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Socio-Economic Profile, Work Environment and Concerns of Inter-State Migrant Women Workers in Ponda Taluka of Goa

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Abstract

This study brings out the status and experiences of women migrant labourers in Ponda Taluka, shedding light on their living and working conditions. It has investigated the multifaceted challenges these women face at the place of destination. An assessment has been done to understand the treatment these women receive from locals, colleagues and employers to gauge their social status and its impact on their overall conditions. The study reveals that a significant proportion of this category of workers is employed in low-wage but have high-demand within domestic and manufacturing sectors. The housemaids and factory workers comprise nearly 68% of the workforce. The predominance of temporary and casual work arrangements, which account for 89.4% of the workforce, underscores issues of job security and income instability. Despite a substantial portion earning above Rs. 6000 per month, challenges persist regarding housing affordability and job stability. Most workers reside in rented accommodation with high rent and suboptimal housing quality. Social relations show generally respectful treatment from employers and colleagues, though disparities exist, with excessive working hours correlating with poorer treatment. It is crucial to enhance job security, offer better housing options and foster positive workplace relationships which could significantly benefit this vulnerable segment of the workforce.

Keywords

Women Migrant Labourers, Living Conditions, Working Conditions, Income Levels, Job Security, Social Relations

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Introduction

Labour migration is a significant phenomenon in India, driven by various socio-economic factors including unemployment, poverty and the pursuit of better economic opportunities and getting rid from social conflicts (Neetha, 2004) and (Rao, 2011). Women migrant labourers, in particular, represent a crucial yet often overlooked segment of this demographic event. In urban areas, they contribute substantially to sectors like domestic work, retail and low-wage employment (Lingam, 1998) and (Mehta, 2020), yet their experiences are frequently marked by vulnerability and precarious living conditions (Augustine & Kumar, 2016), (Bhattacharyya, 2013) and (Bhagat, 2010). This paper aims to shed light on the unique challenges faced by these women migrant labourers in Ponda Taluka of Goa, a region that mirrors broader trends of migration and labour dynamics in India. The present study considers the women workers, who have arrived from other states or union territories other than Goa are considered migrant workers for all practical purposes. Those, who are working but hailing from any other part of the State have not been considered as migrant workers since their social and economic status is quite different from that of the inter-state migrant

workers (Mawii & Eckstein, 2020). The women workers who have different place of origin other than Goa are regarded as the target group in this study irrespective of their urban or rural background. The migrant women workers reach Goa either by way of marriage, as other family member or as acquaintance of existing migrant male or female workers working in Goa for a while. However, significant number of workers, both males and females come to Goa through the labour contractors taking supply contract from local firms and entrepreneurs. Here in Goa, they are spread in most of the economically productive rural and urban areas through acquaintances or rehabilitated by the labour contractors immediately after arriving in Goa. In Ponda Taluka, the influx of migrant labourers has resulted in a diverse array of accommodation situations and working conditions. Women in this area encounter varying levels of support and instability, depending on their income, period of stay and nature of employment. The conditions of their accommodation—whether owned, rented or provided by employers—often reflect broader socio-economic disparities and impact their overall well-being. Understanding these dynamics is essential for addressing the specific needs and challenges faced by these women in Goa.

Methodology and Data source

This study has integrated both quantitative and qualitative data and adopted a mixed-method to carry out an analysis of the working women migrant labourers in Ponda Taluka. The quantitative aspect of this study involves the administration of a structured survey designed to capture a broad spectrum of numerical data pertinent to the conditions of women mi-

grant labourers. The target sample comprises 350 women currently residing and working in various rural and urban areas of Ponda Taluka. The structured questionnaire incorporates both closed-ended questions and Likert-scale items. These questions are crafted to collect data covering several dimensions, viz. demographic characteristics (age, education, marital status), employment details (job role, industry, employment type) and working conditions (hours of work, job security,

