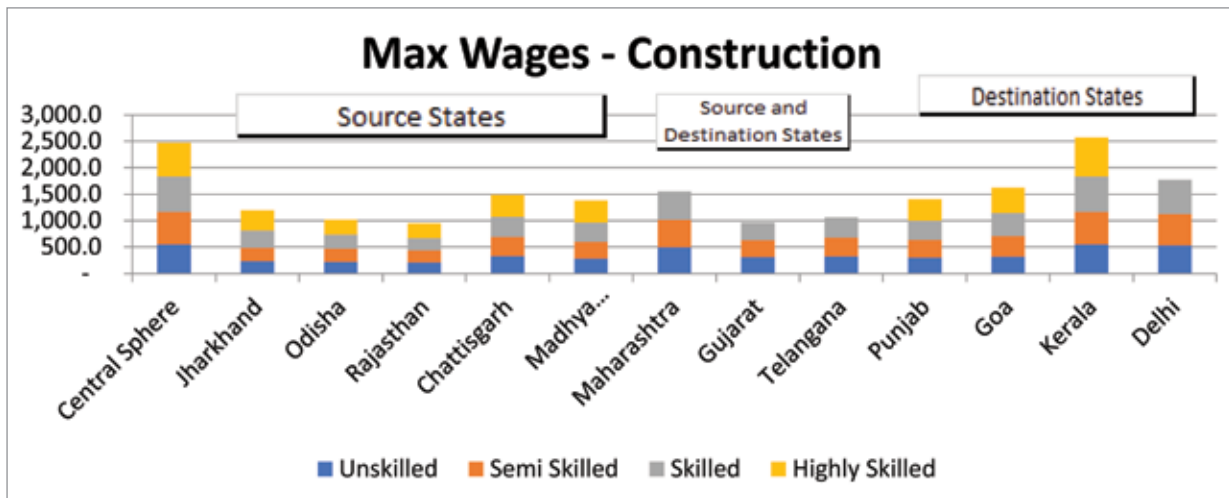


Figure 26: Composite Graph of Maximum Wage Limit of all source and destination State



Tables prepared by Disha Foundation through comparative studies from Ministry of Labour Websites and information collected through state labour departments.

Minimum Wages for Source and Destination States

The wage levels would vary State-wise and in some cases, may differ based on geographies- coastal, hilly or plains or may be different on the basis of Industries/Sectors/Schedule Employment. " India is a vast country with cost of living varying across States. Country like India cannot have a single national level minimum wage". Table shows that there is a fixed wage given. However some State have low minimum wage level than National level of minimum wage. As of today minimum wages varies across different industries in the same state and accross States for the same industry. Within the States like Kerala, Maharashtra the Wages vary depending upon type of work like working underground have more wages in comparison to their counterpart working above ground. Even the wages varies from different sectors within the State eg. Maharastra in same category i.e. unskilled workers, minimum wage for workers of Powerloom sectors is Rs 95.84 whereas minimum wage for workers of Rs 445.53 in utenstil industry.

The wages received in all kind of work is lower than the poverty line of the respective States in the case of major States like Madhya Pradesh, Jharkhand etc. Jharkhand, Madhya Pradesh and Odisha being the poor States, the wage levels in rural areas could be lower due to illiteracy, lack of awareness and weak bargaining power of the labour force and also because they are labour surplus States. But in the case of major States like Gujarat, Maharashtra, it is quite surprising and the possible explanation could be the influx of unskilled migrant labour from across country have enabled the employers to keep the wage levels low.

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 oppurtunities, 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 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, Chattisgarh, 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 tribals, may result in reducing migration to some extent.

2. How Inclusive are Skill Development Programmes for Tribals in India?

Skill Development for Tribal Communities in India⁹

Skill development has emerged as an important agenda for the Government of India with it being recognized as a driving force of economic growth and social development. High priority has been given by the Ministry to provide skill development opportunities to ST people for faster and inclusive growth.

As per Census 2011, 33 per cent of tribal households own or possess landholdings that are between 0.025 acre to 1 acre in extent, and of them, only 19 per cent actually cultivate these holdings. Tribal people are heavily dependent on agriculture for the livelihood means (about 80% of the total population). The fact that tribal people need special attention can be observed from their low social, economic and participatory indicators. A quick analysis of Census 2011 data clearly indicates the following points:

- a) Among rural tribal households, the proportion of households whose primary occupation is wage labour is higher than the proportion of households whose primary occupation is cultivation.
- b) The work participation rate among tribal women is higher than the work participation rate among other social groups although the wages of Tribal women are lower.
- c) A relatively high proportion of tribal workers are short-term migrants.
- d) There is acute deprivation with respect to living conditions in tribal habitations and high levels of poverty among tribal populations relative to other social groups.
- e) There is an increase in the number and proportion of tribal people living in urban areas.
- f) There is an increase in the number of educated tribal youth.

Although tribal communities mainly depend on agriculture for their livelihoods, the skill development and livelihood generation potential in the agriculture, forestry and non-farm sectors in tribal areas still remain largely underdeveloped with majority of STs not getting full benefits of growth in these sectors. The opportunities they have to earn daily wages out of traditional agricultural practices is meagre and seeks well thought of interventions to make the agro-based activities more meaningful and sustainable. In this backdrop, a multi-pronged approach aimed to address the skill development needs and aspirations of tribal communities has been adopted by the Ministry:

- a) Expanding the existing livelihood system by tapping potential livelihood activities, i.e., agriculture, horticulture, livestock, fisheries, non-farm enterprises, forestry, etc.
- b) Focus on 'employment' – building skills for the job market outside and rural nonfarm sector, and
- c) 'Enterprises' – nurturing self-employed and entrepreneurs (for micro-enterprises) for promotion of individual and group enterprises.

The Ministry through its programmes like Special Central Assistance to Tribal Sub Plan and Grants-in-aid under Article 275(1) focuses on employment-cum income generation activities and creation of infrastructure incidental thereto. Besides, there are scheme running of Vocational Training Centres. Further, TRIFED is engaged in the marketing, development of tribal products and skill development / up-gradation and capacity building of tribal handicraft artisans and tribal people engaged in the collection of minor forest produce with the ultimate objective of increasing their income and ensuring sustainable economic development. The Ministry under SCA to TSP, Grants-in-aid under Article 275(1)

⁹Source: <https://tribal.nic.in/writereaddata/AnnualReport/AnnualReport2016-17.pdf>

and CCD plans has impressed upon the State Governments for promotion of need based integrated livelihood initiatives and skill upgradation of tribals to get them respectable jobs such as:

- a) Diversified crops, horticulture, dairy development with State cooperative, backyard poultry, fisheries, apiculture, sericulture, etc. with proper market linkages.
- b) Modern skills: (i) Office Management, (ii) Solar Technician / Electrician, (iii) Beautician, (iv) Refrigeration and A/C repairing, (v) Mobile repairing, (vi) Nutrition, (vii) IT, (viii) Data Entry (ix) Home Nurse Training, (x) Automobile Driving and Mechanics, (xi) Security Guard, (xii) Housekeeping & Management, (xiii) Retail Management, (xiv) Hospitality, (xv) Eco-tourism, etc.
- c) Marketable traditional skills: Paintings, Handlooms, Handicrafts, Fabrication, Artisans, other Arts & Crafts, Plumbing, Mason, electrician, Electric & Motor Winding, Fitter, Welder, Carpenter, Ayurvedic & Tribal Medicines, etc.

Per Capita income of tribals being the lowest in the country, a need was felt to improve the same by empowering tribals through income generating trades. Towards this purpose, Income Generating Schemes Division was created on 10.06.2016. The Division has been entrusted with the responsibility of skilling of tribals, developing entrepreneurship amongst them through coordination with line Ministries like the Micro, Small and Medium Enterprises, Skill Development & Entrepreneurship, etc., and tapping their schemes and activities to the benefit of the tribal population in the country. Besides, this Division is also the nodal division for National Scheduled Tribe Finance and Development Corporation and implementing the scheme of 14 Highlights / Major Achievements 2016-17 "Support to NSTDFC" for which allocation for year 2016-17 is Rs.70 crore. This has been revised to Rs.60 crores at RE stage.



Rajsthan's Migrant Potter in Gurgaon

Study of the Existing Ecosystem

Overview of National Policy for Skill Development and Entrepreneurship 2015¹⁰

The Honourable Prime Minister on July 15, 2015 unveiled National Policy for Skill Development and Entrepreneurship 2015. It is the first such policy on entrepreneurship since independence and intended to replace the National Policy on Skill Development 2009.

Highlights of National Policy for Skill Development and Entrepreneurship 2015.

Objectives

Related to Skill Development: to make quality vocational training aspirational for both youth and employers, focus on an outcome based approach towards quality skilling, increase the capacity and quality infrastructure, establish an IT base duality infrastructure for aggregating demand and supply of skilled workforce and promote increased participation of women in the workforce among others.

Related to Entrepreneurship: to promote entrepreneurship culture and make it aspirational, enhance support for potential entrepreneurs through mentorship and networks and integrate entrepreneurship education in the formal education system among others.

Policy Framework for Skill Development

The framework outlines the following eleven major paradigms and enablers to achieve the objectives of the policy.

a. Aspiration and Advocacy

A National Campaign will be launched within three months to create awareness and a positive pro-skilling environment.

National Skills Universities and Institutes will be promoted in partnership with States as centers of excellence for skill development and training of trainers, either as new institutions or as a part of existing university landscape.

Skilling will be integrated with formal education by introducing vocational training classes linked to the local economy from class nine onwards in at least 25 percent of the schools, over the next five years.

To further the aspiration and respect association will skilling, National Skill Awards will be instituted in close association with major stakeholders.

The Prime Minister's Skill Development Fellow Scheme will be introduced to tap talented, young individuals who will work with the State and District administration to spread awareness about skill development, identify the local needs and steer skill development efforts in the region.

¹⁰<http://www.skilldevelopment.gov.in/assets/images/Skill%20India/National%20Policy%20on%20Skill%20Development%20and%20Entrepreneurship%20Final.pdf>

b. Capacity

By designing suitable incentive schemes, existing infrastructure both in terms of buildings and potential areas would be optimally leveraged for skill training. They include utilization of over 1.55 million schools, 25000 colleges, 3200 polytechnics and 83 youth hostels, around 1.5 lakh post offices and over 1 lakh kiosks across the country.

Apprenticeship will further be incentivized in the MSME sector through appropriate schemes for sharing of stipend etc. Government will target tenfold increase in apprenticeship opportunities in the next five years. Further, services sector will also be brought under the ambit of apprenticeship.

c. Quality

One Nation One Standard should become the mantra to ensure that national standards and quality of skilling are globally aligned and Indian youth can aspire to secure local, national and international job opportunities.

Recognition of Prior Learning (RPL) will be done that includes pre-assessment, skill gap training and final assessment leading to certification of existing skills in an individual.

d. Synergy

Ministry of Skill Development and Entrepreneurship (MSDE), which has been set up to coordinate skill development efforts in the country will within three months, notify common norms for rationalization of Central Government Schemes on Skill Development.

A national Labor Market Information System (LMIS) will be created to generate key analysis and reports which will determine policy interventions by different government stakeholders and the industry at large.

Skilling efforts will be completely aligned with the requirements of 25 key identified sectors of Make in India.

e. Mobilization and Engagement

The industry should earmark at least 2 percent of its payroll bill for skill development initiatives in their respective sector. These funds can be channelized for skill development activities either through the respective SSCs or through National Skill Development Fund (NSDF).

Industry should actively participate in designing curricula and standards for skill training courses.

f. Global Partnerships

Institutional arrangements through joint working groups, secretaries, etc. will be established for regular exchange of knowledge, experiences, research findings, teaching and learning materials, and innovations in skill development.

Foreign Governments, corporate and agencies will also be encouraged to set up skill centers and universities as well as participate in content creation, design of curricula and delivery of training.

Government would promote a skills training ecosystem that would also enable training and placements of Indian boys and girls in overseas jobs.

g. Outreach

KVKs will play a pivotal role in identifying local employment opportunities and providing adequate training and port-training support according to needs of local areas such as migration support for skilled workers.

A National Skills Research Division (NSRD), will be constituted within NSDA at the national level to conduct skill surveys including aggregation of the environmental scans done by SSCs, study emerging demand trends, operate the LMIS and other skilling platforms and databases.

A National Campaign including through a dedicated TV and radio channel, and skilling camps will be initiated to promote interest and mobilize youth for skilling.

h. ICT Enablement

The use of technology will be leveraged to scale up training facilities, enable access to remote area and increase cost effectiveness of delivery of vocational training.

An open platform for e-content on skill development will be created where further curated content will be crowd sourced.

Government envisions to leverage the facility of Digital Locker for creation of Skill Cards linked to Aadhaar for the labor force trained and certified as per NSQF.

i. Trainers and Assessors

A trainer/ assessor portal will be set up as a part of the National Portal to act as a repository and registration database for all certified and interested trainers/ assessors.

New institute for training of trainers will be set up in PPP mode, at least one in each State, to increase the overall capacity of ToT in the country.

j. Inclusivity

Adequate focus will be given to youth from deprived households by establishing skill development centers in areas which are underserved.

Special attention needs to be given to youth residing in border, hilly and difficult areas, including North Easter States, J&K and the hilly forested areas of central and eastern India to address their needs for employment and employability.

k. Promotion of Skilling amongst Women

Special mechanisms in the delivery of training such as mobile training units, flexible afternoon batches, training based on the local needs of the area, will be introduced to ensure participation and mobilization of women.

Training in non– traditional fields for women will be promoted through the establishment of specific training programmes that focus on life skills training modules and literacy training.

Policy Framework for Entrepreneurship

To unlock the entrepreneurial potential of the following nine-part entrepreneur strategy has been proposed under the policy:

- Educate and equip potential and early stage entrepreneurs across India
- Connect entrepreneurs to peers, mentors and incubators
- Support entrepreneurs through Entrepreneurship Hubs (EHubs)
- Catalyze a culture shift to encourage entrepreneurship
- Encourage entrepreneurship among underrepresented groups
- Promote entrepreneurship amongst women

- Improve ease of doing business
- Improve access to finance
- Foster social entrepreneurship and grassroots innovations

Governance Structure and Financing

MSDE will be responsible for implementation of the policy.

Financing

National Skill Development Fund (NSDF) will be utilized for implementation of skilling efforts under the policy.

To attract funds from industry, companies will be encouraged to spend at least 25 percent of the Corporate Social Responsibility (CSR) funds on skill development initiatives directly or through NSDF.

All Government schemes across sectors will be encouraged to apportion a certain percentage (10%) of the scheme budget towards skilling of human resources in local regions in the required sector.

A Credit Guarantee Fund for skill development and a National Credit Guarantee Trustee company (NCGTC) has been set up to support the initiative of loans for the purpose of skilling and will be used to leverage credit financing in the skill landscape.

A Policy Implementation Unit (PIU) will be set up so as to review the implementation and progress of the various initiatives under this policy. The PIU will be housed in MSDE with Secretary as the Chairperson and representation from NITI Aayog.

In this light, the Pradhan Mantri Kaushal Vikas Yojana has been the main scheme to support this policy initiative.

Focus of the Policy on the Tribal Sections

India holds a notable size of population consisting of Scheduled Tribes (STs). These STs need momentous push in terms of employment as well as employability. To ensure the same, suitable inclusions have been introduced in the National Policy for Skill Development and Entrepreneurship 2015.

The overall objective of the 'National Entrepreneurship Policy' is to create conducive conditions that augment continuous flow and emergence of opportunity driven entrepreneurs. One of the specific objectives of the Policy is to broaden the base of entrepreneurial supply by meeting specific needs of under-represented target groups like women, minorities, socially and economically backward communities, scheduled castes and Scheduled Tribes and under-represented regions to achieve inclusive, balanced and sustainable growth of entrepreneurship in the country.

In order to realize the stated goals and the overarching Vision of the Government to 'place India in the comity of front ranking entrepreneurial and innovative nations', specific policy instruments have been conceptualized. Some of them relevant to the populace comprising of STs is by Promoting 'inclusive entrepreneurship' by bringing women, minority communities, Scheduled Caste and Scheduled Tribes and other under-represented groups within the ambit of the Policy so that they get their fair share in the Government efforts to promote entrepreneurship. Provisioning business development services and business counselling for these target groups will be ensured, given its importance in promoting and nurturing entrepreneurship.

While the present efforts of various ministries of the central and state Governments are notable, they leave much to be desired. For example, Union Ministries of MSME, Rural Development, Housing and Urban Poverty Alleviation, Food Processing Industries, Justice and Social Empowerment, Department

of Science and Technology and Ministry of Textiles are engaged directly or indirectly in the promotion of entrepreneurship, addressing mainly under-represented sections of society and regions. However, there is plenty of scope to multiply such efforts. For example, there is hardly any reservation for SC/ST in Entrepreneurship Development Programmes, barring a few conducted for particular segments like women or SC/ST. So far, the focus on minorities is virtually non-existent. To improve the situation, the Government will:

- Suitably review the current entrepreneurship development strategy (which is, by and large, micro enterprises/self-employment focussed) of the Ministries and ensure that these under-represented segments and regions are adequately integrated in the approach by laying special focus on them.
- Map-out the areas of concentration of SC/ST and minorities and make special efforts to promote entrepreneurship among women and youth, in sectors in which they have some competitive advantage like skills, raw material base, etc. For example, primary value addition (initial processing) will be encouraged at source to help local small farmers and producer groups enhance their incomes.
- Undertake a mass campaign to promote entrepreneurship/self-employment among these segments by enlisting support of opinion leaders of such communities to encourage youth to look up to entrepreneurship and self-employment rather than seek employment.
- Promote the concept of 'Exopreneurship' wherein employees take an exit route to become entrepreneurs with the support of companies they had been working with, emulating Corporates like Ingersoll Rand that support such individuals by enrolling them as their vendors or suppliers of goods and services.
- Encourage Rs 100 crores plus companies to regularly organize entrepreneurship awareness and orientation camps to encourage their employees to set up their own ventures as their vendors or suppliers.
- Promote target specific micro enterprise development programmes for youth to build their capacities in terms of knowledge, skills and aptitude so that they are able to negotiate with the market forces successfully.
- Promote 'Group Entrepreneurship', so that these micro entrepreneurs, as producer groups, in rural, tribal and underrepresented areas are able to reap economies of scale. Micro entrepreneurs, in these areas are too weak to face the onslaught of market forces individually.
- Focus, initially, on tier-2 and tier-3 towns to promote entrepreneurship, while initiating similar activities in selected smaller towns and rural areas.
- Encourage training, consultancy and counselling agencies to extend business development services at affordable prices to untrained entrepreneurs in the informal sector to help them improve their performance. A large number of persons start their enterprises, especially in the informal sector, without any planning, as that is the only livelihood opportunity available to them. More often than not, such entrepreneurs barely eke out their living and continue to languish at the subsistence level. They seldom survive the vagaries of the market, primarily because of the lack of appropriate entrepreneurial skills and competencies.
- Encourage, successful local entrepreneurs by empaneling them as 'Mentors' to provide start up mentoring and business counselling support to nascent entrepreneurs.
- Initiate necessary steps to ensure MSME participation in procurement of goods and services by the Government, public sector companies and defense organizations. Realizing that MSMEs face major problems in marketing their products, the Government has recently announced a policy for public procurement from MSMEs to the extent of 20 per cent of their requirements. The organized retail-chains, likely to emerge soon in the country, too may be encouraged to procure supplies from MSMEs provided the supply-capabilities, especially of artisans and micro entrepreneurs, at individual and group level are improved. The
- Government will reach out to private sector in developing 'supplier's capabilities' in these areas, in a PPP Mode.

- Encourage private sector to support micro and small enterprises by providing knowledge, management and business linkages to these enterprises as a part of its Corporate Social Responsibility (CSR).
- Build capacity of small producers in the areas of technology, quality, skills and managerial capabilities.
- Encourage small producers, especially from under-represented groups and regions to organize themselves into cooperatives, collective enterprises, producers' companies, group entrepreneurship, etc., so that they are able to supply goods and services of uniform quality and in bulk, and within time, and at a reduced logistic cost to reap economies of scale. In this context, primary focus will be on clusters of products that are primarily produced by SC/ST, minorities, socially and economically backward communities and backward regions.
- Make an effort to bring in convergence of about 20 public schemes of assistance to micro and small enterprises, being presently implemented by various ministries and parastatal agencies.
- Encourage entrepreneurship development institutes to offer capacity building programmes for strengthening family businesses and inculcating entrepreneurial competencies among the new generation youth. It is well established that clusters of micro and small enterprises are seedbeds of innovations. They thrive on social capital that develops over time. It is also a fact that most Indian enterprises are family businesses and not necessarily well managed. Most enterprises are imitative and prone to decay, due to lack of proper capacity building efforts, succession and growth plans. Programmes in capacity building stir their creative and innovative instincts among the target groups.
- Focus on new enterprise creation in clusters by organizing product/sector specific Entrepreneurship Development Programmes (EDPs). Such programmes are likely to yield better results in terms of start-ups as a sound eco-system already exists in clusters of SMEs.
- Give a stronger push to Entrepreneurship-cum-Skill Development Programmes currently organized under the aegis of the Union Ministry of MSME, with a focus on underrepresented groups and regions.

Further, to cater to the financing requirements, The Government has pledged to set up national and state bodies to uplift disadvantaged and marginalized groups of population – e.g., National Scheduled Cast Finance and Development Corporation (NSCFDC), National Minorities Development and Finance Corporation (NMDFC), National Backward Classes Finance and Development Corporation (NBCFDC), National SC & ST Finance and Development Corporation, National Safaikarmacharis Finance and Development Corporation (NSFDC), National Handicapped Finance and Development Corporation (NHFDC), Rashtriya Mahila Kosh (RMK), State Women Economic Development Corporations (WEDCs).

