THE CONCISE STUDY OF MIGRANT HOTEL LABOURERS IN THIRUVALLUR DISTRICT

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ABSTRACT

This research has considered unskilled migrant hotel labourers from the informal sector and their work experiences, living and working conditions in their host location, this paper makes a unique contribution by presenting unfulfilled expectations of migrant hotel workers in the Thiruvallur district. In many instances, hotel migrant workers are hired as a substitute for the local high-priced labourers. Migrant hotel labourers choose to work in this industry due to easy availability and low skill requirement. And the free accommodation, food facilities and immediate shelter further attract migrant workers. Migrant workers typically clean the tables, wash the dishes and few of them will serve the food. Unskilled migrant hotel workers in this study encounter low wages, longer working hours, harassment from the local customers and the owners, resulting in mental dissatisfaction, these conditions take a toll on their health. Many of these workers live away from their families, Empirical data were gathered in the form of interviews that were conducted with unskilled migrant hotel workers.

Analyzing the experiences of these workers presents a platform to highlight the issues and their challenges of migrant workers in the hotel sector.

Keywords: Migrant Hotel Labourers, Migrant labourers, Unskilled Workers, Restaurants and Bar, Informal sector.
INTRODUCTION

Almost 92 per cent of India’s labour force is working in the informal sector, lacking any societal or judicial protection without minimum salaries or any sort of social insurance. This powerful unorganized labour force faces a good deal of vulnerability. Additionally, there is a geographical disparity in the increase in the number of the labour force and job opportunities, which has led to the rise in migration rates as well as drought and poverty in rural areas. There is no method for proper recruitment or structures to contribute to this movement of the workforce. Migrant hotel labour is an essential means of livelihood for millions of people. The informal sector of hotel labour often is beyond the scope for scheduled development efforts, and so stays within the shadows in respect to productivity, social insurance, and statistics.

The hotel restaurant and bar jobs that are available are low-paying occupations, that have either been refused by the local labourers or have not yet been presented to them. In many instances’ migrant hotel labourers are hired as substitutes to the local high-cost workers, because of the cheap availability of such labourers or the jobs being seen by the local workers as unskilled. Additionally, the hotel migrant labourers are usually exposed to abuse like prolonged working hours, unfavorable working and living conditions, and low wages, due to a lack of possibility for unionization. These conditions have generally led to the lack of job and social protection to the migrant labourers. In our study, most of the migrant hotel labourers are bachelors and young, from the age of 18 to 28 and few them are married but their family resides in their native village, and they work 12 to 15 hours with low wages. These migrant hotel labourers live in very poor conditions. Most migrant hotel labourers working in small restaurants sleep on the floor instead of separate accommodation.

The migrant hotel labourers are ready to work as much as possible, day and night without any concern for their health and are ready to work for extra hours as well with low salaries. Since migrant hotel labourers are an integral part of the Indian informal sector. They should be treated more fairly in our society and their lives should be elevated to a dignified condition.
OBJECTIVES OF THE STUDY:

*The present study mainly focuses on the following objectives.*

- To find out the causes for migration of migrant hotel labourers from their place of Origin.
- To Study the Nature of Work in the destination for migrant hotel labourers.
- To examine the wage level of migrant hotel labourers in the study area.
- To analyse the living conditions of migrant hotel labourers in the destination as well as in their native place for their family members.
- To point out the policy measures to improve the working condition and quality of life of migrant hotel labourers in the study area.

METHODOLOGY:

- The present study is focused on the migrant hotel labourers in Thiruvallur district.
- This work has observed the wage level differences between the migrant and non-migrant hotel labourers in the study area.
- This study finds out the nature of work in the study area.
- This study mainly brings out the living conditions of migrant hotel labourers in the place of destination.
- This study is primarily based on the researcher’s personnel observation with the help of a well-framed questionnaire.
- This study points out the measures for elevating the migrant hotel labourers in our society.

CAUSES FOR MIGRATION OF MIGRANT HOTEL LABOURERS FROM THE PLACE OF ORIGIN

A study in 2019 on Hotel labour migration to Tamilnadu, Thiruvallur district interviewed 150 Restaurant and Bar Hotel migrants from Bihar, Kolkata, Odisha Assam, Meghalaya, and Uttar Pradesh who are working in the Hotel. Nearly all respondents revealed more than one explanation for their migration to this hotel sector (Table 1). Poverty seems to be the main driving force in the migration choices of these workers, although not several survey participants found it as the most significant reason.
TABLE: 1 CAUSES FOR MIGRATION OF MIGRANT HOTEL LABOURERS FROM THE PLACE OF ORIGIN