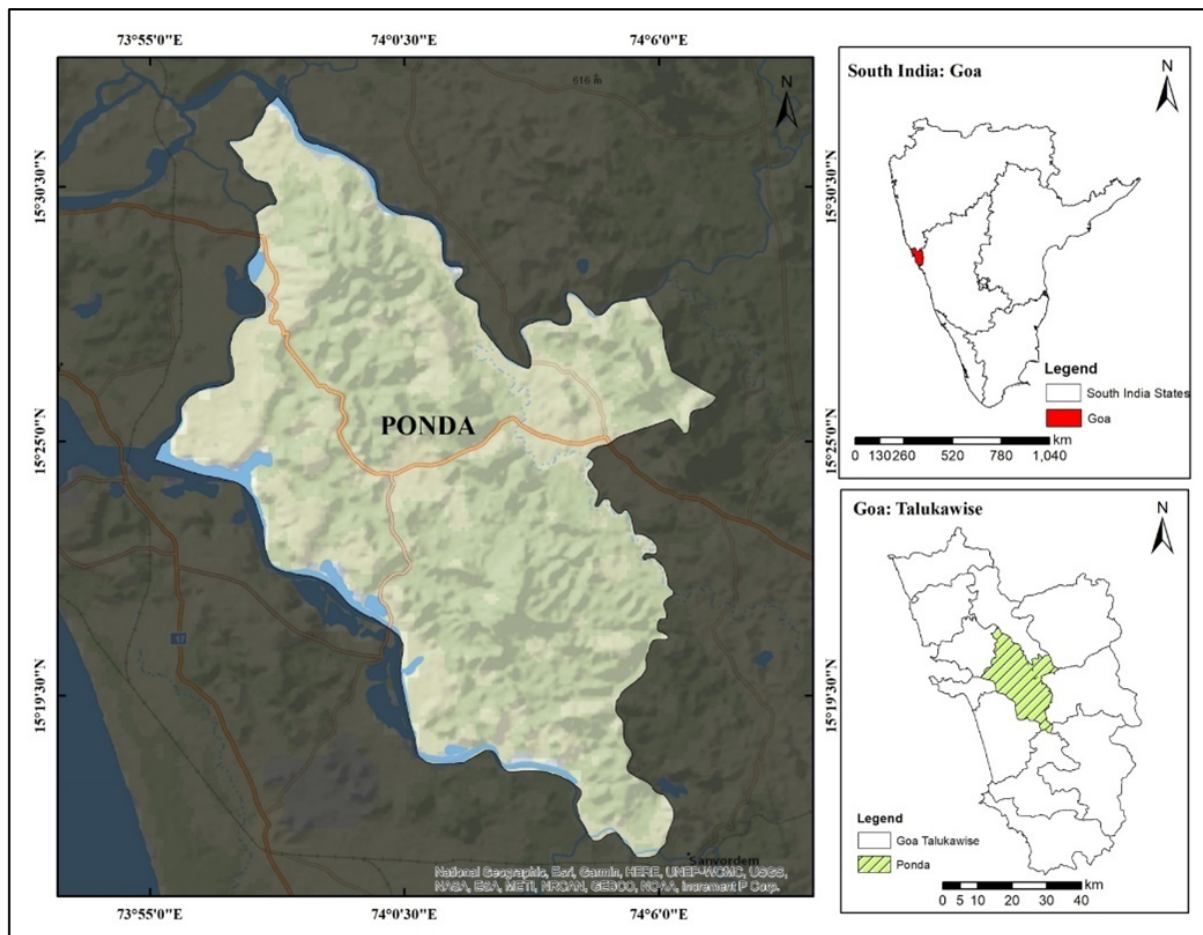


Figure 1. Locational Aspects of the Study Area: Ponda Taluka in Goa, 2023
Source: Prepared by Authors using ArcGIS software

wages). Additionally, the questionnaire addresses social aspects of the migrant women labourers pertaining to treatment by locals, colleagues and employer to get a holistic picture. Data collected through the surveys are analysed using statistical software packages, namely IBM SPSS Statistics 20 and MS Excel 2019. Descriptive statistics are used to summarize the data and provide an overview of the respondents' conditions. Frequency tables and graphs have been included to provide the gist of the data. Crosstabulations are employed to examine the relationships between different variables, enabling a deeper understanding of how various factors interrelate. Correlation analysis is conducted to explore the strength and direction of relationships between key variables, with a correlation matrix developed

to visualize these associations. Pearson correlation analysis was performed using IBM SPSS Statistics 20 to examine the relationships between various variables related to employment and living conditions. The analysis aimed to identify significant correlations among selected variables such as working hours, income, nature and duration of employment, type of accommodation, and treatment received from locals, colleagues, and employers. The correlation coefficients and significance levels were computed for each pair of variables to determine the strength and direction of linear relationships. For example, significant positive correlations were found between working hours and income ($r = .315$, $p < .001$), while significant negative correlations were observed between the period of employment and

accommodation quality ($r = -.395$, $p = .009$). The results provide insights into how different aspects of employment and living conditions are interrelated, highlighting areas where variables are strongly associated or show minimal relationships. This study also involved interviews to obtain in-depth insights into the personal experiences of women migrant labourers. Key areas of focus included personal experiences with job security, working hours and overall job satisfaction. Additionally, the study has explored living conditions such as accommodation quality, community support and interactions with the local residents. The qualitative data are analysed thematically as well with a focus on identifying recurring themes and patterns in the responses.

Findings and Discussion

This study investigated the socio-economic status, the working conditions and job roles of the migrant female workers, their housing and overall living conditions they faced and the treatment they received from the locals, colleagues and employers. It provided an understanding of the challenges and conditions encoun-

tered by women migrant labourers and the impact on the well-being and integration of these workers.

Place of Origin

The study revealed a significant concentration of origins, with Karnataka accounting for a dominant 49.1% of the total workers, making it the primary source. Followed by Karnataka, Uttar Pradesh contributes 14.9%, while Maharashtra and Madhya Pradesh provided 9.7% and 6.3% share respectively. Other regions, such as Bihar and Jharkhand, shared 5.4% and 5.1% respectively. The remaining places of origin, such as Kerala, Delhi, Odisha and West Bengal showed minimal representation below 5% each from these States or Regions. The high influx of migrants from Karnataka and migrations is due to shorter distances which also reduces the travel cost and overall cost of migration. The pull factors such as better job opportunities, better wages and better standard of living attract the migrants to Goa. The inflow of migrants from Uttar Pradesh, Bihar and other states indicates that the women are associational migrants. They migrate with family or spouse.

