

A Study on Socio-Economic and Working Conditions of The Interstate Migrant Workers in Selected Hospital – Coimbatore City

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Abstract—Migration becomes socio-economic phenomenon in economic development, labour market, societal change across the country. Among Indian states, Tamil Nadu appeared as one of the notable destinations for interstate migrant workers due to its significance like industrial development, expansion of service sector and wide range of employment opportunities. In Tamil Nadu, cities like Coimbatore, Chennai, Tirupur and Hosur have employed large number of workers from states including Bihar, Odisha, Assam, West Bengal, Chhattisgarh and Uttar Pradesh in various sectors such as construction, hotels, hospitals, manufacturing, retail establishments, agricultural activities. Despite their significant contribution they have struggled with lot of problems such as low and irregular wages, exploitation from constructors, long working hours, poor sanitation, lack of social interaction with local community. To address these, this study focussed on push and pull factors for migration, socio-economic background and working conditions of interstate migrant workers employed in selected multi-speciality hospital in Coimbatore city.

Index Terms—Interstate migration, multi-speciality, non-technical,

I. INTRODUCTION

Migration is an important socio-economic phenomenon that influences labour markets, economic

development and social transformation. People migrate from one region to another region mainly due to differences in employment opportunities, income levels, economic conditions and living standards. Interstate migrant workers play a significant role in meeting labour demand in various sectors such as agriculture, construction, manufacturing, services including healthcare. However, despite their contribution to economic growth, they have face challenges related to employment security, wages, working conditions, social protection, and Labour Rights (Gomes, 2019¹; Jayaram & Varma, 2020²). Migration decisions are mainly influenced by push and pull factors. Unemployment, poverty, low wages, debt burden, and lack of livelihood opportunities act as major push factors, while better employment opportunities, higher income, and improved living conditions attract migrants towards destination areas (Khan et al., 2023)³. Although migration provides opportunities for improving livelihoods, many interstates migrant workers experience socio-economic vulnerabilities due to limited education, lack of skills, and dependence on low-skilled employment (Sun et al., 2024)⁴.

In India, interstate migration has become an important feature of economic development due to regional

¹Gomes, C. (2019). Transience as method: A conceptual lens to understanding evolving trends in migration, mobility, and diversity in the transnational space. *Migration Studies*.

²Jayaram, N., & Varma, D. (2020). Examining the 'labour' in labour migration: Interstate migrant workers' informal work arrangements and access to labour rights in urban sectors. *The Indian Journal of Labour Economics*, 63, 999–1019.

³Khan, M. I., Alharthi, M., Haque, A., & Illiyan, A. (2023). Statistical analysis of push and pull factors of migration: A case study of India. *Journal of King Saud University – Science*, 35, 102859.

⁴Sun, J., Chen, S., & Tian, M. (2024). Retain in the city, return flow, or blind direction: A study on the differentiation mechanism of interstate migrant workers' migration willingness under the background of China's strategy for integrated urban–rural development. *Sustainability*, 16, 8304.

disparities and uneven employment opportunities. Tamil Nadu is one of the major destination states for interstate migrant workers because of its industrial growth, expansion of service sector, and vast employment opportunities. Cities such as Chennai, Coimbatore, Tirupur, and Hosur attract interstate migrant workers from different states including Assam, Bihar, Odisha, West Bengal, Chhattisgarh and Uttar Pradesh. In spite of that, interstate migrant workers in Tamil Nadu face several socio-economic and workplace challenges, including inadequate accommodation, limited healthcare access, language barriers, cultural differences, and social isolation. Communication difficulties may affect their interaction with employers, patients, and local communities especially those who are employed in hospitals. Many workers employed through contractors or labour agencies also experienced with job insecurity, limited awareness of labour rights, and inadequate workplace facilities (Caselli & Traverso, 2026)⁵. Therefore, understanding the socio-economic conditions and occupational challenges of interstate migrant workers is essential for improving labour welfare and ensuring inclusive employment practices. So, examining their socio-economic conditions, employment experiences, occupational challenges, and access to welfare measures can help policymakers and institutions develop effective strategies to protect interstate migrant workers and promote sustainable economic development.