Overview of the Available Skill Development Schemes

2.3.1. National Level

Table 34: Available National Schemes

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
1.	Pradhan Mantri Kaushal Vikas Yojana (PMKVY) ¹¹	Ministry of Skill Development & Entrepreneurship (MSDE) National Skill Development Corporation (NSDC)	All youth who have India citizenship	Total budget: Rs. 1,500 crores Corpus for advertising and awareness: Rs. 67 crores Corpus of NE and J&K: Rs. 150 crores	To give skilful training to the Indian youth and make complete for jobs and overcome unemployment	Short term training Recognition of Prior Learning (RPL) Special projects Kaushal and Rozgar Mela Placement assistance Continuous Monitoring Standardized branding and communication	As on January 3, 2018: Number of registered candidates: 1639012 Number of candidates who have completed training: 1033516 Number of certified candidates: 743585	Secondary and higher secondary school dropouts, lower income groups, STs, SCs, OBCs, etc.
2.	Pradhan Mantri Gramin Digital Saksharta Abhiyaan (PMGDISHA) ¹²	Ministry of Electronics and Information Technology (MeitY) State level Implementation Agencies (nominated by the respective State/UT government/administration)	Nominat- ed digital- ly illiterate person (in the age group 14 to 60 years) from every eligible ru- ral house- hold.	Rs. 2,351.38 crores ¹³	To make a person digitally literate, so that he/she can operate digital devices (like Tablets, Smart phones etc.) send and receive emails & browse internet for informa- tion and undertake digital payment etc. To bridge the digital divide, specifically targeting the rural population including the mar- ginalised sections of society like Scheduled Castes (SC) / Scheduled Tribes (ST), Minorities, Below Poverty Line (BPL), women and differently-abled persons and minorities	Understand the basics (terminology, navigation and functionality) of digital devices Use digital devices for accessing, creat- ing, managing and sharing information Use the Internet to browse in an effective and responsible manner Use technology to communicate effectively Appreciate the role of digital technology in everyday life, in social life and at work Carry out cashless transactions using digital financial tools Use Digital Locker Use online citizen centric services	As on January 3, 2018: Number of registered training partners: 604 Number of registered candidates: 10514152 Number of candidates who have completed training: 10290187 Number of certified candidates: 4877697	Rural citizens, NGOs, Industry, Government authorized centres, Com- mon Services Centres (CSCs), authorized educational institutions, Adult Literacy Centres, NIELT Centres, RSETI, NGOs involved in IT Literacy

¹¹ Source: <http://www.prdhmanmantriyojana.co.in/kaushal-vikas-yojana-pmkvy/>

¹² Source: <http://www.pmgdisha.net/about-pmgdisha.php>, <https://www.pmgdisha.in/>

¹³ Source: <http://pib.nic.in/newsite/printrelease.aspx?relid=158292>

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
3.	Special Credit Linked Capital Subsidy Scheme (SCLCSS) for SC/ST Micro & Small Enterprises ¹⁴	Ministry of Micro, Small and Medium Enterprises (MSME) Office of District Collector	Existing SC/ST MSEs for upgradation or expansion as well as new SC/ST MSEs		<p>To facilitate purchase of plant & machinery by providing 25 per cent upfront capital subsidy to the existing as well as new SC/ST owned MSEs on institutional finance availed of by them</p> <p>To promote new enterprises and support the existing enterprises in their expansion for enhanced participation in the public procurement</p>			MSME, Small Industries Development Bank of India (SIDBI), National Bank for Agriculture and Rural Development (NABARD), State Bank of India, Other banks Tamil Nadu Industrial Investment Corporation
4.	Scheme of National SC-ST Hub (NSSH)	<ul style="list-style-type: none"> Ministry of Micro, Small and Medium Enterprises (MSME) National Small Industries Corporation (NSIC) 	All enterprises owned by SC and ST individuals	Rs. 490 Crore ¹⁵	<ul style="list-style-type: none"> To provide professional support to SC/ST enterprises in public procurement, adopt applicable industry practices and leveraging Stand-up India initiative 	<ul style="list-style-type: none"> To encourage SC/ST owned units to achieve their share of at least 4% of total procurement being made by Central/State Governments, CPSEs and other government agencies To prepare strategy for intervention through industry associations to sensitize, encourage and enable the SC/ST owned units for participation in Public Procurement Process Collection, collation and dissemination of information regarding SC/ST enterprises and entrepreneurs Facilitating SC/ST Entrepreneurs to be part of vendor development programs and mentoring support 		Industry Association, Incubators, Mentors, MSME-Development Institutes (MSME-DIs), District Industries Centres (DICs), CPSEs and State Governments

¹⁴ Source: <http://www.msme.gov.in/sites/default/files/guide/lines-SCLCSS1.PDF>

¹⁵ Source: <http://www.scsthub.in/about-us.php>

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
5.	Standup India ¹⁶	<ul style="list-style-type: none"> Small Industries Development Bank of India (SIDBI) Scheduled commercial banks 	SC/ST and/or woman entrepreneurs setting up new enterprises		<ul style="list-style-type: none"> To facilitate bank loans between Rs. 10 lakhs and Rs. 100 lakhs to at least one SC or ST borrower and at least one-woman borrower per bank branch of all scheduled commercial banks 	<ul style="list-style-type: none"> Handholding support Providing information on financing Credit guarantee 	As on January 3, 2018: <ul style="list-style-type: none"> Registrations: 87396 Loans sanctioned: 2121 	Small Industries Development Bank of India (SIDBI), other banks, investors
6.	Vanbandhu Kalyan Yojana (VKY) ¹⁷	Ministry of Tribal Affairs (MTA)	All tribal people and all areas with tribal population across the country		<ul style="list-style-type: none"> Improving the quality of life in tribal areas Improving the quality of education Qualitative and sustainable employment for tribal families Bridging infrastructure gaps with focus on quality Protection of tribal culture and heritage 	<ul style="list-style-type: none"> Qualitative & Sustainable Employment Quality Education & Higher Education of tribal areas Accelerated Economic Development Health for all Housing for all Safe Drinking Water for all at door-steps Irrigation facilities All Weather Roads Universal Availability of Electricity Urban Development Robust institutional mechanism (IT-DAs/ ITDPs) Promotion and conservation of Tribal Cultural Heritage Promotion of Sports in Tribal Areas 		MTA, tribal population
7.	Scheme "Support to Tribal Research Institutes (TRI)", 2017 ¹⁸	<ul style="list-style-type: none"> Ministry of Tribal Affairs (MTA) Tribal Research Institute (TRI) 	States where no TRI exists		<ul style="list-style-type: none"> To strengthen the Tribal Research Institutes (TRIs) in their infrastructural needs, Research & documentation activities and Training & Capacity Building programmes etc. 	<ul style="list-style-type: none"> Building infrastructure Research & Documentation Training and Capacity building 		MTA, State TRIs, NITI Aayog, ITDTPs, ITDAs

¹⁶Source: <https://www.standupmitra.in/>

¹⁷Source: <http://vky.tribal.nic.in/>

¹⁸Source: <https://tribal.nic.in/DivisionsFiles/TRI/ModifiedGuidelines.pdf>

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
8.	Financial Assistance for support to Centres of Excellence ¹⁹	<ul style="list-style-type: none"> Ministry of Tribal Affairs (MTA) 	Institutes/Organizations to be the Centres of Excellence based on pre-set selection criteria		<ul style="list-style-type: none"> To enhance and strengthen the institutional resource capabilities of various NGOs, Research Institutes and University Departments to conduct qualitative, action oriented and policy research on tribal communities To enhance and upgrade the existing skills, knowledge and technical know-how of the NGOs, Research Institutes and University Departments so that they may be able to uphold the cultural diversity of the Scheduled Tribes of the country and their empowerment To enhance the efficiency of existing institutions for devising appropriate strategies for tribal development in partnership with the Ministry of Tribal Affairs 	<ul style="list-style-type: none"> Documentation of tribal cultures Research on Tribal Minor Forest Produce (MFP) Rights, Women rights in the Vth Scheduled Areas and the Vth Scheduled Areas Create an awareness among the Scheduled Tribes on various Acts & Rules Research studies on migration, displacement, resettlement and rehabilitation of minor and major project affected Tribal families/ tribal areas Dissemination of various enactments/regulations on money lending / debt redemption meant for STs Documentation of Primitive Tribal Groups (PTGs) Organization of awareness campaign amongst STs about basic minimum needs like primary health including pre-natal and post-natal health for women & children, drinking water and primary education; etc. Publication of issues related to research & documentation of the STs Organization of seminars / workshop on matters related to tribals issues etc. Documentation of tribal artefacts 		Renowned NGOs, Research Institutes, University Departments (of Anthropology, Linguistics, Sociology, etc. disciplines) and Deemed Universities

¹⁹Source: <https://tribal.nic.in/writereaddata/Schemes/2-2RM-SchemeofCoE.pdf>

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
9.	Scheme of Development of Particularly Vulnerable Tribal Groups (PVTGs) ²⁰	<ul style="list-style-type: none"> Ministry of Tribal Affairs (MoTA) 	75 identified PVTGs		<ul style="list-style-type: none"> PVTGs constitute the most vulnerable section among tribals and inhabit isolated, remote and difficult areas in small and scattered hamlets/ habitats. The scheme aims at planning their socio-economic development in a comprehensive manner while retaining the culture and heritage of the community by adopting habitat development approach and intervening in all spheres of their social and economic life, so that a visible impact is made in improvement of the quality of life of PVTGs. 	<ul style="list-style-type: none"> Livelihood Employment opportunities and economic development of PVTGs through Agriculture, Horticulture, Animal Husbandry, Dairy, and Skilling/ Vocational Training Education, (Literacy, Drop-out, Residential schools in addition to SSA/RMSA) Health Provision of safe drinking water Social security Housing and Habitat Connectivity (Road and Telecommunication) Supply of Electricity Irrigation Urban Development Culture Sports including traditional and tribal games and sports Any other innovative activity for the comprehensive socio-economic development of PVTGs 		MTA, recognized PVTGs

²⁰ Source: <https://tribal.nic.in/writereaddata/Schemes/4-5NGORevisedScheme.pdf>

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
10.	Scheme of Strengthening Education among Scheduled Tribe (ST) Girls in Low Literacy Districts ²¹	<ul style="list-style-type: none"> Ministry of Tribal Affairs (MTA) Voluntary Organizations (VOs)/ Non-Government Organizations (NGOs) Autonomous society/institutions of State Government/ UT Administration 	54 identified Districts where the ST population is 25% or more, and ST female literacy rate below 35%, or its fractions, as per 2001 census		<ul style="list-style-type: none"> To bridge the gap in literacy levels between the general female population and tribal women, through facilitating 100% enrolment of tribal girls in the identified Districts or Blocks, more particularly in areas affected and in areas inhabited by Primitive Tribal Groups (PTGs), and reducing drop-outs at the elementary level by creating the required ambience for education. 	<ul style="list-style-type: none"> Providing hostel facilities for tribal girls at the Block level Cash stipend will be provided at the rate of Rs.100/- per month for primary level girl students and Rs.200/- per month for middle/secondary level girl students for coaching/special tuitions Cash incentives will be given at the rate of Rs.100/- per month at primary level (up to class V) and Rs.200/- per month at middle and secondary levels (classes VI to XII) to meet their day to day requirement Scheduled tribe girl students will be additionally motivated, by giving them periodical awards like bicycles, watches, etc. as would be decided by the Ministry, on passing Class VIII, X and XII Primers will be prepared in at least 5 major tribal languages selected in coordination with the Ministry of Human Resource Development, for use of children up to Class III A Mothers' Committee will be constituted by every fundee organization by involving representative (s) of each village (s), to which the inmates belong, that will meet once a month to supervise the running of the scheme and to suggest improvements. A register of the decisions in each meeting will be kept by the fundee institution 	ST girls, MTA, NGOs, VOs, educational institutes	

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
11.	Setting Up Eklavya Model Residential School (EMRS) ²²	<ul style="list-style-type: none"> Ministry of Tribal Affairs (MTA) State Governments/ UT Administrations 			<ul style="list-style-type: none"> To provide quality middle and high-level education to Scheduled Tribes (ST) students in remote areas, not only to enable them to avail of reservation in high and professional educational courses and as jobs in government and public and private sectors but also to have access to the best opportunities in education at par with the non-ST population 	<ul style="list-style-type: none"> Comprehensive physical, mental and socially relevant development of all students enrolled in each and every EMRS. Students will be empowered to be change agent, beginning in their school, in their homes, in their village and finally in a large context Focus differentially on the educational support to be made available to those in Standards XI to X, so that their distinctive needs can be met Support the annual running expenses in a manner that offers reasonable remuneration to the staff and upkeep of the facilities. iv. Support the construction of infrastructure that provides education, physical, environmental and cultural needs of student life. 		MTA, State Governments/ UT Administrations, Schools
12.	Establishment of Ashram Schools in Tribal Sub-Plan Areas ²³	Ministry of Tribal Affairs (MTA)			<ul style="list-style-type: none"> To increase education among Scheduled Tribes including PTGs. 			
13.	Centrally Sponsored Scheme of Hostels for ST Girls and Boys ²⁴	<ul style="list-style-type: none"> Ministry of Tribal Affairs (MTA) State Governments/ UT Administrations Universities 			<ul style="list-style-type: none"> To attract the implementing agencies to undertake hostel construction programme for ST girls and boys towards the broader vision of containment and reduction of their dropout rates 			MTA, State Governments/ UT Administrations, Schools

²² Source: <https://tribal.nic.in/DivisionsFiles/EMRsguidelines.pdf>

²³ Source: <https://tribal.nic.in/writereaddata/Schemes/AshramSchoolGuideline.pdf>

²⁴ Source: <https://tribal.nic.in/writereaddata/Schemes/CentralSponsorednew.pdf>

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
14.	National Fellowship and Scholarship for Higher Education of ST students ²⁵	<ul style="list-style-type: none"> Ministry of Tribal Affairs (MTA) 	ST candidates who fulfil the set conditions for the award		<ul style="list-style-type: none"> To encourage the ST students, a section of society with the lowest literacy levels in the country, to acquire higher education in the form of fellowships to pursue M. Phil and Ph. D. Courses, with a view to create qualified professionals to hold posts of teachers /professionals and other higher stages of employment 	<ul style="list-style-type: none"> Fellowship Scholarship 		MTA, ST students
15.	Vocational Training in Tribal Areas (VTC) ²⁶	<ul style="list-style-type: none"> Ministry of Tribal Affairs (MTA) Renowned NGOs 	Scheduled Tribes as well as PVTGs.		<ul style="list-style-type: none"> To upgrade the skills of the tribal youth in various traditional / modern vocations depending upon their educational qualification, present economic trends and the market potential 	<ul style="list-style-type: none"> Set up and run VTCs in rural tribal areas Support vocational training in existing recognized institutes in other areas 		State Governments and UT Administrations, Institutions or Organisations set up by Government as autonomous bodies, Educational and other institutions of the likes, association of industries, VOs, NGOs.

²⁵ Source: <https://tribal.nic.in/DivisionsFiles/Education/RevisedGuideLinesFellowshipandScholarship1718.pdf>

²⁶ Source: <https://tribal.nic.in/writereaddata/AnnualReport/AnnualReport2016-17.pdf>, <https://tribal.nic.in/writereaddata/Schemes/VTCGuideLinesAndApplicationFormat.pdf>

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
16.	Pre-Matric Scholarship for Needy Scheduled Tribe Students Studying in Classes IX & X ²⁷	Ministry of Tribal Affairs (MTA)	ST students and other set eligibility criteria		<ul style="list-style-type: none"> To support parents of ST children for education of their wards studying in classes IX and X so that the incidence of drop-out, especially in the transition from the elementary to the secondary stage is minimized To improve participation of ST children in classes IX and X of the pre-matric stage, so that they perform better and have a better chance of progressing to the post-matric stage of education. 	<ul style="list-style-type: none"> Scholarship and other grants Additional allowance for students with disabilities studying in private un-aided recognized schools 		MTA, ST students
17.	Deen Dayal Upadhyay Grameen Kaushalaya Yojana (DDU GK Y) ²⁸	Ministry of Rural Development (MoRD)	Rural youth	Rs. 2,682 crore	<ul style="list-style-type: none"> To reduce poverty by enabling poor for households to access gainful and sustainable employment through employment that provides regular wages 	<ul style="list-style-type: none"> Awareness building within the community on the opportunities Identifying rural youth who are poor Mobilizing rural youth who are interested Counselling of youth and parents Selection based on aptitude Imparting knowledge, industry linked skills and attitude that enhance employability Providing jobs that can be verified through methods that can stand up to independent scrutiny, and which pays above minimum wages Supporting the person so employed for sustainability after placement 	<p>As on December 30, 2017:</p> <ul style="list-style-type: none"> Trained candidates: 92860 Placed candidates: 58809 	MoRD, Govt. of India running the DDU-GKY, State Rural Livelihood Mission (SRLM) authorities, District level Authorities, Project Approval Committee, Project Implementation Agencies (PIAs) involved in the implementation of DDU-GKY

²⁷ Source: <https://tribal.nic.in/writerreaddata/Schemes/EDUGuidelinesAnnex1.pdf>

²⁸ Source: <https://www.india.gov.in/spotlight/deen-dayal-upadhyaya-grameen-kaushalaya-yojana>, <http://ddugky.gov.in/>

S. No.	Name of the Scheme	Implementation Agency	Coverage/Eligibility	Outlay	Objectives	Main Components	Outcomes	Stakeholders
18.	Capacity Building & Technical Assistance Scheme ²⁹	<ul style="list-style-type: none"> Ministry of Development of North Eastern Region (MDONER) 	Youth from NE region, Special focus on girls, women, differently abled persons, dropout youth, youth from BPL families, mid-level officers		<ul style="list-style-type: none"> To provide funding for skill development, enhancing of employability and competencies and promotion of self-employment and entrepreneurship 			
19.	North East Rural Livelihood Project ³⁰	<ul style="list-style-type: none"> Ministry of Development of North Eastern Region (MDONER) 	Mizoram, Nagaland, Sikkim, Tripura		<ul style="list-style-type: none"> To improve rural livelihood, especially that of women, unemployed youth and the most disadvantaged, in four North Eastern States of Mizoram, Nagaland, Sikkim and Tripura. 	<ul style="list-style-type: none"> Social empowerment Economic empowerment Partnership and linkages 		

²⁹ Source: <http://www.mdoner.gov.in/sites/default/files/New.pdf>

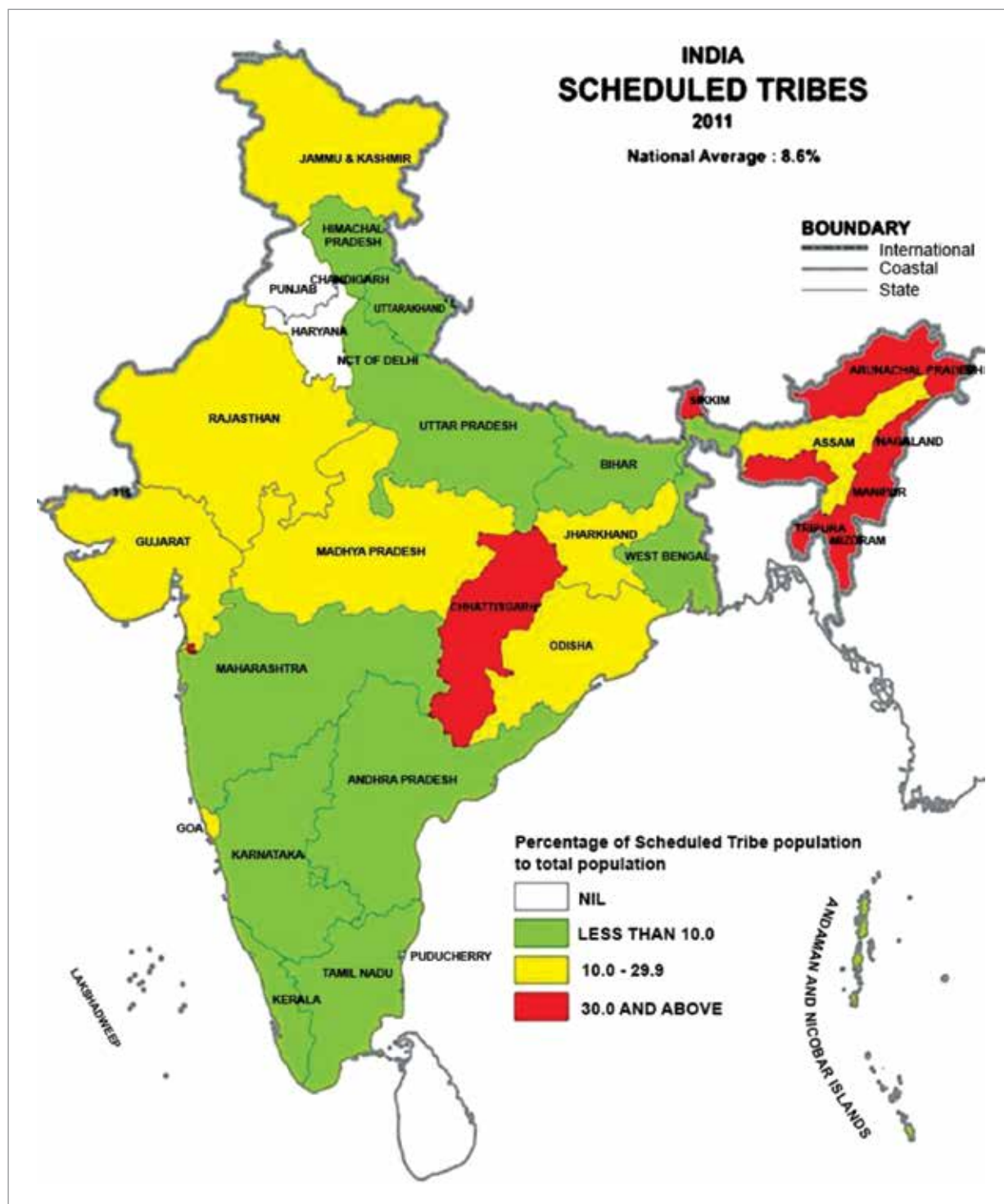
³⁰ Source: <http://nerlp.gov.in/approach.asp>

State Level

Every State / UT shall undertake skill mapping and allocate funds under TSP for skill development of tribal youth and set targets in the light of the monitorable targets under poverty and employment in the 12th Five Year Plan. The target under 12th Five Year Plan is to generate 50 million new work opportunities through skill development.³¹

As per the census 2011, the population density of the Schedule Tribes in India can be depicted as shown in the image below:

Figure 27: India Map Highlighting Population Density of STs in India



³¹Source: <https://tribal.nic.in/writereaddata/AnnualReport/AnnualReport2016-17.pdf>

Based on the map present above, this report shall entail research done and observations made for the following key states:

- Jharkhand
- Rajasthan
- Odisha
- Chhattisgarh
- Madhya Pradesh
- Gujarat
- Maharashtra
- Telangana
- Kerala
- Delhi
- North Eastern States (Sikkim, Arunachal Pradesh, Nagaland, Mizoram, Manipur, Tripura, Assam)
- Jammu and Kashmir
- Goa

An in-depth research was carried out to understand the various schemes implemented in the above listed States for their Scheduled Tribe populace. Description of the available schemes other the ones implemented by the central ministries is present in the subsequent sections of the report. There was every attempt done to contact representatives of the departments at the State level. It may be noted that there is hardly any published data available on the performance of the scheme/s. The data available at State level is also anecdotal and consolidated data is not available.



