



Employment Related Skill Development and its Positive Impact in the Place of Origin – An Empirical Study to Understand Migrant and Non Migrant's Perception

KEYWORDS

Skill Development, NSDC, PURA, Logistic Regression

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ABSTRACT *The present study is focused on the skill development and its developmental impact in the migrant's place of origin. It has been observed that people are moving from one place to other either because some basic facilities are not available or there is a lack of income generating opportunities. The objective of the paper is to understand the migrant as well as non migrant's perception about possible employment related skill development and its developmental impact on place of origin which subsequently reduce the flow movement.*

Introduction:

Migration is process where people adjust their living conditions based on the prevailing circumstances. Both push as well as pull factors are responsible for rural to urban migration. Pull factors like better job opportunities, better access to public goods, better healthcare and educational facilities are often plays an influential role in this regard. But this may not be the only case which attracts people from one place to other. It is being observed that majority of the people are moving because there is lack of income generating opportunities, lack of basic amenities or lack of education as well as healthcare facilities. There are can be another group which we often termed as internally displaced people, who are forced to migrate may be due to certain climatic conditions like, flood, earthquake drought etc. or maybe because of political violence.

Whatever may be the reason for migration, one thing is clear that this movement is bound to create an impact in the place of origin. Now we need to analyze whether this impact is positive or negative. Although, different migration related literatures highlights on both the aspects, but it can be observed that if younger people are moving then this will obviously going to create a negative impact on the livelihood of the people who are left behind. As most of the young working populations are moving, older populations have to work for a longer duration in the field thus creating a social imbalance in that region. Not only that losing of manpower also creating a havoc impact on the overall productivity in that region. On the other hand it can be seen that, those who are moving when returned back also bring finance as well as expertise to their local area which help to develop overall growth of the sector. But this is a time consuming and some level of uncertainty is also involved. Because this movement will be successful only if the migrants are decided to coming back, if not then this will work in a negative manner.

Keeping this thing in mind it can be said that if skill development strategy is implemented properly so that these migrants can have alternative source of income in their own location as well as can get expert training then obviously there is a chance that rural urban migration can be restricted. The present research thus tries to discuss this particular issue whether skill development really going to check the

rural urban migration - what is the views of the migrants as well as non migrants.

Literature Review:

Michel Todaro (1969) discussed that people migrate primarily for economic reasons. The greater the difference in economic opportunities between urban and rural regions, greater will be the flow of migrants from rural to urban areas. Although, distance is usually a significant intervening variable, its negative influence can be largely offset by sizeable income differentials, especially for the more educated migrants. Marvin (1970) in his paper mainly focuses on movement of economically productive labour force, which previously ignored in other literature of rural urban migration. The paper attempts to argue on the fact that movement of productive labour force not only added quality human resources in the host country but also increases the level of income of migrants which ultimately improves standard of living of migrant's family in place of origin. The host countries also benefitted in terms of competitive wages, development of unused resources and spread of new technology. In his paper Gupta (1993) discussed the issue of rural urban migration, informal sector and possible development policies. It was observed that a large number of urban populations are working in informal sectors as organized sectors failed to absorb the entire labour force. The paper tries to develop a Harris Todaro type rural urban migration model. The model highlights on the fact that, either from the viewpoint of reduction in unemployment or from the viewpoint of increase social welfare, capital subsidy policy for the informal sector can be justified as this will help to solve the unemployment problem that may arises due to rural urban migration. Gabriel (1998) analyses the causes of rural urban migration which comes in the form of increasing political returns or providing welfare benefits to urban labour market, the distribution of land and credit market imperfections. It is assumed that when policy implementation by pro – urban workers is anticipated, inequality in land ownership can lead to massive migration. Afsar (1999) discussed the issue of rural urban migration in Bangladesh. According to her a population distribution strategy should work with the combined development of agricultural and non agricultural activities. This is because people are looking for economic opportunities and whenever they found this they start moving from their own place to new locations. Thus, the paper suggests that, if we are able to develop economic promotion in rural areas or if we apply a balanced development strategy, both for rural as well as urban areas then rural urban migration can be checked. Otherwise, it will create unnecessary pressure on urban population and hence urban poor's condition deteriorate further in terms of accessing basic facilities. In her paper

