



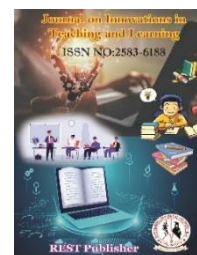
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Migration Patterns and Its Impact On Social Structures in Indian States

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Abstract: Migration plays a crucial role in shaping India's demographic, economic, and social landscape, driven by factors such as employment opportunities, urbanization, and regional disparities. This study explores migration patterns across Indian states, focusing on their impact on labour markets, family structures, and access to social services. It examines both push factors, such as poverty and agrarian distress, and pull factors, including better job prospects and improved living conditions in urban centres. A mixed-methods research approach is employed, combining secondary data from government reports, literature reviews, and Census records with primary survey responses collected from migrants across various states. This methodology provides a comprehensive understanding of migration trends, categorizing them into rural-to-urban, intra-state, inter-state, and international migration while assessing their socioeconomic consequences. Findings reveal that migration significantly contributes to economic growth by filling labour shortages and generating remittances that support rural households. However, it also presents challenges such as social exclusion, cultural barriers, and limited access to essential services like healthcare, education, and housing. Migrants often work in informal sectors with low wages and inadequate job security, while their absence from home regions leads to demographic shifts and labour shortages in rural economies. The study concludes that while migration is a vital driver of development, effective policy interventions are necessary to mitigate its challenges. A well-structured migration framework should include inclusive urban planning, portable social security benefits, skill development programs, and labour rights protections. Strengthening governance mechanisms and fostering cooperation between source and destination states can ensure a more equitable and sustainable migration system, benefiting both migrants and host communities.

Keywords: Migration, Social Structures, Indian States, Urbanization, Economic Impact, Migration Corridors.

1. INTRODUCTION

Migration, both voluntary and involuntary, has been a defining feature of human civilization, shaping economic development, cultural diversity, and social structures across regions. In India, large-scale migration—particularly rural-to-urban migration—continues to transform the demographic and economic landscape of various states. Driven by a combination of push and pull factors such as employment opportunities, educational aspirations, economic disparities, environmental changes, and political stability, migration significantly impacts both source and destination regions, altering their social fabric, labour markets, and governance structures.

Historical and Contemporary Migration Trends in India: Migration in India has deep historical roots, influenced by colonial economic policies, agrarian distress, industrialization, and globalization. During the colonial period, policies like the Permanent Settlement Act and the recruitment of indentured labour led to large-scale displacements and labour migration, both within and beyond India. Post-independence, the Green Revolution, and large-scale industrialization further shaped migration patterns, encouraging labour movement toward regions with economic opportunities. The 1991 economic liberalization further accelerated urban migration, as expanding industries, the IT sector, and real estate development created millions of jobs in cities.

Contemporary migration in India is largely characterized by internal migration, with millions moving within state boundaries or across states in search of better livelihoods. While some states, such as Uttar Pradesh, Bihar, Jharkhand, and Odisha, experience high levels of out-migration due to limited local employment opportunities, others, like Maharashtra, Karnataka, Tamil Nadu, Gujarat, and Delhi, serve as economic hubs attracting labour from different regions. Migration flows are further classified into seasonal, temporary, and permanent movements, each having distinct socio-economic consequences.

Socio-Economic and Cultural Impact of Migration: Migration is not merely an economic phenomenon; it deeply influences social and cultural structures. As people migrate, family structures often shift, with many households in rural areas becoming dependent on remittances sent by migrant workers. While remittances contribute to poverty alleviation and improved living conditions, migration also results in social disruptions, such as the disintegration of joint families, increased burden on women, and emotional distress among children growing up with absentee parents.

Urban centres, while benefiting from an increased labour force, face the challenge of accommodating migrants. The rapid influx of people leads to housing shortages, strain on public services, overcrowding, and rising costs of living. Many migrants are employed in informal sectors—such as construction, domestic work, and small-scale industries—where they lack social security, healthcare, and legal protections. This results in precarious working conditions and economic vulnerability. Moreover, the integration of migrants into urban societies is often met with resistance, leading to cultural and linguistic divides, as well as political and social tensions.

