



Workforce on the Move: Exploring the Social and Economic Dimensions of Labour Migration in India

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Movement of people from one location to another, whether short-term or long-term, voluntarily or coerced, inside or across national borders, is referred to as migration. With 20.9 million persons leaving these states, Uttar Pradesh and Bihar accounted for the greatest number of migrants, accounting for 37% of all interstate migrants, according to the 2011 Census. Major destinations were Delhi and Mumbai, which hosted 9.9 million interstate migrants, or almost one-third of their 29.2 million total populations. The purpose of this study is to investigate the economic push factors such as income, working hours, and educational attainment that impact people's decisions to move to India. 150 people in a sample, ages 18 to 50, from certain locations provided the data. The study was conducted using a binary logistic regression model. The findings demonstrated that while study duration, family size, and unfavorable information had a smaller impact on migration decisions, income ($p = 0.045$), working hours ($p = 0.026$), and earnings at the destination ($p = 0.0001$) had a substantial impact. Social concerns had a minor role in migration decisions, with economic factors serving as the main motivators..

Keywords: *Migration, Labour, Push Factor, Least Square, Analysis, etc.*



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1. INTRODUCTION

The development of individuals starting with one area then onto the next is known as relocation. It might be over a short or critical distance, be available second or very sturdy, intentional or compelled, international or worldwide. The 2011 Registration observed that

Uttar Pradesh and Bihar were the two states with the best number of travelers, with 20.9 million individuals moving out of the state from these two states. This is 37% of the hard and fast number of people who were between state voyagers as shown by that rundown. Delhi and Mumbai are comprehensively seen as voyager magnets and the

2011 Assessment bears that out. According to it homeless people from various states in Delhi and Mumbai numbered 9.9 million, or near 33% of the joined people of 29.2 million.

All societies, including Indonesian society, have some form of migration option. The fundamental thought processes of people or gatherings for relocation generally for the monetary factors which issue of joblessness and neediness. The reason of that support individuals who can't work, furthermore, find work abroad by

searching for new position and higher pay. Settling the homegrown work emergency as an endeavors to lessen joblessness rates, the public authority made a strategy to open up more extensive work potential open doors abroad for Indian specialists, a significant number of creating or created nations have further developed economies however the works supply were not exactly the interest, and to determine the issue, the far off country needs laborers from abroad.

Table-1: State wise Number of persons who moved in for work & Employment as per Census – 2011
(Migrant Workers)

S. No.	States/Uts	Persons
1	ANDAMAN & NICOBAR ISLANDS	52,129
2	ANDHRA PRADESH	37,37,316
3	ARUNACHAL PRADESH	1,19,244
4	ASSAM	5,72,064
5	BIHAR	7,06,557
6	CHANDIGARH	2,06,642
7	CHHATTISGARH	10,21,077
8	DADRA & NAGAR HAVELI	63,779
9	DAMAN & DIU	73,782
10	GOA	1,15,870
11	GUJARAT	30,41,779
12	HARYANA	13,33,644
13	HIMACHAL PRADESH	2,96,268
14	JAMMU & KASHMIR	1,22,587
15	JHARKHAND	8,24,259
16	KARNATAKA	28,87,216
17	KERALA	7,13,934
18	LAKSHADWEEP	6,135
19	MADHYA PRADESH	24,15,635
20	MAHARASHTRA	79,01,819
21	MANIPUR	22,750
22	MEGHALAYA	52,797
23	MIZORAM	62,828
24	NAGALAND	1,10,779
25	NCT OF DELHI	20,29,489
26	ODISHA	8,51,363
27	PUDUCHERRY	70,721
28	PUNJAB	12,44,056
29	RAJASTHAN	17,09,602
30	SIKKIM	46,554
31	TAMIL NADU	34,87,974

32	TRIPURA	92,097
33	UTTAR PRADESH	31,56,125
34	UTTARAKHAND	6,17,094
35	WEST BENGAL	16,56,952
	INDIA	4,14,22,917

Source: (IMCA report 2011)