II. DEFINITION OF INTER-STATE INTERSTATE MIGRANT WORKERS

Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 Section 2 explains the important definitions under the Act. An Inter-State Migrant Workman refers to a worker who is recruited by a contractor in one state and sent to work in an establishment located in another state. A Contractor is a person or agency that recruits

or supplies workers to an establishment includes government office, factory, business organization, or any place where work or trade is carried out. The Principal Employer refers to the person who is responsible for the supervision and control of the establishment. A Workman means a person engaged in skilled, semi-skilled, or unskilled work for wages, but it does not include persons working in managerial or administrative positions (Chief Labour Commissioner (Central), 1979).⁶

Theoretical Background

Push–Pull Theory was developed by Everett Lee in 1966. The theory explains that migration occurs due to the presence of push factors in the place of origin and pull factors in the destination area. Push factors such as unemployment, poverty, low wages, lack of job opportunities, and poor living conditions force people to leave their native places. Pull factors such as better employment opportunities, higher income, improved living conditions, and better facilities attract people towards urban areas. The theory also states that migration is influenced by personal decisions, economic conditions, and opportunities available in destination areas. In the hospital sector, many interstates migrant workers move from rural areas to cities in search of stable employment and better income (Lee, 1966)⁷.

New Economics of Labour Migration Theory was developed by Oded Stark and David Bloom. The theory explains that migration is a family decision taken to improve household income and reduce economic risks. Rural families often face unemployment, poverty, low wages, and lack of employment opportunities. To overcome these problems, families send members to urban areas in search of better jobs and income. According to NELM, migration helps families diversify income sources and improve their living standards. Interstate migrant workers send remittances to support household expenses, education, and healthcare. The theory also

⁵Caselli, M., & Traverso, S. (2026). Under pressure: Trade competition from low-wage countries and demand for immigrant labor in Italy. *Journal of Population Economics*, 39, 7.

⁶Chief Labour Commissioner (Central). (1979). *Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979*. Government of

India <https://clc.gov.in/clc/acts-rules/inter-state-migrant-workmen>

⁷Lee, E. S. (1966). A Theory of Migration-Demography, 3(1), 47–57. <https://doi.org/10.2307/2060063>

highlights the role of social networks, relatives, and friends in helping migrants find jobs and adapt to urban life. This theory is relevant to the present study because it explains the economic and social reasons behind interstate migrant workers migration to the hospital sector and their contribution to family welfare and livelihood security (Stark and Bloom, 1985)⁸.

Networking Theory in migration was developed by Douglas Massey during the 1980s and 1990s. Migration is influenced by social relationships and connections among migrants. Friends, relatives, peers, agencies, and contractors provide information about jobs, accommodation, wages, and working conditions in urban areas. These social networks reduce the risks, costs, and difficulties involved in migration and help new migrants adjust to a new environment easily. The theory also states that strong migrant networks encourage more people from the same village or community to migrate for better employment opportunities. In the hospital sector, many interstates migrant workers move to urban areas through the support and guidance of existing workers, agencies, and contractors from their native places. (Massey et al., 1993)⁹.

III. HISTORY OF MIGRATION

The first modern humans arrived in India around 65,000 years ago as part of an Out of Africa migration that populated the entire world ultimately. The genetic lineage of these first migrants that the book calls 'First Indians' still dominate the Indian population and accounts for 50-65 percent of the Indian ancestry today.

The second major migration happened 9000 to 5000 years ago, when agriculturists from the Zagros region of Iran moved into India's north-western part and mixed with the First Indians and helped speed up the farming experiments that were already beginning in

the subcontinent. As a result, farming - especially of barley and wheat - spread like wildfire across the north-western region, thus laying the foundation for the Harappan Civilisation that in its mature phase lasted from 2600 BCE to 1900 BCE. The Harappans, therefore, were a mixture of Zagros agriculturists and First Indians, the book claims.

The third major migration happened from South-east Asia around 2000 BCE, when farming-related migrations originally starting from the Chinese heartland overran south-east Asia and then reached India, bringing the Austro-Asiatic family of languages, such as Mundari and Khasi spoken in the eastern and central parts of the country.

The last major migration between 2000 and 1000 BCE brought central Asian pastoralists, who spoke Indo-European languages and called themselves Aryans, to India (The Economic Times, 2018)¹⁰.