Deshingkar (2003) shows the existence of social exclusion and livelihood approach which determines the migration pattern. This pattern is widely depends on people's access to resources, household relations and social relations and hence it is not the byproduct of demand and supply of labour in economically developed region, which creates migration. The paper observed that to reduce the pressure of migration certain measures need to be taken like increase the productivity of agricultural land which gives them sufficient earnings. On the contrary, to reduce the vulnerability of migrants, policymakers need to support them and ensure access to basic amenities like education, healthcare, sanitation drinking water etc. John (2003) tries to develop a model on the basis of a factor, i.e. the role of expected income that influences the migration decision. The analysis of the paper indicates that the link between expected income and decision of out migration depends on geographic differences of mean wage and technology to move in search of a better locational match when the income differences exist in present location.

Thus the overall literature review gives us a clear picture that people mostly are migrating because there is a lack of facilities in the rural areas and if these facilities can be introduced then chances are there that rural poor may change their decision to migrate from rural to urban areas.

Research Methodology:

The study was carried in Malda district of West Bengal where rate of migration is very high may be due backwardness of the region. The sample respondents were categorized into two groups – migrants and non migrants. Both the groups of the respondents were selected by applying convenience sampling technique to make sure adequate representation of the target respondents. The literature review in this regard helps us to identify 10 variables listed in the table below:

Table 1:

Variable	Description
Variable 1	Employment related skill development helps to facilitate alternative source of income in the local area and thus reduce the flow of migration
Variable 2	Employment related skill development helps to increase the level of income which subsequently reduces the flow of rural urban migration
Variable 3	Employment related skill development reduces income gap between urban and rural areas which subsequently reduces the flow of rural urban migration
Variable 4	Employment related skill development helps to improve agricultural productivity
Variable 5	Employment related skill development helps to develop entrepreneurship skill among people which subsequently reduces the flow of rural urban migration
Variable 6	Employment related skill development helps to provide better access to urban market of agricultural products
Variable 7	Employment related skill development helps to increase spending power because of increased income
Variable 8	Employment related skill development helps to increase overall human development in that region
Variable 9	Employment related skill development provide better access to technical education
Variable 10	Employment related skill development helps to access finance from organized financial institutions which subsequently help you to start own business and reduces the flow of rural urban migration

These variables are considered as independent variables and their roles are to be judged against the dependent variable i.e. migration decision (whether people are migrating or not).

Research Objective:

As we know skill development is one of the important criteria to improve the earning capacity of the people, thus if implemented properly may prove an effective tool to reduce the flow of rural urban migration. The present research is tries to highlight, whether:

Skill development of poor people can significantly impacted the livelihood in the place of origin and thus reduce flow of migration from rural to urban areas

Research Instrument:

As both the migrants and non migrants members have been included in the study to know their perception regarding skill development and its developmental impact in the place of origin, logistic regression model is the best fit model to analyze the research result. As the dependent variable, i.e. people those are migrating and not migrating are categorical in nature we can apply this particular technique to interpret the result. Here, 'logit' is log of the odd ratio or likelihood ratio that the dependent variable is 1. Since logistic regression calculates the probability of success over the probability of failure, the result of the analysis are in the form of an odd ratio.

A pre – tested structured questionnaire is used to collect the relevant information from the respondent. A liker type scale has been used to know the perception of the both the groups regarding skill development and its impact on local area development. A pilot study has been conducted to know the consistency of the questionnaire with the help of Cronbach's Alpha result. The value of alpha ranges from '-1' to '+1' and an alpha value > 0.70, tells us that the questionnaire is consistent and can be use for final research. In the present study the value of alpha is given below:

Reliability Statistics

Cronbach's Alpha	N of Items
.828	10

The pilot study has been conducted with the help of 39 respondents which gives us alpha value as 0.828, which is much greater than the accepted norm of 0.70. Thus, we can say that in the present research the questionnaire is consistent and hence used for final research.