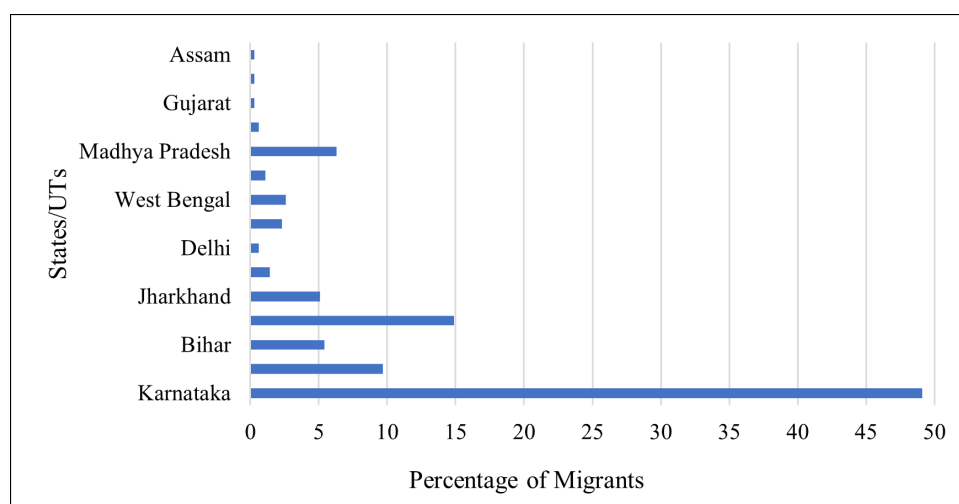


Figure 2. Places of Origin of Women Migrant Workers in Ponda Taluka, 2022-24

Source: Prepared by the authors using MS Excel version 2019 based on primary data collection

Table 1: Demographic Details of Migrant Women Workers (MWW) in Ponda Taluka, 2022-24

Sr. No.	Variables	Class/Categories	Frequency	Percentage (%)
1	Age Distribution	25-34	85	24.3
		35-44	201	57.4
		45-54	58	16.6
		>55	6	1.7
2	Marital Status	Married	312	89.1
		Unmarried	24	6.9
		Widow	10	2.9
		Separated	4	1.1
3	Religious Distribution	Hindu	256	73.1
		Muslim	85	24.3
		Christian	9	2.6
4	Educational Attainment	None	85	24.3
		Primary	59	16.9
		Secondary	123	35.1
		HSSC	65	18.6
		Graduate	18	5.1

N=350*Source: Prepared by the Authors in MS Excel 2019 based on primary data*

Majority of the migrant women workers belonged to the age group 35-44, which constitutes 57.40% of the workforce. This significant representation suggested that middle-aged women are actively participating in the labour market as they are in their economically productive age. The absence of younger women ($n=24$) in the workforce highlights the size of new migrants who did not have much knowledge about the locality. There was also a decline in the workers belonging to >55 age group. This indicates that due to old age and health issues, they do not prefer to work. The study highlighted that 89.1% of respondents identified themselves as married suggesting that these women balanced their family responsibilities with their employment. The representation of unmarried women was relatively low at 6.9% indicating that migration was less common among single women in this area. Additionally, the data revealed a small proportion of

widowed (2.9%) and separated (1.1%) women. The prevalence of high percentage of married women indicated that they were associational migrants, who had migrated to Goa with their spouses. The study showed that majority (73.1%) of the respondents were Hindus. Muslim women constituted 24.3% of the workforce highlighting a notable representation but still considerably lesser than their Hindu counterparts. The Christian population among migrant workers is minimal with only 2.6% identifying them as Christian. Of the total respondents, 24.3% had no formal education highlighting significant barriers to education in the community. A substantial portion (35.1%) had attained secondary education suggesting some women had access to education not extending beyond SSC level. The percentage of women with higher secondary education (HSSC) stood at 18.6% while only 5.1% were graduates. It is noteworthy that these graduate women had com-

pleted their education in their local languages; hence they did not get high skilled jobs at the place of destination. Thereby had to work in the informal sectors only.

Work Environment and Job Characteristics of MWW

The occupational distribution revealed a pronounced concentration. The largest proportions were found in the jobs as Housemaids (36.6%) and Factory Workers (31.1%), together comprising nearly 68%. This suggests a dominant presence of domestic and manufacturing industries related jobs within the population. In contrast, occupations such as Saleswoman (1.4%), Sweeper (0.9%) and House Keeping staff (1.4%) represented much smaller segments highlighting a relatively narrow occupational variety. The migrant women were not highly qualified and got to work in low skilled and unskilled jobs. The concentration in these occupations points to supply of labour in certain job categories influenced by regional economic conditions or sector-specific demands. This lack of occupational diversity indicates that migrant women face limited opportunities for career advancement or diversification continuing a cycle of low-wage, unstable employment.