IV. SCHEMES FOR INTERSTATE MIGRANT WORKERS IN INDIA

- One Nation One Ration Card (ONORC)

Migrant labourers can easily access the benefits of the One Nation One Ration Card (ONORC) scheme by following these simple steps:

- 1) Check Details on ePoS Devices: At FPSs ration card details and entitlements are available through ePoS (electronic point-of-sale system) devices, ensuring a smooth and transparent process.
- 2) Download the MERA RATION App: Interstate migrant workers can download the 'MERA RATION' app, available in 13 languages, to get real-time updates about their ration card, nearby FPS locations, and entitlements. By linking their ration card to the MERA RATION app, interstate migrant workers can easily access food grains from any FPS, ensuring they continue to receive food security benefits no matter where they go. (Ministry of Labour & Employment, 2024).¹¹

Book.

<https://economictimes.indiatimes.com/news/politics-and-nation/4-prehistoric-migrations-shaped-indias-population-book/articleshow/67289311.cms>

¹¹Ministry of Labour & Employment (2024, December 16). Empowering India's Migrant Workforce: key Schemes and Progress, Press Information Bureau, Government of India.

⁸Stark O & Bloom. D. E (1985). "The New Economics of labour migration". The American Economic Review, 75(2), 173–178.

⁹Massey, D. S., Arango, J., Hugo, G., Kouaouci, A., Pellegrino, A & Taylor, J. E. (1993). Theories of international migration: A review and appraisal. Population and Development Review, 19(3), 431–466.

¹⁰ The Economic Times, (2018, December 29). 4 prehistoric migrations shaped India's population:

• Inter-State Migrant Workmen Act, 1979

The Inter-state workmen Act, 1979(Regulation of Employment and Condition of Service) was enacted by the parliament of India to regulate the employment and working condition of inter-state interstate migrant workers and to protect them from exploitation. This act plays a vital role in preventing exploitation, ensuring dignity of Labour and protecting interstate migrant workers, who are vulnerable due to unfamiliar language, culture, and working environment (Chief Labour Commissioner (Central), 1979)¹².

Digitalize Schemes

The National Career Service (NCS) portal, operated by the Ministry of Labour and Employment, plays an important role in supporting inter-state interstate migrant workers by providing a centralized digital platform for employment, skill development, and career guidance across India. The portal helps interstate migrant workers identify suitable job opportunities in different states based on their educational qualifications, skills, and work experience. It connects workers with employers in sectors such as construction, manufacturing, logistics, and healthcare, where migrant labour is widely employed. In addition, the NCS portal organizes online and an offline job fair through Model Career Centre's, enabling workers to access employment opportunities without the need for extensive travel. The portal also provides information on vocational training, up-skilling programmed, and career counselling services that help interstate migrant workers improve their employability and income opportunities. The integration of the NCS portal with

the e-Shram Portal has further strengthened support for unorganized and informal sector workers by improving access to social security schemes and employment-related services. (National Government Services Portal, n.d.)¹³.

Challenges of interstate migrant workers

Despite that interstate migrant workers are commonly faced lot of problems. They are an essential part of India's workforce, contributing significantly to sectors such as construction, manufacturing, agriculture, healthcare, and other service industries. Despite their contribution to economic development, they face numerous socio-economic, occupational, and communication-related challenges that affect their quality of life and overall well-being (Jayaram & Varma, 2020)¹⁴. Most interstate migrant workers are employed in the informal sector, where employment is temporary or contract-based, resulting in job insecurity, irregular wages, and limited access to social security benefits and labour welfare schemes (Barik et al., 2026)¹⁵. Poor living and working conditions remain one of the major challenges faced by interstate migrant workers. Many workers live in overcrowded accommodation with inadequate sanitation, limited access to clean drinking water, healthcare facilities, and safe housing. These conditions increase their exposure to health risks, including heat stress and occupational hazards, particularly among outdoor workers (Sankar et al., 2026)¹⁶. Economic insecurity, seasonal employment, and unstable income further increase their financial vulnerability, while unemployment and regional disparities continue to drive migration (Khan et al., 2023)¹⁷.