For final research 400 questionnaires have been distributed and out of these 186 questionnaires are received in correct forms and are included in the study.

Analysis:

The logistic regression model gives us varieties of option to determine whether the model is a good fit or not to analyse the survey data.

Classification Table^{a,b}

	Observed	Predicted		Percentage Correct	
		Migration_Status	Migration_Status		
O b s e r v e d	Migration_Status	1.00	104	0	100.0
		2.00	82	0	.0
	Overall Percentage				55.9

The classification table presents the results with only the

constant included before any coefficients are entered into the equation. Logistic regression compares this model with a model including all the 10 predictor variables to determine whether the latter model is more appropriate.

Variables not in the Equation				
		Score	df	Sig.
Step 0	Variables	Variable1	13.153	1 .000
		Variable2	20.315	1 .000
		Variable3	42.277	1 .000
		Variable4	24.120	1 .000
		Variable5	4.279	1 .039
		Variable6	24.331	1 .000
		Variable7	32.617	1 .000
		Variable8	19.017	1 .000
		Variable9	22.100	1 .000
		Variable10	10.996	1 .001
Overall Statistics		63.644	10	.000

The table above is about variable not in the equation. This signifies whether each of the 10 independent variable improves the model or not. The table shows each of variables is statistically significant at 5% level of significance and if included will obviously improves the predictive power of the model.

Hosmer and Lemeshow Test

Step	Chi-square	df	Sig.
1	11.563	8	.172

If H – L Goodness of fit test statistic is greater than 0.05, as we want for any good fitting models, then we fail to reject the null hypothesis that there is no difference between observed and model predicted values. This shows that the model's data fit at an acceptable level. In our study this value is 0.172 which is greater than 0.05. Hence, we can say that the present model developed for the study is a good fit model.

After analyzing the goodness of fit of the model, we can go for final analysis to develop the logistic regression equation to know the impact factor of each of 10 variables. This result we can get in the table below:

Variables in the Equation										
		B	S.E.	Wald	df	Sig.	Exp(B) Lower	95% C.I. for EXP(B)		
									Upper	
Step 1 ^a	Variable1	-.420	.392	1.144	1	.285	.657	.305	1.418	
	Variable2	.716	.359	3.968	1	.046	2.046	1.012	4.140	
	Variable3	1.287	.355	13.163	1	.000	3.621	1.807	7.258	
	Variable4	.449	.656	.468	1	.494	1.566	.433	5.666	
	Variable5	-.855	.418	4.179	1	.041	.425	.187	.965	
	Variable6	.135	.341	.156	1	.693	1.144	.586	2.233	
	Variable7	1.207	.363	11.030	1	.001	3.344	1.640	6.818	
	Variable8	.210	.287	.532	1	.466	1.233	.702	2.165	
	Variable9	.064	.611	.011	1	.916	1.067	.322	3.535	
	Variable10	.900	.428	4.414	1	.036	2.460	1.062	5.695	
	Constant	-12.384	2.174	32.441	1	.000	.000			

Source: Survey Data

The above table shows at 5% level of significance following variables are showing statistically significant result and hence considered for the impact factor analysis:

Variable 2: Employment related skill development helps to increase the level of income which subsequently reduces the flow of rural urban migration

Variable 3: Employment related skill development reduces income gap between urban and rural areas which subsequently reduces the flow of rural urban migration

Variable 5: Employment related skill development helps to develop entrepreneurship skill among people which subsequently reduces the flow of rural urban migration

Variable 7: Employment related skill development helps to increase spending power because of increased income

Variable 10: Employment related skill development helps to access finance from organized financial institutions which subsequently help you to start own business and reduces the flow of rural urban migration

Rests of the variables are not statistically significant at 5% level, hence not included in the study.