2. PUSHING FACTORS TO MIGRATION

There exist multiple motivating elements that may cause Indians to travel overseas. These variables may include social, political, environmental, or economic ones. These are a few typical motivators:

- **Economic possibilities:** People may leave India in search of better employment possibilities and greater living standards abroad due to a lack of upward mobility, low earnings, and limited work opportunities.
- **Political instability:** People may migrate to nations with more stable political settings in response to political upheaval, corruption, a lack of political freedom, or worries about their personal safety for political reasons.
- **Social characteristics:** People and families may flee to other countries in search of safety or better treatment due to discrimination, persecution, or social instability based on characteristics such as caste, religion, race, or gender.
- **Education:** Professionals or students may choose to pursue training or education options overseas due to limited access to high-quality education or certain disciplines of study in India.
- **Healthcare:** People with medical requirements or concerns may migrate to other countries with superior healthcare systems due to India's inadequate healthcare infrastructure or lack of access to high-quality healthcare services.
- **Environmental Factors:** People may migrate in quest of safer and more stable living situations as a result of natural disasters, environmental degradation, or the effects of climate change, such as droughts, floods, or extreme weather occurrences.
- **Urbanization and overpopulation:** Poor living conditions, traffic, and pollution can

result from excessive urbanization, rapid population increase, and overcrowding in cities. As a result, people may relocate overseas in search of higher living standards.

- **Family Reunification:** People may travel overseas to reunite with their relatives if they are separated from them due to a variety of factors, including employment or schooling.
- **Greater Quality of Life:** People may travel abroad in search of a higher standard of living if they are generally dissatisfied with the quality of life in India, which may include issues like pollution, traffic jams, a dearth of public facilities, or cultural preferences.
- **Job Advancement:** People may migrate to nations with more promising job prospects and opportunities for advancement due to a lack of options for career growth, a lack of acknowledgment for their abilities or qualifications, or a desire for professional development. Different people or groups may find these push factors to be more or less significant, which can result in a variety of migration patterns from India to other nations.

3. OVERVIEW

A multitude of factors, including political, social, economic, and environmental ones, impact India's migration landscape. India has historically had sizable internal and international migration patterns, serving as both a source and a destination for migration.

3.1 Internal Movement

People and families are still migrating inside the country due to urbanization; they are doing so in quest of improved access to healthcare, education, and employment prospects. The nation continues to see a significant level of labor movement, especially in industries like

manufacturing, construction, domestic work, and agriculture. Particularly in large cities, issues with cheap housing, social integration, and urban infrastructure continue to be problems.

3.2 Migration Abroad

Indians are still leaving the country in large numbers, drawn by things like job possibilities, education, family reunification, and economic opportunity.

Concerns about brain drain in some industries are exacerbated by the fact that skilled people, such as those in information technology (IT), healthcare, engineering, and education, are continuing to look for opportunities overseas. Communities of Indians living abroad are crucial in promoting migration as well as the development of trade and cultural exchanges between India and the countries of destination.

3.3 Main Trends and Difficulties

India's regional economic divides continue to be the primary cause of migration, with people from economically deprived states frequently looking for work in more affluent areas. The dynamics of gender in migration are changing as more and more women travel in search of employment or education, even though they could encounter particular difficulties because of social stigma, exploitation, and safety concerns. Communities that are susceptible to natural catastrophes and environmental pressures may be forced to relocate due to climate change and environmental degradation. These factors are becoming more and more important in determining migration patterns.

4. GOVERNMENTAL DECISIONS AND REACTIONS

The Indian government is still putting policies into place to address the problems associated with internal migration. These include programs to enhance rural infrastructure, encourage decentralized development, and offer social welfare benefits to migrants. The management and regulation of international migration encompasses many measures such as skill development initiatives, bilateral agreements with destination nations, and safeguards for the rights of Indian workers working overseas. In India, migration is still a complicated and diverse

phenomena that is influenced by many different social, cultural, and environmental elements.