<https://pib.gov.in/PressReleasePage.aspx?PRID=2084805>

¹²Chief Labour Commissioner (Central), The inter-state migrant workmen (regulation of employment and Conditions of service) act, 1979

¹³ National Government Services Portal(n.d.). National Career Service for job seekers and employers. (India.gov.in.) <https://services.india.gov.in/service/detail/national-career-service-for-job-seekers-and-employers-1>

¹⁴Jayaram, N., & Varma, D. (2020). Examining the 'labour' in labour migration: Interstate migrant workers' informal work arrangements and access to labour rights in urban sectors. *The Indian Journal of Labour Economics*, 63, 999–1019.

¹⁵Barik, S., Mishra, N. K., & Saxena, M. (2026). Socio-economic conditions & determinants of income: A tale of informal workers of urban Odisha, India (Version 2). *F1000Research*, 15, 253. <https://doi.org/10.12688/f1000research.168208.2>

¹⁶Sankar, S. K., Isaac, T., Vijayalakshmi, P., Krishnan, S., Panda, S., Shanmugam, R., Kamalakshmi, L. P., & Venugopal, V. (2026). A multidimensional occupational Heat Vulnerability Index for comparing heat risk between local and migrant outdoor workers. *Discover Public Health*, 23, 1034.

¹⁷Khan, M. I., Alharthi, M., Haque, A., & Illiyan, A. (2023). Statistical analysis of push and pull factors of migration: A case study of India. *Journal of King Saud University – Science*, 35, 102859.

V. STATEMENT OF THE PROBLEM

Inter-state migrant workers play a significant role in India's labour market. In Tamil Nadu, their contribution is relatively high they are engaged in various sectors like construction, manufacturing, commercial establishments, hotel industries, hospitals, textile industries, agriculture and so on. Migrants come from across the country like northern states and also neighbouring states such as Kerala, Karnataka, and Andhra Pradesh. Most of them work in the informal sector where job security and welfare benefits are very much limited. In Coimbatore, majority of the private hospitals are preferring a greater number of interstate migrant workers for non-technical work with the support of labour supply agencies. So, attempt must be made to analyse the economic and living conditions, and major challenges faced by interstate migrant workers in workplaces such as language barriers, wage discrimination, and exploitation by contractors and employers through long working hours for interstate migrant workers employed in private hospitals in Coimbatore city.

Objective of Study

1. To study the socio-economic conditions and working conditions of interstate migrant workers in Coimbatore city.
2. To explore push and pull factors of interstate migrant workers in the study area.
3. To analyse the challenges faced by the interstate migrant workers employed in the study area.

VI. SIGNIFICANCE OF THE STUDY

Contribution of interstate migrant workers become backbone for non-technical hospital operations. They used to handle some essential tasks like patients shifting, disposing medical waste, maintenance of floor from infection, sanitationist work, moving oxygen cylinders, managing laundry, working long and night shifts and so on. They are often ensuring continuous hospital readiness. Despite their significant contribution in hospital operations, still they have struggled with getting employment through third party contractors without job security, chance for health hazards due to handling harsh chemical cleaners,

limited access to social safety nets. With the prime contribution of interstate migrant workers and their challenges are to be addressed for their wellbeing.

VII. LIMITATION OF THE STUDY

- The present study is limited to registered interstate migrant workers employed in one selected multispecialty hospital in Coimbatore City results may not be generalised to other hospitals.
- It covers one region Coimbatore city it may not be extended to another region.
- This study is conducted to hospital sector results may not be generalised to other sectors like construction, manufacturing, hotel agriculture and so on.

Scope of the Study

The study is confined to registered inter-state migrant workers employed in one selected multi-specialty hospital in Coimbatore city. It focusses on factors influencing interstate migration, socio-economic conditions, working conditions in selected hospital. The study has a greater scope for Because of this narrow focus, the findings apply only to the er sectors in which interstate migrant workers are greatly employed like constructions, hotels, manufacturing textile and in agricultural farming activities and so on. Also, it has a vast scope for analysing the economic, social and environment impact of interstate migrant workers in the state economy. So, study has been conducted to explore different aspects and propose the policy implications to the government.

