

## Assessment of Socio-Economic Status of Migrant Workers in Erode District of Tamil Nadu

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**Abstract:** Erode district within Tamil Nadu experiences substantial migration because people migrate for textile industry work together with agricultural positions and construction job opportunities and employment in unregulated sectors. The research evaluates the socio-economic status of Erode District migrant residents through assessments of their living situations and earnings patterns together with employment ways and educational systems and healthcare and social relationships. The study analyzes both immigration motivation forces along with migration challenges which newcomers face when settling into urban and semi-urban Erode areas while investigating the effects of their dwelling on local infrastructure and environmental resources. Social assimilation together with economic advancement remains limited by existing cultural and linguistic differences. The research underscores the requirement of policy systems that deliver improved welfare treatment and development opportunities to migrants across all domains. To improve the situation for Erode migrant communities the authors suggest implementing skill development programs and language training and affordable housing and healthcare access provisions. The paper recommends state authorities with NGOs to establish data-based local policies that ensure sustainable urban development which meets migrant community needs.

**Keywords:** Migration, Socio-economic status, Erode District, Livelihood, Urban integration, Tamil Nadu and Migrant welfare.

### Introduction

Migration operates as a fundamental human tradition because multiple socio-economic elements combine with politics and environment together with cultural components. The internal migration activities which include state-based movements and interstate migrations in India create essential demographic and economic patterns in different regions. The industrialized status of Tamil Nadu has in the past drawn substantial migration to its core district of Erode because of its prospering textile sector and agricultural roots and advancing urban projects. These economic contributors to the local area experience major life changes while taking part in the area's socioeconomic structure and contacting its public service network. Migration occurs because people respond to both elements of push factors from their origin and pull factors of their destination. The combination of economic pressures formed by poverty, unemployment and landlessness and education inadequacies drives people to find new prospects in different areas. People are drawn toward Erode through its pull factors that consist of multiple attractions such as better payment and employment possibilities together with superior quality of life and basic services. The act of moving does not consistently result in immediate or major betterment of social and economic situations for people who migrate. Immigrants routinely encounter many obstacles related to inadequate housing opportunities as well as employment instability and insufficient sanitation facilities along with communication barriers and discriminatory treatment combined with limited access to health care and educational services.

## Background of the study

Migration yields substantial changes at both personal and social levels despite the existing obstacles. Through international transfer of money migrants support their home regions in reducing poverty and protect their families from economic hardship. Changing cultures occur when migration results in an information exchange between different communities that share their skills and wisdom among one another. Migrants achieve the greatest level of benefits when they come from advantaged backgrounds while showing strong adaptation skills along with accepting regions that welcome newcomers. The research becomes vital after COVID-19 because it highlights migrant worker vulnerabilities across all regions of India. Migrants became a national concern when the pandemic resulted in employment losses and restriction of travel along with limited access to housing and home confinement. After migrants returned home from urban areas Erode faced problems in restarting its key low-skill economic sector. Assessing socio-economic status for migrants in Erode serves both current understanding needs and future development planning of inclusive urban systems. The assessment demonstrates ways for regional economies to provide better understanding about how they should support their migrant residents and guarantee fair growth and social justice.

## Theoretical Background

Most migrants end up in unrecognized labor markets because they receive few job guarantees and their workplaces provide substandard conditions. The textile sector of Erode incorporates a small number of migrant workers but most of these migrants work in unregulated activities including construction jobs and domestic services and small-scale trading operations. Female migrant workers experience heightened vulnerability since they get placed in the lowest-paying job types which often lead to workplace mistreatment. The educational pathway of migrant children suffers interruptions because they lack identification papers which results in barriers to access government benefits. Ravenstein (1885) demonstrated that people move mostly because of economic reasons and seek work opportunities. The theoretical framework explains the population flow in Erode through its assessment of economic opportunities that exist in textile and industrial sectors. According to Lee's Push-Pull Theory (1966) the factors pushing people away from their origins along with those attracting them to their destination places shape migration patterns plus external barriers must be considered. Native locations push people away through poverty and unemployment and lacking infrastructure whereas Erode attracts them with its employment opportunities and better wages and urban amenities.

According to Neoclassical Economic Theory wage disparities and work circumstances serve as the main elements that cause population relocation. Unorganized labor sectors of Erode create an employment demand which draws migrants because these positions have better income potential than their home regions. According to The New Economics of Labour Migration homeowners use migration to generate multiple income sources and decrease economic risks in their home villages. Erode migration occurs mostly because families together plan to improve their economic situation by sending remittances and building multiple revenue sources.