<table>
<thead>
<tr>
<th>REASONS</th>
<th>MULTIPLE RESPONSE</th>
<th>MOST SIGNIFICANT</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECONOMIC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>FINANCIAL STATUS UPLIFTMENT</td>
<td>39</td>
<td>18</td>
</tr>
<tr>
<td>POVERTY</td>
<td>25</td>
<td>15</td>
</tr>
<tr>
<td>MORE INCOME TO SUPPORT FAMILY WANTS</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>SOCIAL</td>
<td></td>
<td></td>
</tr>
<tr>
<td>EDUCATION FOR CHILDREN AND THE FUTURE</td>
<td>13</td>
<td>9</td>
</tr>
<tr>
<td>TO ARRANGE A WEDDING FOR SISTER</td>
<td>27</td>
<td>19</td>
</tr>
<tr>
<td>CARRYING RESPONSIBILITY OF HOME</td>
<td>11</td>
<td>5</td>
</tr>
<tr>
<td>RUN AWAY FROM UNHAPPY FAMILY TIES</td>
<td>13</td>
<td>7</td>
</tr>
<tr>
<td>TO MAKE MONEY FOR LAZY AND ALCOLIC FATHER</td>
<td>12</td>
<td>9</td>
</tr>
<tr>
<td>TOTAL</td>
<td>150</td>
<td>86</td>
</tr>
</tbody>
</table>

Distinctly, the wish for economic empowerment has resulted in even larger migration. Migrants are found improvement in the quality of life, income growth, and one-time accumulation of fortune for prospective investment as the most crucial reasons for hotel migration. Wish for freedom and a sense of empowerment, and jobs in the hotel sector led to some migrant seeking to enhance their social and economic status.

In the final category, a few migrants chose to be relieved of the pressure of living with their wives whilst others migrated to go out of a harsh relationship with their parents, siblings, and sisters-in-law. The combination of a person's personal aspiration, family requirements, and wider social existence might not have caused large-scale migration without the presence of facilitating agencies. The growth and expansion of the employment business, including hiring agents together in Origin and in the destination of employment, local mediators at back home have assisted a rise in this migration. Thus, local migration from the neighboring state is the outcome of a host of
macro, and micro factors. In some instances, poverty is considered to be one of the several factors, though in many other cases it did not possess any impact.

**NATURE OF WORK FOR MIGRANT HOTEL LABOURERS**

Migrant hotel labourers are mostly working in the informal sector. They are usually employed in unskilled/semi-skilled positions and have difficulty in finding a decent job at the entrance level. The hotel jobs that are available for them are usually, low paid work, that has either been denied by the local labourers or has not yet been provided to them. The important sectors that are found to have an enormous concentration of migrant labourers are

**TYPES OF WORK SECTORS THAT EMPLOY MIGRANT LABOURERS**

<table>
<thead>
<tr>
<th>HOTEL AND HOSPITALITY</th>
<th>CONSTRUCTION SECTOR</th>
<th>TRANSPORTATION / HEAD LOADING</th>
</tr>
</thead>
<tbody>
<tr>
<td>RECYCLING AND SCRAP WORK</td>
<td>MINING WORK</td>
<td>TEXTILE INDUSTRY</td>
</tr>
<tr>
<td>BRICK-KILNS WORK</td>
<td>DOMESTIC WORK</td>
<td>VENDING AND HAWKING</td>
</tr>
<tr>
<td>AGRICULTURE SECTOR</td>
<td>SECURITY SERVICES</td>
<td>FACTORY WORK</td>
</tr>
</tbody>
</table>

In many cases migrant hotel labourers are working as substitutes to the regional high cost labourers, owing to competitive accessibility of such workers or the jobs being seen by the local workers as unskilled. Additionally, the Hotel migrant labourers are usually exposed to abuse such as long working hours, unfavourable working and living conditions, and low incomes, due to a lack of possibility for trade unions. This has typically led to the lack of work and social protection to the migrant labourers.

These migrant unskilled hotel labourers are mostly working in small restaurants and bars, their jobs are cleaning the table, restaurants floor, cooking vessels, and serving water to the customers and a few of them will serve the food. During our study, we found that few migrant experienced workers are taking the order from the customers and are also cooking in the kitchen preparing their native food like Chapati, vegetable curry, Aloo Samosa, Pani Puri, and pav bhaji etc. Few migrant labourers found good cooks who can prepare their native foods, they have very good demand in
the restaurants. Work in a hotel begins early in the morning and stretches till late at night. Bar workers normally work late working hours and are commuting issues with workers from customers, most of the time local customer abuse them and physical clashes also happen because the local customer knows very well that no one will support them because they are migrant labourers.

**MIGRANT HOTEL WORKERS UNIQUE PROBLEMS AND CHALLENGES**

For an improved livelihood somewhere often comes at a cost for migrant labourers. The hotel job markets restrict their welfare, towns handle them with opportunistic disinterest, and they are refused access to many essential legitimate rights as residents.