VIII. RESEARCH GAP

Most previous studies have focused on the socio-economic conditions and challenges faced by interstate migrant workers in various sectors such as construction, textiles, manufacturing, and shops and establishments. Although a few international studies have examined interstate migrant workers in the hospital sector, particularly in multispecialty hospitals, is very limited. Therefore, the present study aims to fill this gap by analysing the factors responsible for migration, socio-economic conditions, working conditions, and challenges faced by interstate migrant

workers simultaneously in a selected multispecialty hospital in Coimbatore City.

IX. REVIEW OF THE LITERATURE

Panday (2018) explained the socio-economic status of migrants and their household in Ranagaun, Doti District in Nepal. The remittance, demographic profile, land size, sources of local income were used both quantitative and qualitative with help of disproportionate stratified random sampling method to other counties. It found that, 15-59 age group was economically active age group. Majority of the migrants were complete primary education or illiterate and most of the interstate migrant workers are spend the remittance for consumption purpose. Nepal interstate migrant workers are preferring international migration. Finally, the study concludes that Ranaguan households are employed as home servants in India with low paying or they are maximum involved in agricultural activity.

Aishvarya and Nagalingam (2019) stated that the quality of life and factors of migrant in manufacturing industrial workers. It absorbed the demographic profile, quality of working and living condition of the migrant manufacturing workers. This study based on descriptive research with 50 samples, simple random sampling technique in Sultur area. It found that majority of the respondents are 20-30 age group, and all are unmarried male respondents because it is manufacturing industry. Most of the respondents came to know their contractors and migrated above 3 years. Maximum of the respondents were having moderate working condition and quality of life. ANOVA F test was used to difference of quality of life and working condition and correlation analysis were used to education income and quality of life.

Alika Shaju (2022) analysed the socio-economic conditions of the interstate migrant workers in Kozhikode District of Kerala. It explored the factors of both origin and destination state challenges and wage structure of the interstate migrant workers. It aims to analyse the wage and employment pattern among interstate migrant workers and welfare security provisions for interstate migrant workers. Primary sources are used conducted an interview with 70 respondents from Calicut north, central and south.

Both migrants and domestic workers are taken from low skilled production and service sectors. The study founded that, there is a major proportion of unmarried male migrants in 20-30 age group. Most of them are Muslims from Uttarkhand migrants living in rented houses and remaining workers, house rent is paid by their employer. Majority of the interstate migrant workers are attained secondary education, and they were working as a daily labors and contract basis.

Balraj and Sivakumar (2024) analysed the role of interstate migrant workers in socio economics development of Tamil Nadu. Descriptive and analytical methods were used for the historical background of migration, causes for the movement of inter-state migrants, socio-economic status and suggest policy measures for improving the livelihood of inter-state interstate migrant workers. Interview was conducted from 50 respondents working in various industries, spinning mills, street vendors in Rasipuram Taluk of Namakkal District. It found that, majority of the male, unmarried respondents coming from Bihar and Odisha with the primary education to get job. Most of the respondents working in industries with 10-15 thousand monthly incomes based on their experience, performance of job and skills.

Mariya Lenk et al. (2024) examined migrant work condition and health status a longitudinal study on dirty work among undocumented and newly regularized workers. Multivariate analysis was used to test associations between attrition and nominated characteristics, Likert scale was used at five-point level for analyse overall health condition and four-point Likert scale was fined for occupational risks with 4 group. Fixed and random effect regression models were used to risk and working conditions, controls for resident status, socio-demographic factors, health-related variables to control for the prior health situations. It concluded that, migrant dirty workers are lack of self-rated health during the four waves, and they faced high work hours, low wages and exposure to occupational risks.

Emine Aktas *et al.* (2022) analysed the available occupational health and safety services, identify the methodological challenges of occupational health of interstate migrant workers. It analysed registry-based studies reliable information on employment,

occupational diseases, injuries, mortality and information about the migration backgrounds and workplace exposures. It concluded that, survey studies collect valuable information on interstate migrant workers health, working condition, job satisfaction and wellbeing depend on self-reported data.

Shijing He *et al.* (2025) explored the privacy and security challenges faced by migrant domestic workers in Chinese smart homes. It found that, most of the domestic interstate migrant workers experienced significant privacy concern for surveillance cameras and smart devices in employer's homes and consistently monitored. It suggested that strengthening privacy and labour laws for interstate migrant workers in China provide legal awareness training and improving agency support for protecting workers' rights and privacy.