5. LITERATURE REVIEW

The main insightful commitment to relocation comprised of two articles by the nineteenth century geographer [Ravenstein \(1889\)](#), in which he figured out his laws of migration. He saw relocation as an indivisible piece of improvement, and he affirmed that the significant reasons for movement were monetary. Movement designs were additionally thought to be impacted by factors like distance and populace densities ([Skeldon, 1997](#)). This viewpoint, wherein individuals are expected to move from low pay to big league salary regions, and from thickly to meagerly populated regions, that is to say, the general thought that relocation developments tend towards a certain spatial-financial balance, has stayed alive in the work of numerous demographers, geographers, and market analysts of all time since ([Palaces and Mill operator 2003:22](#)), and, as we will see, is moreover the hidden supposition of push-pull speculations. Even though the issue of migration has not received a lot of attention from mainstream economic theory, economic explanations have still dominated both popular and academic research on the topic. At the full scale level, neo-traditional monetary hypothesis makes sense of relocation by topographical contrasts in the organic market for work. Neo-old style relocation hypothesis considers country metropolitan relocation to be a constituent piece of the entirety improvement process, by which overflow work in the country area supplies the labor force for the metropolitan modern economy ([Lewis, 1954](#)). By proposing that it is a verifiable truth of monetary history that material advancement ordinarily has been related with the slow however constant exchange of monetary specialists from provincial based conventional agribusiness to metropolitan situated present day industry ([Todaro, 1969](#)), neo-traditional relocation hypothesis is solidly dug in development list modernization hypothesis in light of teleological perspectives deciphering seeing improvement as a direct, general cycle comprising of progressive stages ([Rostow, 1960](#)). [Harris and Todaro \(1970\)](#) expounded the fundamental two-area model of provincial to-metropolitan work movement.

This powerful Harris-Todaro model^{||} has stayed the premise of neo-traditional relocation hypothesis since then, at that point. The original model was developed to explain the seemingly incongruous phenomena of rural-to-urban migration persisting in emerging countries in spite of growing unemployment rates in metropolitan areas. The model was conceived out of discontent with unclear and amorphous clarifications, for example, the bright lights of the city going about as a magnet to bait laborers into metropolitan areas^{||}. Harris and that's what todaro contended, to comprehend this peculiarity, it is important to change and broaden the basic pay differential methodology by looking not just at winning pay differentials thusly but instead at the country metropolitan expected pay differential, i.e., the pay differential adapted to the likelihood of finding a metropolitan job. Neo-traditional relocation hypothesis can be situated inside the functionalist worldview of social hypothesis, as the focal contention of variable cost leveling expects to be simply financial powers tend towards a balance and furthermore in light of the fact that it generally disregards the presence of market defects and other primary limitations on advancement. This is not really reasonable, especially with regards to many emerging nations. Place utility and other miniature speculations expect that travelers have ideal information on the expenses and advantages of movement (McDowell and de Haan 1997:9) and that individual get across isotropic spaces.

In the most non-industrial nations, factor markets (capital, protection) are ordinarily distant from awesome, making admittance to monetary administrations and capital troublesome or indeed, even incomprehensible for minimized gatherings. This makes real movement designs hard to make sense of inside a neo-traditional structure that for the most part centers on anticipated pay. Movement doesn't happen in a social, social, political, and institutional void. Restrictions on migration imposed by governments are another constraining factor that neoclassical migration theory cannot address.