From a Structuralist and Dependency Theoretical perspective capitalists benefit from migrant labor at the cost of laborer marginalization during their drive for growth. The population in Erode consisting of Scheduled Castes and Tribes along with minority community members experience limited social advancement because they stay in low-income unstable positions. The theoretical interpretation explains why numerous migrants from the region maintain suppressed economic progress while enduring recurring socio-economic suppression. Human Capital Theory education and skill acquisition together with work experience determine what economic prospects become accessible to workers. Migrants who lack both educational qualifications and vocational training experience decreased opportunities in high-paying work. The situation in Erode shows that numerous migrants lack both formal schooling and skills that can transfer between job positions because of which they experience limited social and economic development. As per Social Capital Theory migrants succeed in

adapting to their new society because of their connections with community networks alongside institutional and social support systems. The help that migrant networks provide to newcomers in Erode with housing and jobs is limited by a lack of institutional backing which restricts their complete societal integration and access to services. These theoretical frameworks combine to create a complete analytical perspective that shows migration affects migrants in Erode District through economic aspects alongside structural influences and individual agency and within the context of systemic inequality.

### Research Literature and Agenda

Balraj & Sivakumar (2024) indicated that these workers fill essential labor shortages, especially in low-wage and physically demanding jobs that are often shunned by the local workforce. Their presence helps sustain productivity and competitiveness in key sectors, thereby supporting overall economic development. Additionally, the study notes the indirect economic benefits generated through increased consumption and remittances to their home states. However, the paper also highlights challenges faced by migrants, including poor working conditions, lack of social security, language barriers, and limited access to housing and healthcare. The authors argue for the need to formalize employment, improve welfare policies, and promote social integration to ensure equitable development. The study concludes that recognizing and investing in the well-being of interstate migrant workers is crucial not only for their empowerment but also for the long-term socio-economic sustainability of Tamil Nadu growth trajectory.

Hariharan(2024) revealed that most of these laborers originate from economically backward regions of neighboring states such as Odisha, Andhra Pradesh, and Jharkhand. The research highlights key challenges faced by these workers, including low and irregular wages, lack of formal contracts, absence of social security, and exploitative labor practices such as bonded labor systems. Living conditions are equally poor, with families residing in temporary shelters near worksites with limited access to sanitation, clean water, or healthcare. Educational opportunities for their children are minimal, leading to the perpetuation of intergenerational poverty. The study underscores that while migrant workers significantly contribute to the local construction economy, they remain socially marginalized and economically vulnerable. Hariharan calls for immediate policy attention to regulate the brick-kiln sector, ensure decent wages, and provide welfare schemes such as housing, health care, and education for migrant labor families to improve their quality of life.

Indelicato et al. (2025) analysis revealed that public sentiment is predominantly negative, especially during periods of increased migrant arrivals or political discourse on border control. Socioeconomic themes such as employment, housing, and welfare were the most frequently discussed, with users often linking migrants to economic insecurity. Posts expressing empathy were generally outnumbered by those conveying fear or hostility. Geographically, regions with higher unemployment rates and limited social services exhibited more negative sentiment. By mapping sentiment trends, the authors argue that policymakers and communication experts can better understand public concerns and address misconceptions about migrants' economic impact. The paper concludes by emphasizing the need for responsible digital discourse and fact-based communication strategies to mitigate polarization and foster more inclusive narratives around migration.

### Research Gap

The academic world and policymakers focus primarily on metropolitan areas like Delhi, Mumbai and Chennai when examining internal migration in India even while interest grows. The academic knowledge about migration appears inadequate regarding districts like Erode in Tamil Nadu because they show fast economic development in their industrial sector and urban areas. Despite attracting numerous migrants who come to the major textile and agricultural center of Erode studies examining their social-economic status and service access and integration obstacles remain limited in number. Current studies mainly analyze migration through macroeconomic frameworks or remittance patterns with employment patterns. Research about individual and