Sweet *et al.* (2025) examined communication barriers in workplace need for learning among Bangladeshi interstate migrant workers in Gulf Countries. Study focused on the literature part for self-determination theory, language learning motives, official languages of host countries, reason for learning English or other languages and workplace communication. In this systematic review papers were analysed totally 35 Gray literatures. It found that majority of the interstate migrant workers faced language barriers as the primary obstacles to job success, in Bangladeshi maximum of the workers relocated to Arab speaking Middle Eastern countries. Finally, this review study concluded that, interstate migrant workers must learn host countries language for their survival, language skills must decide level of income of the interstate migrant workers.

Imram Khan *et al.* (2023) examined push and pull factors of migration from Bihar to Gulf countries such as Saudi Arabia, UAE, Qatar, Kuwait, Bahrain and Oman. It found that, majority of the sample were Muslims with age of 40. Five-point Likert scale, multivariate linear regression, descriptive statistics, component analysis, reliability analysis, ANOVA and regression analysis were used to analyse the demographic profile, push and pull factors analysis and reliability analysis and the reason for migration in Bihar. Majority of the respondents identified push factors as a more significant influence on the migration

decision. It concluded that most of the interstate migrant workers are pushed to migrate from Bihar to Gulf countries and Muslim population and Islamic tradition, so interstate migrant workers are positively connected to their tradition.

Hordiana *et al.* (2025) analysed the push and pull factors of migration and it categorized into three dominant themes, such as personal, economic and social factors. The study is qualitative in nature with descriptive approaches. Primary data was collected through survey method in 110 prospective interstate migrant workers purposively selected in various origins with the approval of the head of the manpower and transmigration office of East Java province, Indonesia. It found that, Majority of prospective interstate migrant workers are female compared with male respondents. Most of the respondents were pushed by the economic factors were the main driving force and maximum of the female migrants are unmarried, divorced and widowed with the family needs such as, parents financial support, children education, poor economics condition. Pull factors also classified into economic, demographic and socio-cultural factors driven by economic motivations such as earning higher salary, saving money, supporting their children's education. This study resulted that they were focused better job opportunities, high income and security in their destination states.

Aydin *et al.* (2026) stated the push, pull and personal factors: anatomy decision. The study also analysed the effects of gender, family background, career goals, foreign language skills and international experience on migration intentions. Primary data were used in cross-sectional quantitative research. 1134 medical students were selected in 20 medical universities in Türkiye with online survey method. Descriptive statistical analysis, chi square test and Binary logistic regression were used for socio-demographic factors, language proficiency, career plan, motivations for working in abroad medical students. It found that, reasons for migration were demanding working condition, workplace violence and systematic problems in the healthcare system. Pull factors of students with higher parental education, previous international experience and research interest. Majority of the student's response is female proportion was greater than male students in foreign language proficiency.

X. RESEARCH METHODOLOGY

Nature of the study

The study is descriptive in nature and is aimed to study the factors influencing the migration, socio-economic conditions, working conditions of interstate migrant workers, those who are employed in the selected private hospital and challenges faced by them.

Nature of Data

The study is based on primary data that are both qualitative and quantitative in nature. The data are collected under personal interview method through a structured interview schedule from 31 inter-state interstate migrant workers working in the selected private hospital in Coimbatore city.

Area of the Study

Coimbatore is considered as one of the major healthcare hubs of South India. The city has many reputed hospitals that are serving for more than 50 years and providing quality healthcare to people in and around Coimbatore and nearby states. The hospital sector offers advanced medical services with skilled professionals and modern facilities. It also provides job opportunities, especially for inter-state interstate migrant workers in cleaning, maintenance and patient care. The study covers the interstate migrant workers employed in a reputed hospital in Coimbatore city for pilot study.

Sampling Method

Pilot study has been conducted. the present study adopted a purposive sampling technique to collect data from inter-state interstate migrant workers employed in a selected NABH accredited multi-speciality hospital in Coimbatore city. The hospital has been functioning for more than 50 years. Through interview schedule data was collected from 31 inter-state interstate migrant workers those who are willing to respond, working in the selected private hospital in Coimbatore city. Secondary data was collected from journals, articles, and the Labour Welfare Office.