6. RESEARCH GAP

Migration pushing factor research gaps can be found by looking at areas where the body of information is lacking or incomplete. Potential research gaps in this area include the following:

- **Contextual Specificity:** A large portion of the literature currently available on the factors that force people to migrate concentrates on broad categories like economic instability, war, or environmental degradation. More nuanced knowledge of these elements' varied manifestations in different situations, as well as their inter sectionalist and the varying effects on different groups, is required.
- **Studies that use cross-sectional data:** to capture migration patterns at particular times are known as longitudinal studies. In-depth understanding of the dynamic nature of pushing factors, including their evolution and interactions with other factors, may be gained through longitudinal studies that follow individuals or communities throughout time.
- **Micro-Level Analysis:** While macro-level variables such as political unrest or economic situations are frequently researched, little is known about the micro-level mechanisms and processes that influence migration decisions. Studies that concentrate on decision-making processes at the individual or household level may provide insight into the varying subjective experiences and perceptions that impact migration.
- **Gender Perspectives:** Although gender dynamics are important in migration, research frequently does not fully grasp the ways in which gender interacts with driving factors. The ways in which migration decisions and experiences are influenced by gender norms, roles, and disparities require further investigation.
- **Psychological Factors:** It is unclear how much influence psychological elements like aspirations, sense of danger, and social networks have on decisions to migrate. Examining the psychological aspects of migration may offer insightful information on the individualized experiences and driving forces behind migration decisions.
- **Implications for Policy:** Research on the efficacy of measures meant to mitigate migration-related driving forces is lacking. The effects of various policy actions on easing migration pressures and enhancing

the lives of migrants and sending communities could be assessed through research.

- **Technology and Migration:** Given that technology is becoming a more important tool for aiding migration, it is important to investigate how advances in technology affect the factors that drive migration. This involves looking at how online platforms, digital connection, and information sharing affect the choices and results of migration.

By filling in these research gaps, we may advance our knowledge of the reasons that motivate people to migrate and develop more sensible policies and treatments that target the underlying causes of migration.

7. OBJECTIVE

To thoroughly investigate and comprehend the various pushing forces behind migration, with an emphasis on (a particular area, community, or demographic group), in order to provide information for evidence-based policies and interventions meant to address the underlying causes of migration and advance sustainable development.

8. HYPOTHESIS

The following null hypothesis will be looked into by the investigation.

- "The push factor does not significantly influence the migration of individuals from India to Foreign."
- "The pull factor does not significantly influence the migration of individuals from India to Foreign."
- "The length of stay in India to Foreign is not significantly influenced by pre-

migration income, marital status, age, education, family type, religion, or land ownership."

9. METHODOLOGY

The kind of exploration utilized in this study is illustrative technique with a quantitative methodology. Clear exploration is one of the most generally involved strategies in examination to make sense of a peculiarity (Sugiono, 2011) which kinds of information utilized in this study are of two sorts. To start with, the essential information is the consequence of a study of data gathered from respondents, in India who will or had moved abroad in 2023 utilizing a poll. Auxiliary information, which is by implication acquired information that can give clarifications and supporting data, acquired from offices/institutions connected with the writing connecting with this study where the gathered information will be handled by the necessities of additional investigation. Decide the populace to be tested in this review; the examining has in view of a foreordained example number of 150 examples (Djarwanto and Pangestu, 1996).

10. ORDINARY LEAST SQUARE ANALYSIS

The line of best fit for a collection of data is determined using the least squares approach, a kind of numerical regression analysis that provides a visual representation of the relationship between the relevant variables. The relationship between a known independent variable and an unknown dependent variable is represented by each data point. This strategy is regularly utilized by analysts and merchants who need to recognize exchanging open doors and patterns.