household-level effects on migration in non-metro regions remains sparse throughout the academic literature. The reports published by NSSO and Census of India include statistical information but they lack sufficient detail to show how migrant populations in districts experience living conditions and secure jobs and reach education and health services. The reports manifest migration patterns in broad terms while neglecting to differentiate between those who move within the state boundary and those who go across state lines thus displaying variable exclusion and challenges for each group. Very few studies in Tamil Nadu examine rural migrants to urban areas in smaller semi-urban areas despite these areas serving as important economic centers that do not have the same urban governance capabilities as larger urban centers. Unique requirements of migrants such as inexpensive housing and services to learn language and securing legal documentation together with registration for welfare programs remain without solution. Studying migration interconnections remains limited because gender along with caste and ethnicity work together to produce distinct socio-economic results. Labor market and public services discriminate against female migrants and members of disadvantaged racial groups twice during their interactions with these systems. The existing research on this subject utilizes dated information from secondary sources which creates a lack of current primary and field-based investigations. Recent statistics are essential to understand the modified post-COVID socio-economic conditions that emerged due to reverse workforce flows accompanied by unpredictable job situations. Erode experienced substantial changes in its employment population as a major job source but evaluations of worker welfare and local economy integration remain sparse despite the large movement of migrant staff. The voices of migrants themselves play no role during policy design although discussions about migration focus more on human rights and urban planning. The understanding of migrant perceptions regarding their social economics status and obstacles needs complete qualitative research. Such information leads to policies that avoid becoming ineffective top-down measures. This research targets empty gaps in academic knowledge through an in-depth study that evaluates migrant socio-economic status at the district level in Erode. The research enhances academic dialogue while helping policymakers generate solutions for improving migrant welfare across urban areas through its localized analysis.

### Importance of the Study

Regional economies together with urban expansion and social organization experience fundamental changes from migration processes. A significant number of Indian citizens migrate from one place to another for livelihood needs and to pursue education as well as to improve their quality of life. The Tamil Nadu district of Erode attracts various types of migrants including residents from within Tamil Nadu and immigrants from different states through its flourishing textile industry combined with agriculture and semi-urban growth. Migrants who contribute greatly to the district economy exist in unstable socio-economic situations that lack adequate academic investigation. The current investigation evaluating the socio-economic position of migrants in Erode District possesses great importance. The presented study holds fundamental importance due to its various key reasons. The research fills gaps in regional migration science because it investigates a non-metropolitan district that typically receives less attention from scholars who focus on major urban areas such as Chennai or Coimbatore. The economic prospects of Erode collide with structural constraints that affect service delivery and housing features and infrastructure development that determine migrant welfare. The socio-economic condition of migrating populations enables policymakers and planners to develop area-relevant inclusive growth policies.

The study gives primary importance to the human aspects of migration behaviors. The population of migrants incorporates individuals together with families who possess dreams and face obstacles and maintain universal human rights. A comprehensive review of migrant living conditions combined with analysis of their income security and health services along with education opportunities and home possession and legal identification enables better quality life evaluations. The approach enables researchers to detect specific obstacles which prevent migrants from integrating economically and socially particularly for those groups with minimal skills or

coming from disadvantaged backgrounds. The research applies to the current situation while being timely in the period following the pandemic. Indian migrant workers discovered complete exposure to vulnerabilities when the COVID-19 pandemic emerged in the nation. Many migrants within Erode district lost their employment and experienced delayed wages and lost homes before finding limited emergency assistance. They need a new evaluation of their social and economic welfare to construct protective welfare systems for upcoming crisis.

### Statement of the Problem

Large numbers of Indian people engage in internal movement between regions to pursue better employment options and educational access and improved life standards. Economic growth benefits from migration yet many migrants encounter both social and economic vulnerability together with diminished public service availability during their relocation. Rapid urbanization together with industrial expansion in Erode district along with Tamil Nadu has generated both promising situations and demanding issues for migrant populations. The economy of Erode welcomes an increasing number of migrants who work in the textile and agriculture and construction industries but insufficient research has been conducted to understand or improve their social and economic status. A major challenge stems from migrants being absent from strategic policy documents employed at the district planning level. People who migrate to Erode must accept jobs in informal businesses which provide them with no job security and result in low pay and unsafe work environments. Crowded housing along with undocumented status blocks migrants from accessing basic educational services and healthcare facilities and receiving public welfare checks. Membership in underprivileged communities combined with the status of living in impoverished areas makes these individuals especially susceptible.

The obstacles that migrants encounter in their new environment differ according to whether they come from within the same state or different states and their gender or age group and educational background and occupational skills level. Erode hosts women migrants who perform domestic labor along with production work in garments but male migrants work physical jobs. Migration children often leave school because of language difficulties together with moving between places and insufficient educational backing. Understandings of bottom-up experiences tend to disappear when researchers analyze from the top-down which leads to national policies that ignore actual conditions at the grassroots level.