The distribution of employment types highlighted prevalence of temporary and casual work arrangements of the MWW. Temporary positions accounted for the largest share at 53.7%, while casual work followed closely at 35.7%. Together, these forms of employment constituted about 90 percent (89.4%) of the total workforce indicating a clear predominance of non-permanent jobs. In contrast, daily wages and permanent roles were substantially lesser common with daily wages at 5.7%

and permanent positions at 4.9%. This indicated the scenario of casual and temporary employment among the MWW due to their low educational attainments. The analysis of the period of work revealed a varied pattern. One third, i.e. 33.1%, were employed for less than 2 years, indicating a large number of new entrants into the labour market. Those with 2 to 4 years of experience made up 22.6%, showing a notable segment with moderate tenure. Conversely, 12.9% of workers had 4 to 6 years of experience and 8.3% had between 6 to 8 years. Long-term employees, with more than 8 years of tenure constituted 23.1% of the workforce. This distribution suggests a mix of new and experienced workers. A sizable proportion had considerably long tenure, which reflects stability and accumulated expertise within the workforce. The presence of long-term workers showed that some jobs offered stability and long-term opportunities.

The income distribution showed that most of the migrant women workers performed low-skilled and unskilled jobs but earned decent incomes. About sixty percent (59.43%) of them made more than Rs. 6000 per month due to their longer duration of work. In some cases, the women who were involved in skilled jobs earned high income. However, 9.71% still earned below Rs. 3000, which is considered as a very low income as per GoI. The women who took up new jobs and young mothers, who worked as housemaids and tailors worked for less hours earned less income. The rest (30.86%) earned between Rs. 3000 and Rs. 6000. The income of the MWW depended on the skills required for the job, the hours they worked and the number of years they have been working in a particular position.

Table 2: Occupational Classes, Nature and Duration of Employment, Working Hours of MWW and Their Income in Ponda Taluka, 2022-24

Sr. No.	Variables	Classes / categories	Frequency	Percentage (%)
1	Occupation	Housemaid	128	36.6
		Helper	37	10.6
		Vendor	18	5.1
		Factory Worker	109	31.1
		Labourer	20	5.7
		Saleswoman	5	1.4
		Sweeper	3	0.9
		Housekeeping	5	1.4
		Tailor	25	7.1
2	Nature of Employment	Casual	125	35.7
		Daily Wages	20	5.7
		Temporary	188	53.7
		Permanent	17	4.9
3	Duration of Employment	<2 years	116	33.1
		2-4 years	79	22.6
		4-6 years	45	12.9
		6-8 years	29	8.3
		>8 years	81	23.1
4	Working Hours	<= 2 hours	6	1.7
		3 to 5 hours	68	19.4
		6 to 8 hours	231	66
		8 to 10 hours	41	11.7
		> 10 hours	4	1.1
5	Monthly Income	Below 3000	34	9.71
		3000-6000	108	30.86
		Above 6000	208	59.43

N=350

Source: Prepared by the Authors in MS Excel 2019 based on primary data

Housing and Living Conditions for MWW

Migrant women workers often face poor living conditions reflecting their low socio-economic status at their places of destinations. The majority live in rented accommodations, which are typically overcrowded and in substandard conditions. Many of these accommodations have shared toilets, which can be unhygienic and uncomfortable. The living spaces are usually in areas that are far from the city centre or main employment hubs adding to their sense of isolation. Due

to their informal employment and low income, they are unable to afford better housing options, which further reinforces their marginalized position in the community. These living conditions not only affect their physical well-being but also contribute to a sense of social exclusion and vulnerability (Ratha & Shaw, 2007) and (Sharma & Pal, 2024). In this study area, the largest segment, comprising 33.4% respondents resided in Goa for more than 20 years closely followed by those who have stayed for less than 5 years (31.1%) respondents. A smaller proportion lived for intermediate periods: 13.7% for 5 to

10 years, 13.1% respondents for 15 to 20 years and 8.6% respondents for 10 to 15 years. This distribution highlights that a significant proportion of respondents have long-term residency, with nearly one-third of the sample having lived in Goa for over two decades.

The study revealed the distribution of accommodation types among the sample of 350 MWW respondents. Of the total, 11.7% had their own accommodation, while the vast majority (88.3%) lived in rented accommodation indicating that owning accommodation is relatively uncommon within this group. As Tenants, the majority of them (65.05%) paid rent between Rs. 3,000 and Rs. 6,000 per month. A substantial proportion (30.42%) paid lesser than Rs 3,000 per month. Only 4.53% paid more than Rs. 6,000 per month highlighting that most respondents were concentrated in the mid-range rent bracket. The analysis revealed that a predominant majority (91.1%) of the respondents lived in houses with asbestos, steel or tinned roofs in a stark contrast to the very small proportion (0.3%) having a house with a coconut leaved roof. Additionally, 8.6% of respondents resided in flats/ apartments type of houses. This distribution underscores a clear prevalence for asbestos, steel, or tinned roofing materials among the majority of the sample.

A vast majority of respondents (71.7%) lived in houses with 1 to 2 rooms. A smaller group (24.9%) resided in houses with 2 to 4 rooms. Only 3.4% respondents had houses with more than 4 rooms. This indicates that smaller homes with fewer rooms are more common among the sample population, with only a small fraction occupying larger homes. It was observed that little more than one third (37.1%) houses were in good condition; the majority (58.3%) of the houses were in satisfactory condition while a small number of houses (0.1%) in poor condition and

3.4% houses in bad condition; Few houses (0.3%) were in dilapidated condition and 0.8% houses were miserable. This distribution indicates an urgent attention for repair and renovation for the safety of the MWW.