Table-2: Least Square Analysis – Labour Migration Pushing Factor

Variable	Coefficient	Std. Error	T-Statistic	PROB.
C	0.006667	0.006667	1.000000	0.3189
R-squared	0.000000	Mean dependent var		0.006667
Adjusted R-squared	0.000000	S.D. dependent var		0.081650
S.E. of regression	0.081650	Akaike info criterion		-
Sum squared resid	0.993333	Schwarz criterion		-2.146043
LOG LIKELIHOOD	163.4585	Hannan-Quinn criter.		-2.157960
Durbin-Watson stat	2.013423			

Source: (Author defined)

- **Estimation Command:** LS
MIGRATION=PUSH1+PUSH2+PUSH3 C
- **Estimation Equation:**
(MIGRATION=PUSH1+PUSH2+PUSH3) = C
(1)
- **Substituted Coefficients:**
(MIGRATION=PUSH1+PUSH2+PUSH3) =
0.006666666666667

There are a few understandings for this. (1) it is littlest proof expected to dismiss the invalid speculation, (2) it is the likelihood that one would have acquired the slant coefficient esteem from the information assuming the genuine slant coefficient is zero, (3) the p-esteem looks into the

t-detail table utilizing the level of opportunity (df) to show the quantity of standard blunders the coefficient is from nothing, (4) tells regardless of whether the relationship is critical. Thus, in the event that the p-esteem is 0.35, it implies that you are just 65% (that is, (100-35) %) certain that the slant coefficient is non-zero. This isn't adequate. This is due to the fact that rejecting the null hypothesis with greater confidence is possible with a very low p-value. Subsequently, a p-worth of 0.01, suggests that you are almost 100% (that is, (100-1) %) sure that the incline coefficient is non-zero. This is exceptionally ameliorating.

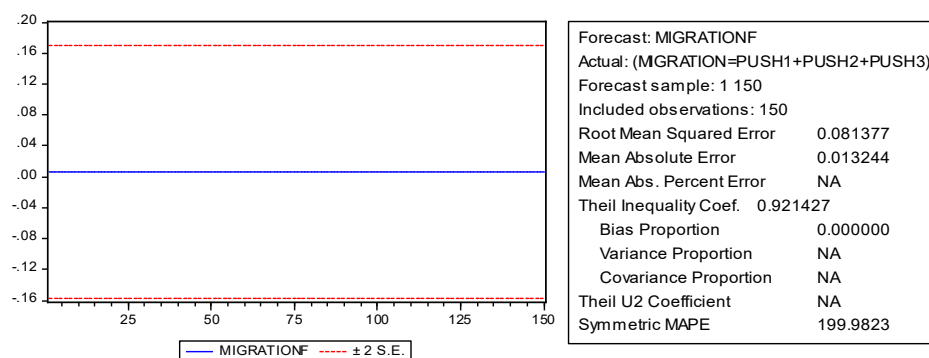


Fig-1: Labour Migration in India

Source: (Author defined)

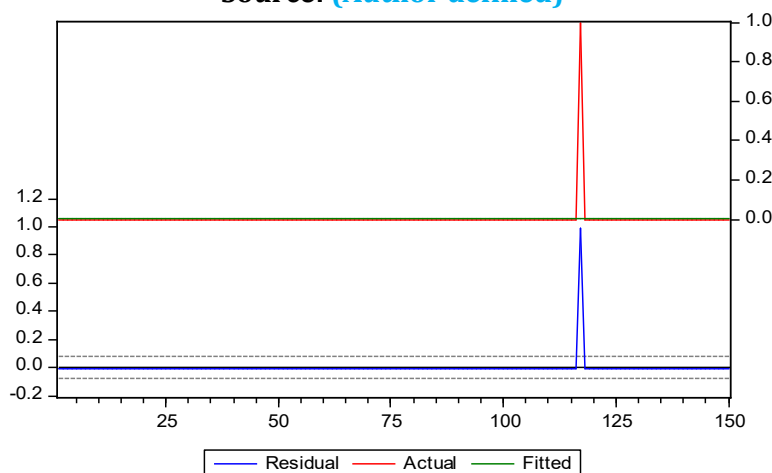


Fig-2: Residual, Actual and Fitted in Labour Migration

Source: (Author defined)

11. MULTIPLE BREAK POINT TEST

Views shows the F-measurement, alongside the F-measurement scaled by the quantity of changing regressors (which is a similar for this situation, since we just have the single, shifting regressor), and the Bai-Perron basic incentive for

the scaled measurement. The consecutive experimental outcomes demonstrate that there are three breakpoints: In contrast to the test of 4 versus 3 breakpoints, which does not reject the null, we reject the alternatives of 1, 2, and 3 breakpoints over the nulls of 0, 1, and 2.