XI. RESULTS AND DISCUSSION

a. Demographic Profile

The demographic profile of interstate migrant workers helps them to understand their social, economic, and

personal background. It provides information about the characteristics of interstate migrant workers such as their age, gender, education, income, language, living conditions, and nature of work. The demographic details help the researcher to analyses the living and working conditions of interstate migrant workers in multispecialty hospitals in Coimbatore.

Socio-economic Profile of the interstate migrant workers

Variable	Particulars	Frequency (n= 31)	Percentage
Age	Less than 20	1	3.2
	20-30	22	71
	31-40	3	19.7
	41-50	5	16.2
Gender	Male	25	80.6
	Female	6	19.4
Education	Illiterate	3	9.7
	Primary Level	10	32.3
	Secondary Level	11	35.5
	High school	7	22.6
Native	Assam	27	87.1
	Nepal	2	6.5
	West Bengal	1	3.2
	Tripura	1	3.2
Mother Language	Hindi	2	6.5
	Assam	14	45.2
	Bodo	2	6.5
	Nepali	4	12.9
	Bengali	2	6.5
	Mixing (Hindi & their own)	6	19.4
	Adivasi (Assamese)	1	3.2
Mode of Transport	Train	30	96.8
	Flight	1	3.2
Monthly income	10,000-20,000	20	64.5
	15,000-20,000	10	32.3

	More than 20,000	1	3.2
Monthly Rent	1,000-2,000	18	58.1
	2,000-5,000	8	25.8
	5,000-7,000	3	9.7
	Nil	2	6.5
Accommodation	Friends	15	48.4
	Family	13	41.9
	Relative	3	9.7
Type of Work	House Keeping	22	71
	Patient shifting	7	22.6
	Supervising other interstate migrant workers	1	3.2
	Waste Disposal (Pharmacy)	1	3.2

Source: Primary Data

The socio-economic and demographic characteristics of the respondents included in the study. The data collected from 31 interstate migrant workers are analysed using variables such as age, gender, education, native place, Mother language, mode of transport, monthly income, monthly rent, stay arrangement, and type of work.

Understanding these characteristics helps to identify the background, living conditions, and employment patterns of the respondents.

Age

The age distribution of the respondents shows that the majority (71per cent) belong to the 20–30 years age group, indicating that young adults constitute the major portion of the migrant workforce.

Least proportion goes to less than 20 years category. This indicates that migration for employment is more common among young adults.

Gender

The gender distribution explains that 80.6per cent of the respondents are male, while 19.4per cent are female. This shows that male workers dominate migrant labor employment compared to female workers.

Education

Most of the respondents were migrated with secondary level education qualification (35.5per cent). Followed by primary education (32.3per cent), while 22.6per cent completed high school. This indicates that most interstate migrant workers possess basic education qualification.

Native

Majority of respondents (87.1per cent) belong to Assam, indicating that most interstate migrant workers originate from this region. A few interstate migrant workers come from Nepal (6.5per cent), West Bengal (3.2per cent), and Tripura (3.2per cent). This shows that Assam is the major source area of interstate migrant workers in the study.

Mother Language

The respondents speak different languages. The largest group (45.2per cent) speaks Assamese as their mother tongue. This is followed by Mixing (19.4per cent) and Nepali (12.9per cent). Equal percentage shared by Hindi, Bodo, Bengali and Adivasi (6.5per cent). This indicates linguistic diversity among the interstate migrant workers.

Mode of Transport

Almost all respondents (96.8per cent) used train as their mode of transport for migration, while only 3.2per cent travel by flight. It reveals that train travel is the most common and affordable transportation for interstate migrant workers.

Monthly Income

The income distribution shows that a majority (64.5per cent) have earned between ₹10,000–₹15,000 per month, while 32.3 per cent earn ₹15,000–₹20,000. Only 3.2 per cent earn more than ₹20,000. This indicates that most interstate migrant workers have received relatively low wages.

Monthly Rent

More than half of the respondents (58.1per cent) pay ₹1,000–₹2,000 as monthly rent. About 25.8per cent pay ₹2,000–₹5,000, while 9.7per cent pay ₹5,000–₹7,000. This suggests that most interstate migrant workers live in low-cost accommodations with their friend or Relatives.