The lack of real-time and district-specific research exacerbates the problem. Research on migration history lacks recent and specific details about semi-urban and industrial districts such as Erode. Local governing institutions lack necessary data to develop adequate infrastructure development strategies and housing programs as well as social service provisions for expanding migrant populations. The gap between policy objectives and actual ground situation intensifies during emergency periods like the COVID-19 outbreak which results in extensive migrant distress while causing population displacement along with economic instability. Understanding how migrants perceive their own social position is essential along with exploring their aspirations to effectively provide necessary support for their urban integration. Policy initiatives cannot effectively reach migrant community needs unless they start from the grassroots perspective. The lack of processes that enable participation and feedback collection creates stronger detachment of these populations from the system. The study evaluates socio-economic elements among Erode District migrants to identify their major obstacles while suggesting suitable intervention strategies. The research functions as an essential reference for evidence-based policy creation to establish policies that embrace inclusion and sustainability in urban and economic development through full participation of migrants in regional expansion.

### Research Objectives:

1. To assess the demographic and socio-economic profile of migrants in Erode District.
2. To identify the challenges faced by migrants in their livelihood and social integration.
3. To recommend policy interventions for improving migrants' living standards.

## Research methodology

The research shows that Erode District migration creates prospects yet presents various important social and economical problems which need serious consideration. The development of an inclusive rights-based inclusive ecosystem will transform migrant communities from economic tools into full members of their communities. Erode can redefine itself into a leading district that promotes fair and all-inclusive economic expansion through effective data-based policies and caring administrative practices and collective partnerships. These findings and insights from academic research must spark a broad social movement which protects the dignity and equality and justice of all migrants in Erode alongside other localities. The socio-economic status of migrants is a multidimensional concept encompassing income, education, occupation, health, housing, and social capital. In a rapidly urbanizing region like Erode, it becomes imperative to understand how migration affects these dimensions in order to design effective interventions. Policy frameworks at both the state and national levels often lack a comprehensive approach to migrant welfare, and data on internal migrants remain fragmented or outdated. This further marginalizes migrants and leaves them out of key developmental initiatives. The researcher has adopted convenient sampling with a total sample size of 300 respondents.

In this context, this study endeavors to provide a detailed assessment of the socio-economic status of migrants in Erode District. It aims to fill the empirical gaps in understanding the living conditions, employment patterns, education levels, and social well-being of migrant populations. The research also seeks to examine the role of government policies, non-governmental organizations, and community networks in facilitating migrant integration.

## Analysis and findings

The research outcomes will benefit various community members throughout all stages. Government public institutions use the acquired information to improve their delivery of welfare support and planning for local infrastructure development. The gained data by organizations and civil society groups focused on migrant welfare allows them to advocate for strong support structures. Academic professionals together with researchers should utilize this study as it provides important data about the migration patterns of Tier-II districts. Analyses of this study will allow urban planners together with industries that rely on migrant workers to understand better the workforce requirements as well as ensure decent working conditions. A bottom-up policy-making process based on actual circumstances serves as the last contribution of this research toward inclusive policy development. The research promotes inclusion through identification of diverse migrant experiences among different demographic groups including women, castes and linguistic groups and regional backgrounds. The study advances knowledge about the connection between Indian labor welfare practices and human rights as well as urban development. The study's focus on Erode District reveals the Indian migration patterns in detail while providing substantive value to migration research and socio-economic studies.

**Table 1 Age and Level of satisfaction**

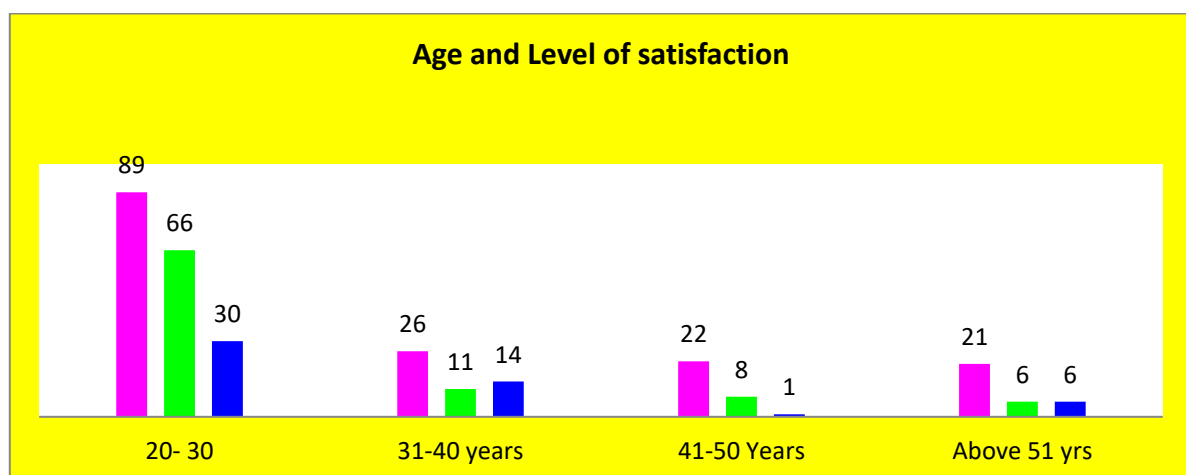
Age	Level of Satisfaction			Total
	Less	Moderate	High	
20- 30	89	66	30	185
	48.1%	35.7%	16.2%	100.0%
31-40 years	26	11	14	51
	51.0%	21.6%	27.5%	100.0%