Social Relations of MWW

Migrant women working in informal jobs often have a low social status at their place of destination, even though their work is in high demand. They are usually employed in jobs like domestic work, manual labour or small industries which don't offer stable pay or benefits. Since their jobs are informal, they don't have access to essential access to subsidized facilities like health care, job security card or legal protections against atrocities. This makes their situation unstable and they remain in a low social position despite their role in the local economy (Das & Murmu, 2012) and (Neetha, 2004). Half (49.7%) of the studied MWW felt that they were treated with dignity and respect by their employers. One Fourth (24%) described their treatment as very professional but without affection. Additionally, 20.9% reported being treated with love and care. A small minority (0.6%) perceived their treatment as suspicious, feeling they were viewed as thieves or cheats. Furthermore, 4.9% reported having no employer since they were self-employed as vegetable, fruits, flower, fish vendors or tiffin suppliers. This revelation highlights that the majority of respondents experienced positive and respectful treatment from their employers, with only a minimal percentage reporting negative perception. A significant majority (66.9%) felt they were treated as equals by their colleagues. In contrast, only 1.1% felt they were treated as inferior and 0.3% perceived treatment as suspect. Additionally, 31.7% reported having no colleagues since they were the lone employee as house

maid or attendant. This analytical finding highlights that most respondents experienced equitable treatment from col-

leagues, with only a small proportion reporting negative perceptions.

Table 3: Housing & Living Conditions of MWW in Ponda Taluka, 2022-24

Sr. No.	Variables	Classes / Categories	Frequency	Percentage (%)
1	Duration of Stay	< 5 years	109	31.1
		5 to 10 years	48	13.7
		10 to 15 years	30	8.6
		15 to 20 years	46	13.1
		> 20 years	117	33.4
2	Type of Accommodation	Own	41	11.7
		Rented	309	88.3
3	Rent Paid	Below 3000	94	30.42
		3000-6000	201	65.05
		Above 6000	14	4.53
4	Nature of house	Coconut roof	1	0.3
		Asbestos roof/steel or tinned roof	319	91.1
		Flat	30	8.6
5	No. of Rooms	1 to 2	251	71.7
		2 to 4	87	24.9
		More than 4	12	3.4
6	Overall condition of the house	Miserable	3	0.9
		Dilapidated	1	0.3
		Bad	12	3.4
		Satisfactory	204	58.3
		Good	130	37.1

N=350

Source: Prepared by the Authors in MS Excel 2019 based on primary data

A majority (58.9%) did not receive any incentives. Among those who received incentives, 17.7% benefited in the form of gifts during festivals, 11.7% received bonuses. Other forms of incentives included transport allowances, no deduction of pay for emergency leaves, granting advance salary and soft loans and in emer-

gency, some medicines and other essentials. This highlights that while a majority did not receive any incentives, others were provided with gifts and bonuses during festivals. The expectation of the MWW was in the form of a hike in pay (29.7%), better working conditions (15.4%).

Table 4: Social Treatment and Concerns of the MWW in Ponda Taluka, 2022-24

Sr. No.	Variables	Classes / Categories	Frequency	Percentage (%)
1	Treatment by Employer	No employer	17	4.9
		With dignity and respect	174	49.7
		Very professional without affection	84	24
		With love and care	73	20.9
		With suspicion as stealer or cheat	2	0.6
2	Treatment by Colleagues	As equals	234	66.9
		As inferior	4	1.1
		As suspect	1	0.3
		No Colleague	111	31.7
3	Incentives by Employer	None	206	58.9
		Gifts during festivals	62	17.7
		Transport allowance	8	2.3
		No deduction of pay	19	5.4
		Advance salary & loans	4	1.1
		Medicines and other essentials	10	2.9
		Bonuses	41	11.7
4	Expectation from Employer	Hike in Pay	104	29.7
		Better working conditions	54	15.4
		Make job permanent	6	1.7
		Maintain good behaviour	4	1.1
		Give Bonuses	8	2.3
		No pay deduction	9	2.6
		Pay on time	4	1.1
		None	161	46
		Bad	2	0.6
		Satisfactory	40	11.4
		Good	190	54.3
		Very good	116	33.1
5	Treatment by the people in the Locality	With dignity and respect	120	34.29
		With love and care	156	44.57
		No respect and neglect	8	2.29
		No interference	66	18.86

N=350*Source: Prepared by the Authors in MS Excel 2019 based on primary data*

Other expectations were job permanency, maintaining good behaviour, providing periodic bonuses, avoiding pay deductions and ensuring timely payment. A substantial number of MWW (46%) did not have any specific expectations. The inquiry about the treatment by the people in the locality indicated that the majority of them reported positive interactions

(44.57%) such as treatment with love and care or with dignity and respect (34.29%) due to the continued bonding with their employers. Further, a smaller proportion (18.86%) experienced no interference, suggesting a degree of acceptance or neutrality. Only 2.29% reported no respect and neglect, indicating that overt negative treatment is relatively rare. It is a fact

that most of the Migrant women workers primarily lived in slums or chawls areas, where other poor people also reside posi-

tively influencing their social interactions. As a result, discriminations is not found.