Accommodation

Regarding accommodation, 48.4 per cent of respondents were stayed with friends, followed by 41.9 per cent stay with family members, and 9.7 per cent stay with relatives. This indicates that social support networks play an important role in providing housing for interstate migrant workers.

Type of Work

Majority of the respondents (71per cent) are engaged in housekeeping work. About 22.6per cent work in

patient shifting, while 3.2per cent are involved in supervising other interstate migrant workers, and another 3.2per cent work in waste disposal in pharmacy. This indicates that most interstate migrant workers are employed in Housekeeping and service-related jobs.

b. Working conditions of interstate migrant workers

Workplace facilities provided for interstate migrant workers in the hospital sector helps to improve their safety, health and working condition. Hospitals provide facilities such as drinking water, rest rooms, sanitation, accommodation, medical support and safety equipment to ensure the welfare and efficiency of interstate migrant workers. These facilities help workers perform their duties efficiently and reduce workplace stress. Proper welfare measures also increase job satisfaction and productivity among interstate migrant workers.

Facilities of interstate migrant workers in their workplace – Likert Scale

Factors	Excellent	Very good	good	Average	Weighted Average Score
Water Facility	19	7	5	0	4
Rest Area	5	11	8	7	3
Toilet facility	12	12	5	2	4

Source: Primary Data

Satisfaction level of the interstate migrant workers regarding different facilities in their workplace was analysed with the help of Likert Scaling technique. It found that ‘water facility’, ‘toilet facility’, satisfaction level got mean value of 4. It means that interstate migrant workers got very good facilities in their workplace. The mean value obtained for ‘Rest Area’ facility was 3. That shows interstate migrant workers were having good rest area facility in the workplace.

- Most interstate migrant workers are employed on a contract basis with limited job security.
- Interstate migrant workers face difficulties in understanding hospital instructions and patient requirements.
- Most of the interstate migrant workers belong to economically weaker sections and migrate for better employment opportunities.
- Most of the interstate migrant workers are employed through contract Agencies.
- Most of the multi-speciality Hospitals prefer Contract Agencies for the labour supply and workforce management.

XII. MAJOR FINDINGS

- The study identifies that majority of the interstate migrant workers are originated from Assam
- Most of the interstate migrant workers are working as a house keeping work in hospital sectors.
- Interstate migrant workers are avail bonus on the basis of year of experience
- Most of the workers are known more than two languages (Hindi, Mother Tongue)
- Majority of the interstate migrant workers are sending maximum amount of remittance to their family

XIII. SUGGESTIONS

- Multi-speciality hospitals should provide basic language training programs for interstate migrant workers to improve communication with patients and hospital staff.
- Government authorities should regularly monitor the working and living conditions of interstate migrant workers employed through contract agencies.

- Awareness programs regarding labour rights, health insurance, and social security schemes should be conducted for interstate migrant workers.
- Hospitals should create proper compliance systems for interstate migrant workers to report their workplace problems and difficulties.
- Policies should be framed to improve job security and reduce exploitation of interstate migrant workers employed on a contractual basis.
- Digital awareness and training on applications such as the Mera Ration App can help interstate migrant workers access welfare services and ration benefits easily.
- Special care should be taken to improve the educational and financial conditions of interstate migrant workers families in both native and migrated places.

XIV. CONCLUSION

Inter-state interstate migrant workers play an important role in multi-speciality hospitals by contributing to housekeeping, sanitation, security, and other supporting services. Despite their contribution, many interstates migrant workers generally face socio-economic difficulties, poor living conditions, occupational challenges, and communication barriers in their daily lives. The present study analysed the socio-economic condition and challenges faced by interstate migrant workers in selected multi-speciality hospitals in Coimbatore city. The study found that most of the workers migrated from north states, particularly Assam, in search of better employment opportunities and stable income. Although migration has improved their economic condition to some extent, still they have face problems such as low wages, job insecurity, inadequate accommodation, dependence on contract agencies, and lack of awareness about welfare schemes and rights. Language differences between interstate migrant workers, patients, and hospital staff were also identified as a major communication challenge. Therefore, the study highlights the need for better working and living conditions, fair wages, welfare support, and language training programmes for interstate migrant workers. Improving these conditions will help to reduce communication barriers and contribute to better hospital functioning and a healthier work environment.

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