41-50 Years	22	8	1	31
	71.0%	25.8%	3.2%	100.0%
Above 51 yrs	21	6	6	33
	63.6%	18.2%	18.2%	100.0%
Total	158	91	51	300
	52.7%	30.3%	17.0%	100.0%

The data presented the relationship between age groups and their level of satisfaction. Among the respondents, the majority fall in the 20–30 years category (185 respondents), where 48.1% reported low satisfaction, 35.7% moderate, and only 16.2% high satisfaction. In the 31–40 years group, 51.0% experienced low satisfaction, while a relatively higher 27.5% reported high satisfaction, suggesting slightly better satisfaction levels in this age bracket compared to younger individuals. Respondents in the 41–50 years category showed the highest percentage of low satisfaction (71.0%) and the lowest high satisfaction (3.2%), indicating significant dissatisfaction among this group. For those above 51 years, 63.6% reported low satisfaction, with 18.2% expressing high satisfaction. Overall, the trend suggests that low satisfaction is most prevalent across all age groups, particularly among middle-aged individuals (41–50 years). Younger (20–30 years) and older adults (above 51 years) show a relatively more balanced distribution, but the general pattern still leans towards lower levels of satisfaction, emphasizing the need for targeted interventions to improve satisfaction levels, especially among middle-aged workers.

Chart: 1



**Table 2 Age and Level of Job Satisfaction**

Test	$\chi^2$	df	CC	Sig.
Result	2.125	4	0.058	0.730

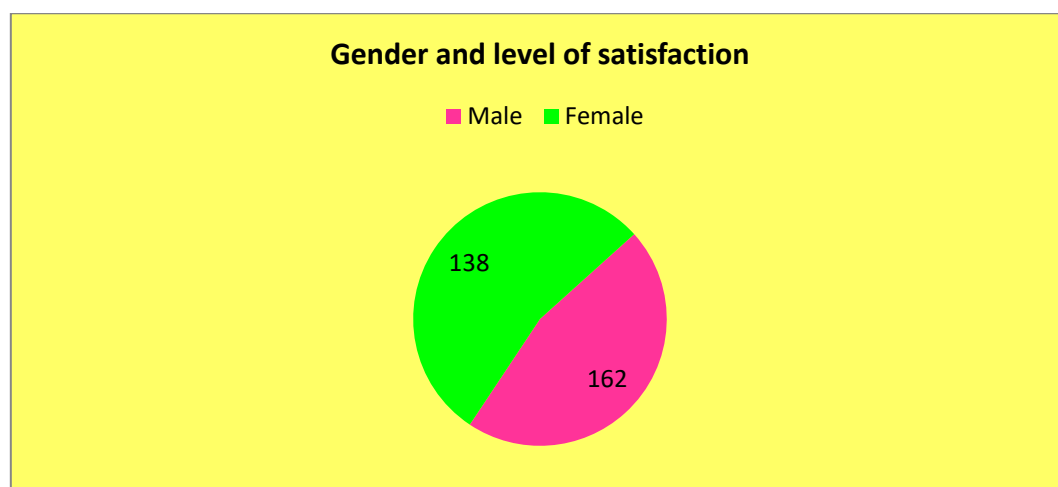
The analysis reveals that the calculated Chi-square value (2.125) is less than the critical table value, indicating that the result is statistically insignificant at the 5% level of significance. Therefore, the null hypothesis stating that *"there is no association between the age of the respondents and their level of satisfaction"* is accepted. This suggests that age does not have a significant influence on the respondents' level of satisfaction.