Nomadic Tribes of Maharashtra

Table 35: State Level Government Scheme

S. No.	Name of the Scheme	State and Implementation Agency	Coverage	Outlay	Objectives	Main Components	Outcomes	Stakeholders
1.	Goa Tribal's Employment Generation Programme (GTGEP) ³²	Goa Directorate of Industries, Trade and Commerce (Government of Goa)	Any individual belonging to tribal community who has studied upto 4th standard and above, and of 18 years of age but not above 45 years of age		<ul style="list-style-type: none"> To generate employment among the Tribal Communities of the State 	<ul style="list-style-type: none"> Improve Entrepreneurship Skills Self-Employment and Generation of employment Improvement in living conditions, and upliftment Flow of funds to the target families from Government schemes Long term sustainable economic activities in the villages Tribals to catch up with changing economy of the Industrialized and Tourist Destination State Exposure to inter-institutional financial facilities and entrepreneurial activities Co-operativization of enterprises and co-ordinations. 		Tribal youth, DITC, Scheduled banks
2.	Entrepreneurship Development Programme for Scheduled Tribes	Goa Directorate of Industries, Trade and Commerce (Government of Goa)	The participants for the programme are identified and selected by the taluka level associations and the names are submitted through the State Level apex body of the Tribes		<ul style="list-style-type: none"> To provide training under Entrepreneurship Development Programme to traditional artisans, primary middle and high school educated unemployed persons, prospective entrepreneurs with preference to women to encourage them to produce better quality agriculture equipment, handicrafts and other products. 	<ul style="list-style-type: none"> Rs.6.00 lakh per Entrepreneurship Development Programme 		Tribal youth, DITC,

³² Source: <http://www.goaprintingpress.gov.in/download/1213/1213-42-SI-OG.pdf>

S. No.	Name of the Scheme	State and Implementation Agency	Coverage	Outlay	Objectives	Main Components	Outcomes	Stakeholders
3.	Establishment of Entrepreneurship Development Institute for Scheduled Tribes	Goa Directorate of Industries, Trade and Commerce (Government of Goa)	Tribal Body		<ul style="list-style-type: none"> To set up an Entrepreneurship Development Institute for conducting Entrepreneurship Development Programmes for Multiple Target Groups of Scheduled Tribes in the State. 	<ul style="list-style-type: none"> Financial Assistance to the extent of 50% of the project cost to the extent of Rs.50.00 lakh 		Tribal youth, DITC,
4.	Marketing Assistance for Scheduled Tribe Handicraft Artisans	Goa Directorate of Industries, Trade and Commerce (Government of Goa)	Artisan or an entrepreneur who is a member of a Self-Help Group, Cooperative Society of Scheduled Tribes or Taluka Level Associations		<ul style="list-style-type: none"> To assist the Schedule Tribe Artisans and Entrepreneurs to produce their products in their houses, common production centres and industrial houses, and to assist the producer to sell the items through market outlets in towns and cities, showrooms of hotels and through the emporia of the State Handicraft Corporations. 			Tribal youth, DITC,
5.	Organizing Technical Workshop to upgrade the product profile of Goan Handicraft done by Scheduled Tribes.	Goa Directorate of Industries, Trade and Commerce (Government of Goa)	The Self-Help Groups, Co-operative Societies, District Level and State Level Scheduled Tribe bodies		<ul style="list-style-type: none"> To assist the District Level and State Level Associations of Tribal Bodies to organize and conduct technical workshops by deploying experts and resource persons having proficiency in improving the quality of Handicraft and other products made by Tribal Artisans and Entrepreneurs To provide extensive counselling on new products, prototypes, goods in demand in the market, creating excellent products for high value customers, channelizing the products to the markets and marketing strategies and to suggest strategies for implementation of handicraft schemes, co-ordination and improved co-operativisation 	<ul style="list-style-type: none"> Grant of Rs. 12.00 lakh once in a year 		Tribal youth, DITC,

S. No.	Name of the Scheme	State and Implementation Agency	Coverage	Outlay	Objectives	Main Components	Outcomes	Stakeholders
6.	Employment Oriented Skill Training Programme ³³	Gujarat Development Support Agency of Gujarat (D-SAG)	14 ITDP districts of Gujarat		<ul style="list-style-type: none"> Doubling the income of Schedule Tribe Families in Integrated Tribal Development Project (ITDP) areas of Gujarat 	<ul style="list-style-type: none"> Training Placement Handholding Reporting & Concurrent Monitoring 	<p>More than 20,000 tribal candidates have been trained and 67 to 70 per cent of trained candidates have been successfully placed.</p> <p>500 KVKs are operational</p>	Tribal Youth, D-SAG
7.	Industrial Kaushalya Vardhan Kendra - i KVK	Gujarat Directorate of Employment and Training (Government of Gujarat)			<ul style="list-style-type: none"> Improving access and outreach of skill development in remote and excluded areas of the Gujarat state, it aims to rehabilitate school drop-outs, skill the rural youth, adolescent girls and housewives. 	<ul style="list-style-type: none"> Creating policy framework and identifying local available infrastructure. Initially, villages with a population of 10,000 (7000 in Tribal areas) were identified for this intervention, which is now revised to 5000 and clusters within 15 kms of these villages are covered with the skill centre. Brain storming sessions with villagers / stakeholders for type of courses / timings / infrastructure available in Kaushalya Sabha in each of the cluster villages of KVKs. Visiting educational institutes to sensitize the youth and meeting with local industries and industrial association for selection of courses. IEC activities in the places like village dairy, panchayats, and community halls etc. 		Tribal women

³³Source: <https://dsag.gujarat.gov.in/high-quality-skill-training>

S. No.	Name of the Scheme	State and Implementation Agency	Coverage	Outlay	Objectives	Main Components	Outcomes	Stakeholders
8.	Odisha Tribal Empowerment and Livelihood Programme (OTELP) ³⁴	Odisha SC and ST Development Department (Government of Odisha)	Villages in which the Scheduled Tribes and scheduled castes form not less than 60% of the population and where most households are below the poverty line		<ul style="list-style-type: none"> To ensure that the livelihoods and food security of poor tribal households are sustainably improved through promoting a more efficient, equitable, self-managed and sustainable exploitation of the natural resources at their disposal and through off-farm/non-farm enterprise development. 	<ul style="list-style-type: none"> build the capacity of marginal groups as individuals, and grassroots institutions enhance the access of poor tribal people to land, water and forests and increase the productivity of these resources in environmentally sustainable and socially equitable ways encourage and facilitate off-farm enterprise development focused on the needs of poor tribal households monitor the basic food entitlements of tribal households and ensure their access to public food supplies strengthen the institutional capacity of government agencies, Panchayati Raj Institutions, NGOs and civil society to work effectively for participatory poverty reduction with tribal communities encourage the development of a pro-tribal enabling environment through effective implementation of the legislation governing control of, and access to, development resources by poor tribal households and through recommendation of other policy improvements build on the indigenous knowledge and values of tribals and blend these with technological innovations to ensure a speedier pace of development. 		

³⁴ Source: <http://otelp.org/about.asp>

S. No.	Name of the Scheme	State and Implementation Agency	Coverage	Outlay	Objectives	Main Components	Outcomes	Stakeholders
9.	Chief Minister's Employment Generation Programme (CMEGP)	Odisha						
10.	Placement Linked Training Programme (PLTP)	Odisha Directorate of Employment						
11.	Pre-matric Scholarship for ST ³⁵	Assam Department of Welfare of Plain Tribes & Backward Classes (Government of Assam)				<ul style="list-style-type: none"> This is a State Govt. scheme where 100% fund is provided by the Govt. of Assam 		
12.	Assam Bikash Yojana & CM's Special Employment Generation Programme ³⁶	Assam Department of Welfare of Plain Tribes & Backward Classes (Government of Assam)				<ul style="list-style-type: none"> Under the scheme, fund Programme were allocated for self-employment of ST unemployed youths 		
13.	Grants to ST meritorious students ³⁷	Assam Department of Welfare of Plain Tribes & Backward Classes (Government of Assam)				<ul style="list-style-type: none"> under this scheme financial incentive is provided to meritorious ST students who have secured 60% and above in HSLC and HSSLC examinations 		

³⁵Source: <https://wotbc.assam.gov.in/frontimpotentdata/welfare-schemes-for-st>

³⁶Source: <https://wotbc.assam.gov.in/frontimpotentdata/welfare-schemes-for-st>

³⁷Source: <https://wotbc.assam.gov.in/frontimpotentdata/welfare-schemes-for-st>

S. No.	Name of the Scheme	State and Implementation Agency	Coverage	Outlay	Objectives	Main Components	Outcomes	Stakeholders
14.	Stipend for Craftsman Training ³⁸	Assam Department of Plain Tribes and Backward Classes (Government of Assam)	Youth of Jammu & Kashmir (J&K) who are graduate, post graduate and three-year diploma engineers	Rs. 750 crores	<ul style="list-style-type: none"> To provide exposure to the graduates and post graduates of Jammu and Kashmir to the best of corporate India and To provide corporate India with exposure to the rich talent pool available in the state 	<ul style="list-style-type: none"> This is a state scheme and stipend is provided to the students of Scheduled Tribes who are admitted in the ITIs of Assam. 		Corporates, youth of J&K
15.	Udaan ³⁹	Jammu and Kashmir Ministry of Home Affairs (MHA) National Skill Development Corporation (NSDC)	Youth of Jammu & Kashmir (J&K) who are graduate, post graduate and three-year diploma engineers	Rs. 750 crores	<ul style="list-style-type: none"> To provide exposure to all youth from low-income families, and gives priority to those who have low educational qualifications 	<ul style="list-style-type: none"> The Udaan programme is designed to encourage corporates to travel to J&K meet with the youth and hire aspiring youth in J&K who wish to explore the opportunity to work with corporates. Udaan provides a framework of support to the youth to travel, undergo training in firms and transit to work. 		Corporates, youth of J&K
16.	Himayat ⁴⁰	Jammu and Kashmir Ministry of Rural Development (MoRD)	Any youth from J&K between the age of 18-35		<ul style="list-style-type: none"> This scheme caters to all youth from low-income families, and gives priority to those who have low educational qualifications 	<ul style="list-style-type: none"> Himayat will be implemented in partnership with private agencies or NGOs who are into placement linked skill training for youth. The scheme aims to train 1,00,000 youth in 5 years and provide at least 75% of them with jobs. Training centres will be developed in each block (geographical area), catering to the specific needs of the local youth. Support will be available for trainees after training, and during placement as well. 		NGOs, Private companies, local youth of J&K

³⁸ Source: <https://wptbc.assam.gov.in/frontimportantdata/welfare-schemes-for-st>

³⁹ Source: <http://udaan.nsdcindia.org/>

⁴⁰ Source: <http://www.himayat.org/>

S. No.	Name of the Scheme	State and Implementation Agency	Coverage	Outlay	Objectives	Main Components	Outcomes	Stakeholders
17.	Saksham Jharkhand Kaushal Vikas Yojana	Jharkhand	Youth who are between the ages of 18 to 35		<ul style="list-style-type: none"> Providing employment to trained youths 	<ul style="list-style-type: none"> Different training centres are allotted in different districts of state so that student need not move to other districts for training and they can get the training in their own districts The main Vision of this Vikas scheme is to offer jobs for around 20 Lakh unemployed youths from the state in upcoming next 5 years. Under this scheme the youth will be trained, by the expertise personals of the Jharkhand state. For this around 95 centres have been identified and training classes are scheduled to be carried there. 		Youth
18.	Regular Skill Development Training Programme (RSTP) ⁴¹	Rajasthan Rajasthan Skill Development and Livelihoods Corporation (RSLDC)	Women and Youth Specially abled Jail inmates			<ul style="list-style-type: none"> Self-employment Wage employment Productivity enhancement 		
19.	Employment Linked Skill Training Programme (ELSTP)	Rajasthan	Urban and rural youth)			<ul style="list-style-type: none"> Wage employment 		
20.	M.P. Council of Employment and Training (MAPCET) ⁴²	Madhya Pradesh Department of Tribal & SC Welfare (Government of Madhya Pradesh)	ST students		<ul style="list-style-type: none"> To organize various skill development training programmes for scheduled caste and scheduled tribe community of the state to enhance their employment/self-employment opportunities 	<ul style="list-style-type: none"> Career oriented training Vocational training State employment information centre. 	6122 ST students trained as on date	ST students, educational institutes

About the study

Prior studies show that labour migrants are often exposed to difficult and unsafe conditions like trafficking or wage harassment issues, occupational hazards, live in poor conditions and lose their supportive family and societal nature. The tribal migrants also face exclusion from various social security schemes. However, due to lack of enough evidence on the status of ST migrants there is a lack of policy at both centre and state level which specifically focuses on tribal migration. Based upon this aforementioned backdrop, it was proposed to the Ministry of Tribal Affairs (MoTA) to conduct a qualitative research on the status, pattern, trends and issues of tribal migration in India, covering the source as well as destination states. The study also aimed to look at the policy environment for tribal migration in India with a purpose to work on measures to make tribal migration safe in India. In this study, we have collected quantitative data from primary and secondary sources. We then used tools from qualitative methodology to try and understand the causes and explanations for the patterns that have emerged from the data.

Existing Data: Govt/NGOs/others

These include Census data, reports from the Tribal Welfare Department and reports of NGO consultations on tribal problems.

New Data: Basis of Selection of Districts/Block and Villages Number of IDIs, FGDs

The qualitative tools we employed in collecting data are

1. In-depth interviews with Subjects matter experts

We conducted semi structured interviews with people who have worked in the Tribals regions of states over several years. These standardized open ended interviews gave us an insight into historical context, living and working patterns of tribals as well as functioning and effectiveness of various government policies and their impacts on migration and changing livelihood patterns. The subject matter experts we interviewed are:

2. Government officials- Officials from Tribal welfare department; labour department, skill development department of various states

NGOs and activists working in the Tribal areas or working for migrant labours.

The tribal population in state is not homogeneous and consists of different distinct geographical areas in which particular tribes are predominant. The selection of districts has been made to ensure that all the significant tribal populations are represented in the qualitative study.



FGD with Stone Quarry Workers in Nasik

Table 36: List of Persons Consulted at State and National Level

Sr. No	Name	Designation	Organisation	Related to Project
1	Mr. Vishal Sharma	Chief Program Officer	National Skill Development Corporation	Pradhan Mantri Kaushal Vikas Yojana
2	Mr. Krishna Kumar Gaur	Coordinator	National Skill Development Corporation	Pradhan Mantri Kaushal Vikas Yojana
3	Mr Sanjaya Pradhan	Lead, Affirmative Action	National Skill Development Corporation	Special initiative for skill development of marginal groups including tribals
4	Mr G Ramesh Kumar	Chairman and Managing Director	National Scheduled Tribes Finance Corporation	Finance corporation for Tribal Entrepreneurship Development
5	Mr Raven Kumar, Manager	Manager		
6	Mr Milind Kamble	Chairman	Ministry of Small and medium Enterprise	Special unit for SC/ ST entrepreneurship
7	Ms Muzumdar	Deputy Director	Fisheries department Chairperson, (Fisherman Cooperative Society, Goa)	Fishery Department, Goa
8	Ms. Dipti Kanpurkar	Deputy Director	Skill development department	PMKY and DDUG
9	Mr Sunil Patil	Joint Secretary	Tribal Development Department, Maharashtra	Skill Development for tribals under special scheme
10	Mr Panmand	Joint Commissioner		
11	Mr. M.M Dave	Deputy Director	Gujarat Skill Development Department	PMKY and DDUG
12	Dr.Ranjit singh Ghuman	Professor of Economics	Centre for research in rural and industrial development (Chandigarh)	Researcher, tribal livelihood
13	Dr. Krishan Chand	Director general(acting)	Centre for research in rural and industrial development (Chandigarh)	Researcher, Tribal livelihood
14	Mr. Aashish Batra	Consultant	Ernst & Young	Deen Dayal Upadhya Grameen Vikas Yojana
15	Dr. Sapna Poti	Skill Development Expert	Tata Trusts	Working with Tribals in the North East

Government of India has two biggest schemes for skill development;

The Central scheme **Pradhan Mantri Kaushal Vikas Yojana (PMKVY)** implemented by The National Skill Development Corporation, does not have specific mandate for Scheduled Tribes. Their 'Affirmative Action' initiative has focus for marginal groups including tribals and their skill enhancement. But it is operated on small pilots manners, but here is no active efforts for the inclusion of the Scheduled Tribes. Considering the scheme is sponsored by the Ministry of Skill Development & Entrepreneurship, it is a matter of concern that there is no specific agenda to include the Tribals of India.

Source: Ministry of Skill Development And Entrepreneurship (www.msde.gov.in)

The **Deen Dayal Upadhyaya Grameen Vikas Yojana** , (DDU-GVY) sponsored by the Ministry of Rural Development and implemented by the States, does have a mandate of inclusion of SC/ ST of at least 50%. Further data available reveals that around 30% of this target has been achieved. However, there is no separate data available on the specific coverage of the Scheduled Tribes. Active inclusion of tribals in skill development, need assessment and tailor made course designs, placement support and proper data maintenance of skilled tribals is necessary. In many states,

Tribal Development 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. Also, in terms of skills, whatever is being offered to the general population is being offered to STs. All this is highly ineffective in addressing the special and separate needs of tribals regarding skilling. Tailor-made skill planning and coordination between departments is highly needed if tribals are to be skilled appropriately and adequately to meet the specific livelihood challenges that tribals face.

Source: Deen Dayal Upadhyaya Grameen Kaushalya Yojana (ddugky.gov.in website)



Workers at Occupational Safety Training, in Nasik

Key Findings Summary

While a number of Schemes have been devised, conceptualized and targeted the Scheduled Tribes, they suffer from poor implementation on the ground. The Central scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) which is implemented by The National Skill Development Corporation, does not focus on Scheduled Tribes. While there is a provision for the acceptance of special projects which can focus on a particular section of society, there is no active advocacy for the inclusion of the Scheduled Tribes. Considering the scheme is sponsored by the Ministry of Skill Development & Entrepreneurship, it is a matter of concern that there is no specific agenda to include the Tribals of India.

The Deen Dayal Upadhyaya Grameen Vikas Yojana, (DDU-GVY) sponsored by the Ministry of Rural Development and implemented by the States, does have a specific inclusion of Scheduled Tribes. The Social Inclusion in its composition includes coverage of SC/ ST of at least 50%. Further data available from reveals that around 30% of this target has been achieved. However, there is no separate data available on the specific coverage of the Scheduled Tribes.

National Skill Development Corporation has special initiative called 'Affirmative Action' for marginal groups including tribals and their skill enhancement. But it is operated on small pilots manners. What is required is large scale skill enhancement of tribals suiting to local needs.

Our own research revealed that the state run schemes especially around creation of self-employed tribals dealing with agricultural produce (eg- soaps, masalas, honey etc) are being implemented. The scale of these is miniscule and cannot impact the tribal population significantly. Some of the successful ones are Jharkhand (Jharkraft, Chief Minister's Initiative) , Gujarat and Madhya Pradesh. However this may not lead to sustainable employment since the Tribes are largely migrant and rarely seek permanent local employment. Odisha and the North East are starting schemes that focus on the migrant population and this could lead to better employment for the target audience when they migrate.

The schemes targeting the education of tribal children and Eklavya schools are showing a better coverage of the Tribals. The Standing Committee on Social Justice and Empowerment (Chairperson: Mr. Ramesh Bais) submitted its report on 'Educational Schemes for Tribals' on January 3, 2018. And states that the measured literacy rate for the Tribals is at 59% compared to a national average of 74%. While the performance for education may not be at the national performance for education, it still fares better than the coverage of the Scheduled Tribes coverage in skills.

There is practically no digital literacy in the target population. A large number of tribals rely on migration and agricultural/ construction based jobs. This nature of employment is largely seasonal and for unskilled labour. There are practically no options for the migrants to access services like hostels/ decent living quarters, healthcare or even bank accounts etc. The migrants seek employment on traditional contacts and rarely realize the true value of the labour. Also, as technology seeps its way into agriculture and construction (where most of them derive their employment), there is a crying need for skilled labour. The migrants will be slowly deprived of their basic employment if they are not skilled to deal with new technological inputs of these sectors.

Best Practices

Some of the States have undertaken remarkable initiatives towards up-liftment of the local STs. The brief on such schemes is illustrated below:

Table 37: List of Remarkable State Initiatives

S. No.	State/ UT	Name of the Scheme	Broad Contours	Department	Success
1.	Kerala	Sustainable Development Special Project for Scheduled Tribes ⁴³	<ul style="list-style-type: none"> To form new NHGs (Neighbourhood groups) exclusively for tribes in the areas predominantly occupied by them ensuring 100% coverage in Community Based Organisations (CBOs) of the poor To promote thrift and credit operation among tribal families To build organization structure of tribal NHGs up to District level. Ensure 100% enrolment of children and improve educational status To improve the nutritional status of children, adolescent girls and aged To enable them to actively participate in the NREGS (National Rural Employment Guarantee Scheme) To facilitate developing tribal special Projects exclusively for most vulnerable tribal families in each Grama Panchayath 	A joint initiative by Tribal Development Department and Kudumbashree	The initiative has empowered local communities especially vulnerable groups like tribal and combining awareness creation, self-organization and action so that communities can work for changes that will benefit the social, emotional, financial and physical needs of beneficiaries. During the course of the past 9 years, about 99478 tribal families were covered under 5401 NHGs (Neighbourhood groups) under the project.
2.	West Bengal	Ambedkar Centre of Excellence (ACE) ⁴⁴	<ul style="list-style-type: none"> Krishishramik Kalyan Kendra (KSKK)- initiative for grassroots level intervention into the major problems of backwardness among the Landless Agricultural labourers, Career Aptitude Test (CAT) - to facilitate choice of the right career by the students and their parents. Job Focussed Training Programme FOR SC & ST Youths - Job-focused Training Programme was introduced with the objective of increasing employability Personal Development Programme - Personal Development Course, a package of working English, IT Skill, grooming Ethnic Beauty Care: An entrepreneurship development programme for empowerment of poor SC/ST female beneficiaries Livelihood programme for the artisans Spoken English courses Pre- Examination Training Centre (PETC) - Training courses for different competitive examinations 	Backward Class Welfare Department	The centre helps in disseminating the benefits to the SC, ST and OBC Communities through its various skill development programs

⁴³Source: <http://www.kudumbashree.org/storage/cmspages/downloads/Sustainable%20Development%20Special%20Project%20for%20Scheduled%20Tribes.pdf>

202 ⁴⁴Source: https://wbcsstcorp.gov.in/readwrite/publications/performance_report_wbcsstdfc_2013_2014.pdf

S. No.	State/ UT	Name of the Scheme	Broad Contours	Department	Success
3.	Maharashtra	Skill Development Programme in Maharashtra for Adivasi Youth ⁴⁵	<ul style="list-style-type: none"> • Skill Development Programme in Maharashtra for Adivasi Youth provides benefits by offering free training to Adivasi youth • Under this scheme training will be provided in following fields like e.g. Automobiles, Retail Marketing, Information Technology, Hospitality, Human Resource, Agro-processing, Production and Process, Textile etc. • This scheme will make Adivasi youth to get employment and earn enough bread and butter • This scheme especially launched for Adivasi community youth 	Department of Tribal Affairs	This scheme is launched for Adivasi youth who are jobless. Under this programme youth will be trained with a various skill set for their career or to get employment. The scheme is open for Adivasi community youth who are permanent residence of Maharashtra and who belongs to Schedule Tribe.
4.	Madhya Pradesh	M.P. Council of Employment and Training (MAPCET)	<p>The main aim of MAPCET to organize various skill development training programmes for Scheduled Caste And Scheduled Tribe community of the state to enhance their employment/self-employment opportunities and working for following objectives:-</p> <ol style="list-style-type: none"> 1. Training of Skilled and Semi-skilled workers. 2. Arrangement of technical education at all levels in accordance to the scheme in which, skilled workers, technicians etc. should also be included. 3. Entrepreneurship training for trained and un-trained candidates so that they can adopt other employment. 4. Organize programmes for large scale technical skill development and necessary arrangement for its implementation. 	Department of Tribal & SC Welfare	MAPCET had trained 300 students at Jabalpur ,Mandla & Seoni for computer DCA diploma courses in starting centre for ST Post-metric hostels for Boys & Girls respectively. These students were given 24 X 7 hours open practical facilities at hostel premises' itself.

⁴⁵Source: <https://govinfo.me/skill-development-programme-maharashtra-ativasi-youth/>



Community FGDs at Village Hariyadh, Block Goviindpur, District Dhanbad, Jharkhand

S. No.	State/ UT	Name of the Scheme	Broad Contours	Department	Success
5.	Odisha	Odisha Tribal Empowerment & Livelihoods Programme Plus ⁴⁶	The strategy of the Programme focuses on empowering the tribals and enabling them to enhance their food security, increase their incomes and improve their overall quality of life through more efficient natural resource management based on the principles of improved watershed management and more productive environmentally sound agricultural practices and through off-farm/non-farm enterprise development. A strong emphasis is placed on promoting participatory processes, building community institutions, fostering self-reliance, and respecting the indigenous knowledge and values of tribals. The Programme would adopt a flexible, non-prescriptive, process-oriented approach to enable the stakeholders to determine the scope of Programme activities, their timing, pace and sequencing.	ST & SC Development Department	Developed skill basket program for tribals, trained more than 3000 families
		Odisha Skill Development Society	Special skill building initiative for migrating youth, post training support for placement	Odisha Skill Development Society	Initiative is very recently announced. Success is yet to confirm.
6.	Jharkhand	HUNAR ⁴⁷	HUNAR is a skill development portal where all stakeholders need to register themselves in order to get access to skill development activity run by government departments. Training provider is one of key stakeholder of the HUNAR portal who needs to register itself in HUNAR to provide skill training in Jharkhand.	Jharkhand Skill Development Mission Society (JSDMS)	JSDMS hosted Sector Skill Council Summit on the 5th October 2017 and have signed 32 MoUs with nearly all Sector Skill Councils (SSCs). The initiatives are visible on the ground and work is already in progress in the sectors of Apparel, Telecom, Healthcare, Furniture and fixtures, Mining & Mineral and Manufacturing sector.
7.		Jharkraft	Chief Minister's initiative for entrepreneurship development of tribals and other marginal social groups	Jharkraft	It is special initiative of Chief Minister to provide entrepreneurship opportunities for marginal groups, development end to end solution of local forest produce

⁴⁶Source: <http://otelp.org/about.asp>

204 ⁴⁷Source: <http://lhunar.jharkhand.gov.in/home>

NSDC's Affirmative Action for Skill Development

- The Affirmative Action group is a cross-functional team within NSDC. It works proactively on underprivileged community particularly Scheduled Caste (SC), Scheduled Tribe (ST), women and differently-abled person (PwD).
- A total of 6,21,587 ST youth have benefited through Skill Development under NSDC as on March 2018.
- Special projects have been undertaken like BRU tribe in North East Region.
- Unemployment Free Block – The draft model project prepared to cover one person from 100% tribal Households for skilling and secure livelihood in block (Thuamul Rampur, Kalahandi district, Odisha).
- Conducted workshop on preventing deskilling of traditional art and promote Traditional Art.
- Organised Conference in Bangalore to identify key challenges and opportunities for skill development of ST community.

Key Recommendations

Awareness

There is a dire need to spread awareness about the need for skilling and the onus lies on all stakeholders.