In urban areas, forming an individual's identity has been a huge problem for migrant hotel labourers. Absence of verifiable evidence of identity likewise prevents them from gaining access to basic services. They often fall victim to harassment by police and the local authorities. These migrant hotel labourers who are new to the city areas, suffer from a shortage of information and struggle to find their way in the city. Towns and cities that employ the labour of migrants, reject them essential services such as shelter, sanitation and the ability to access water. Poor working and living conditions are taking a toll on their well-being resulting in serious health risks.

**POLICY MEASURES TO IMPROVE MIGRANT LABOURERS**

The labour department would be able to establish a database of unorganized labourers that uses the Aadhaar number. This would contribute to directly shift the advantages for this class of Informal sector labourers as well as when we find any scheme for these people, In accordance with the Code on Social Protection, 2019, the labour department has suggested creating a social security fund or financial resources for the provision of social security to unorganized labourers, this platform workers, or any other category. The central government has to prepare and inform, every once in a while, the appropriate welfare schemes for unorganized labourers on issues related to life and physical disabilities cover, health care and maternity allowance, the elderly protection, education allowance, housing as well as any other benefit.
Labour unions in local acknowledge the need for strengthening their institutional capabilities and developing strategies for achieving the objective of safeguarding migrant labourers rights. There are various ways in which this can be accomplished successfully. Firstly, labour unions involvement in certain areas like advance vocational education programs and those returning recovery programs will be beneficial. Trade unions can also play a promoting role in mutual and multilateral negotiations to devise a safeguarding policy as well as to encourage bilateral deals with labour receiving states.

A surveillance role for labour unions will be crucial in controlling corrupt recruiting groups. Establishing Contacts between labour unions in labour sending states and migrant labour receiving states may be a key to sharing migration information as well as offering efficient services for migrant labourers. Labour unions may take up an educational role in issues relating to labour guidelines both for the migrants as well as local union representatives. These are going to be the foundations for constructing a protection system.

RESULTS AND DISCUSSION:

The Migrant hotel labourers come from the villages, for their daily needs. The Push factors for these hotel migrants are drought in their village, starvation, Weak economic activity, and shortage of employment opportunities. Pull factors are those in the destination states that attract the individual such as hotel job opportunities, better wages, and free food and accommodation to leave their place.

With regard to their nature of work, the migrant hotel labourers are partially satisfied. In small restaurants, their jobs are cleaning the table, restaurants floor, cooking vessels, plates, and serving water to the customers and a few of them will serve the food. Work in a hotel begins early in the morning and stretches till late at night. Two more factors that have a direct effect on the labourers standard of living are wage and job hours. All hotel labourers work more than 12 to 15 hours, Poor working and living conditions are taking a toll on their well-being resulting in serious health risks, in the end, their working ability is automatically shrinking together.
The migrant hotel labourers are bachelors and young, from the age of 18 to 28 and few of them are married but their family resides in their native village, and they work with low wages. Most migrant hotel labourers working in small restaurants sleep on the floor instead of separate accommodation.

The migrant hotel labourers are ready to work as much as possible, day and night without any concern for their health and are ready to work for extra hours as well with low salaries. Most hotel migrants labourers get subsistence salaries and are susceptible to payment scams, abuse. They are engaged in this occupation but rarely have access to welfare benefits such as insurance or pension.

In order to elevate migrant hotel labourers in our society, the government should fix the working hours as well as wage structure at the minimum level to the maximum level. These kinds of hotel migrant workers should also come under the medical facilities and pension plan with a minimum amount of subscription from their present wage level. Thus, adequate provisions of labour laws are essential in maintaining their healthy working environment as well as improving the standard of life of migrant hotel labourers in India.

CONCLUSION:

The migrant hotel workers are coming from the poor sections of our society. These migrant hotel labourers are not working at the same hotel for an extended period of time. Because the living and working condition of hotel migrants have been a major area of concern and migrants are also exploited by their employers. There are frequent complaints about the change in contract conditions and nonpayment or irregular payment of salaries. In order to obtain little higher wages and better shelter, they are frequently changing their place of work. The households and families of the migrants were found to be the major beneficiary of migration, with family income increasing. For some families, remittances are the major source of expenditure on daily subsistence. However, remittances are also invested in various avenues, with land being the most preferred option to create own business in their native place.
They are not adequately protected at the workplace and their welfare is not sufficiently secured in society. In order to protect the life of the migrant hotel labourers, the government should provide adequate support in the following ways.

i) To provide a better education facility for the migrant hotel labourers children.
ii) To fix the basic minimum wages for the migrant hotel labourers throughout India.
iii) To prescribe the daily working hours for migrant hotel labourers.

Thus, these are the above-mentioned welfare measures to elevate the life of the migrant hotel labourers in India.

REFERENCES:


