

Cultural Integration and Inter-Ethnic Relationship of Migrated Workers with Local People - Erode District, Tamilnadu.



MANAGEMENT

KEYWORDS : Migration, Cultural Integration, Interethnic Relationship, Social Interaction, Social Protection.

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ABSTRACT

This study attempted to examine the underlying factors in cultural integration of migrated workers with local people in Erode District. The study scrutinized the concurrence intensity of migration workers in respect of social interaction, cultural integration, interethnic relationship, and social protection in the neighbouring of workplace. The findings of the study were based on the sample of 100 migrant workers in Construction sector. Sampling was done by interviewing randomly selected migrant workers with the deployment of non-disguised and structured questionnaire. Collected data was analyzed with chi-square test, weighted score analysis, Kendall's coefficient of concordance and mean score analysis. This study was concluded that the migrant workers are not successfully attained cultural integration and interethnic relationship among local people is highly in tragedy.

1. INTRODUCTION AND RATIONALE OF THE STUDY

Migration is influenced by both the pattern of development and social structure. Migration resulted due to two factors such as 'pull' and 'push' factors, which, however, do not operate in isolation of one another. Mobility occurs when workers in source areas lack suitable options for employment, drought, inter-regional disparity, disparity among different socio-economic segments has played the role as push factors of migration. Regular income, child education, family protection, increased standard of living and continuous employment are the rationalities in pull factors of migration of deprived populace.

Employers often choose migrant labourers than local labourers, as they are inexpensive and never build up social relationship in the place of destination. Women migrants charge the worst; they are usually paid less than male migrants. In the construction industry they are viewed as subordinates and confined to operate machines. The study area consist all types of construction units, which includes, residential houses and apartments, shopping malls, schools and colleges, industrial houses, government projects etc.

2. REVIEW OF LITERATURE

Zachariah et al. (2002) reported that migration had a very significant impact on the quantity of population below the poverty line. The study noted that the quantity has declined as a effect of remittances received from overseas. Bustamante (2011) pointed out that migrants are intrinsically helpless as subjects of human rights from the time they leave home to initiate their migration. New migrants are naturally living in disadvantaged and depressed neighbourhoods, frequently symbolized by poor housing, high levels of joblessness, restricted service provision and poor local facilities (Robinson, 2010). Neighbourhoods can offer access to comprehensive local resources, such as schools, enabling new arrivals to expand social connections and access practical and expressive support (Clayton, 2009; Spicer, 2008).

3. RESEARCH METHODOLOGY

This study is carried out with 100 migrant workers and the survey is conducted in Erode district of Tamilnadu. The sample is selected from numerous populations of migrant workers working in various construction firms. In order to analyze the information collected from the respondents, chi-square test, weighted average score, Kendall's coefficient of concordance and mean score analysis have been employed to test the worthiness of data collected and to test the hypothesis formulated.

4. OBJECTIVES OF THE STUDY

In a clear statement, this study focuses on accomplishing the

objectives presented below:

1. To test the relationship between demographic profile of migrant workers and their opinion on social interaction.
2. To check the satisfaction level of migrant workers concerning cultural integration with the local people.
3. To find the interethnic relationship of migrant workers with the local people in working place.
4. To find the suitable social protection measures to migrant workers in the workplace.

5. RESULTS AND DISCUSSIONS

5.1. Opinion on Social Interaction

Demographic profile of migrant workers is the main influential factor to interact with the local inmates. Hence, in this direction, chi-square test has been directed to examine the relationship between demographic profile of migrant workers customers and their opinion on social interaction. Accordingly, null hypothesis (H_0) states that there is no significant relationship between the demographic profile of migrant workers and their opinion on social interaction. It is presented in table-1.

Table-1: Chi-Square test on Opinion on Social Interaction

Demographic Profile	Variables	Score					Chi-square	Result
		SDA	DA	N	A	SA		
Gender	Male	24	19	17	7	1	21.136	Rejected
	Female	12	8	9	3	0		
Age	18 – 25 years	9	9	8	3	1	53.564	Rejected
	26 – 35 years	7	7	11	2	0		
	36 – 50 years	9	3	3	2	0		
	> 51 years	11	8	4	3	0		
Monthly Income	< 5,000	10	10	9	4	1	47.215	Rejected
	5,001-10,000	8	7	9	2	0		
	10,001-15,000	11	6	3	2	0		
	> 15,001	7	4	5	2	0		
Nature of Work	Construction	15	12	14	6	1	32.023	Rejected
	Steel carving	11	7	7	2	0		
	Laying tiles	5	4	3	1	0		
	Other work	5	4	2	1	0		
Education	Primary	11	7	6	4	1	27.872	Rejected
	SSLC	10	8	4	2	0		
	HSC	9	5	8	3	0		
	Degree/Diploma	6	7	8	1	0		

(Source: Primary data)

5.2. Satisfaction as to Cultural Integration

Satisfaction level of migrant workers in construction companies are tested through Weighted Average Score (WAS) analysis; here various cultural integration variables are examined. A questionnaire containing eighteen variables on the migrant workers is

presented with 100 respondents, who are working in construction sector. The respondents are asked to rate each variable on a five point Likert scale, according to the satisfaction derived from the cultural interaction among the local people. The satisfaction level of the respondents is calculated for each variable. The variables are categorized as variable of high satisfaction, moderate satisfaction and low satisfaction depends upon the value assigned and explained in table-2.

Table – 2: Weighted Average Score Analysis

Level of Satisfaction	Variables	SA	A	N	DA	SDA	WAS
High	Invitation to attend functions	65	14	11	7	3	4.31
	Equal recognition	57	18	12	8	5	4.14
	Access to employment	60	11	9	16	4	4.07
	Respect to do rituals	56	16	11	8	9	4.02
	Interculturalism	55	16	12	8	9	4.00
Moderate	Equality to follow own tradition	47	20	13	12	8	3.86
	Equality to eat desired food	49	18	11	12	10	3.84
	Fairness in festive celebration	52	16	12	11	9	3.83
	Interaction with others	46	19	14	9	12	3.78
	Prospect for regional festivals	45	21	11	12	11	3.77
	Cultural integration	44	15	21	12	8	3.75
	Interethnic friendship	40	15	22	8	15	3.57
	Interethnic relations in workplace	38	11	17	19	14	3.37
	Neighborhood recognition	35	10	19	18	18	3.26
Low	Demographic variation	27	10	19	14	30	2.90
	Different racism	24	9	17	15	35	2.64
	Varied religious practices	21	9	18	16	36	2.63
	Intermarriage	20	10	17	18	35	2.62

(Source: Primary data)

5.3. Interethnic Relationship of Migrant Workers

Interethnic relationship of migrant workers among local people is observed with certain constraints such as, equal respect, race and caste tolerance, acceptance of customs and traditions, etc. The factors are numbered from 1 to 10 and Kendall's coefficient of concordance is implemented to check the validity of the data collected. Kendall's coefficient of concordance established the degree of association among several (k) sets of ranking of N factors. At this point five sets of rankings used to work out the coefficient of concordance. In order to ensure its validity the null hypothesis (H₀) states that there is no significance difference in ranking by the different state migration workers as to interethnic relationship.

Table – 3: Kendall's Coefficient of Concordance

K = 5	Factors										N = 10
	1	2	3	4	5	6	7	8	9	10	

Odisha	1.5	3.5	3.5	6	1.5	5	7	8	9	10	
Bihar	1	2	3.5	5.5	3.5	5.5	7	8	9	10	
Chhattisgarh	2.5	2.5	2.5	2.5	6	5	7	8.5	9	8.5	
Jharkhand	5	2	1	3	7	4	6	9.5	9.5	8	
Rajasthan	2	2	2	1	5.5	5.5	7	8.5	8.5	10	
Sum of ranks (R)	12	12	12.5	18	23.5	25	34	42.5	45	46.5	R = 271
(R -) ²	228.01	228.01	213.16	82.81	12.96	4.41	47.61	237.16	320.41	376.36	S = 1750.9
$W = S / 1/12k^2(N^3 - N)$ $= 1750.9 / 1/12(5^3 - 10) = 1750.9 / 25/12(990)$ $= 1750.9 / 2062.5 = 0.8489$											

(Source: Primary data)

As N is larger than 7, ² worked out to determine the W's significance at 5% level.

$$\begin{aligned} \chi^2 &= k(N - 1)W \text{ with } N - 1 \text{ degrees of freedom} \\ &= 5(10 - 1)(0.8489) \\ &= 38.2 \end{aligned}$$

The table value of ² at 5% level for N - 1 = 10 - 1 = 9 degrees of freedom is 16.919. Calculated value is 38.2, this is significantly higher than the table value. This does not support the null hypothesis that there is no significance difference in ranking by the different state migration workers as to interethnic relationship at 5% level of significance.

5.4. Social Protection Measures

This measure was taken either by the government or by the employer / already exists in the society. At this moment this study seeks to identify the prevailing social protection measures to preserve the interest of migrant workers. The data is collected through five point scale and if the mean score is falls more than 4.0 it is taken as high importance, if it relies from 3.0 to 3.99 it is assumed as medium importance, if the score falls less than 3.0 it is taken as low importance. Accordingly the migrant workers level of perceptiveness as to social protection is analyzed with the assist of mean score analysis, which is described in table-4.

Table 4: – Mean Score Analysis

Measures	Mean	Std. Deviation	Rank	Importance
Government and political support	4.24	0.92	1	High
Legal protection	3.47	0.99	5	Medium
Local citizenship rights	4.01	1.07	3	High
Safety measures in the workplace	3.82	0.96	4	Medium
Neighborhood recognition	2.12	1.05	10	Low
Housing support	3.42	1.11	6	Medium
Accommodation and food	2.85	1.31	8	Low
Leisure and entertainment measures	3.02	1.32	7	Medium
Equal human rights	4.12	0.97	2	High
Social inclusion	2.54	1.12	9	Low

(Source: Primary data)

6. CONCLUSION

Migrant workers in construction sector are in a peculiar situation; they are a part of both urban and the rural life, but they are isolated due to various reasons. This study attempted to check the social and cultural integration of migrant workers among the local people. The existence of cultural integration is in a pathetic situation and confirmed that barely five factors fetch satisfaction to the migrant workers. Moreover, it is authenticated that the cultural integration is not equal to the expectation of migrant workers and completely they are ignored. It is concluded that the migrant workers working in construction industry are not equally accessed cultural integration and interethnic relationship among the local people is quite disappointing.

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