Government

While the various bodies and schemes show the government's intention to push the agenda of skill development the outcome has not been satisfactory primarily because of lack of awareness regarding these policies. There needs to be a concerted and combined effort from the governments at the state levels and the centre to spread awareness. For example, the SSDMs can be instrumental in creating awareness through campaigns in vernacular language through electronic and print medium for maximum reach to target segments. NGOs with their grass-root level outreach and community connects too can be engaged in mobilising awareness in remote areas. NSDC also needs to be strengthened further to ensure efforts to coordinate private sector and employers' participation are in the right direction.

Industry

The industry needs to be educated about the benefits of a skilled personnel vis-à-vis an unskilled person as training leads to increased productivity among employees. The industry should work closely with the SSCs and also recognise the training done based on NOSs and thereby paying the skilled worker a premium.

Counselling

There has to be a paradigm shift in perception regarding vocational education and parents and students have to look beyond traditionally preferred jobs like engineers, doctors and lawyers. With the Indian economy on a vigorous growth path, demand for skilled personnel across various sectors and the government impetus on skill development the need for awareness and right amount of counselling at each level of mobilisation and academic set up is required.

Curriculum change and linkage

From integrating vocational education with the general education in schools and colleges to continuously updating the curriculums to incorporate the latest trends will help students gain relevance in their training process. More often than not, there is a mismatch between what the students study and the work profile they are offered post training, rendering their skill sets obsolete. While the process of integrating vocational courses with general education has begun even though it is at a nascent this process will need support from higher education institutions. Students who do take up vocational courses at the school level face hurdles during admission in universities as most of them do not recognize the courses. This deters the students from studying vocational courses and further strengthens the stigma associated with it. There has to be a seamless facilitation from secondary to higher education if a student chooses to study vocational courses.

Migration and training at sourcing cluster or geography

Migration from rural to urban areas for jobs is a phenomenon that cuts across sectors and states. Most of the migrants who seek entry level jobs are often unskilled and the cost of living in urban areas and new environment deter them from taking up training. An integrated effort from employers, training providers and government bodies like Panchayats to train people at the source, i.e. cluster level or a specific geography could help mobilise more people to take up training. So, it is win-win situation for both the employer and employees. Once the employees reach the cities for jobs, they don't have to invest in training and are paid premium salaries, and the employers get day-one ready employees and then cut down on time and resources in training them. For example – primary interactions suggest that a majority of hospitality professionals hail from the north-eastern part of the country, so it important that training centres are set up there so that more and more students take up training. Similarly, for the domestic workforce, capacity creation has to be done in states like West Bengal, Odisha, Chhattisgarh.

Up gradation of infrastructure and industry-academia connect

While a lot of bodies have been created for skill development, some suffer from physical infrastructure and manpower crunch. For example, a lot of ITIs do not have the requisite machinery to give the students hands-on practical training. The industry has to step in here help support the infrastructure needed in the ITIs so that students can receive industry relevant training. This will cut down the investment, both in terms of money and time in training when they hire someone with non-relevant skill sets and they get day-one ready employees. The industry's involvement at this level will also strengthen the industry-academia connect and can move away from the trend of captive skilling by few industry giants to industry's contribution to skilling initiative at large. For example – if a course in aviation is being run, the aviation companies could help training providers by giving access to aircrafts not in use so that candidates can gain practical insights while training. Besides this, the industry could also help in offering apprenticeship jobs to the trainees with a stipend so that they can 'earn while they learn'.

Creating an ecosystem for self-employed individuals

Some of the trades like unorganised retail and handloom handicrafts do not need training centres but support of an ecosystem. For example, sectors like handloom and handicrafts do not need a training centre. These are skills that are passed on from generation to generation and due to lack of marketability and recognition, these skills run the risk of being lost, since the younger generation do not want to associate themselves with trades which neither give financial stability nor recognition. Hence, sectors like these need an ecosystem to sustain them. Artisans need to be provided with funds, market linkages and intelligence, a platform to market their products, education about raw materials and the products used and also how to market them. Educating the customer about the skill involved hence commanding a premium price for the product and promoting of fair trade practices to build awareness among artisans and customers alike of the benefits of using of eco-friendly products and processes is also important.

Regulations

The government would need to reform labour laws and ensure revision of minimum wages act along with nationwide wage floor. There have been some amendments made recently to three critical laws. The Union Cabinet cleared 54 amendments to the archaic Factories' Act, 1948, changes to the Apprenticeship Act, 1961 and the Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain 17 Establishments) Act, 1988. Amendments to the Apprenticeship Act will facilitate skill development with 500 new trades, including IT-enabled services, would be included in the scheme, allowing more employers to participate in training and employment of such workers. A single body to enforce guidelines concerning labour and wages would be a much-needed step at the national level which will work with state governments towards implementation. While creation of a body to create guidelines is important, to ensure successful implementation sensitisation of the employers is crucial. The employers need to recognise the importance of training, dignity of labour and should be willing to pay the minimum wages and follow the rules to stipulate work hours accordingly.

Some of the urgent requirements/ specific action steps that need to be taken in Skill Development of the Tribals:

Table 38: List of Specific Action needed to Skill Development of the Tribals

Sr. No	Issue	What is the need?	Specific Steps to be taken by Government Bodies
1.	Very Generic approach to Skill Development of Tribals in central Schemes	Because of the nature of the tribals and their traditions, no skill development scheme which deploys the same approach to Skill Development as with the general population can succeed. We need to understand the nature of their demographics, employment patterns, traditions and beliefs before a scheme is designed.	Specific and disparate schemes which are geography based which target various needs i.e. needs of migrant tribals, needs of the women tribals, exploring ways of creating sustainable employment at tribal source population.
2.	Lack of Data available	In the various times of research for this study, there is no repository of data available of skill development target/ progress available for the progress of the schemes. Tracking of the schemes progress along with specific names and progress must be done.	In times of digital India, there are possibilities to create District portals which feed into a State portal and then into National Level data. Data and tracking are the only way to track the success of the well intentioned schemes.
3.	No hand holding to Migrants	It is a fact that tribal populations seek migration based employment. The migration corridors are also known to all. Source and destination states have been clearly listed. There is a need to set up migration support centres along these corridors.	Govt (central and State) must set up Migration Support Centres at Source and Destination areas. These can be modelled in various ways but access to basic skills, rights, information and basic services like health, education must be provided in the MRC.
4.	Tribals in digital literacy	Clearly, most Tribals (except in the North East) are hardly digitally literate. This must be corrected urgently. Specific inputs should be around Digital literacy, access to Govt services and Financial inclusion.	The Government must URGENTLY launch a highly visible campaign and camps to cover digital literacy in the target audience. This must be tracked and must cover 75% of the population in the next 12- 18 months.
5.	Need for Skill Development for migrant labour in agri-culture.	Usually the tribals are engaged in harvesting of crops. The farmers are slowly moving towards mechanization and using farm equipment since it is cheaper and more reliable during harvest time. There is a dearth of farm equipment operators in these areas.	State specific run schemes which focus on skill development in Agri technology like operating Farm equipment. Preferably these can be run in destination areas. This must be a tri partite approach including farm machine manufacturers, operators and target beneficiaries.

Source: Table prepared by Disha Foundation during the study

Sr. No	Issue	What is the need?	Specific Steps to be taken by Government Bodies
6.	Need for skill development in Construction	The migrants are seeking unskilled work in construction sites and brick kilns. With some skills, they can easily command a 30-40% increase in daily wages.	Design a scheme which targets beneficiaries at the construction sites and skills them. Kushal (a scheme run by CREDAI Pune) under the aegis of PMKVY is already implementing this model. States can easily adopt this model and start implementation without undergoing the learnings of the pilot.
7.	Tribal Children and their inclusion in Skill Development	Tribal Children are attending Eklavya schools. They can be introduced and sensitized to Skill Development by 6th- 7th Standard where they learn the basics of each/ specific skill. Employment can be offered only after they come of age. Thus , children will have an option after school.	The MHRD is already running a scheme along with the MSDE for schools across the country. Many states have adopted this scheme. The Ministry of Tribal Affairs can launch such a scheme specifically for Eklavya schemes.
8.	Self-Employment at Tribal areas- Creating Micro entrepreneurs	Clearly no employment in traditional jobs like plumbers, electricians etc exists in Tribal dominated areas. This calls for a different approach to creating employment opportunities in these areas.	*National Tribal incubators and its state chapters needs to be promoted at state level for handholding assistance in the process of developing entrepreneurs

***Creating Incubation support for Tribal Entrepreneurs**

The Tribal inhabited areas are rich in natural resources including forest, agricultural produce, natural resources like minerals etc. So far there are small scale pilots initiated in many states for marketing of the forest produce. But handholding assistance to tribals is completely lacking everywhere. There must be a concentrated efforts to enable the tribals to start creating livelihood options from these resources. Micro Entrepreneur incubation centres need to be set up in these areas which can ensure handholding assistance to tribals. This is a long term approach and can span from 12- 36 months. The incubation centres must have experts who can 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. It is to be noted that this effort requires pertinence and determination but can lead to sustainable development without significantly impacting the ecology of the space. Pockets in the North East have done similar efforts with Piggery, tribal tourism, bamboo products etc.

Source: Case story reflected during community interaction at source states

Concluding Remarks

According to NSS Report No. 543 (Employment and unemployment situation among social groups in India), labour force participation of Scheduled Tribe (ST) population is high both in rural and urban areas compared to other social groups in India. Although labour force participation is higher among STs than other social groups, their poverty hasn't come down proportionately (Planning Commission). This indicates the possibility of most ST population being engaged in unskilled or low skilled occupation. This possibility of participation in unskilled or low skilled occupations is further supported by the high rates of migration in the ST population compared to other social groups (NSS Report No. 533: Migration in India, NSS 64th Round (July 2007 – June 2008), MOSPI). Thus in spite of ST's higher contribution in labour force, they are generally poorer with lower access to basic facilities and lower chances of economic improvement especially in the rural areas.

Our study revealed that the tribal workers migrate at a young age, without acquiring much skills and education that results in to lack of knowledge and limited capacity. Generally migrant workers get

employment the informal and unorganized labour market. Largely the work often exploitative, low wage and limited growth opportunities. Due to lack of skills, education and knowledge, they often do not have bargaining power to deal with employers. Hence there has to be greater emphasis on skill development of tribals. The existing skill development system needs to be more inclusive for tribals before and during their migration at source and destination with widen reach out beyond the urban and peri-urban areas to remote locations. Lack of information is another key issue that needs to overcome through effective information dissemination system by using information, communication and technology (ICT) as a tool. Real time information can help tribal migrant workers for decision making and can also improve their participation and vocational training and later in expanding skilled workforce. Majority of tribal migrant workers are engaged in unorganised sector and often the work and environment is exploitative with limited growth. Therefore, it would be pragmatic to introduce skill development with provision of on-the job training and placement.

Moving onto Placements, There is a need to strengthen labour market information services and improve the efficiency of employment exchange to bridge the gaps between individuals and recruiters. In addition, 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.

Minsitry of Tribal Affairs has major role to play in the execution of above strategies, it calls for strong co-ordiation within MoTA, State Tribal Department's & National Skill Development corporation and its state chapters (skill development societies) for active inclusion of tribals in skill development and entrepreneurship initaives, including training need assemsent, and tailormade skill development courses suiting to effective placement opportunities in local labour markets.



Migrant Agriculture Labour in Hosiarpur, Punjab

8

Case Studies (Compiled from field Research)

“ One of my friends from this village was working in a high tension wire installation project. Due to coming in contact with live wire he lost his arm. We stalled work and the contractor was forced to pay a compensation of Rs. 2.5 lakh. We did not get anything from the government.”

—A Tribal Youth During
FGDs in Dhanbad

I. Madhya Pradesh

1. Debt trap during marriage of the Bhil tribals (after the The Bhagoria Haat Festival or the Festival of Love) and depletion of assets

The defining festival for the Bhils of Jhabua is the 'bhagoria festival' which gives them their title of Bhagoria Bhils. It is celebrated just before the holi festival with great fervor, it happens to be a very special occasion for young bhils. During bhagoria celebration, the young bhils identify their life partners and exchange vows for entering into wedlock. The bhagoria is the festival of love. During its celebration many a times, the young couples elope to register their strong desire to get married to each other. In the bhil tradition, there is complete freedom for selecting life partners. There is a 'bride-price' system, which is the most important part of a marriage even if it results due to elopement. The bride price is fixed between the boy's and the girl's family with the help of the tadavi. The girl's family demands the bride price that is negotiated for its reasonableness. The timing of the haat just before the holi is not just coincidental; of course, holi is a big festival for the region. This is also the time when most people get money for their work and have extra cash to spend at the market. It is the time when everyone comes back home from wherever they are in the world. So, it makes great sense to get married or get your children married at this point in time. Now, how much of this tradition still remains is anyone's guess. The bhagoria bhils have been affected by a socio-economic curse, which exists in the form of indebtedness. Sometimes indebtedness occurs for meeting avoidable social obligations such as the bride price. It is the single-most dominant cause for the majority of the problems being faced by this community. In the earlier times, this bride price was limited to grains, cows, goats etc., but the trend has changed in favor of cash. This cash demand as bride-price is becoming exorbitant, sometimes the bride-price is fixed at 2.5 lakhs or 3 or 4 lakhs. Along with the bride-price it is required to give silver jewelry to bride in kilos. Such a high bride price is beyond the capacity of an average villager who earns between rupees 50 to 60 thousand per annum provided the monsoon has been kind. If the family has two or three sons then getting them married is a huge expenditure, which is obviously met by taking loans. There is therefore a recurring debt trap in which the bhagoria bhils are caught. To repay the debt the bhils need to earn more, migrate to other cities to work. Indebtedness and migration are the two important hard facts of the bhagoria bhil tribals. This indebtedness is not only the main cause of their impoverishment but also the main reason for their perpetual poverty. Their whole life is centered on debt management. The cycle of getting in to debt and coming out of it gets repeated for them unabated resulting in their state of perpetual poverty. The main cause for the perpetuation of their debt cycle is the practice of bride price in marriages. **The high bride-price to be paid, especially for a virgin first wife, is an important reason for the prevalence of monogamy among the Bhils. Today, a typical marriage for these tribal people can cost close to Rs. 5 lakh, thus marriages are becoming a huge burden to families and they simply cannot afford them.** Tribal activists in M.P., associated with three organisations, Khedut Mazdoor Chetana Sangath (KMCS), Adivasi Ekta Parishad and Jai Adivasi Yuva Shakti, have launched a campaign to cap spending lavishly on weddings in an attempt to drive down the unaffordable costs burdening tribal families. **These activists are working with tribals of Madhya Pradesh to cap marriage expenditures and prevent families from plunging into debt or having to sell off their lands to pay for their children's weddings. These groups of activists have been working with key individuals in the tribal districts of Jhabua, Dhar, Alirajpur and Barwani in an attempt to come up with a consensus on the issue. "Marriage is becoming a millstone on the neck of grooms, and it has become a sort of competition between tribal over who has the 'most expensive bride'. This should end as it is ruining the tribals"** social activist Tapan Bhattacharya quoted.

2. Livelihood – case study of the fisherfolk of Chhindawara district of Madhya Pradesh

The Pench Tiger reserve straddles the Madhya Pradesh-Maharashtra border, covering forested parts of Nagpur of Chhindawara districts. A dam is built on the Pench river, which creates a 2,000-hectare reservoir. The bone of contention is this waterbody over which the people of Totladoh claim their right to fish. But the Supreme Court passed an order, restricting fishing rights in Pench National Park on the Madhya Pradesh side to 305 fisherfolk only. The court did not give any directive for the portion of the reservoir falling in Maharashtra. Consequently, the forest department imposed a ban on fishing, interpreting it as a violation of the Wildlife (Protection) Act, 1972. More than half of the villagers have cases registered against them in the local courts. Many of them face more than one charge for the same crime: stealing fish, again and again. They attend interminable hearings at the Ramtek division local courts where lies a cupboard packed with files of such cases that have accumulated over the years. "If earning one's livelihood is a crime, we are ready to commit it," says Vinod Gajbiye, the head of Jan Van Andolan Samiti, a non-governmental organisation (NGO) formed by the villagers to demand their rights. "There are two government colonies in the park, the dam itself is not sanctioned by the Union ministry of environment and forests. Why don't they demolish these first," he adds.

Kishore Mishrikotkar, range forest officer, Nagpur, is categorical. "The village is illegal. Its residents are pawns in the hands of the fish mafia of Jabalpur. Fishing is banned in national parks. We have tried to relocate the people, but they refuse to cooperate," he says. "We settled here during the construction of the dam. Later, we learnt to catch fish to eke a living. Where will we go now? Why can't we be allowed to stay in peace?" These are posers put by a widow settled in Totladoh. "No scientific evidence suggesting that fishing is harming the ecology of the region has ever been presented," argues Anand Kapoor of NGO Shashwat. He suggests, "If like in Tawa, fishing is regularised and managed by the people, it could perhaps benefit the park." Gajbiye concurs and says, "If we are allowed to handle fishing, we will not need to play hide and seek with the authorities in the forests. This would, in effect, reduce the pressure on the forest." As Kapoor puts it, "The issues are now more about legalities than rationality. Why can't laws be amended? Why can't people be left to manage their resources?" Thus, just like the tigers of the Pench Tiger Reserve, the fishing village and the fisher folk too are threatened by extinction.

3. Case Studies- Madhya Pradesh to Gujarat Migration Experience:

A Bhilala tribal resident of Kanna Village in Makankui Block of Jhabua district of Madhya Pradesh fell from a seven-storied building under construction in Navsari town in South Gujarat and died immediately in 2009. Two months after this incident his brother died in the same way. Just a case of accidental death was registered at the Police Station and the contractor paid his family only the transportation money to take the dead bodies home. This is the stark reality of the insecurity under which the lakhs of migrants from Jhabua district work in various destination areas in Gujarat. We took a case history of a labourer named Kelash, aged 30 years in village Minama, block Makankui, who fell down from the 4th floor of a building under construction in South Gujarat and is disabled till that time. Now he has iron plates inserted in his pelvic girdle and is crippled below waist. He was the sole earning member of his family, being the only son of his old parents. He has a wife, 28 years of age, and his dependent parents. His family has no income now and they have not received any compensation till date.

4. The case of Silicosis

Hundreds of Bhil tribal workers from the districts of Alirajpur, Jhabua and Dhar were working in the quartz crushing factories in Godhra district of Gujarat without any protective apparels and in conditions in which there were no exhaust systems to remove the quartz dust from the air. Consequently, the tribal workers were inhaling the dust and soon they became affected with silicosis, which is a terminal disease. Hundreds of workers both male and female had died leaving their children orphaned (Baviskar,

2008). The National Human Rights Commission (NHRC) issued a recommendation on 12.11.2010 that a compensation of Rupees 3 lakhs each should be paid to the next of kin of those who have died of silicosis and that those who are still alive should be properly rehabilitated. However, the governments of Gujarat and Madhya Pradesh have still not implemented these recommendations. This, after both the Supreme Court and the NHRC deemed these governments responsible for the deaths because of negligence on their part in implementing the various laws that protect the rights of the labourers. The owners of the quartz crushing units themselves have escaped any legal action because they do not keep any records of the people they are employing and make only cash payments to the casual tribal labourers. So, the affected labourers cannot prove their employment in these units.

5. The labour court

The labour court for the districts of Jhabua and Alirajpur is in Ratlam which is two hundred kilometres away from Alirajpur. Thus, it is very difficult to file cases there under the Workmen's Compensation Act and then follow them up. The Interstate Migrant Workers Act on the other hand does not have any provisions for the protection of individual labourers who have migrated on their own without the mediation of a contractor. Thus, it is very difficult to get its provisions implemented in Gujarat in a scenario in which the government there has no intention of providing any security to the tribal migrant labourers. There is a total reluctance on the part of the government and the administration in Madhya Pradesh to recognise the fact that a substantial population of Bhils is migrating for work for long periods of time and that they have to work in abysmal conditions in Gujarat. Consequently, the government has no authentic data regarding seasonal migration at all let alone any plan of action for support and protection. It was revealed that 85.2 % of the families surveyed migrated for work and in one survey by The Khedut Mazdoor Chetna Sangath reveals that 60% of these migrated for more than three months a year.

II. Kerala

The case of Perumbavoor – the 'Gulf' of India:

Perumbavoor, about 40 kms from Kochi and a hub for plywood manufacturing, is the exemplar of migration to Kerala. There are around 1 lakh migrant workers in the small town, mostly from Assam, Odisha, West Bengal and Bihar. "Malayalis go to Gulf countries to make money. Kerala is the Gulf for these workers," says MM Mujeeb Rahman, president of Saw Mill Owners and Plywood Manufacturers Association. R Mohan, a local resident, says 80% of the people he meets on the street on Sundays are migrant workers. They work as gardeners, casual laborers, shop assistants, waiters in hotels, construction workers etc. Of late, they are also entering new lines of work such as rubber tapping, coconut harvesting, kitchen hands etc. "My maid and gardener are migrant workers," says Bindu Nair, a resident of Kochi. The housemaid works in five houses and earns nearly Rs 20,000 a month while her husband, a gardener, makes another Rs 30,000 a month. "They live well, go to the upmarket Lulu mall for shopping and save a part of their income," she says, adding that the couple has saved enough to buy a plot of farm land back in West Bengal. That facilitates labour contract, which has supplied 2,500 skilled workers from UP, Rajasthan and Assam to various infrastructure projects in the state, in specialized jobs like that of a crane operator, the salary is as high as Rs 2,000 a day. In a state synonymous with migration — the Malayali is ubiquitous across the world — Kerala's transformation as a lodestar of migrant workers from other parts of India is causing profound changes in its social fabric. No doubt, Kerala has embraced this influx of migrants. Buses in many parts of Kerala now ply with boards written in Hindi and Bengali. Theatres run movies from Bengal or the North East. One theatre near Perumbavoor now shows mainly films from Bengal, Assam and Orissa. Eateries that sell food items from Northern parts of the country have sprung in every nook and corner of Kerala. Some parishes even deliver sermons in Hindi and Bengali.

Source: Sasi A, (2017). *Problems of Migrant Laborers in Perumbavoor. International Journal of Research in Social Science*

III. Jharkhand

A Missing Link in development discourse: Case study of Hazaribagh, Jharkhand

In Jharkhand, Hazaribagh district is one of the districts with a high migration rate. According to a report by Society for Labour and Development (SLD) about the situation of migration in Hazaribagh, 78% of the respondents said that family member(s) migrated because of the inadequate employment opportunities in the villages. 8% of the respondents said that loss of income from traditional livelihood of the family caused the family members to migrate to urban areas. 6% of the respondents said that worries about children's future like support to education, marriage, etc. made the family members to migrate in search of additional income for the family. 8% of the respondents said that their family members had migrated by keeping them in the dark. During FGDs, it was found that many girls from the villages and nearby areas is eloping with the sub-agents to cities. The family members decried that the sub-agents lured the young girls with promise of hefty pays and city life and succeeded in taking them to the cities. This was also substantiated during our consultation with representatives of civil society organizations (CSOs). As per rough estimates, every year at least 50,000 girls were migrating from various blocks of the State. Adolescent girls are exposed to serious human rights violations and abuses that can threaten their physical, emotional and psychological health and well-being, and may also be exposed to crimes and human rights abuses, including crimes such as theft, kidnapping, extortion, physical abuse, smuggling and trafficking in persons, including forced labour and sexual exploitation and sexual abuses. Their numbers are not likely to fall and thus, their protection is a challenge that will continue to require attention.

The Labour Department of Jharkhand has rolled out an initiative with PanIIT Alumni Reach for India Foundation (PARFI), has launched "Kalyan Gurukul", a multi-trade skill development center, in Hazaribagh to facilitate skilling and increase opportunities for employment for the economically backward youth. In addition, recruitment camps and job fairs are being organized in the State at the district level by the Labour Department to bring job providers and seekers on the same platform. The Labour Department has started voluntary registration scheme to track lakhs of men, women and children who leave the State every year in search of jobs. To make the scheme attractive and to ensure migrating workers enrolled themselves voluntarily, the State Labour Department has proposed an insurance cover of 1.5 lakhs for each registered worker, the sum assured to be paid to his/her next of the kin in the event of death or disability. In districts like Gumla, with high migration of adolescent girls to cities like Delhi, the Labour Department is sending personalized letters from the Chief Minister of Jharkhand requesting the parents not to send their girls outside the State. There have been some cases of rescue of minor girls from various railway stations in Jharkhand. The Labour Department provided immediate family support to rescued girls at the rate of Rs. 5000.00 per month. The Labour Department is also organizing various events during Christmas when the youth come back home.