The table above shows that the coefficient B = 0.716 of variable 2 implies that when the independent variable, variable 2 changes by 1 unit and the values of other independent variables remain constant, the logarithm of odds of reduced flow of rural urban migration because positive impact of employment related skill development. This shows that if proper skill development mechanism is implemented in the backward areas then obviously this will help to reduce the flow of rural urban migration.

The coefficient B = 1.287 of variable 3, shows that if employment related skill development initiative is increased then this will reduce the rural urban wage gap which subsequently reduce the flow of rural urban migration.

The coefficient B = - 0.855 of variable 5, gives us a nega-

tive relationship. This is quite understandable as the variable is related to entrepreneurship initiative. If this initiative increases then this will not reduce the flow of rural urban migration. Although, this can be seen as a tradeoff, but in reality rural poor don't involve in this kind of activity as risk of conducting business sometimes provides negative motivation. Neither they have the finance nor do they have adequate knowledge about the market. Thus, this initiative will only be successful if proper background work like related market linked production activity need to be implemented first.

The coefficient $B = 1.207$ of variable 7 shows that if employment related skill development initiatives are increased by a unit and other independent variables remain constant then the spending power of the people will increased by more than one. This may not be a direct impact on rural urban migration but this particular consequence may create a positive motivation for rural migrants as most of the household goods they are able to purchase in their own locality then migration may not be necessary.

The coefficient $B = 0.900$ of variable 10, shows that if employment related skill development initiative increased then this will increase the financial accessibility of the people. This may help them to get rid off from credit constraint which one of the detrimental factor atleast in the agriculture and allied sectors.

Conclusion:

Thus the study reveals a deep insight about the nature of rural urban migration in the study district and subsequently it gives us a picture whether implementing skill development scheme will benefit the rural poor or not. It can be observed that various government initiatives like NREGA tries meet these requirements by providing 100 days job guarantee programme. But the problem of this kind of programmes is that it fails to give long term benefit for the rural poor. Thus, this study can give us an important dimension in this regard that only providing guaranteed job will not be sufficient, along with that proper skill development is equally important. It is a common phenomenon where proper education is must for the growth of the economy. Considering this aspect, focus should be given for proper development of educational infrastructure in the district. Moreover, only educating the people will not be sufficient, focus should be on their skill development.

The approach should be not to educate them but to educate them in such a manner so that their educational knowledge can be implemented in a meaningful manner. It should be a blend of traditional educational system along with skill based education. Sometimes, we are very fond of general education ignoring the aspect that people whose level of income is low, then might not able to get gainful employment opportunities at the earlier stages of life. Thus, through this system many people dropped out from the formal educational system. It has been estimated by KPMG in their report prepared by National Skill Development Corporation (NSDC), that approximately 95 lakhs children taking admission at the primary level, but ultimately 11 lakhs students have complete their higher education. Thus, approximately 84 lakhs students are dropping out at various levels and it is not very difficult to understand that mostly people whose level of income is low, they are not able afford the quality education at the cost of earnings. Thus, this creates a huge demand supply gap at the industry level. It may the situation that industry is growing, but the people living in that district are not employable due to lack of skills. This is an important issue which needs to be addressed first before we are speaking about growth of industry, even in MSME sectors also. Because, whatever may be the nature of industry, big or small, without skill development this will failed meet the industry requirement. Moreover, we can't expect that the industry like food processing, pisciculture, sericulture, backyard poultry farming these are the areas where technical skills do require but the problem is that neither they have infrastructure nor they have adequate finance for training for those people who are untrained. Thus, failing to get an opportunity in local industries they are migrating to do some odd jobs for survival purposes and facing both financial as well as physical exploitation. The effort should come from government sides; they are the only nodal agency in this regard to make any meaningful changes in the life of the migrants.

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