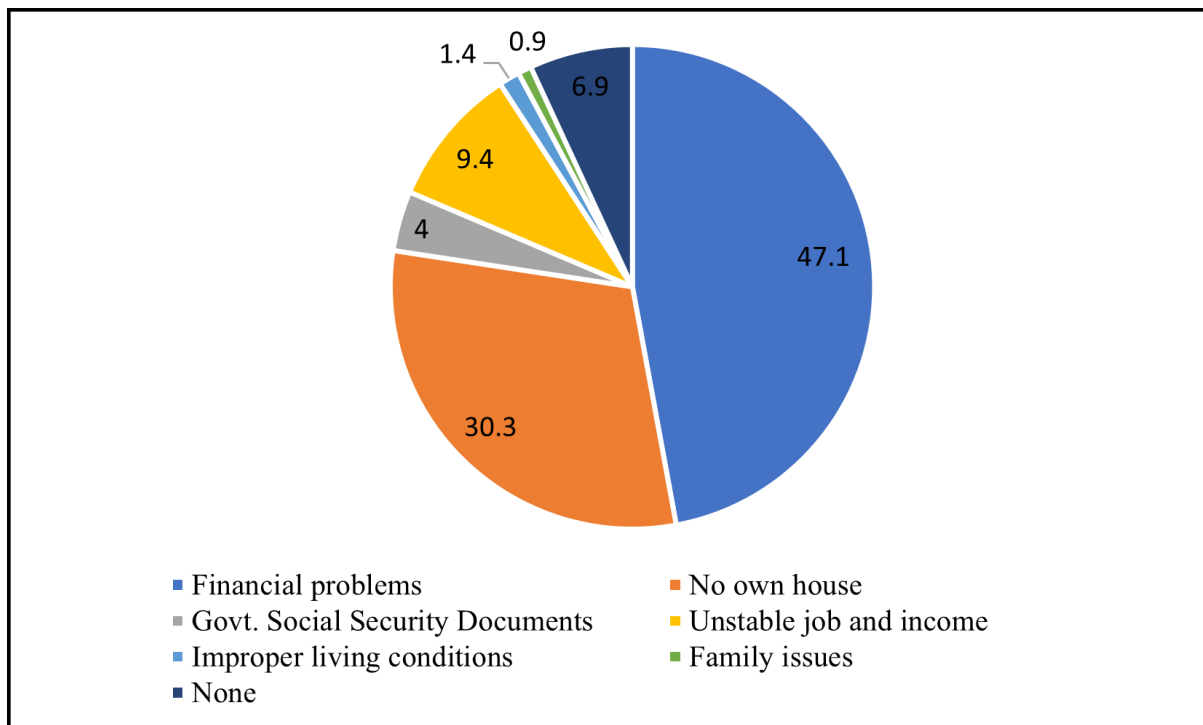


Figure 3. Major Problems faced by Migrant Women Labourers in Ponda Taluka, 2022-24

Source: Prepared by the authors using MS Excel version 2019 based on primary data collection

Figure 3 outlines the major problems faced by the 350 MWW respondents. The most prevalent issue was financial problems as reported by 47.1% respondents. Another major concern was the lack of home ownership affecting 30.03% respondents. A smaller number of respondents faced issues related to absence of Govt. Social Security documents, unstable job and income, improper living conditions and family issues. A few respondents (6.9%), however reported having no major problems. The findings highlight financial problems, lack of home ownership are the significant challenges for the MWW. These can be dealt only by the government by providing housing support and issuance of Social Security Documents.

Interrelationships among the selected variables

The study has attempted to study the inter relationship among the selected variables to find out the extent of relationships and draw plausible inferences about the migrant women's socio-economic status.

Duration of stay and Accommodation types

Crosstabulation of duration of stay and accommodation types among women migrant workers revealed important insights into housing stability. Those who have stayed less than 5 years, a significant proportion (30.29%) resided in rented ac-

commodations and only a small fraction (0.86%) owned their homes. This trend persisted even across longer durations; for those staying 5 to 10 years, only 0.57% owned their residence compared to 13.14% in rented accommodations. As the length of stay increased, the percentage of women living in owned homes rose markedly, with 7.43% of those residing for more than 20 years owning their accommodation, alongside 26% in rented housing. This indicates a gradual shift toward home ownership with longer residency although renting remains prevalent especially among those with shorter stays. The ownership of accommodation is also related to the entitlement from government schemes in addition to their own affordability and entitlement to loans and advances from financial Institutions.

Income levels and Accommodation types

Among those earning below Rs. 3000, only 1.43% owned their homes, while a substantial 8.29% lived in rented accommodations indicating limited housing security. In the Rs. 3000 to Rs. 6000 income group, ownership slightly increased to 3.71%, but the majority (27.14%) continued to rely on rented housing highlighting ongoing economic challenges. Notably, for those earning above Rs. 6000, homeownership rose significantly to 6.57% with a striking 52.86% residing in rented properties. Hence, higher income levels correlated with a greater likelihood of homeownership though rented accommodation remained the predominant living arrangement across all income categories.

Income levels and Duration of stay

Income levels and duration of stay among women migrant workers revealed significant trends in financial status over time.