IV. Maharashtra

1. People's movement for local livelihood: story of Pimparni village of Nandurbar

Pimparani village, is in Shahada block of Nandurbar at beautiful location at the feet of Satpuda hills. Tribals from this village migrates within Maharashtra and also to other states. They migrate to Nasik, Jalgaon, Dhule and Pune for labour work in construction sector. Migration period is generally 4-6 months. Many tribal families migrate for sugarcane cutting jobs. Their major destination within Maharashtra are Ahmadnager, Pune, Baramati district. They also migrate to Surashtra, Gujarat for agriculture labour for 8-10 months in a year.

During discussion with villagers and panchayat members, they pointed out that water for agriculture is very serious problems for Pimparni village and is major reason for their migration. They have requested local authorities many times but haven't received any concrete support for construction of local dam for agriculture water. Regular jobs of MNERGA are not available at village level. The research team probed further if they have escalated the matter to block development officer anytime, which they never did. The team suggested them to meet the BDO and put their problems and demands to the BDO. A Group of 50 enthusiastic villagers were motivated to meet BDO. Next day they visited BDO office. Out of 50, 15 villagers were invited by BDO for discussion. After discussion, BDO called for gram Sabha on 25th March. Resolution was made in the gram sabha for road and dam construction work, which is now approved by BDO. The work is approved through MNERGA, it is estimated that at least 50% of people will get jobs at village level or 6 months. The sanction of dam will be completed in 6 months, which can ensure water supply for agriculture after rainy season. Research team is in contact with local village leaders for further updates. It is heartening to see that research could facilitate such positive emerging actions and solutions at community level for local livelihood.

2. Migration...A success story of Bhikan

Tribals are migrating for livelihood. For some it is experience of exploitation and distress. But for some migration has proved supportive to strengthen family income and build assets. We found such story in Kansai village. Bhikan is tribal farmer of Kansai village, in Shahada block of Nandurbar district. He has five members in the family, his wife, one daughter and two sons. He has received paternal agriculture property of 2.5 acres. Agriculture is his main occupation. His agriculture is rainfed, he can't sustain his family from the average annual income of roughly Rs. 50,000 from agriculture. Hence, he started migrating to Suarashtra. He is migrating to Kambada town, Jamnager district of Saurashtra, to work as agriculture labour with his friends. His family is left behind at village. In some seasons, he takes his family with him. He is working with same employer for last 6 years. For him, migration is very supportive for his income. His two meals, and accommodation is taken care by his employer. He needs to bear expenses of only for one meal per day, which is major saving. His daily wage rate is Rs 300/-. He could save Rs 2,00,000 in last 2 years, he has built Pucca house in his village with these savings. "I couldn't have built such house, if I would have remained in the village. It could happen because I decided to migrate, I got good work opportunity and I could bring remittance back home. I am happy with my decision. I'm now again going to Saurashtra for work, this time I am taking 7-8 tribal youngsters with me for similar work". It seems their own network for out migration is growing with time.

3. Sadashiv's successful attempt of creating local livelihood using migration earnings

Sadashiv is tribal farmer of Bag pada, Peth block of Nasik district. His story of migration is outstanding. He has land, but it's on the top of hill. It was very challenging for him to arrange water supply for agriculture on the top of hill, it required lift irrigation from nearby dam, huge investment of roughly 3 lakh rupees was required. He and his family started migrating to grape farm labour in Nasik district. Over period of 5 years, he saved Rs. 6 lakhs. He successfully arranged to fix sustainable water supply for his agriculture on top of the hill through lift irrigation from nearby water dam, he also set up a low cost green house in his land and started growing vegetables. His agriculture is very productive now, his annual income from agriculture is substantial. He has now reduced his migration period, earlier he used to migrate for 8-10 months, now he migrates only for 4-5 months. Rest of the period he prefers to stay back at his village and take care of his own agriculture. His brother and family are working together to sustain this success! Sadashiv has achieved this through his hard work and sustained efforts and most importantly without any government help. He has become role model for local tribal youth, they also aim to sustain their agriculture like him.

9

Key Findings, Conclusions and Recommendations

“ We are not able to think and work to stop this mass migration. It is beyond our capacities to make sustainable living at our villages. It is below our dignity to go find jobs at destinations, many times we need to stay on roadside, and people don't treat us with respect. It is very humiliating, many times contractors don't pay us on time or sometimes don't pay at all, but what can we do? We do not have anyone to support us ”

– During FGD with
Tribal Migrant Families at Nasik

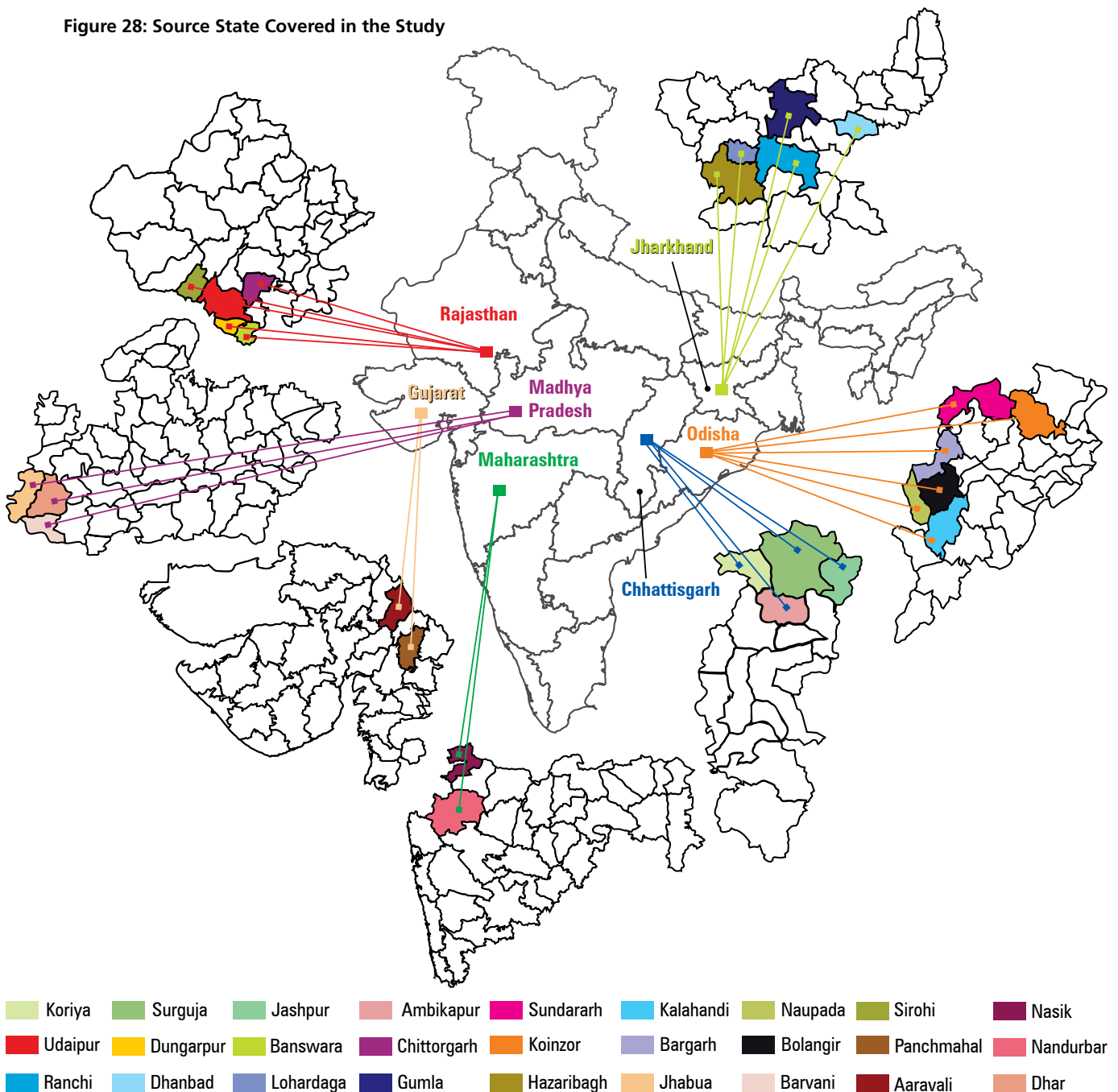
Key Findings, Conclusions and Recommendations

Migration has been one of the major coping mechanisms of tribals to escape the lack of livelihood opportunities in their places of origin. While its an open secret, the traditional view of the system has been to either overlook it or suppress it. This had created a cardinal gap between the ground realities and policymaking which is needed to be bridged. This study was focused on comprehending the situation of tribal migration in India and determining the various factors that drive, hinder and modify the phenomenon of tribal migration.

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 and Gujarat. This study has identified different streams of migration and involvement of tribals in various sectors, as shown in graphs below. It is noted that the situation is very common in state of Odisha, Jharkhand and Chhattisgarh in terms of tribal livelihood, reasons of migration, corridors of migration and the sectors. It is also noted that there is lot of inter-state migration happening within these states. It calls for a common strategy for this tringle of migration. Similar situation is noticed among Maharashtra, Gujarat and Madhya Pradesh.

This study also revealed that feminisation of migration is emerging from states like Jharkhand and Chhattisgarh since employers prefer to employ tribal women for certain types of work; for example, textile industries in Bangalore, Surat etc. or in metropolitan cities such as Delhi (and from there disbursed to other cities of India) there is a demand for young tribal girls to work as live-in domestic workers for urban families. Young girls in their late teens and early-twenties are generally preferred from the states of Odisha, Chhattisgarh, Jharkhand and Madhya Pradesh for the above sectors.

Figure 28: Source State Covered in the Study



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

Chhattisgarh State Migration Corridor			
Source Districts	Destination States & Its Districts	Key Sector with Labour Involvement	Other Social Issues Noticed
Koriya Jashpur Surguja Ambikapur	Goa – Panjim Delhi-NCR – Gurgaon, Delhi Jharkhand – Ranchi Telangana – Karimnagar Punjab – Hosiarpur, Patiala Gujarat – Ahmedabad, Vadodara	Domestic Help, Construction Agriculture, Fishery, Textile Industry Textile	Human Trafficking of Minor Girls
Odisha State Migration Corridor			
Source Districts	Destination States & Its Districts	Key Sector with Labour Involvement	Other Social Issues Noticed
Sundergarh Koinzor Naupada Bolangir Kalahandi Bargarh	Delhi-NCR – Gurgaon, Delhi Telangana – Karimnagar Goa – Panjim Kerala – Ernakulam Gujarat – Surat, Ahmedabad Maharashtra – Nasik, Mumbai Odisha – Bhubhaneswar, Cuttak 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	Bonded Labour at Destinations
Rajasthan State Migration Corridor			
Source Districts	Destination States & Its Districts	Key Sector with Labour Involvement	Other Social Issues Noticed
Udaipur Dungarpur Banswara Chittorgarh Sirohi	Gujarat – Ahmedabad, Surat Maharashtra – Mumbai Kerala – Ernakulam Goa – Panjim Delhi-Ncr – Gurgaon, Noida, Delhi	Construction, Hotel Industry, Scrap Work, Domestic Help, Agriculture, Cotton Field	Child Labour
Jharkhand State Migration Corridor			
Source Districts	Destination States & Its Districts	Key Sector with Labour Involvement	Other Social Issues Noticed
Ranchi Dhanbad Lohardaga Gumla Hazariabagh	New Delhi-NCR – Gurgaon, Delhi Punjab – Patiala, Hosiarpur Goa – Panjim Maharashtra – Nasik, Mumbai Gujarat – Surat, Ahmedabad, Bhubaneswar, Koinzor	Construction Industry, Masons or Rickshaw Pullers, Brick Kilns, Gardening Textile, Agriculture Construction	Human Trafficking of Minor Girls
Madhya Pradesh State Migration Corridor			
Source Districts	Destination States & Its Districts	Key Sector with Labour Involvement	Other Social Issues Noticed
Jhabua 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.	Occupational health issues of MP migrant's in Gujarat
Gujarat State Migration Corridor			
Source Districts	Destination States & Its Districts	Key Sector with Labour Involvement	Other Social Issues Noticed
Panchmahal Aaravali	Gujarat – Ahmedabad, Kallol, Bhuj Gandhidham, Surat, Gandhinagar, Rajkot, Bhavanagar Maharashtra – Nasik, Mumbai, Shirdi, Thane Delhi NCR – Delhi, Gurgaon Kerala – Ernakulam	Agriculture Farming, Cultivation, Textile Industry, Construction Industry, Domestic Help, Tourism, Hotel Industry	Child Labour
Maharashtra State Migration Corridor			
Source Districts	Destination States & Its Districts	Key Sector with Labour Involvement	Other Social Issues Noticed
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, Agriculture	Bonded Labour

Table prepared by Disha Foundation during the research study

Major Highlights

- **Jharkhand** – Feminization of migration – major migration of women in textile/domestic sector, single male migration for fishery industry in Goa
- **Odisha** – Single male migration for fishery industry in Goa, family migration in construction sector to Kerala, Telangana, Karnataka, Delhi
- **Maharashtra** – Nandurbar, Surgana – migration to Gujarat, mostly family migration
- **Madhya Pradesh** – Family migration to Gujarat and Maharashtra – mainly construction sector
- **Chhattisgarh** – Family migration to Kerala, Telangana, for construction and agriculture; major migration of women in domestic sector to Delhi NCR
- **Emerging Migration Triangles**
 - ◆ Odisha, Chhattisgarh, Jharkhand
 - ◆ Maharashtra, Gujarat, Madhya Pradesh
- Internal migration within states for agriculture and construction work is common. These states also share similar conditions in terms of tribal population, reasons for migration, migration corridors and issues of migrants. It calls for common strategies within these states to address migration at source and destination end.

Gaps Assessment at Source States

It was noticed that the institutional 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 Forest Right Act Mahatma Gandhi NREGS, 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.

This study also revealed that minimum wage rate was a major driver of migration from poorer states to richer states (See chapter 6 for details). The wages received in all kinds of work was lower than the poverty line of the respective States in the case of major States like Madhya Pradesh, Jharkhand etc. Jharkhand, Madhya Pradesh and Odisha being poor states, the wage levels in rural areas could be lower due to illiteracy, lack of awareness, weak bargaining power of the labour force and also because they are labour surplus states. But in the case of major states like Gujarat and Maharashtra, it was quite surprising and the possible explanation could be the influx of unskilled migrant labour from across country which had enabled the employers to keep the wage levels low. Kerala is an exceptional state where the wages received under works other than public works was more than double the migrant wage prescribed for agriculture, probably due to Kerala being a labour scarce State. As Keralites go abroad in huge numbers looking for better opportunities, the State had no option but to attract migrant labour with higher salaries thereby becoming one of the favourite destinations for migrant labour. State like Goa, and Delhi were providing higher rates of wages as well to its unorganized sector workers but not at rates provided by Kerala. Thus, an unskilled labour in Kerala earned around Rs.600 per day whereas a skilled worker can demand anything above 700 per day. Wages of a carpenter was 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.

Source states like Jharkhand, Chhattisgarh, Odisha and Madhya Pradesh have comparatively lower minimum wage rate than destination states- Punjab, NCR Delhi, Kerala, Goa, which is becoming major driver for migration among tribal and non tribals. This calls for revisions in the minimum wage rates at these source states, which can bring major shift in local livelihood of tribals and may result in stemming migration to some extent. The above overall description on causal factors for migration elucidate wide range of issues that are causing migration. As all these factors are simultaneously act upon tribals, the intensity of migration is very high. The broad dimensions in this regard are economic, administrative, development and social issues.

This study also discovered some social factors that might be leading to migration. The innocence of the local tribal people clubbed with their strong inclination for social customs with emphasis on social pride is also one of the causes for migration. 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.

The second phenomenon related to social factors in this regard was high level of liquor consumption or alcoholism. Severe deforestation in tribal areas has led to reduction of traditional liquor making and hence tribals are compelled to consume liquor available in the open market at huge expenditure to feed this incorrigible habit. This study revealed that the only market that was thriving the most in many tribal villages was the market for alcohol. As per the account we obtained, alcohol was locally made, mostly using chemicals (we were told battery acid was used to make it more potent - however this might be a proxy for methanol) which was then consumed by addicted villagers at the village centre. Everyday 3-4 drums of alcohol got sold in the market. Since this alcohol was contaminated with chemicals it gradually destroyed the gastrointestinal tract of people leading to high number of deaths and many widows in the villages. In short, lack of opportunities and local livelihood along with meagre agricultural avenues was driving people to poverty and forcing them to migrate. In addition, a number of adult males in the village were addicted to alcohol in most tribal villages of Jharkhand, Odisha and Chhattisgarh. Alcoholism is a major public health and public policy issue as far as tribals are concerned. The liquor menace has been compelling many tribals into debt traps by middlemen which forces the tribals to migrate since it is the only option to repay the debt.

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 Rojgar workers, 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 sharmik mitra network available in Madhya Pradesh.

Gap 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 maids.

In all the destination states that were covered in this study, we found 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 not political will to provide anything to the immigrants. 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 essentially 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. Overall, a concerted effort is missing states to identify and rectify the issues that migrants face. 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.

Gap 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

Table No. : Existing National Surveys and Current Gapsto Capture Tribal Migrants Data in India

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. Three rounds of the survey have been conducted since the first survey in 1992-93.</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 anaemia • Utilization and quality of health and family planning services. <p>Each successive round of the NFHS has two specific goals</p> <p>1) To provide essential data on health and family welfare needed by the Ministry of Health and Family Welfare and other agencies for policy and programme purposes,</p> <p>2) To provide information on important emerging health and family welfare issues.</p>	<p>Ministry of Health and Family Welfare: National Family Health Survey (NFHS)</p>	<p>There is no separate category of migrants in the sample selection process of NFHS.</p> <p>Migration specific questions/variables are not captured in NFHSsuch as - residential status , duration of migration (anytime, between 1 month to 12 months), length of stay, and access to diseases specific health services and family welfare services.</p> <p>These missing questions leads to lack of data on internal migration and utilization of diseases 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 in diverse fields on All India basis. Primarily 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> <p>Their even shortest migration duration period needs to be captured which ranges between one to two weeks to- one year.</p> <p>The missing questions/variables in the survey questionnaire are migration reasons, their 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.</p> <p>These variables are not captured currently in the national sample survey.</p>

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 migrant issues comprehensively in spite of significant volume of migration. 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 a positive step in improving the health of migrants, 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 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 at destination locations, since they are operated by state administration and linked to state citizenship	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	Initiate flagship migration support program with necessary budget allocations, which includes- 1.Set up of migration resource centres at Block/Panchayat level. 2. Assisting migrating families in targeted manner for the agriculture development and strengthening of their local livelihood sources Developing mechanism to address basic and social security needs of migrants at source and destination level. 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

Current Issues/Gaps	Emerging Need of reform	Suggested Action	Existing available policy framework /Programmes	Responsible Ministry
		Mandatory registration of our-migrating families and labour contractors at Panchayat level	Guideline in Mahatma Gandhi National Rural Employment Guarantee Act	Ministry of Rural Development
No special health programmes available for migrant population	Special measures to address health needs of migrants	<p>Address diverse health needs of distressed tribal migrants before and during their migration to cities and small towns. Health programs should be reached to most hard to reach areas such as worksites and halt points of migrants.</p> <ul style="list-style-type: none"> • Universal coverage of all health programs including health insurance for tribal migrants before and during migration period • 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	Government resolutions available for similar arrangement in Maharashtra and Andhra Pradesh states	Ministry of Consumer Affairs, Food and Public Distribution

Current Issues/Gaps	Emerging Need of reform	Suggested Action	Existing available policy framework /Programmes	Responsible Ministry
	Developing Portability of integrated child development scheme (ICDS) including informal education for children, nutrition, anaemia control programme for pregnant and lactating mothers and adolescent girls	Portability of ICDS services for tribal migrants across states in India	Central government's directives for inclusion of migrants in ICDS services 2006	Ministry of Women and Child Development
	To create access to skill enhancement for better wages among migrants	Customised skill for tribals Training at village level and in cities too for those who migrate, 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" for mainstreaming migrant children in education. 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

Current Issues/Gaps	Emerging Need of reform	Suggested Action	Existing available policy framework /Programmes	Responsible Ministry
There are no dedicated housing/ shelter facilities for migrants, which leads to overcrowded slums/ encroachment on government spaces	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, they are generally unaware about their rights and entitlements. In such cases there is no official platform to raise their cases, since they fall under informal workers category, and do not cover by labour laws due to unstable employers	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)

There is a need to leverage the existing policy structures and programmes so the needs of this marginalized group are accommodated for in the various national policies. Interstate collaboration is required among government departments, to assess and subsequently tackle health and social consequences before, during and after migrants' period of work.

MoTA has a major role to play in the process including promoting an alliance among respective departments, their capacity building, and resource allocation, especially with Ministry of labour and employment and National skill development corporation (NSDC). Special advocacy would be required with Ministry of Labour and employment for amendment in the existing interstate migrant works act 1979 to ensure protection of migrant workers across states. Similarly advocacy and necessary support to destinations states (Maharashtra, Goa, NCR Delhi, Gujarat) for setting up migrant welfare board likewise Kerala state model will be proactive step.

National Skill development Corporation's skill initiative for tribals is still in small pilot mode in few states. MoTA's advocacy and intervention with National Skill development Corporation would be very important in terms of protecting tribal's interest in skill development; tailor-made skill development courses for tribals based on local market needs, mass awareness and handholding assistance to access skill development

schemes, counselling support for school children from 8th standard and those who are dropped out would be required to mainstream tribal youth in the national mandate of skill development.

The qualitative study has shown key challenges around tribal migration and possible solutions. Lack of data, state specific programmatic policies and lack of co-ordination among states are key challenges that need to be addressed the unique and pressing needs of migrants. However, there are some promising pilots in a few states, key lessons can be learnt from these pilots for solutions such as building migration specific disaggregated data within existing government data sources, construct portability of social security services across states, and universal access to health and social services.

Recommendations

The below recommendations are based on the overall study findings, case studies, consultation with NGOs, International Labour Organisation, and interactions with the officials of various government departments-labour, tribal welfare and skill development. The overall assessment of the study provides a grim scenario about the migrants' challenges in destination states as well as the source states. The central issue being poverty and lack of employment at the source state leads the people to move to newer areas for employment. The trend is largely seen in the tribal populations who are unable to sustain themselves through the year. Both men and women are equally affected in the situation, hence redressal mechanisms need to be developed in a way that it is suitable to both men and women. The state authorities need to take greater ownership and accountability on the issues especially with regard to loss of lives in hazardous conditions and lack of basic amenities. Recommendations are proposed for source, destination and at national level. These recommendations are expected to generate; institutional mechanisms for migrants' access to livelihood and social security services across the states, bridge data gaps to promote generation of migration specific disaggregated data, developing migrant friendly universal access to social security programmes for migrants mainly education, food security, basic entitlements and legal support for migrants across state borders.

Recommendations are divided in three sets

1. Recommendations for source states
2. Recommendations for destination states
3. Recommendations for MoTA at national level advocacy and action

Recommendations for Source States

Recommendations for Madhya Pradesh

1. Registration of outdoing tribal migrants

Mission Indra Dhanush has initiated registration of out migrating families in Jhabua district to capture migrating children and tap them in immunisation drive, it should be replicated at the state level; for it necessary co-ordination with MP state health department is recommended. The tribal migrant's data should be used to provide them various schemes in a targeted manner, which can help to increase household level income and reduce their migration.

2. Skill development: It is recommended to Tribal department to initiate specific skill development initiative for migrating youth in co-ordination with skill development department as below-
 - ◆ Skill gap analysis and tailor-made skill development programs for migrating tribal youth to promote local self-employment/employment opportunities. For example- It is noticed during study that due to high migration, private bus (sleeper coach) business is on high rise, which is generally managed by outsider transport companies. It is an emerging opportunity for local tribal youth to enter in similar business. It is recommended to provide necessary driving skills to migrating youth and support them to set up transport business, since it is emerging market opportunity of livelihood in the study area.