**Table 3 Gender and level of satisfaction**

Gender	Level of Satisfaction			Total
	Less	Moderate	High	
Male	73	29	36	138
	52.9%	21.0%	26.1%	100.0%
Female	85	62	15	162
	52.5%	38.3%	9.3%	100.0%
Total	158	91	51	300
	52.7%	30.3%	17.0%	100.0%

The table illustrates the distribution of satisfaction levels among male and female respondents. Among male migrants (138 respondents), 52.9% reported low satisfaction, 21.0% moderate satisfaction, and 26.1% high satisfaction. In contrast, among female migrants (162 respondents), 52.5% reported low satisfaction, a relatively higher 38.3% indicated moderate satisfaction, but only 9.3% expressed high satisfaction. The overall pattern shows that low satisfaction levels are nearly identical for both genders, hovering around 52%. However, a notable difference emerges in the distribution of moderate and high satisfaction levels: males report significantly higher levels of high satisfaction (26.1%) compared to females (9.3%), whereas females exhibit higher moderate satisfaction (38.3%) than males (21.0%).

Chart: 2



The study indicates a gender-based variation in the perceived satisfaction of socio-economic status among migrants. While both male and female migrants face similar levels of dissatisfaction, males are more likely to



report higher satisfaction compared to females, who predominantly fall into the moderate category. These insights suggest the need for gender-sensitive strategies when addressing migrant well-being and socio-economic upliftment.

**Table 4 Chi-square test**

Test	$\chi^2$	df	CC	Sig.
Result	1.621	2	0.043	0.325

The Chi-square test was conducted to examine the association between gender and level of satisfaction among migrants. The results show a Chi-square value ( $\chi^2$ ) of 1.621 with 2 degrees of freedom and a contingency coefficient (CC) of 0.043. The significance value is 0.325, which is greater than the 0.05 level of significance. Since the p-value exceeds 0.05, the result is not statistically significant, indicating that there is no significant association between gender and level of satisfaction. Hence, the null hypothesis is accepted. This suggests that gender does not play a significant role in determining the satisfaction levels of the respondents in the context of their socio-economic status.

**Table 5 Problems faced by you in the society and in work place**

	Problems	No. of Respondents	Mean	Std. Deviation	Mean Rank
1.	Language Barrier	300	3.50	.990	7.01
2.	Difficulty in accessing education	300	2.80	.679	8.01
3.	Difficulty in accessing medical care	300	2.64	.756	7.74
4.	Exploitation by the employer	300	3.36	.817	8.97
5.	Poor Living Conditions and Housing	300	3.32	.694	8.79
6.	Cultural Adjustment	300	2.08	.631	7.83
7.	Legal and Documentation Issues	300	2.27	.599	8.61
8.	Difficulty in availing Leave	300	3.36	1.418	8.32
9.	Domination by the local workers in the working place	300	3.93	.492	9.50
10.	Wrong perception by the society	300	3.32	.687	8.79
11.	Difficult to mingle with the society	300	2.11	.732	7.92
12.	Difference in treatment in the working place	300	2.62	.603	8.51

The data presented highlights the various problems faced by individuals—likely migrant or minority workers—across social, workplace, and cultural dimensions. Among the listed issues, “Domination by the local workers in

the workplace” scored the highest mean (3.93) and the highest mean rank (9.50), indicating it is the most prominent concern experienced. This is closely followed by “Language Barrier” (Mean = 3.50), “Exploitation by the employer” and “Difficulty in availing leave” (Mean = 3.36), all of which also have high mean ranks, suggesting significant workplace-related challenges. Issues such as “Poor Living Conditions and Housing” and “Wrong perception by the society” (both with Mean = 3.32) further highlight the socio-economic struggles these individuals encounter.

In contrast, problems like “Cultural Adjustment” (Mean = 2.08), “Difficult to mingle with the society” (Mean = 2.11), and “Legal and Documentation Issues” (Mean = 2.27) were rated comparatively lower, implying that while these are still concerns, they are relatively less pressing than workplace and living condition issues. The standard deviations also reveal the degree of variability in responses, with “Difficulty in availing leave” showing the highest deviation (1.418), suggesting varied individual experiences. Overall, the findings indicate that workplace domination and exploitation, coupled with poor living standards, are the primary challenges that need to be addressed through policy interventions and support systems.