Among the respondents, those earning below Rs. 3000 per month constituted a small percentage across all lengths of stay with 17% residing for over 20 years which suggested a pattern of long-term residency despite low income. In the Rs. 3000 to Rs. 6000 income group there was a more balanced distribution with 37% residing for more than 20 years indicating relative stability and gradual income growth among these women. Conversely, the highest earners (above Rs. 6000) have lived for less than 5 years at 22.86% highlighting that many were new migrants. This pattern illustrated that as women remain in their locations longer, their income tends to increase; however, those in lower income brackets often experienced extended periods of economic instability.

Nature of employment and Major problems

Those in temporary employment experienced the highest levels of financial problems (26%) and unstable job and income (6.57%) highlighting the insecurity associated with such positions. Casual workers also reported notable issues particularly financial challenges (15.43%) and lack of own housing (13.14%). In contrast, daily wage and permanent workers faced fewer problems with only 2.86% and 2.86% respectively indicating that those with more stable employment experienced fewer difficulties. Notably, the lack of government-related social security documents was a common issue for many, particularly casual and temporary workers, suggesting barriers to legal recognition and stability.

Occupation and Working hours

Among the 350 respondents, housemaids constituted the largest group, accounting for 36.57% (128 workers), with a significant proportion (18.86%) working 6 to 8

hours reflecting a common full-time commitment in this role. Factory workers also represented a notable 31.14% (109 workers) and a striking majority (27.71%) working within the 6 to 8 hours range suggesting a structured work environment. In contrast, vendors and helpers exhibited shorter working hours with a considerable number (7.14% and 10.57%, respectively) working 3 to 5 hours, which indicated more flexible nature of these oc-

cupations.

Other jobs such as saleswomen, sweepers and housekeeping generally worked fewer hours often pointing to part-time or informal employment conditions. Overall, the findings highlight that most women were engaged in full-time jobs, particularly in domestic and factory sectors, stressing the demand for long working hours in these areas.

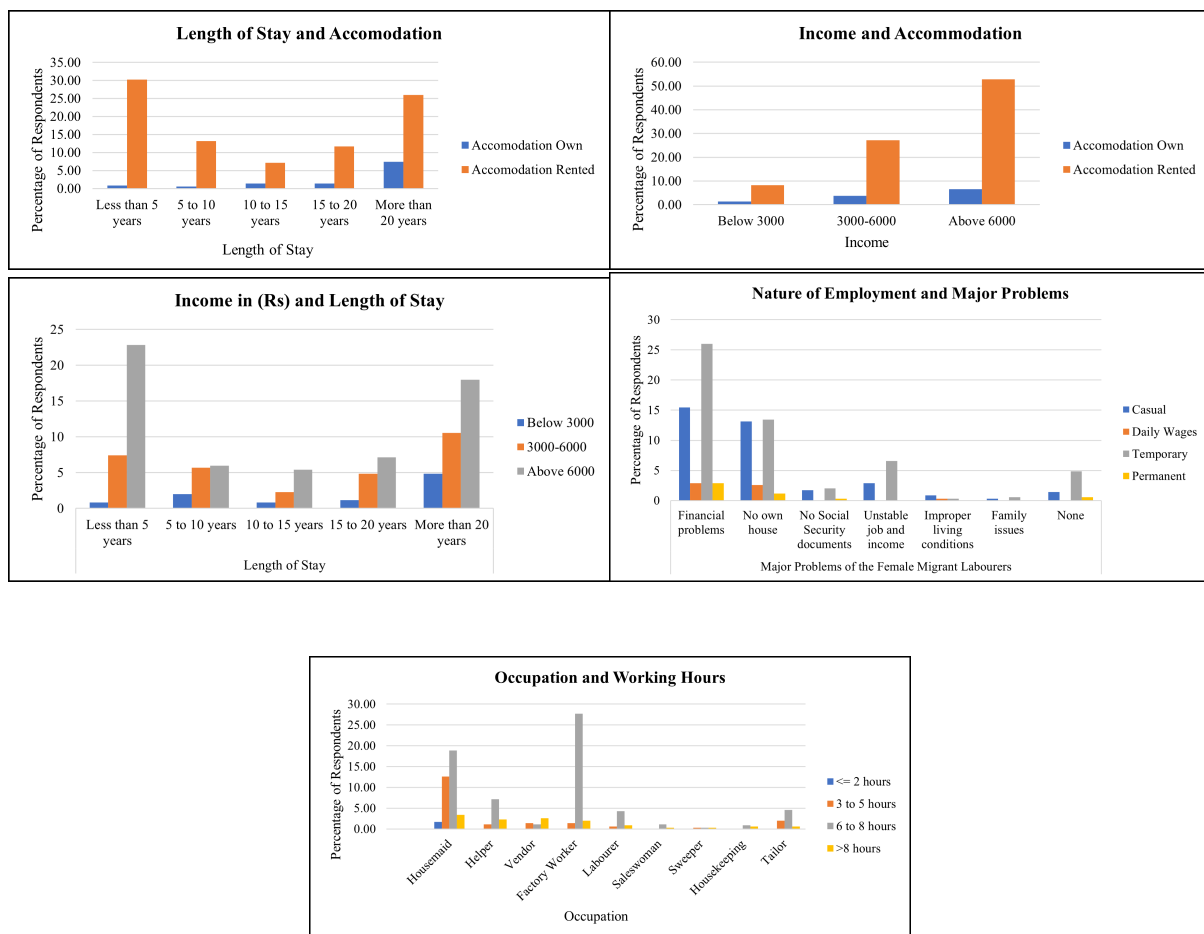


Figure 4. Crosstabulation Analysis of selected variables, 2022-24

Source: Prepared by the Authors in MS Word 2019, compiled in MS PPT, 2019 & converted as image

A correlation matrix was prepared to depict all the relationships existing among the variables (Table 5). It showed Pearson correlation coefficients between pairs of variables. The Pearson correlation coefficient (r) measures the strength and di-

rection of the linear relationship between two variables, ranging from -1 to 1.