Environmental factors also play a growing role in migration patterns. Climate change-induced events such as floods, droughts, and cyclones have led to distress migration from vulnerable regions, particularly in states like West Bengal, Assam, and Andhra Pradesh. Many rural communities facing agrarian distress are forced to migrate in search of alternative livelihoods, further accelerating urbanization and economic disparities between regions.

Governance Challenges and Policy Considerations: The governance of migration presents multiple challenges, requiring a balance between economic development, labour rights, and social welfare. While states benefit from migrant labour, policies for their integration remain inadequate. The lack of affordable housing, social security, and healthcare for migrants creates significant barriers to their well-being. Government programs such as the Inter-State Migrant Workmen Act, the National Urban Livelihoods Mission, and various state policies attempt to address these issues, but gaps in implementation remain.

The COVID-19 pandemic further highlighted the vulnerabilities of migrant workers, as mass reverse migration occurred due to job losses and lack of social support in urban areas. This crisis underscored the urgent need for stronger policies that ensure the safety, dignity, and economic security of migrants.

Need for an Interdisciplinary Approach: Given the complex nature of migration and its wide-ranging impacts, an interdisciplinary approach is essential to understanding its full implications. This paper integrates perspectives from economics, sociology, and policy studies to provide a comprehensive analysis of migration patterns in Indian states. By examining both qualitative and quantitative data, the research aims to explore how migration affects employment trends, family structures, urban development, and governance, while also identifying challenges and opportunities. The study will further assess existing policy frameworks and propose recommendations to enhance migrant integration, improve labour protections, and support inclusive development.

Objectives

1. To analyse historical and contemporary migration trends in Indian states.
2. To assess the socio-economic impact of migration on both sending and receiving regions.
3. To examine the reasons and challenges for migration among the Indian States.

2. RESEARCH METHODOLOGY

This research employs a mixed-methods approach, integrating both qualitative and quantitative data to analyse migration patterns and their impact on social structures in Indian states. The study relies on secondary sources such as journal articles, government reports, and statistical data from organizations like the Census of India, The National Sample Survey Office (NSSO), and NITI Aayog. Additionally, primary data was collected through an online survey conducted via Google Forms, targeting migrants across various states to gather firsthand insights into their experiences.

3. LITERATURE REVIEW

Migration patterns in India have been studied through various research papers that analyse the movement of people within the country. The reasons behind these migrations, and what their social consequences are, have been found out. This review highlights key findings from different studies focusing on migration trends, causes, and their impact on both the individuals, the states involved and their family members