- ♦ Strengthening local livelihood of tribals through active inclusion of migrating tribals in existing various skill development initiatives, as well other existing livelihood programs, through awareness campaign and active outreach to these youth. It is noticed that majority of migrating youth did not have any knowledge about such schemes, hence do not attempt to get benefits.
3. Facilitating benefits of tribal development schemes for migrating tribal families: Involvement of frontline workers is recommended such as ASHA worker, Anganwadi worker, or promote new tribal human resource cadre for outreach and handholding activities for tribal department's various programmes for better inclusion of migrating tribals, as currently there is no outreach mechanism within the department which creates huge gap towards the awareness level & access to existing tribal department programmes among the migrating tribal communities.
 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. (Likewise Delhi government model of doorstep delivery of public services)
 5. Set up of migration cell: It is recommended to set up dedicated migrant cell in MP in co-ordination with Labour department. The cell should be supportive to tribal migrants source state and all destination states of MP migrants such a Gujarat, Maharashtra; so that there is smooth co-ordination among tribal and labour departments of respective states for inter-state co-operation. The cell should work within the state to promote safe labour migration and protect labour rights, while also mitigate exploitation of tribal migrants during the migration. This cell should also help in mobilization of resources and developing strategies for addressing issues related to migration.
 6. Immediate intervention action is recommended to prevent silicosis cases for migrating tribals from MP to Surat, Gujarat. (both awareness and supply of preventive measures). Necessary circular may be issued by MP state tribal welfare department to concerned health and labour ministries.
 7. It is recommended to MP's tribal research institute for initiating specific research on tribal migration and livelihood issues, for identification of migration prone tribal groups and target them on priority for the extending benefits of all existing schemes/ programmes under TSP/275/SCA.
 8. For Korwa and Gonds tribal pastoralists, there should be joint management of forests, common lands and water bodies by the government departments and pastoralists

2. Recommendations for Jharkhand

1. Registration of migrants

It is recommended that outgoing registration of tribals stated at village level either through SHG federations since it is strong institutions exist in most of the districts of Jharkhand. It is recommended to use of migration data for targeted inclusion of migrating tribal families in existing programs such as entrepreneurship development, skill building and similar initiatives of tribal/welfare department that can ensure sustainable livelihood and social protection at village level.

2. Migration support cell

There should be inter-state coordination to address interstate migration from Jharkhand. There are already some efforts being taken by Jharkhand labour department, such as signing MOU with destination states to address needs of their migrants, but currently these MOU's are not in functional condition. It needs to be renewed and activities should be restarted. Active involvement of Tribal/welfare department is recommended with Labour Department to for below migration support activities for tribal migrants, following:

- 2.1 Proper registration mechanism of placement agencies with the government at Jharkhand state, preferably at village and block level to better regulate the employment condition of migrants, specially trafficking and exploitation condition of women can go down with the suggested mechanism.
- 2.2 Help line for the migrants that needs to operate at national level since Jharkhand workers specially women/adolescent girls are migrating to more than 7 states – NCR Delhi, Punjab, Kerala, Maharashtra, Odisha, Chhattisgarh, Goa

3. Skill Development of Tribals

Skill gap analysis and tailormade skill development programs for migrating tribal youth to promote local self-employment/employment opportunities. For example- special Initiation of skill-based programs for the migrating youth for urban labour markets, since majority of them are involved in the same as semi-skilled or unskilled workers in hospitality and construction industry. Likewise, majority of women are engaged in domestic sector, this already established market can be taken up as an opportunity of jobs for migrant youth. Regulations on placement agencies and skill development for better wages would be important steps to ensure sustainable livelihood in urban areas for tribal migrants.

4. Convergence of entrepreneurship schemes for tribals especially among Jharkhand state tribal finance corporation, and Jharkraft, CM initiative for handicraft. It is noticed that Jharkraft is providing training and market linkages for tribal products, with loan support at very high interest rate from banks. While tribal finance corporation has very low interest for tribals, which can save high loan burden of tribal entrepreneurs.
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. (Likewise Delhi government model of doorstep delivery of public services)
 - 5.1 Facilitating benefits of tribal development schemes for migrating tribal families: Involvement of frontline workers is recommended such as ASHA worker, Anganwadi worker, or promote new tribal human resource cadre for outreach and handholding activities for tribal department's various programmes for better inclusion of migrating tribals, as currently there is no outreach mechanism within the department which creates huge gap towards the awareness level & access to existing tribal department programmes among the migrating tribal communities.
6. Jharkhand Alcoholism state policy is emerging need, especially due to illegal and unhealthy ways of alcohol making process, it's 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, for identification of migration prone tribal groups and target them on priority for the extending benefits of all existing schemes/ programmes under TSP/275/SCA.
8. The Chero tribe of Jharkhand should be properly and systematically enumerated of nomadic herds population, and measure their economic contribution, to facilitate inter-district / State coordination for their safe movement, and access to welfare rights across borders

3. Recommendations for Chhattisgarh

1. Registration of migrants

It is recommended that outgoing registration of tribals stated at village level either through SHG federations since it is strong institutions exist in most of the districts of Jharkhand. It is recommended to use of migration data for targeted inclusion of migrating tribal families in existing programs such as entrepreneurship development, skill building and similar initiatives of tribal/welfare department that can ensure sustainable livelihood and social protection at village level.

2. Migration support cell

There should be inter-state coordination to address interstate migration from Jharkhand. There are already some efforts being taken by Jharkhand labour department, such as signing MOU with destination states to address needs of their migrants, but currently these MOU's are not in functional condition. It needs to be renewed and activities should be restarted. Active involvement of Tribal/welfare department is recommended with Labour Department to for below migration support activities for tribal migrants, following:

- 2.1 Proper registration mechanism of placement agencies with the government at Jharkhand state, preferably at village and block level to better regulate the employment condition of migrants, specially trafficking and exploitation condition of women can go down with the suggested mechanism.
- 2.2 Help line for the migrants that needs to be operated at national level since Jharkhand workers specially women/adolescent girls are migrating to more than 7 states – NCR Delhi, Punjab, Kerala, Maharashtra, Odisha, Chhattisgarh, Goa

3. Skill Development of Tribals

Skill gap analysis and tailor-made skill development programs for migrating tribal youth to promote local self-employment/employment opportunities. For example- special Initiation of skill-based programs for the migrating youth for urban labour markets, since majority of them are involved in the same as semi-skilled or unskilled workers in hospitality and construction industry. Likewise, majority of women are engaged in domestic sector, this already established market can be taken up as an opportunity of jobs for migrant youth. Regulations on placement agencies and skill development for better wages would be important steps to ensure sustainable livelihood in urban areas for tribal migrants.

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. (Likewise Delhi government model of doorstep delivery of public services)
 - 4.1 Facilitating benefits of tribal development schemes for migrating tribal families: Involvement of frontline workers is recommended such as ASHA worker, Anganwadi worker, or promote new tribal human resource cadre for outreach and handholding activities for tribal department's various programmes for better inclusion of migrating tribals, as currently there is no outreach mechanism within the department which creates huge gap towards the awareness level & access to existing tribal department programmes among the migrating tribal communities.
5. It is recommended to Chhattisgarh SC/ST research institute for initiating specific research on tribal migration and livelihood issues, for identification of migration prone tribal groups and target them on priority for the extending benefits of all existing schemes/ programmes under TSP/275/SCA.
6. The state government should work to ensure enrolment of pastoralists in all national and state welfare programmes, various welfare schemes especially for them like Public Distribution System, insurances schemes especially for the girl child and pension schemes, subsidized mobile dispensaries for veterinary care, credit and banking services

4. Recommendations for Odisha

1. Migration support cell

Odisha Labour department has set up migration support action plan to address interstate migration from 11 districts of Odisha, which is devised in two ways: strengthen local livelihood of migrant workers in Odisha to reduce their migration, secondly- to provide protection to these workers during their migration in destination states. But tribal migration focus in not sharp in the state action plan. It is recommended

to SC/ST department to work in co-ordination and convergence with labour department to sharpen focus on tribal migration and ensure tribals are adequately covered in the support programme. Specific recommendations for the same are as below-

- 1.1 Registration of outgoing migrants: Odisha Labour department has initiated registration of outgoing workers, placement agencies and contractors of migrant workers through newly appointed panchayat officer in 11 districts to better regulate the employment condition of migrants, specially trafficking and exploitation condition of workers.

It is recommended ST department Odisha to work in convergence mode with labour department for such registration in all tribal districts of the state. The migration data needs to be used for targeted inclusion of migrating tribal families in existing programs such as entrepreneurship development, skill building and similar initiatives of tribal/welfare department that can ensure sustainable livelihood and social protection at village level.

1.2 Livelihood

As a part of state action plan for migrant workers, Odisha labour department is nodal department for strengthening livelihood of migrating workers in 11 districts of Odisha. It is recommended to SC/ST department to work in co-ordination and convergence with labour department's migration support programme for below

1. Tribal migration focus in not very sharp in state action plan. SC/ST department should initiate robust livelihood strengthening programme focussed on tribal's migration in all tribal district of Odisha.
2. Strengthening of MNERGA to increase active job card holders, and assured jobs for at least 250 days in a year in tribal districts.
3. Convergence of entrepreneurship schemes for tribals with Labour department, so that identified migrating tribal families can be targeted for benefit of schemes.

2. Skill Development of Tribals

Skill gap analysis and tailormade skill development programs are recommended for migrating tribal youth to promote local self-employment/employment opportunities. For example- special Initiation of skill-based programs for the migrating youth for urban labour markets, since majority of them are involved as semi-skilled or unskilled workers in hospitality and construction industry. 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 recommend for the same. Likewise, majority of 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.

3. Targeted inclusion of migrating tribals in social welfare schemes: Door-step- delivery of social welfare and protection schemes is recommended in high migration rate districts, which will help to reduce hardship of migrating tribals. Involvement of frontline workers is recommended such as ASHA worker, Anganwadi worker, or promote new tribal human resource cadre for outreach and handholding activities for tribal department's various programmes for better inclusion of migrating tribals, as currently there is no outreach mechanism within the department which creates huge gap towards the awareness level & access to existing tribal department programmes among the migrating tribal communities.
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. (Likewise Delhi government model of doorstep delivery of public services)

5. It is recommended to Odisha SC/ST research institute for initiating specific research on tribal migration and livelihood issues, for identification of migration prone tribal groups and target them on priority for the extending benefits of all existing schemes/ programmes under TSP/275/SCA.
6. Odisha Alcoholism state policy is emerging need, especially due to illegal and unhealthy ways of alcohol making process, it's 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. There should be assistance programs to promote co-management of gauchar, oran and 'wastelands' traditionally accessed by pastoralists through controlled, grazing i.e. zoning, timing, planting of fodder trees and grasses, natural manuring; creating water harvesting structures under wasteland and watershed development programmes; establishing wayside fodder banks on pay and carry basis, and other innovative measures etc.

5. Recommendations for Rajasthan

1. Registration of outgoing tribal migrants

Rajasthan Labour department has issued a notification for registration of outgoing migrant workers from Rajasthan. Regular data is collected of all kind of migrants (tribals and non tribas). It is recommended Rajasthan Tribal department to work in convergence manner with Labour department – to use tribal migrant's data to provide various schemes in a targeted manner for migrating tribals.

2. Skill development

It is recommended to Tribal department to initiate specific skill development initiative for migrating youth in co-ordination with skill development department as below-

- 2.1 Skill gap analysis and tailormade skill development programs for migrating tribal youth to promote local self-employment/employment opportunities. For example- It is noticed during study that majority of Rajasthan workers are engaged in the construction (as mason, tile worker) and hospitality industry (as cook) as semi and unskilled workers during their migration period. It is recommended to provide necessary skill training to migrating youth and support them to set up small business, since these are already established market opportunities of livelihood.
- 2.2 Strengthening local livelihood of tribals through active inclusion of migrating tribals in existing various skill development initiatives, as well other existing livelihood programs, through mass awareness campaign and active outreach to these youth. It is noticed that majority of migrating youth did not have any knowledge about such schemes, hence do not attempt to get benefits.
3. Handholding assistance to tribals: Facilitating benefits of tribal development schemes for migrating tribal families: Involvement of frontline workers is recommended such as ASHA worker, Anganwadi worker, or promote new tribal human resource cadre for outreach and handholding activities for tribal department's various programmes for better inclusion of migrating tribals, as currently there is no outreach mechanism within the department which creates huge gap towards the awareness level & access to existing tribal department programmes among the migrating tribal communities.
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. (Likewise Delhi government model of doorstep delivery of public services)
5. Set up of migration cell: It is recommended to set up dedicated migrant cell in Rajasthan in co-ordination with Labour department. The cell should be supportive to tribal migrants source state and all destination states of Rajasthan migrants such a Gujarat, Maharashtra, NCR Delhi; so that there is smooth co-ordination among tribal and labour departments of respective states for inter-state co-operation. The cell should work within the state to promote safe labour migration and

protect labour rights, while also mitigate exploitation of tribal migrants during the migration. This cell should also help in mobilization of resources and developing strategies for addressing issues related to migration.

6. It is recommended to Rajasthan tribal research institute for initiating specific research on tribal migration and livelihood issues, for identification of migration prone tribal groups and target them on priority for the extending benefits of all existing schemes/ programmes under TSP/275/SCA.
7. The Raikas of Rajasthan, who generally migrate with their herds should have programmes for inclusion of nomadic herders in natural resource management programmes.

Recommendations for Destination States

1. Recommendations for Delhi/NCR

1. Migrant Welfare Board

It is recommended to Delhi and Haryana SC/ST and Labour Department, to set up migrant worker welfare board for Delhi and Haryana on the basis of Kerala migrant welfare board. Ministry of Labour and Employment and Ministry of Tribal affairs needs to play role of facilitators with respective departments for resources sharing. This should be multi-sectoral unit with active involvement of ministries such as urban development, health, women and child development, and skill development. These ministries can play specific role to provide their respective services to migrants irrespective of their migration status. While preparing the policies for migrants, proper research needs to be done on the areas/sectors which have the potential to attract the migrants, for now, as well for next 10-15 years, the vision should be both short as well as long term. Kerala model must be referred to create migrant specific plans at state level.

Below activities are recommended under the aegis of proposed board -

- a. It is recommended to establish institutional mechanisms for inter-state coordination specially with Source States' Labour and Tribal department- Madhya Pradesh, Jharkhand, Odisha, Bihar, West Bengal, Uttar Pradesh (Haryana and Delhi both states receives tribal migrants from these source states)
- b. The welfare board should adopt a four-pronged approach for better protection of rights of workers that defines the roles and responsibilities of the state and employers of workers
- c. The migrant welfare board should also ensure access and portability of social security schemes, for example, access to public distribution network/ subsidized ration, temporary housing (seasonal hostels), education of children, insurance and skilling.
- d. The migrant welfare board should help the migrants in providing identity documents to migrants, which enables them to open bank accounts and enrol for social welfare schemes.
- e. It is also recommended that board should target registration of workers for existing schemes like Building and other construction worker's welfare board, other schemes for unorganised sector workers
- f. Migrant welfare board should aid in strengthening and/or setting up district migrant information centres
- g. The board should also assist in establishing a helpline for migrant workers
- h. 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.

2. Recommendations for Goa

1. Setting up of Migrant welfare Board

It is recommended to 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. Since Goa is large migrant recipient state, it should form Goa migrant welfare board to ensure social security of the migrants within Goa, likewise Kerala state's migrant welfare board. Ministry of Labour and Employment and Ministry of Tribal affairs needs to play role of facilitators with respective departments for resources sharing

Below activities are recommended under the aegis of proposed board-

1. The welfare board should propose innovative strategies for targeted inclusion of migrant workers in construction welfare board and other schemes for unorganised sector workers (including mass awareness and outreach)
2. The welfare board should also provide social security coverage to fishermen in Goa who are largely migrating from Jharkhand, Odisha are not covered by fishery department, nor by their employers.
3. There should be proper interstate collaboration among Goa and other states, mainly Jharkhand and Odisha to set up mechanism to provide protection and entitlements during migration period (preferably among labour and tribal departments)
4. The migrant welfare board should ensure accessibility and portability of social security schemes, for example, access to public distribution network/ subsidized ration, temporary housing (seasonal hostels), education of children, insurance and skilling.
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

3. Recommendations for Punjab

Setting up of the Migrant welfare board

It is recommended to 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 yet. This board should encourage migrant labour friendly policies like Kerala model to address welfare of migrants at the destination state.

Below activities are recommended under the aegis of migrant welfare board

1. The board should establish institutional mechanisms for inter-state coordination specially with source states' Labour and Tribal department- Chhattisgarh, Madhya Pradesh, Jharkhand, Odisha, Bihar, West Bengal, Uttar Pradesh
2. The welfare board should adopt a four-pronged approach for better protection of rights of workers that defines the roles and responsibilities of the state and employers of workers
3. The board should also ensure proper accessibility and portability of social security schemes, for example, access to public distribution network/ subsidized ration, temporary housing (seasonal hostels), education of children, insurance and skilling.
4. The board should aid in providing identity documents to migrants, which enables them to open bank accounts and enrol for social welfare schemes
5. The board should also insist in targeted registration of workers for inclusion in existing schemes like Building and other construction worker's welfare board, other schemes for unorganised sector workers

6. The welfare board should aid in strengthening and/or setting up district migrant information centres
7. It is also recommended to establish 24*7 helpline for migrant workers
8. 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

4. Recommendations for Kerala

Promoting tribal inclusive focus in 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 Kerala in the existing Kerala migrant welfare board. This should be multi-sectoral unit with active involvement of ministries such as urban development, health, women and child development, and skill development. These ministries can play specific role to provide their respective services to migrants irrespective of their migration status.

Below activities are recommended under the aegis of proposed board

1. The migrant welfare board should help in establishing institutional mechanisms for inter-state coordination specially with source states' Labour and Tribal department- Madhya Pradesh, Jharkhand, Odisha, Bihar, West Bengal, Uttar Pradesh
2. There should be proper mechanism of registration of migrants and set up of migration data unit for smoother implementation of existing programs for migrants under migrant welfare board.
3. The board should devise special strategies of information, education and communication (IEC) in the local languages of migrants to avail the existing services for them in Kerala, since majority of tribal migrant workers are not familiar with local language in Kerala.
4. The board should also aid in providing identity documents to migrants, which enables them to open bank accounts and enrol for social welfare schemes available through migrant welfare board
5. It is recommended that 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 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

Recommendations for Both Source and Destination States

1. Recommendations for Maharashtra

Recommendations as Source level

1. It is recommended that there should be provision of regular registration of out migrant families at panchayat level through existing cadre such as ASHA worker or Rojgar Sevak. The migration data can be useful for targeted benefits to these families of department – Tribal, MNERGA scheme, Skill building etc .
2. Door-step- delivery of social welfare and protection schemes in villages with high migration rate, which will help to reduce hardship of migrating tribals. (Likewise Delhi government model of doorstep delivery of public services)

3. Taking into account, Maharashtra state has job guarantee of 375 days. There should be 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 TRTI, Pune. Skill gap analysis, tailor-made skill development programs and local market research for entrepreneurship development are recommended for migrating tribal youth to promote local self-employment/employment opportunities. More focused approach for skill building of tribal youth who are making early labour market entry after their 7-8th standard is highly recommended.
5. There should be state level strong co-ordination of Tribal department with ZilaParishad and water management department for implementation of existing schemes for drinking water and agriculture development. Same has been piloted in Nasik district through current tribal migration support program of Tribal Department. It needs to be scaled up in other tribal districts of Maharashtra
6. It is recommended to TRTI, Pune for initiating specific research on tribal migration and livelihood issues, for identification of migration prone tribal groups and target them on priority for the extending benefits of all existing schemes/ programmes under TSP/275/SCA.
7. Upliftment of Dhangar- pastoralist tribals community: Dhangar community members have very less participation in development schemes due to their mobility. Steps should be taken to include them in the main stream and there should be a sufficient participation of various organization for their upliftment. Government should take advantage of strong, firm and fearless characteristics of the Dhangar community by promoting jobs for them in various fields such as the Police Department, Defense and other security forces.

Recommendations as destination level

1. As from the study findings, it is evident that stopping migrating will be long term process, Positive facilitation for tribal migrants is recommended at village as well at destination level through-
 - Market driven vocational trainings
 - Linkages to labour market
 - Improving access to existing government schemes
 - Access to Social security programs.
2. There is need to develop institutional framework and assign specific roles to different government departments to address multiple needs of tribal migrants at source and destination. The same can be done through all existing mechanism of co-ordination with various departments such as existing State level and district level committees – Navsanjivan committee, TSP co-ordination committee etc. Tribal migrating family's needs should give priority in targeted manner for inclusion in various development schemes. Tribal Department need to play the lead role, based on its current pilot project- Tribal Migrant support project in Nasik district, which is also supported by MoTA's 275(1) innovative grant.
3. Replication of existing tribal migration project: Since 2013, Tribal Migration support project is initiated in Peth and Trymbakeshwar block of Nasik. The project intends to address the tribal migration at destination and source end. It has generated migration data in the project area for more informed programs and policies. The center also facilitates migration at Nasik city- (a major destination of tribal's) during the migration period via livelihood skill building and job linkages, education and health services to the tribal migrants. On the other hand emphasis is provided to strengthen urban and tribal development linkages, better implementation of available government programs at source villages of migrants in Nasik district for sustainable development with the goal to reduce distress migration for livelihood.

Replication of existing project is recommended in other migration prone districts of Maharashtra such as Nandurbar, Palghar, Kalvan, and other blocks of Nasik districts (Surgana, Dindori, Igatpuri).

4. It is recommended to Maharashtra Tribal Development department to work with Labour Department, to set up migrant worker welfare board on the basis of Kerala migrant welfare board. Developing interstate co-ordination with Gujarat, Andhra Pradesh, Karnataka to protect rights and entitlements of tribal migrants. It is recommended to Tribal department to actively engage Labour department to develop interstate co-ordination with these states to protect rights and entitlements of tribal migrants. Tribal and Labour department's needs to work together in these states. Odisha labour department's model can be referred to develop such mechanism; they have developed interstate co-ordination with 5 states where Odiya labour migrate, help desks are set up in these states to provide legal aid and livelihood support to workers during their migration period.

2. Recommendations for Gujarat

Recommendations as Source level

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 :

- a. Improve government and not for profit partnerships in tribal districts for skilling tribal youth.
- 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

Recommendations as destination level

Setting up of Migrant welfare board

It is recommended to Gujarat SC/ST department to work with Labour Department, to set up migrant worker welfare board on the basis of Kerala migrant welfare board. Since Gujarat is large migrant recipient state, it should form Gujarat migrant welfare board to ensure social security of the migrants within Gujarat, likewise Kerala state's migrant welfare board. Ministry of Labour and Employment and Ministry of Tribal affairs needs to play role of facilitators with respective departments for resources mobilisation.

Below activities are recommended under the aegis of proposed board

1. Innovative strategies for targeted inclusion of migrant workers in construction welfare board and other schemes for unorganised sector workers (including mass awareness and outreach)
2. The board should provide provision of proper interstate collaboration among Gujarat and other states, mainly Jharkhand and Odishato set up mechanism to provide protection and entitlements during migration period (preferably among labour and tribal departments)
3. The board should be ensuring access and portability of social security schemes, for example, access to public distribution network/ subsidized ration, temporary housing (seasonal hostels), education of children, insurance and skilling.
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 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

3. Recommendations for Telangana

Recommendations as source state

1. To Strengthen the Implementation Provisions of the SC & ST Special Development Fund Act.

This Act earmarks a definite percentage of budgetary funds for the development of the STs and is thus a landmark. Funds are channelled 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. Since the Act is now being implemented for a few years there is a need for an Impact Assessment to identify the strengths and weakness of its implementation. Special attention needs to be paid to find out what quantum of the funds are directly benefitting tribal populations as against benefits to the population of the area as a whole.

2. Categorisation of STs

One of the major issues identified has been the dominance of one tribe in matters concerning reservation. Though information could not be obtained from the department, sources report that close to 90% of the benefit goes to this one tribe. This is mainly to do with education, jobs, and accessing the various economic schemes promoted by the government. To counter this there is some thinking that the quantum of ST reservation should be increased. This does not address the problem as the same situation is likely to continue in the new dispensation. The only feasible way is to introduce a categorisation. 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 RoFR – provision of non-traditional forest dwellers to be extended to STs

There is a provision under the Forest Rights Act that non-traditional forest dwellers need to prove that they have been living in the area and in possession of the land for 75 years. Unfortunately, however, this provision is being applied only to non-tribal people. 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. Even till date what little help they get from the State is more in the nature of charity than any right they have. They are so obviously tribal people from an area contiguous to Telangana, yet they are not recognized as such. 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.