The correlation value of 0.315 between working hours and income suggested a weak positive relationship. As migrant women worked more hours, their income

increased. This indicated that longer working hours were generally associated with higher earnings, though the relationship was not strong, implied that other factors impacted the income levels. The correlation value of -0.377 between the nature of employment and the duration of employment indicated a weak to moderate negative relationship indicating that as the nature of employment became more unstable or less secure (e.g., temporary or informal work), the duration of employment decreased. Conversely, more stable forms of employment were associated with longer durations. This negative correlation suggested that migrant women in less secure job types were experienced shorter employment periods highlighting the potential challenges of job instability and its impact on employment longevity. The correlation value of 0.339 between the nature of employment and rent paid reflected a positive, slightly moderate relationship. This suggested that as the nature of employment became more secure or higher-paying, the amount of rent paid increased. This correlation indicated that secure employment allowed for higher rental expenditure, potentially reflecting better housing conditions or a preference

for higher-cost accommodations. The correlation value of 0.706 between the duration of employment and the duration of stay indicated a strong positive relationship. This suggests that as the duration of employment increased, the duration of stay in a location also increased. This strong correlation implies that job stability plays a significant role in influencing how long migrant women remain in a given area reflecting stability and integration into the community over time. The correlation value of 0.493 between treatment by locals and treatment in the locality represented a moderate positive relationship. This suggested that better treatment by locals is associated with better overall treatment within the locality. In other words, if migrant women received positive and respectful treatment from individuals in the community, they experienced better overall conditions and support within that locality. The correlation value of -0.291 between major problems and duration of employment indicated a weak negative relationship. This means that as the duration of employment increased, the severity or frequency of major problems faced by migrant women decreased, though the relationship is weak.

Conclusion and Recommendations

The findings highlighted the need for targeted interventions to address the specific challenges faced by women migrant workers in Ponda Taluka. Improving financial support, housing stability and working conditions could significantly enhance their overall well-being and quality of life. The study revealed that MWW were primarily housemaids and factory workers, with a notable prevalence of temporary and casual employment. This employment structure, coupled with the predominance of moderate working hours

and higher income levels, underscored the challenges related to job security. The high percentage of tenants highlighted the need for economic policies and support systems from the government to improve the prevailing situation. Furthermore, the variation in treatment by employers and colleagues suggested that the workers experienced respectful and professional interactions. Overall, the findings indicated a complex interplay between employment conditions, income levels and social relations. The study provided first hand insights into the diverse experiences of migrant women workers and need for tailored interventions to address the broader

Table 5: Correlation Matrix of selected variables

Variables	Work Hours	Income	Nature of Work	Period of Work	Type of Housing	Rent Paid	Period of Stay	Treatment by Locals	Treatment in the Locality	Treatment by Colleagues	Major Problems
Work Hours	1	.315	.167	-.209	-.059	.149	-.059	.104	-.088	-.220	-.120
Income	.315	1	.171	-.046	.032	.215	-.157	.069	-.028	-.248	-.033
Nature of Work	.167	.171	1	-.377	-.002	.339*	-.287	.021	-.277	-.197	.145
Period of Work	-.209	-.046	-.377*	1	-.395	-.251	.706	.068	.123	.098	-.291
Type of Housing	-.059	.032	-.002	-.395	1	.5	-.249	-.157	-.010	-.034	.054
Rent Paid	.149	.215	.339	-.251	.5	1	-.080	.086	-.169	-.127	.057
Period of Stay	-.059	-.157	-.287	.706	-.249	-.080	1	.256	-.071	.146	-.063
Treatment by Locals	.104	.069	.021	.068	-.157	.086	.256	1	-.493	.041	.110
Treatment in the Locality	-.088	-.028	-.277	.123	-.010	-.169	-.071	-.493	1	.017	-.096
Treatment by Colleagues	-.220	-.248	-.197	.098	-.034	-.127	.146	.041	.017	1	.051
Major Problems	-.120	-.033	.145	-.291	.054	.057	-.063	.110	-.096	.051	1

The following correlations were eliminated from the matrix table due to very weak 'r'

<i>Treatment by Employer</i>	.031	.020	-.097	-.070	.027	-.022	-.080	.013	-.006	-.091	1	-.042	.115
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Source: Prepared by authors using MS Excel version 2019 based on primary data collection and computed using IBM SPSS Statistics 20

needs of this unavoidable and essential group of human resource. Concerted efforts to enhance job security, provide better housing options and improve workplace relations are essential for fostering a more equitable and supportive environment for the migrant workers. These measures could significantly contribute to improving the overall quality of life and work satisfaction for this vulnerable segment of the workforce.

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