**Table 6 Friedman test**

N	300
Chi-Square	579.356
df	11
Asymp. Sig.	0.000

The Friedman Test was conducted to examine whether there are statistically significant differences in the perception of various problems faced by the respondents (N = 300). The test yielded a Chi-Square value of 579.356 with 11 degrees of freedom, and the asymptotic significance value is 0.000. Since the p-value is less than 0.05, the result is statistically significant, indicating that there are significant differences in the rankings assigned to the different problems. This means that the respondents did not perceive all the listed issues equally—some problems were considered more severe or frequent than others. These differences justify further analysis to identify which specific issues are of greater concern and require prioritized attention in policy or support interventions.

## Discussion

The research study addresses a vital absence within migration research as it relates to semi-urban districts. The study creates important implications for new research which needs to focus on creating detailed migration frameworks that account for local factors. This research inspires new scholarly investigations between labor economics and public health as well as education and gender studies and urban sociology. The framework and results of this research offer scholars important reference information they can apply to their comparative research on districts with parallel migration patterns. Information determined from the study provides essential implications that matter to both NGOs and civil society organizations operating within restricted data spaces at local community levels. This research provides empirical data together with comprehensive community profiles that helps organizations deliver their services better while strengthening their rights advocacy through evidence-based arguments. Research findings about migrant access to legal documentation will enable the planning of legal aid services and documentation drives. The research makes a national impact on the dialogue regarding inclusive development. The permanent integration of migrants into the national development narrative becomes essential for India as it progresses toward attaining Sustainable Development Goals (SDGs) focused on poverty reduction and decent work together with reduced inequalities and sustainable cities. The case study research at

the small scale level creates national perspectives about the challenges it faces while providing information to guide policy decisions and funding allocations at the central level. This study will generate awareness about migrant rights as well as available government schemes and social mobility pathways at the grassroots community level. Such practices enable communication between migrants and natives which creates less social conflict and better integration results. The study creates a powerful impact chain which moves between individual community support schemes and national policy development and academic ideas into effective intervention practices to resolve migrant needs with purposeful understanding.

### **Implications for the Study**

The study produces multiple implications which affect academic research as well as institutional preparations and community action alongside governmental policy creation. This research analyzes Erode District migrant worker statuses for understanding how an economically vital workforce faces socio-political marginalization. The analysis produces immediate consequences which affect the development of public policies. The empirical evidence from this research enables state and local governments to construct more successful policies regarding welfare programs together with labor protocols and city development frameworks. Applications of inclusive human resources practices by companies recognize worker challenges during implementation process to deliver dual benefits of improved employee delight and organizational productivity as well as social corporate responsibility achievement

### **Recommendations and Suggestions**

The study of migrant conditions in Erode District justifies these following recommendations to enhance their standard of living as well as their work environment while promoting social integration. The proposed recommendations cover interventions at policy levels and institutional structures and community-wide actions.

1. **Strengthening Access to Basic Services:** Migrants in Erode often struggle to access healthcare, education, housing, and sanitation. The government should ensure inclusive access to public services irrespective of domicile status. Municipal authorities can introduce mobile clinics, subsidized health insurance, and inclusive school enrollment policies for migrant children. Awareness drives and multilingual support can also help bridge the information gap.
2. **Affordable Housing and Infrastructure:** Many migrants live in congested and informal settlements without basic amenities. There is a need for affordable rental housing schemes in industrial zones. Urban planning bodies should involve community-based organizations and NGOs to develop low-cost housing projects, sanitation blocks, and water access points to improve living conditions.
3. **Skill Development and Livelihood Support:** Migrants, especially those with low or no formal education, require upskilling opportunities to access better employment. Government and private partnerships should offer vocational training, apprenticeships, and certification programs tailored to Erode key industries like textiles and construction. Skill mapping and job fairs targeting migrant populations can improve employability.
4. **Inclusive Social Welfare Policies:** Migrants often lack access to welfare schemes due to lack of documentation or domicile proof. There should be a national-level portability of welfare benefits like ration cards, health insurance, and pensions. Tamil Nadu can take proactive steps in adopting initiatives like the "One Nation One Ration Card" scheme and create migrant-friendly service counters at local offices.
5. **Legal and Identity Support:** Many migrants do not possess voter ID, Aadhaar, or labor cards, which impedes their access to government services. Legal aid cells, along with NGOs, should help migrants acquire essential documentation. Labor departments must also ensure that migrant workers are registered and protected under the relevant labor laws.