Recommendations as Destination

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. MoTA as an enabler and facilitator

There are number of issues pertaining to tribal communities that involve more than one state – the Polavaram project oustees; 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.

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:

There are a number of issues pertaining to tribal communities that involve more than one state. In such cases the involvement of the MoTA will be of great help and a mechanism should be developed for this. A dedicated national level resource centre (for ex-centre for excellence on tribal migration and related development issues) should be set up within Ministry of Tribal Affairs in Delhi. The centre should provide technical assistance to state tribal departments for the formulation of state level tribal migration programmes, initiate tribal migration specific research in collaboration with Tribal Research Institutes, and accordingly liaise with Ministry of Tribal Affairs and other related ministries for convergence and co-ordination of meaningful tribal migrant inclusive programs at state level.

The propose centre, in collaboration with Ministry of Labour and Employment can also work as facilitation centre for tribals migrating to NCR Delhi to ensure access to public services and social protection.

1.1 Role of National Scheduled Tribe Finance Development Corporation: It is recommended to NSTFDC, MoTA to undertake below livelihood initiatives for tribal migrants through its state chapters, in partnership with National Skill Development Corporation

I. Skill gap analysis and tailormade skill development programs

Skill gap analysis and development of tailormade skill programs are recommended for migrating tribal youth to promote local self-employment/employment opportunities. For example- special Initiation of skill-based programs for the migrating youth for urban labour markets, since majority of them are involved as semi-skilled or unskilled workers in hospitality and construction industry. 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 recommend 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.

II. 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 focussed on enhancing the local skills and there must be a concerted effort to enable the tribals to start creating livelihood options. Micro Entrepreneur incubation centres 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.

2. **Advocacy and Co-ordination at National Level:** It is recommended MoTA's active advocacy and co-ordination with various ministries to set up and strengthen institutional mechanism to ensure social protection of tribal migrants at source and destination states.

2.1 Advocacy for Generating Migration Data At the National Level

Given there is no uniform data source available on the status of migration in the different states, it is recommended to MoTA to advocate for inclusion of tribal migration specific data in the existing government data sources such as the regular surveys conducted by specific ministries and the national census. As the data presently collected does not include important aspects of India's internal migration patterns the following strategies are recommended:

- i) To adopt improved and consistent definition of migrant populations and its subcategories for more accurate assessment of health and social security programmes
- ii) To ensure that data on seasonal and circular migrant is captured as they are generally missed out from the various surveys due to their mobility
- iii) Incorporation of migration specific variables in the existing surveys

The above-mentioned strategies will support the collection of national level migration specific data, without the need to create separate mechanisms currently being used in individual migration surveys. This data will be very useful for planning, implementation and monitoring of various health and social security programmes for migrants.

Specific recommendations to below ministries to adapt special methodology to capture seasonal and circular tribal migrant populations, who migrate anytime between shortest period of one week, 1 month to 12 months round the year from their native states to with their own states or other states.

- I. **Ministry of Health and Family Welfare:** 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.
- II. **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.
- III. **Ministry of Statistics and Programme Implementation:** A special round of NSSO 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.

2.2 Advocacy for portability of social protection service for tribal migrants across states

I. Ministry of Urban Development:

Priority should be given to migrated tribal in cities for access to temporary shelters/ Basic amenities set up by respective local bodies. (such centres are established urban local bodies under Dindayal Antodaya Yojana, national urban livelihood mission for urban homeless population.

II. Ministry of Health and Family Welfare:

Health care utilization rates among tribal migrants are often found to be poor. Migrant populations often cannot access the services/programmes due to their migration status, timings of their work and distance to services. Below recommendations to ensure seamless access to health programmes across states during migration for tribal migrants.

1. Universal coverage of all health programs for tribal migrants before and during migration period across states.
2. Provide mobile health cards to migrants that can be utilized both at source and destination in any state.
3. Ayushman Bharat scheme should be made portable for tribal migrant families, they should be able to access the scheme's benefits during their migration at destinations.
4. Special outreach services (via existing human resource such as ASHA worker) for tribal migrants at their locations in cities which are not enlisted in the routine coverage such as construction sites, agriculture sites, footpaths, open spaces etc. mainly for Communicable diseases (Tuberculosis, Malaria) occupational health, non-communicable disease, and also for mother and child health issues for preventive and curative treatment. The onsite mobile health services at migrant's halt points are recommended
5. Besides public health centers and urban health centers, ESI hospitals and their health center should be made accessible to all tribal migrant workers. (currently it is made available only for construction workers, besides ESI employees)

III. Ministry of Human Resource Development, Department of School Education and Literacy:

1. As per 'Right to Education Act' inclusion of tribal migrant children in education at various destination points should be done in cities and small towns where they migrate.
2. Mapping of tribal migrant children is recommended in every town and cities for mainstreaming in education. These children can be identified from different locations of cities/ towns like construction sites, open spaces, railway platforms and other workplaces where tribal migrants are engaged as labour. Necessary outreach may be done via existing human resource of education department.
3. Interstate migrant children may face the language barriers, hence local language teacher should be arranged while developing mechanism for mainstreaming migrant children in education.
4. Ministry of Human Resource Development, Department of School Education and Literacy may also devise a system of portability of enrolment in schools as this will then help in reducing school dropout rate due to seasonal migration of parents for labour work.

IV. Ministry of Skill Development & Entrepreneurship:

The Central scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) is implemented by The National Skill Development Corporation, does not focus sharply on Scheduled Tribes. While there is a provision for the acceptance of special projects which can focus on a particular section of society, there is no active advocacy for the inclusion of the Scheduled Tribes.

National Skill Development Corporation has special initiative 'Affirmative Action' for marginal groups including tribals and their skill enhancement. But it is operated on small pilots manners in very few states. What is required is large scale skill enhancement of tribals suiting to local needs.

The study revealed that the tribal workers migrate at a young age, without acquiring much skills and education that results in to lack of knowledge and limited capacity. Generally migrant workers get employment the informal and unorganized labour market. Largely the work often exploitative, low wage and limited growth opportunities. Due to lack of skills, education and knowledge, they often do not have bargaining power to deal with employers. The existing skill development system needs to be more inclusive for tribals before and during their migration at source and destination with widen reach out beyond the urban and peri-urban areas to remote locations. Key recommendations to improve tribals' access to skill development are -

1. Lack of information among tribals on the existing skill program is key issue that needs to overcome. Promotion of effective information dissemination system is recommended by using information, communication and technology (ICT) as a tool. Real time information can help tribal migrant workers for decision making and can also improve their participation and vocational training and later in expanding skilled workforce.
2. Majority of tribal migrant workers are engaged in unorganised sector and often the work and environment is exploitative with limited growth. Therefore, it would be pragmatic to introduce skill development with provision of on-the job training and placement.
3. Moving onto Placements, There is a need to strengthen labour market information services and improve the efficiency of employment exchange to bridge the gaps between individuals and recruiters. In addition, 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.
4. Skill gap analysis and tailormade skill development programs: Skill gap analysis and tailormade skill development programs are recommended for migrating tribal youth to promote local self-employment/employment opportunities. For example- special Initiation of skill-based programs for the migrating youth for urban labour markets, since majority of them are involved as semi-skilled or unskilled workers in hospitality and construction industry. 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 recommend 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.
5. 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 focussed on enhancing the local skills and there must be a concerted effort to enable the tribals to start creating livelihood options. Micro Entrepreneur incubation centres 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.

V. Ministry of Women and Child Development:

1. According to Supreme court guideline for Integrated Child Development Service (ICDS), guideline all kind of migrants' families should get receipt from their source area ICDS Anganwadi, which can be submitted at Anganwadi at destination level. According, to this guideline all migrant children, women and adolescent girls can avail the benefit of Anganwadi services at the destination level, irrespective of their migration status or BPL/non-BPL status. It is recommended to implement the said guideline from immediate effect for tribal migrants at destination locations across states.
2. It is recommended to include migrant women and children in schemes of WCDs at destination areas specially child protection and welfare schemes, Women empowerment schemes, Child Development Schemes and other schemes of WCD.

VI. National Legal services Authority (NALSA):

1. It is requested to National Legal Services Authority (NALSA) to extend their support towards fast tracking legal response for cases of trafficking, minimum wage violation, abuse and accidents at workplace and also to create cadre of paralegals among tribal's, which can strengthen capacities of tribal's to access their rights and entitlements before and during their migration."
2. NALSA's Maharashtra state chapter, Tribal Development Department, and a NGO Disha foundation has initiated such model in Nasik district since 2014. In past 1 year, NALSA and Disha Foundation have trained 50 migrant youth as paralegals who are facilitating to resolve various legal cases at community level. NALSA has also set up a 'Grievances Handling Cell' at the 'Migration Resource Center' of Disha Foundation, where migrants can register their cases. The cell has a panel of 3 lawyers and it is headed by district judge; the cases are resolved within a period of 2 weeks to 1 month. This initiative has proved very helpful for more than 5000+ migrants over a period of 2 years in terms of legal awareness.
3. It is requested to replicate NALSA's Nasik model in other States to ensure similar legal aid and support to tribal migrant workers.

VII. Ministry of Consumer Affairs, Food and Public Distribution:

There is a need to create provisions for low cost and good quality food options for tribal migrant workers. Maharashtra state's PDS has guideline for portability of PDS services for native citizens, one can opt for temporary ration card during the migration period and avail benefits of PDS services, within the state. Constructing portability of Public Distribution System (PDS) for tribal migrant workers both within the State (likewise Maharashtra) and also across State borders is recommended, since majority of tribals are migrating across states within India.

VIII. Ministry of Rural Development:

To extend benefits of various social protection programmes and policies to tribal migrants on priority basis, MoRD to target migrating tribal families before and during their migration towards cities, and ensure the benefits to these families in order to reduce their distress migration.

- I. It is noticed that due to low level of awareness among tribals about MNERGA, majority of them are not able to participate. Rigorous awareness campaign is recommended to target migrating tribals and provide them jobs in the MNERGA. It is noticed that minimum wages received in these jobs specially in states of Maharashtra, Madhya Pradesh, Odisha, Jharkhand and Chhattisgarh is comparatively lower than other states, which is major reason of tribal's migration out of state for better wages. It is recommended to revise and upgrade minimum wage rates for MNERGA jobs, which may help to reduce migration.
- II. The DeenDayal Upadhyaya Grameen Vikas Yojana , (DDU-GVY) sponsored by the Ministry of Rural Development and implemented by the States, does have a specific inclusion of Scheduled Tribes. The

Social Inclusion in its composition includes coverage of SC/ ST of at least 50%. Further data available from reveals that around 30% of this target has been achieved. However, there is no separate data available on the specific coverage of the Scheduled tribes. Segregated data on tribal's participation is recommended.

- III. It is recommended to generate greater awareness among tribals at panchayat level for better participation in the scheme.

IX. Ministry of Panchayat Raj Institutions

To extend the benefits of programme and policies, MoPRI is requested to consider implementing following recommendations in a targeted manner:

1. Ensure panchayat level registration of the labour contractors who take out tribal's for job.
2. Initiate a mandatory registration of tribal's who migrate for livelihood. The registration should be done at panchayat level before they migrate
3. This data can be useful for village, block, district and state's level for improved planning and implementation of rural and tribal welfare schemes in a targeted manner for migrating families.

X. Ministry of Labour and Employment

- 1. Setting up Migrant worker welfare boards in destination states- Goa, Delhi, Maharashtra and Gujarat:** It is recommended to MoLE to set up migrant welfare boards in major destination states of tribal migrants mainly Gujarat, Maharashtra, NCR Delhi, Goa on the basis of Kerala migrant welfare board. These boards should ensure labour rights protection, social security and welfare of the migrants, likewise Kerala state's migrant welfare board. Ministry of Labour and Employment is recommended to play role of facilitators with respective state's labour department's for resources mobilisation.
- 2. Amendment in interstate migrant workers act 1979:** 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.

Suggested recommendations for amendment are as below

- i. The Act should cover all the tribal migrants who have changed their usual place of residence to another place during a period ranging between 1-12 months.
- ii. As regards registration of migrants, it could begin with registration at the origin at panchayat level. The local labour welfare administration (rural and urban) should be the nodal points for facilitating registration.
- iii. It is recommended that regulation of employment should be done by registration of tribal migrant as well contractors at source and destination levels.
- iv. Regarding the benefits/entitlements, for migrants, it is noted that the focus should be on health insurance (particularly extending RSBY to all migrant workers), food security (by linking it to the Food Security Act), Education for the children of the migrant workers (under the Right to Education), old age security and basic amenities including sanitation, and grievance settlement This act should ensure portability of all above-mentioned entitlements. It is recommended to develop portability of these entitlements.
- v. It is recommended to develop appropriate grievance settlement systems particularly to ensure that the claims of the short-term migrants are settled at the earliest. MoLE is recommended to work with employers of migrants for setting up the suggested mechanisms.

- vi. It is recommended to set up migration facilitation centers at the destination towns and cities in all tribal states of India. This work could be taken up by Labour department, in collaboration with certain identified NGOs/Civil Society Organizations engaged in the work of protecting migrant workers. These centers can be extended to other migrants groups as well.
- vii. It is recommended that the certain existing institutions like Construction Workers Welfare Boards can be used as effective instruments for facilitating the transfer of benefits to the tribal migrant workers.
- viii. It is recommended that MoLE should ensure involvement of urban local bodies in ensuring the basic needs of the migrants such drinking water, shelter etc.
- ix. It is recommended that Employment State Insurance (ESI) hospitals and health centers should be made accessible and available to all kinds of tribal migrant workers. Insurance premium to be borne by government.
- x. Universalization of social security for tribal migrant workers: Creation of a universal social security card is recommended for tribal migrants which can be used within and outside their states to access various social security schemes.
- xi. Creation of state level helplines for tribal migrant workers
- xii. Formation of inter-district and inter-state migration management bodies in migration corridors: Effective implementation of the available programs for tribals (such as health, education, insurance and food security, skill trainings), as well as convergence of these programs at source and destination levels (both at inter and intra state levels) would be important to improve the tribal's socio-economic status. For it, formation of inter-district and inter-state migration bodies is suggested within state labour departments and Tribal departments.

XI. Ministry of Social Justice and Empowerment

Initiate various development programmes for pastoralists under welfare board under the Ministry of Social Justice and Empowerment for the purpose of implementing welfare and development programmes for pastoralists

MoTA's role as an enabler and facilitator

The close involvement of MoTA would be crucial for co-ordination with all state tribal/welfare departments to develop state specific mechanism to address tribal migration. Similarly, MoTA's advocacy and co-ordination with national key line ministeries would be imperative to fill up the existing gaps identified in this study.

Conclusions

Overall, this study recognized the fact that tribal livelihoods are difficult in most tribal states which leads to their migration to developed areas of the country either in the same state or in other states. Due to lack of education and skills, most of these tribals end up working in unskilled or semi-skilled sectors 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.

The study findings reveals that the local economy in the study area is strongly anchored on agriculture and forestry-based activities which is weakened due to multiple reasons such as rainfed agriculture, limited forward and backward linkages, lack of awareness and weak capacity of tribal communities to demand and access existing government schemes/support. Consequently, middlemen have begun filling some of the gap by providing wage employment elsewhere, hassle-free cash loans with lucrative offers of repayment only through wages. As a result, tribals consistently remained in debt-trap, thus triggering migration. Study also discovered a number of other issues in the tribal villages that affect their capacity to make a sustained living, such as high rates of alcoholism is one of the major factors for health problems, deaths, debt and poverty in multiple tribal states. In some states like Madhya Pradesh, the Bhagoria (Love) festival of Bhils results in high rates of indebtedness and poverty. Thus, overall a lack of economic development, opportunities, lack of skills and inability to access all the support provided by the government act as push factors for tribals to migrate to developed districts within the same state or to other states. We also discovered tangible differences in minimum wages between the destination and source states that act as major pull factors for migration. Kerala, Punjab, Delhi and Goa are offering more than double wage rates compared to what tribals get in Jharkhand, Odisha, Madhya Pradesh and Chhattisgarh.

Once at the destination areas, tribals face a number of vulnerabilities related to their identity, livelihood, lifestyle, health, education, finances, legal protection etc. with limited and varying support from their source and destination states. The most common forms of vulnerability involves 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-a-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 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.

Currently, at national level there are no structural policies or programmes targeting tribal migrant issues comprehensively in spite of significant volume of migration. 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 a positive step in improving the health of migrants, 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 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. The Indian government's ambition to enrol every citizen of India, still has a great potential to create portability of services.

MoTA has a major role to play in the process including co-ordination with state tribals departments, promoting an alliance among respective departments, their capacity building, and resource allocation, especially with Ministry of labour and employment and National skill development corporation (NSDC). Special advocacy would be required with Ministry of Labour and employment for amendment in the existing interstate migrant works act 1979 to ensure protection of migrant workers across states.

Similarly advocacy and necessary support to destinations states (Maharashtra, Goa, NCR Delhi, Gujarat) for setting up migrant welfare board likewise Kerala state model will be proactive step.

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 and Direction for Future Research

Indian studies on migration conducted so far are either completely source based or completely destination based. A qualitative analysis of the patterns of source-to-destination migration can be done on the basis of information gathered from the migrants themselves. However, destination based studies are unable to deal with issues at place of origin. Hence these studies may be one sided. The source based studies, on the contrary have been concerned with people who do not live in rural areas at the time of study. A study of the native households and village areas of the migrants without a direct reference to the migrants themselves has undermined the utility of these studies. The deficiencies of one-sided studies can be overcome by undertaking field studies covering both source and destination areas. According to Todaro (1976) and also Gill (1998) a two-ended approach should be a top priority for research designed to frame and implement realistic migration policies. However there are very few studies which examine rural-to-urban migration from both ends (Gill; 1998). Viewed in this respect the present study would emerge as an attempt to fill up this research gap. The study adds to the existing literature on the livelihood migration among tribal communities' migrant's 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 Urban Development 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 health, social security and comprehensive policies. The results of the study can be generalized to other states of India and also for other social groups, where similar internal migration situation exists due to livelihood migration.

Direction for future research

The study has touched upon many issues related to labour migration. Emerged multiple themes provides direction for future research. The indicative list of research topics is as below

- Livelihood migration situational analysis of north eastern tribals (Since the north eastern states were not covered in this study).
- Detail study on current socio-economic status of tribal pastorals in India, their livelihood diversification – successes and challenges
- Tracking the migration middlemen and their modus operandi – An ethnographic study.
- Creating Livelihood portfolio based on detail market analysis on existing opportunities of employment and self-employment for districts /villages with high tribal migration rate.
- Mapping resources, interests, skills of people and market requirement in tribal villages. Regional studies are necessary to identify and establish market value chain for tribal forest and handicraft products.

- Implementation of Forest Rights Act, 2006 and Forest based Livelihood and its impact on livelihood and migration of tribals in India
- Voice of Migrant Labour in Grass-root Decision Making: How to ensure migrant needs in village level decision making to improve livelihood and household income in migrant families.
- Tribal migration and Remittance: How Economically beneficial is migration? (including analysis of Migration Recognition and Capital in Tribal Migration process).
- Study on rehabilitation schemes and their impact on victims of abuse during migration.
- Mental health and Physical well-being of tribal migrant workers
- Children migrating with families, effects on socio-physiological development of children.

Actions and Emerging Interventions During the Study

During the study, special efforts were made to facilitate key actions at state and national level with different agencies to create a set of solutions in order to improve the situation of tribal migrants. Specific actions and emerging interventions during the study are narrated below.

I. Jharkhand

1. A meeting was held with Ms. Himani Pande, The Welfare Secretary, Jharkhand regarding initiating comprehensive migrant support program for tribals of Jharkhand. The current initiatives and gaps identified were discussed, and consensual discussion was held to plan below strategies;
 - ♦ Registration of outgoing migrants at panchayat level through SHG federation/creation of migration data for linking them with existing government programs at village level in a targeted manner
 - ♦ Strengthening existing helpline for migrants in Jharkhand and extend it in Delhi. IEC for safety of out-migrating youth, mainly girls for domestic work in Delhi (posters in railways-major travel mode of migrants, radio programme etc)
 - ♦ Convergent action with labour department, to strengthen livelihood of identified migrant families
2. Meeting was held with the Principal Secretary, Mr. Sunil Barnwal, CM office, Jharkhand. As a former Labour commissioner, being clearly aware of the migration situation of Jharkhand, he agreed to take current migrant support initiatives to next level with below strategies:
 - ♦ Convergent action among Jharcraft, Jharkhand innovation lab and tribal finance corporation to create complete eco-system for tribal entrepreneurs will be initiated.
 - ♦ Dialogue has been made with NSTDFC for further dialogue with Jharcraft.
 - ♦ Supporting GAIL CSR funds to extend migrant support activities in 4 districts of Jharkhand

Necessary follow ups and dialogue are in process to further advance the action.

II. Odisha

Odisha Labour department has initiated Odiya migrant support program in Odisha and 5 destination states- Telangana, Karnataka, NCR Delhi, Tamil Nadu and Andhra Pradesh.

The program aims to strengthen local livelihood of tribals in Odisha to reduce migration, and also make migration safer via active legal protection and support. Following contributions were made to strengthen this initiative during the study:

1. Efforts were made to build convergent action among Odisha labour department and SC/ST department. Two meetings were held with Labour Commissioner Mr. Sachin Jadhav and TRI Director Dr A.B. Ota. Serious consultation was held between them, and decision was made for convergent action in the state action plan, with the objective to provide concerned schemes to strengthen livelihood of tribals in the project area.
2. The volume of Odiya workers (roughly 10,000) to Goa and their contribution in Goa fishery was communicated to Labour Department, Odisha. It was advocated to provide social protection cover to Odisha workers in Goa, since they are not covered by the Goan government. The commissioner principally agreed upon and assured the action, since it is doable for them to cover these workers under their own fishermen welfare program.
3. Technical inputs were provided to Odisha Labour department to strengthen their state plan. Department has adopted some strategies immediately; Migration support center has been established in three districts of Odisha, which will be further scaled up in other districts as well as at destination states.

III. Madhya Pradesh

Migration labour support unit initiative for tribals and non tribals was discussed with Assistant Labour Secretary, Madhya Pradesh. He has agreed to be nodal agency for the state provided tribal department supported them partially. Further co-ordination will be done by Disha Foundation with both departments.

IV. Skill Development for Tribals

The Affirmative Action group is a cross-functional team within NSDC. It works proactively on underprivileged community particularly Scheduled Caste (SC), Scheduled Tribe (ST), women and persons with disabilities (PWD).

It was advocated with this unit to design special strategies of inclusion of tribal youth who are school drop outs after 7-8th standard, and have made entry into labour market, since this group of population is quite large and migrate in absence of any skills to work in agriculture and construction sector. Special courses are proposed such as agriculture management – grape farm management, other cash crop management, farm equipment operation, and on the job trainings in agriculture and construction sector. Separate meeting is requested with MoTA for national and state level action plan. The unit has agreed for this and a meeting will be scheduled on mutually agreed date.

V. Tribal Incubator

Micro-entrepreneur incubation centres need to be set up in study areas which can ensure handholding assistance to tribals. This is a long-term approach and can take from 12- 36 months. The incubation centres must have experts who can 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 enterprise centres.

Special advocacy and liaison has brought together NSTFDC and Science and Technology innovation Park (STP), Pune (DST Initiative) to set up national tribal incubator and its state chapters. A meeting was facilitated among these two organisations. STP has agreed to raise funding from DST for the cause, with the conditions that NSTFDC/MoTA should finally support these units equally with MoTA's will power and support being the most important factor to shape up this initiative.

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X. Annexures

Annexures 1

1a. Online Survey Questionnaire for NGOs

We request your opinion

'Understanding Patterns of Tribal Migration in India'

Disha Foundation has been entrusted to undertake a study on 'Understanding Patterns of Tribal Migration in India' by Ministry of tribal affairs (MOTA) (GOI).

The main objective of this study is to conduct primary qualitative studies – to analyse the clear scenario and key issues of livelihood and pastoral migration in India. Disha foundation will also conduct a comprehensive review of the existing laws, regulations and frameworks that currently govern the situation of tribal migration in India. And will create a set of solutions and recommendations for various agencies in order to improve the situation of tribal livelihood migrants and pastoralists in India.