Table-3: Multiple Break Point Test – Labour Migration Pushing Factor

Sequential F-statistic determined breaks:	Sequential F-statistic determined breaks:	Sequential F-statistic determined breaks:	0
Break Test	F-statistic	Scaled F-statistic	Critical Value**
0 vs. 1	3.468283	3.468283	8.58

Source: (Author Defined)

*Significant the 0.05 level.

** Bai-Perron (Econometric Journal, 2003) critical values.

12. INTERPRETATION OF RESULTS

The review utilizing 150 respondents, 110 respondents responded to that they wished to work abroad to completely change them, while 40 individuals actually didn't choose to relocate. Then, at that point, the consequences of information examination acquired from these investigations, ends can be drawn as follows:

- Push Component as a pointer to decide the choice to relocate with factors; pay, work state, training, family, the assessment consequences of the strategic double model that the pay (region beginning) and work state (number of hours worked) have a critical impact on the choice to relocate, while the variable of training (concentrate on period) and family (number of families) doesn't fundamentally affect the choice to relocate. it very well may be shown that pay in (area of beginning) furthermore, work state (number of hours worked) have a more noteworthy impact on the choice to move contrasted with variable schooling and family doesn't have impact on the relocation choice.
- The primary reasons for residents of the province of India to migrate were economic reasons, related to the need to meet their needs because the Indian region lacks job opportunities and has low income levels, particularly in migrant villages that are growing slowly.
- Constraints of This Exploration: This study involves Everet S Lee hypothesis as a kind of perspective to create the hypothesis of Back and forth and Data as a relocation choice, limits of the examination caused the technique and utilizes is definitely not an overall degree however people level (Primier Information).
- Impediments research as follows: To begin with, in the draw factor just remembers

compensation for the objective region as the reliant variable, while different factors, for example, (accessibility of work in the country, offices in the country, legitimate principles) are not input as examination factors, this is because of the nations of objective working every respondent is unique, obviously the standard wages, offices and lawful rules are likewise unique so it is hard to be utilized as a marker, with the exception of the extent of examination is just 1 or 2 similar nations (as a story of the explanation they work in that country).

13. CONCLUSION

Inside the social setting of migration, HR and work issues are in question. In the advanced world, the migration of work is a significant issue for strategy creators, specialists and different partners. The possible development and improvement of the workforce and the ideal use thereof are fundamental for a nation's turn of events. The migration of work assumes an especially significant part in supporting the development of an economy, expanding the abilities level of the work power and satisfying the work market needs of a country. Then again, migration causes various issues for an economy and society, for example, a mind channel or the deficiency of exceptionally talented specialized work.

In spite of late monetary and social enhancements in India, little has changed regarding livelihoods and work potential open doors. Subsequently, in-migration from country to metropolitan regions and migration to unfamiliar nations stays high. In confronting these different difficulties, the more youthful and middle-age ages have decided to look for more generously compensated positions in unfamiliar work markets. The ongoing circumstance is affecting the

maintenance of gifted work at the neighborhood business level.

Joblessness, unsteady low earnings, the financial emergency, destitution, unfortunate open positions and expectations for everyday comforts all act as push factors for migration. What's more, the exploration results demonstrate that socio-social variables, like an absence of openness to medical care, detachment from family, and family clashes additionally act as push factors. In any case, factors like social soundness and air contamination make no difference. According to the review's findings, comparable high salaries, a fulfilling career, access to high-quality healthcare, the possibility of receiving a well-rounded education, and social interaction are the main reasons people migrate to India.

Conflict of Interest

The author has reported no potential conflicts of interest pertaining to the research, authorship, and/or publication of this work.

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