6. Gender-Specific Support Mechanisms: Female migrants face additional challenges related to safety, harassment, wage disparity, and reproductive health. Gender-sensitive labor laws, women-only skill programs, and health outreach focused on women migrants should be strengthened. Facilities such as crèches near workplaces can help working mothers.

7. Crisis Preparedness and Social Protection: The COVID-19 pandemic exposed the fragility of migrant livelihoods. Erode district must prepare for future shocks by establishing migrant crisis response units, emergency cash transfer mechanisms, and food security measures targeted at migrant households.

8. Promoting Social Integration: Efforts should be made to integrate migrants into the social fabric through community programs, awareness campaigns, and participatory local governance. Encouraging interaction between host communities and migrants will reduce stigma and build mutual respect.

9. Data Collection and Research: A dedicated migrant database should be maintained at the district level to track demographic profiles, employment status, and needs. Periodic surveys and academic collaborations can inform real-time policymaking and improve program delivery.

10. Multi-Stakeholder Collaboration: The success of any intervention depends on coordination between government, industry, NGOs, and community leaders. A district-level migrant welfare committee can be formed to review and monitor progress on migration-related policies. These actionable recommendations, if implemented with consistency and inclusiveness, will significantly uplift the socio-economic condition of migrants in Erode and can serve as a model for similar regions across India.

## Conclusion

Migration within Erode District of Tamil Nadu serves as the primary force which leads to industrial development particularly in textile manufacturing industries and their connected sectors. The economic benefits of migration come with the additional negative impact of social discrimination and economic exclusion of migrant workers. The investigation examined the social economic situation of Erode migrants by studying their struggles and life experiences and dreams for the future. Migrants face adversities in multiple forms according to the results of this research. Population movements into Erode bring people from deprived economic regions who believe they will achieve improved life conditions. Migrants succeed in getting work yet their earning levels stay low while all social welfare systems remain inaccessible to them. The standard of housing people live in neglectful as multiple family members reside in one small room without proper access to water or proper sanitation facilities. You cannot access public services including healthcare and education and financial assistance due to missing documentation and communication difficulties along with discriminatory rules. The research shows that economic necessity of migration results in social difficulties with substantial personal costs for migrants. Any regional area's economic structure and labor force composition and urban development emerge from the powerful social economic phenomenon known as migration.

The research emphasizes that the migrant population consists of various groups of people. Migrants' adaptation experiences differ between visits to new domestic regions and new states in addition to gender determining workers' employment situations and their exposure to risks. Female migrants usually work in unprotected sectors that include domestic roles and small-scale garment production and suffer from pay inadequacies and health problems. Children face significant risks because they cannot reliably receive stable education because of their moving lifestyle and unique linguistic backgrounds. The specific requirements must be understood by decision-makers because implementing uniform policies proves insufficient in migrant support. The research findings connecting empirical data with research literature demonstrate that Erode-based migrants power the regional economy yet remain outside established recognition programs which would enhance their quality of life. Company owners receive labor benefits from their employees yet numerous organizations fail to provide

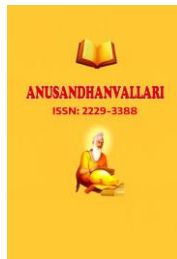
lasting security along with healthcare benefits or fundamental work rights. Despite acknowledging population shifts local government institutions remain unable to generate proper analysis regarding migrant numbers and thereby establish specific policy solutions. The unbalanced connection between workers' work dedication and their lack of proper acknowledgement requires immediate intervention from institutions. The integration of migration needs become essential within the frameworks for urban development and planning. The reality shows migrants should not be seen as temporary phenomena since they establish permanent residency and act as consumers and active members of their communities. The city and district planning entities of Erode failed to establish provisions for housing, education and healthcare services for migrant residents. A sustainable urban development needs cities which fully welcome all their most susceptible residents through genuine support. The research indicated that changes after the pandemic introduced new obstacles and dangers that affect migrant populations. The COVID-19 lockdowns and subsequent job losses together with minimal assistance exposed the insufficient support systems for migrant populations. The present moment demands construction of stronger systems which protect migrant workers when emergency situations occur. The research presents policy-oriented recommendations which involve mobile social welfare support and free documentation legal assistance and gender-aware economic protection together with skill-building projects and cooperative administration frameworks. Public responsibility stands alone as the key factor but it is not sufficient. Every industry must take responsibility for their worker treatment methods. NGOs need to operate together for promoting rights while raising awareness. Migrants should actively participate in planning activities while the government should motivate them to express their requirements.

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