NGO SURVEY

1. Name of the NGO

- a) Area of operation
- b) Expertise

2. How is situation of tribal migration from the area you are working?

- a) Is it seasonal, or throughout the year?
- b) What are main reasons of migration?
- c) Where they migrate?
- d) What kind of jobs they get when they migrate?

If you have conducted any research study in your area on the tribal livelihood migration related issues? Kindly send your report on foundation.disha@gmail.com

3. What kind of interventions has been initiated by your organization for migrants? For ex- livelihood training, education for children, legal support et

4. What are the opportunities of education for children in your area? (For example, Hostel schools upto class XII, ZP school etc.)

5. Any skill education provided to youth in your area? (Tick) Yes or NO ...if yes who provides

- a) School
- b) College
- c) NGO
- d) Government

6. How is implementation of The Provisions of the Panchayats (Extension to Scheduled Areas) Act, 1996 in your area?

Kindly Rate it

- a) Poor
- b) Satisfactory
- c) No Implementation
- d) Other issues

What are the challenges in the implementation you have experienced?

- 7. How many tribal have received land under Forest right act in your working area? How are tribal using such land? What challenges they face to utilise this land? What are your suggestions to make such land more productive for tribal?
- 8. What kind of opportunities you see in your area for local employment generation for tribal?
- 9. What are your recommendations for local employment generation for migrating tribal? Please give your ideas specific for your area
- 10. What is your suggestion for various government programmes to ensure safe and productive migration?

Kindly share your organization work (research, Case studies, documents etc.) that can be referred in our study report? Kindly send your report on **foundation.disha@gmail.com**

1b. Study on Understanding the Pattern of Tribal Migration in India

Qualitative Interview Checklist: District Commissioner/District Social Welfare Officer

Name of the Interviewer –

Date of Interview –

Time of Interview –

Name of the Respondent –

Contact Number of the Respondent –

- 1. What is the situation of tribal migration in your district?

Sample Only

- 2. What is the volume and pattern of tribal migration? (Ask for statistics related to tribal migration in the district)

Sample Only

3. Are there specific jobs performed by specific groups of the people? (eg girls from the district working as domestic maids) and is there segmentation in the urban job market? Do the migrating population undergo any formal or informal training ? If so, where? Near their place of origin? Or on the job in urban areas?

Sample Only

4. What kind of skill building scheme you have? Do you have tribal youth data whom you trained?

Sample Only

5. What are the issues arising out of migration for administration?

Sample Only

6. What are the different schemes to ensure safe migration or reduction in tribal migration? Can you refer to specific livelihood/ skill development schemes? What has been the performance of those schemes? Is there any impact assessment or monitoring report available for the same? What is your strategy to ensure safe migration or reduction in migration?

Sample Only

7. What is your strategy for reduction in migration?

Sample Only

8. How do you plan to ensure safe migration from your district?

Sample Only

9. How much resource have you allocated in this financial year to reduce tribal migration or ensure safe tribal migration? If not what you propose for the same?

Sample Only

10. Please share perspective of government towards migration. (whether it is good/bad for development, what needs to be done to channelize migration etc.)

Sample Only

1C. Study on Understanding the Pattern of Tribal Migration in India

Qualitative Interview Checklist: Focus Group Discussion with Community Members/Interview with Village Heads

Name of the District –

Name of the Block –

Name of the Village –

Name of the Interviewer –

Date of Interview –

Time of Interview –

1. What is the situation of tribal migration in your village ?

Sample Only

2. What is the volume of tribal migration from the village ? (Ask for statistics related to tribal migration in the village)

Sample Only

3. What are migration patterns in your area?

Sample Only

4. Do you know what kind of government programmes are available for you ? How easily can you access them are they useful for you in terms of livelihood support? Are you aware of skill development schemes? Are you aware of Deen Dayal Upadhyaya scheme or any other scheme? Where are the centres located?

Sample Only

5. How do you perceive this migration from your village? What are the different issues arising out of migration? What are the benefits of migration? What are the demerits of migration?

Sample Only

6. Have there been any incidents – good or bad arising out of migration in your village which you remember?

Sample Only

7. In case the experience was bad how did the community cope with it? What measures were taken that such experience does not happen again?

Sample Only

8. What has been the support received from government and its agencies for migrant workers or families?

Sample Only

9. Are there specific jobs performed by specific groups of people? (e.g. girls working as domestic maids)?

Sample Only

10. What are the different schemes which you think can help migrant families or workers?

Sample Only

11. What is your strategy at community level to ensure safe migration or reduction in migration?

Sample Only

12. How do you plan to ensure safe migration from your district?

Sample Only

13. What are your thoughts for local livelihood generation? Are you aware of any schemes available?

Sample Only

14. Are you aware about the skill development scheme? Have you availed benefit of any scheme for skill training? If yes specify.

Sample Only

Annexure 2: List of Study Area and Study Resource Person According to State

2A. List of Study Area and Study Resource Person including blocks and villages: Chhattisgarh					
District	Block	Village	Community Members	Government Department	Designation
Sarguja	Ambikapur	Kadnai	FGDs	-	-
Sarguja	Ambikapur	Kardana	Tribal migrants workers	-	-
Jaspur	Jaspur	Jholanga	Local SHGs	-	-
Koriya	Koriya	-	Panchayat PRIs Members	-	-
Sarguja	-	-	-	District Labour Department	Labour Inspector
Jashpur	-	-	-	District Labour Department	Labour Inspector
Sarguja	-	-	-	Social Welfare	Deputy Director
Kabirdham	-	-	-	Tribal Department	Tribal Officer
Raipur	-	-	-	NSDC	State Engagement Officer
Raipur	-	-	-	Labor Welfare	Labour Commissioner
Raipur	-	-	-	Tribal Welfare	Director
Raipur	-	-	-	Women Child Development	Joint Director
Raipur	-	-	-	Panchayat	Director
Raipur	-	-	-	MGNREGA (Rural Development)	Joint Commissioner
Sarguja	-	-	-	District Administration	District Collector
Kabirdham	-	-	-	District Administration	District Collector
Jashpur	-	-	-	District Administration	District Collector
Raipur	-	-	-	UNICEF	Specialist- WCD
Raipur	-	-	-	Tribal Welfare	Commissioner

2B. List of Study Area and Study Resource Person: Delhi				
District	Ngo & Others	Government Department	Interviewee Name/ Name of officer	Designation
West Delhi	-	Labour Welfare Centre, Karampura	Dhirendra Pandey	LWC Manager
West Delhi	Labour Progressive Federation, Sultanpuri	-	Seema	-
Greater kailash	Forum and Associations	-	-	-
Noida	Forum and Associations	-	-	-

2B. List of Study Area and Study Resource Person: Delhi				
District	Ngo & Others	Government Department	Interviewee Name/ Name of officer	Designation
Vasant kunj	Forum and Associations	-	-	-
Delhi	NGO(TBC)	-	Director`	-
Guru-gram (Delhi-NCR)	-	Labour Commissioner Gurugram	Dinesh Kumar	Deputy Labour Commissioner

2C. List of Study Area and Study Resource Person including blocks and villages: Goa				
District	Community Members	Government Department	Interviewee Name/ Name of officer	Designation
Panjim	Tribal Migrants Workers in Fishery	-	-	-
Panjim	-	Deputy Tribal Commissioner, Tribal Welfare Department	Ms. Dipti Kanpurkar	Deputy Tribal Commissioner
Panjim	-	Labour Commissioner, Labour Department	Mr. Gopal Parsekar	Deputy Director
Panjim	-	Chairperson, Goa Commission of Scheduled Castes and Tribes	Mr. Prakash Velip	Chairperson
Panjim	-	Deputy Director, Fisheries department	Ms. Mazumdar	Deputy Director
Panjim	-	Chairperson, (Fisherman Cooperative Society)	Mr. Francis D'Souza	Superintendent of Fisheries

2D. List of Study Area and Study Resource Person including blocks and villages: Jharkhand							
District	Block	Village	Community Members	Ngo & Others	Government Department	Name of officer	Designation
Lohardaga	Lohardaga	Nadiya	Local SHG	-	-	-	-
Dhanbad	Govindpur	Hariyadh	FGDs	-	-	-	-
Gumla	Palkot	Gonmer	FGDs	-	-	-	-
Ranchi	-	-	-	NGO consultation	-	-	-
Hazaribagh	Chauparan	Chauparan	-	-	Social welfare	Basanti gladis bara	District social welfare officer
Ranchi	-	-	-	-	Labour deptt	Arun Kumar Singh	District planning officer
Ranchi	Dumka	-	-	-	Welfare deptt	Louise Mirandi	Welfare minister

2D. List of Study Area and Study Resource Person including blocks and villages: Jharkhand

District	Block	Village	Communi-ty Mem-bers	Ngo & Others	Government Department	Name of officer	Designation
Ranchi	-	-	-	-	Welfare deptt	Himani Pandey	Welfare secretary
Ranchi	Lapung	Lapung	-	-	Welfare deptt	Hema Prasad	District social welfare officer
Lohardaga	-	-	-	-	-	Binod Kumar	Deputy commissioner

2E. List of Study Area and Study Resource Person including blocks and villages: Gujarat

District	Block	Village	Communi-ty Mem-bers	Government Department	Name of officer	Designation
Panchmahal	Godhra	Shampa	FGDs	-	-	-
Panchmahal	Godhra	Raveri	FGDs	-	-	-
Panchmahal	Godhra	Mordungra	FGDs	-	-	-
Panchmahal	Dhodhamba	Raveri	FGDs	-	-	-
Panchmahal	Dhodhamba	Vajepur	FGDs	-	-	-
Aravalli	Meghraj	Kumbhera	FGDS	-	-	-
Aravalli	Meghraj	Kumbher	-	-	-	-
Aravalli	Bhiloda	Bhateda	-	-	-	-
Aravalli	Bhiloda	Bhetali	-	-	-	-
Aravalli	Bhiloda	Nava Bhitoli	-	-	-	-
Panchmahal	-	-	-	-	M.M. Makwana	Special Tribal Collector
Aravalli	-	-	-	-	P.C. Thakor	Additional Collector
Panchmahal	-	-	-	Labour Department, Panchmahal	R.M. Sheth	Labor Officer
Aravalli	-	-	-	Tribal department	V.K Patel	Tribal Development Officer
Panchmahal	-	-	-	Tribal department	R.K.Rathva	Tribal Development Officer

2F. List of Study Area and Study Resource Person including blocks and villages: Madhya Pradesh							
District	Block	Village	Community Members	Ngo & Others	Government Department	Name of officer	Designation
Barwani	-	-	IDI	-	Tribal Welfare Dept.	Mr. Vivek Kumar Pandey	Assistant Secretary
Barwani	Rajwa	Rajwa village	Community FGD	-	-	Mr. Pratap Singh Khatri	Sarpanch
Barwani	Siddhi	Siddhi village	Community FGD	-	-	Mr. Akash Senani	Sarpanch
Barwani	Barwani	Barwani	Community FGD	Samarthan NGO	N/A	Mr. Solanki	Community Co-ordinator
Dhar	Sardarpur	Kanjrota	Community FGD	-	N/A	Mr. Rajesh Damecha	Community Worker
Dhar	Sardarpur	Inchur	Community FGD	-	N/A	Ms. Mary Mavi	Local Community Field level worker
Dhar	Sardarpur	Chalnimata	Community FGD	N/A	N/A	Ms. Sakri Bai	Local Anganwari Worker
Jhabua	Goria phalia	-	Community FGD	-	N/A	-	-
Jhabua	Semlia bada	-	Community FGD	N/A	-	Mr. Sanjay Kumar Soni	Revenue Inspector
Jhabua	Goria Phalia	Goria Phalia	Community FGD	-	-	-	Panchayat officer
Jhabua	All	-	IDI	N/A	Labour welfare department	Mr. Ganesh Bhabar	Assist. Labour commissioner
Indore	Overall	-	IDI	N/A	Labour welfare department	Mr. Prabhat Dubey	Additional Labour commissioner

2G. List of Study Area and Study Resource Person including blocks and villages: Punjab							
District	Block	Village	Community Members	Ngo & Others	Government Department	Name of officer	Designation
Patiala	Bhadson	Raimal Majri	Agricultural labours	-	-	-	-
Patiala	Nabha	Mandour	Brick kiln labourers	-	-	-	-

2G. List of Study Area and Study Resource Person including blocks and villages: Punjab							
District	Block	Village	Communi-ty Mem-bers	Ngo & Others	Government Department	Name of officer	Designation
Patiala	Patiala	Jindalpur	FGDs	-	-	-	-
Hosiarpur	Hosiarpur	Adamwal village	FGDs	Social worker	-	-	-
Patiala	-	-	-	-	Punjabi University	Dr. Balwinder Singh	Professor of Economics
Patiala	-	-	-	-	-	Mr. Harjit Singh	Rural Development officer
Hosiarpur	-	-	Multi skill Development center	-	-	Mr Upinder Singh	-
Hosiarpur	Hosiarpur	Adamwal Village	Interview	-	District General Secretariat CITU	Mr. Mahender Kumar	Trade union Activist
Hosiarpur	Hosiarpur	-	Interview	-	-	Mr. Navdeep Singh	Labour Enforcement officer
Hosiarpur	Hosiarpur	-	Interview	-	-	Mr. Sarabjit Bains	District Development officer
Chandigarh	-	-	Interview	-	Department of Labour	Mrs. Mona Puri	Additional Labour Commissioner
Chandigarh	-	-	Interview	-	Centre for Research in Rural and Industrial Development	Dr. Krishan Chand	Director general (acting)
Chandigarh	-	-	Interview	-	Centre for Research in Rural and Industrial Development	Dr. Ranjit Singh Ghuman	Professor of Economics
Chandigarh	-	-	Interview	-	Agriculture Union leader	Mr. Suneet Chopra	-

2H. List of Study Area and Study Resource Person including blocks and villages : Odisha							
District	Block	Village	Communi-ty Mem-bers	Ngo & Others	Govern-ment Depart-ment	Name of officer	Designation
Nuapada	Nuapada	Nagpada	Panchayat PRI Members	-	-	-	-
Sundar-garh	Balisankra	Deobho-banpua Alapaka	Tribal migrant workers	-	-	-	-
Keonjhar	Bansapal	Nippo	Local SHG	-	-	-	-
Sundar-garh	-	-	-	Subashree Roy (Director-Pragati Ngo)	-	-	-
Baragarh	-	-	-	-	Labour deptt	RK Behera	District labour officer
Keonjhar	-	-	-	-	Labour deptt	Pradyumna Dash	District welfare officer
Sundar-garh	-	-	-	-	Labour deptt	Sambit Ku. Nayak	PAITDA
Keonjhar	-	-	-	-	Labour deptt	A.K. Pradhan	DLO
Dhenk-anal	-	-	-	-	Labour deptt	L.D. Rath	ALO

2I. List of Study Area and Study Resource Person including blocks and villages: Maharashtra							
District	Block	Village	Communi-ty Mem-bers	Ngo & Others	Govern-ment Depart-ment	Name of officer	Designation
Nasik	Surgana	Bhadar	Local SHG	-	-	Ms. Jhampa Torat	Sarpanch
Nasik	Surgana	Bhadar	FGDs	-	-	Mr. SR Pawar	Gram Sevika
Nasik	Surgana	Bhavan-dagad	FGDs	-	-	Ms. Desh Mukh	Gram Sevika
Nasik	Surgana	Hatgad	-	NGO consulta-tion	-	Ms. Meerabai pithe	Sarpanch
Nasik	Dindori	Gandole	-	-	Social welfare	Sh. Nilesh Shantaram Patil	Asst. BDO

21. List of Study Area and Study Resource Person including blocks and villages: Maharashtra

District	Block	Village	Communi-ty Mem-bers	Ngo & Others	Government Department	Name of officer	Designation
Nasik	Dindori	Gandole	-	-	Labour deptt	Ms. Meerabai Gulab Bhoje	Sarpanch
Nasik	Dindori	Gandole	-	-	Welfare deptt	Sh . Ram Chandra Kashinath Gunbade	Up-Sarpanch
Nasik	Dindori	Gandole	-	-	Welfare deptt	Sh. Ga-janan-naamdev Pawar	Gram sevak
Nasik	Dindori	Dhodhal-pada	-	-	Welfare deptt	Sh. Suresh Gangaram Pawar	Sarpanch
Nandur-bar	Shahada	Shahada	-	-	-	Shri. Kangne	Block Development Officer
Nandur-bar	Shahada	Dara	-	-	-	Shri Kesarsingh Thakre	Ex-Sarpanch
Nandur-bar	Shahada	Pimprani	-	-	-	Sh. Bhaidas Rama Bagle	Panchyat Samiti member
Nandur-bar	Shahada	Pimprani	-	-	-	Sh. Lamhane	Gram sevak
Nandur-bar	Shahada	Nandya	-	-	-	Sh. Kashiram Gorakh Thakre	Sarpanch
Nandur-bar	Shahada	Kansai	-	-	-	Sh. Madhav Dhangar	Gram sevak
Nandur-bar	Shahada	Chinchora	-	-	-	Shri Satish Pawar	Local Social worker
Mumbai	-	-	-	-	Tribal Development Department, Mumbai	Suni Patil	Joint Secretary
Nasik	-	-	-	-	Tribal Department, Nasik	Mr Kukarni	Commissioner

2I. List of Study Area and Study Resource Person including blocks and villages: Maharashtra

District	Block	Village	Communi-ty Mem-bers	Ngo & Others	Government Department	Name of officer	Designation
Nasik	-	-	-	-	Tribal Department, Nasik	Mr Panmand	Joint commissioner
-	-	-	-	-	Labour department	Shashank Sathe	Deputy secretary (In-charge-Labour migration)

2J. List of Study Area and Study Resource Person including blocks and villages: Telangana

District	Community Members	Ngo & Others	Government Department	Name of officer	Designation
Hyderabad	Panchayat PRIs	-	Tribal Welfare Department	Mr. Benhur Mahesh Dutt Ekka, IAS	Principal Secretary
-	-	-	State Archives	Mr. A. Murali, IAS	Director- General
-	-	-	Tribal Welfare Department	Dr. D. Satyanarayana	Tribal Museum Curator, Hyderabad
-	-	-	TRICOR	Mr K. Shankar Rao	Deputy General Manager
-	-	-	Tribal Welfare Department	Mr. V. Sarveshwar Reddy	Director, Tribal Cultural Research & Training Institute
-	-	-	Tribal Welfare Department	Dr. Kalyan Reddy	Deputy Director, Tribal Cultural Research & Training Institute
-	-	-	Labour Department	Mr. Ashok Samrat	Retd. Deputy commissioner, Labor Deptt.
-	-	Chellappa Commission	-	Dr. H.K Nagu	Member
-	-	Chaitanya Sravanti	-	Malini	-
-	-	ASHA	-	Syed Subhani	-
-	-	GTZ Project	-	V.R. Soumitri	-
-	-	Girijana Prajala Samiti	-	Mr. V. B. Chandrasekaran	-
-	-	-	PO, ITDA, Eturun-agarm	Mr. Chakaradhar	Tribal Welfare Department

2J. List of Study Area and Study Resource Person including blocks and villages: Telangana

District	Community Members	Ngo & Others	Government Department	Name of officer	Designation
-	-	-	APO, ITDA, Eturu Nagaram	Mr. Vasant Rao	Tribal Welfare Department
-	-	-	PESA Co-ordinator, ITDA Eturunagarm	Mr. Prabhakar	Tribal Welfare Department

2K. List of Source of Information of Tribals and Skill Development Analysis

Name	Designation	Organization	Related to Project
Mr. Vishal Sharma	Chief Program Officer	National Skill Development Corporation	Pradhan Mantri Kaushal Vikas Yojana
Mr. Krishna Kumar Gaur	Coordinator	National Skill Development Corporation	Pradhan Mantri Kaushal Vikas Yojana
Mr Sanjaya Pradhan	Lead, Affirmative Action	National Skill Development Corporation	Special initiative for skill development of marginal groups including tribals
Mr G Ramesh Kumar	Chairman and Managing Director	National Scheduled Tribes Finance Corporation	Finance corporation for Tribal Entrepreneurship Development
Mr Raven Kumar, Manager	Manager		
Mr Milind Kamble	Chairman	Ministry of Small and medium Enterprise	Special unit for SC/ST entrepreneurship
Ms Muzumdar	Deputy Director	Fisheries department Chairperson, (Fisherman Cooperative Society, Goa)	Fishery Department, Goa
Ms..Dipti Kanpurkar	Deputy Director	Skill development department	PMKY and DDUG
Mr Sunil Patil	Joint Secretary	Tribal Development Department, Maharashtra	Skill Development for tribals under special scheme
Mr Panmand	Joint Commissioner		
Mr. M.M Dave	Deputy Director	Gujarat Skill Development Department	PMKY and DDUG
Dr. Ranjit singh Ghuman	Professor of Economics	Centre for research in rural and industrial development (Chandigarh)	Researcher, tribal livelihood
Dr. Krishan Chand	Director general (acting)	Centre for research in rural and industrial development (Chandigarh)	Researcher, Tribal livelihood
Mr. Aashish Batra	Consultant	Ernst & Young	Deen Dayal Upadhya Grameen Vikas Yojana
Dr. Sapna Poti	Skill Development Expert	Tata Trusts	Working with Tribals in the North East

2L. List of Source of information of Minimum Wages		
State Name	Source of information, Official/Notification of State or Centre Labour Department Website	Designation
Central Government	Official	Deputy Director, MoLE
Maharashtra	Official	RLC(C)
Telangana	Official	ACL-III
Delhi	Official	Deputy Secretary, Delhi Welfare Board
Gujarat	Official	L.E.O.
Kerala	Official	ALC(E)
Madhya Pradesh	Official	Deputy Chief Labour Commissioner, Jabalpur
Goa	Notification	Commissioner, Labour and Employment
Jharkhand	Notification on website	
Rajasthan	Notification on website	
Odisha	Notification on website	
Punjab	Notification on website	
Chattisgarh	Notification on website	

Annexure 3: List of Tribal Research Project Team Members

Sr. No.	Name the Person	Designation
1	Dr. Anjali Borhade	Director
2	Dr. Subhojit Dey	Consultant
3	Mr. Nabhojit Dey	Consultant
4	Ms. Bhavana S. Chopra	Consultant
5	Dr. Surabhi Sharma (PT)	Consultant
6	Ms. Noor Parvin Aboobacker	Consultant
7	Dr. Madhumita Nath	Consultant
8	Ms. Sonali Patnaik	Consultant
9	Mr. Sashi Kumar	Consultant
10	Ms. M. Tejaswini	Consultant
11	Ms. Manjeet Bal	Consultant
12	Mr. Nasir Pathan	Consultant
13	Mr. Ankur Roushan	Consultant
14	Dr. Isha Jain	Consultant
15	Dr. Vishika Yadav	Consultant
16	Mr. Ravi Sanap	Consultant
17	Mr. Kiran Kale	Consultant

Annexure 4: List of NGO Participated in the Study

1. Diya Seva Sansthan DSS, Ranchi, Jharkhand
2. Samarpan, Jharkhand
3. CARITAS INDIA, Jharkhand
4. Jsat (Jharkhand Seva Ashram Trust), Jharkhand
5. Chotanagpur sanskritik Sangh (CSS), Jharkhand
6. Jeevan Aadhar Gramin Vikas Sangh, Jharkhand
7. Naya Sawera Viksha Kendra, Jharkhand
8. Ambedkar Social Society, Jharkhand
9. NJJK Nantilo, Kuru, Jharkhand
10. Medini Society, Jharkhand
11. N.S.V.K., Jharkhand
12. JAGVS, Jharkhand
13. Ambedkar Seva Institute, Jharkhand
14. XISS, Ranchi, Jharkhand
15. Sanatan Sangh Seva Trust SANGH SEVA TRUST, Jharkhand
16. Pragati, Odisha
17. Parda, Odisha
18. Samarthan, Madhya Pradesh
19. Anugrah Foundation, Kerala
20. Nirman Majdur Sangh, Delhi
21. National campaign committees for unorganised workers
22. All India agriculture workers union–Delhi, and Chhattisgarh Chapter
23. Aroopa Mission Research Foundation, Gujarat
24. Yugantar NGO, Telangana

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



Study conducted by Technical Agency

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