Migration and It's Shifting Pattern (2012-2018): The meaning of migration, which means moving from one place to another can be for short time or for long term as well (Sarkar, 2012) . He talks about the meaning of migration which means moving from one place to another can be for short time or for long term as well. According to this, Migrants are classified based on where they are born or where they live or recite. This study uses methods like rates, ratios, etc. Over three decades, rural-to-rural migration has come down, from 64.51% in 1991 to 62.91% in 2001, to 54.87% in 2011. Migration from one city to another between people moving between states was also high (19.27%) and was almost equal for both men and women (Census 2011)".(Sharma, 2014) , In his paper the study highlights that despite low urbanization levels, in 2011, India had an urbanization level of 31.16%, making it the least urbanized among the world's top 10 economies. In India people are still dependent on agriculture and the shift to another type of job is not at its peak. Meanwhile, recent economic growth has not created enough jobs to work for, leading to an increase in demand for migration. Most migration still happens between rural areas". (Mistri, 2015) talks about the decline in the side of migration. This shift has happened due to increase in facilities in their hometown only, such as economic changes, improved job opportunities within certain regions, or increased barriers to migration. People are un-interested in travelling so far. The rise of new hubs in their own locality itself gets the job done. (Diane Coffey, 2015), The paper shows migration in the north that happens for a short time just to earn a living. To earn a good amount citizen, move to different developed states and to support their family as well which is a priority. This Migration helps people overcome financial problems. (Tumbe, 2016) In his paper he talks about the problems faced by the family of the migrants who have migrated alone. If labour have migrated to different cities and they are getting average income which is not enough to sustain for a whole month. This leads to women waiting in their hometown to go into the agriculture field and work there to earn some amount to run home. More men take jobs on construction sites and rural non-farm services. The paper directly talks about changes that occur in one's household after their husband, son or father migrates. (Ansary, 2018) The analysis shows that people are moving to urban cities than to rural places in the cities. This change is largely followed by the rise of new Census Towns—small settlements that have grown enough to be classified as urban. These newly developed towns create job opportunities, better infrastructure, and improved living conditions, making them attractive destinations for migrants. Here people are migrating to emerging cities rather than metropolitan cities. As a result, urban growth is becoming more decentralized, reducing stress in large cities and even reshaping the states.(Sharma U. B., 2014) highlight economic necessity as the main driver of rural-to-urban migration in Gujarat but note that it often leads to worker exploitation. Despite higher incomes, migrants face harsh conditions, including long hours, low wages, inadequate housing, and poor healthcare. Lacking social security and government support, they remain vulnerable despite contributing to economic growth. The authors call for policy interventions to ensure fair wages, better working conditions, and stronger labour rights, making migration more sustainable and inclusive. (Sharma U. B., 2014) highlight economic necessity as the main driver of rural-to-urban migration in Gujarat but note that it often leads to worker exploitation. 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Social Impact due to Migration: (Joshy Jesline 1, 2021) highlight the severe impact of COVID-19 on India's migrant workers, with 90% facing job losses and only 4% receiving government aid. Many suffered hunger, anxiety, and depression, while millions walked home due to transport shutdowns. The study calls for urgent policy reforms, social security, and mental health support to safeguard migrants in future crises. (Rajan, 2024) highlight India's low internal migration rate (5% in five years) despite economic growth. Short-term migration persists due to rural distress, with workers facing job insecurity and exclusion from welfare. COVID-19 forced 12–13 million into reverse migration, exposing vulnerabilities. The study calls for inclusive urbanization, social security, and job reforms to support migrants. (Randolph, 2024) argues that India's urbanization is driven more by natural population growth than migration, especially in Bihar and West Bengal. While metro peripheries like Gurgaon expand due to in-migration, rural policies and labour market shifts limit permanent migration. The study calls for rethinking migration's role in urban growth. (Kumar, 2025) examines rural-to-urban migration in India, driven by unemployment and poverty. While it boosts wages and remittances, it also causes job insecurity and urban overcrowding. Women's migration is increasingly employment-driven, reshaping gender roles. Migrants rely on skill development and welfare programs to cope. The study calls for policies that improve migrant integration and address rural distress. (Keshri, 2018) analyse internal migration in India, noting its low rate compared to other Asian nations. Most migration is intra-state and rural-to-rural, driven by marriage, while male migration is employment-oriented. Uttar Pradesh and Bihar are major source states, with Maharashtra and Delhi as key destinations. Seasonal migration dominates among lower socio-economic groups. The study highlights migration's role in poverty reduction and workforce diversification but calls for better data, inclusive policies, and labour protections to maximize its developmental impact.

(Kumar N. , 2020) highlights socio-economic factors driving inter-state migration in India, with economic growth, wages, and a strong service sector attracting migrants. Education and infrastructure improvements also enable out-migration by enhancing mobility. While acknowledging migrant vulnerabilities during COVID-19, he sees migration as key to economic mobility and advocates for policies that make it an opportunity rather than a necessity. (Saha, 2001) emphasize regional disparities in shaping migration. Wealthier, urbanized states attract migrants, while weaker states see high out-migration. Using census data, they link migration trends to economic

factors like income and investment. They stress balanced regional development to reduce distress migration and promote a sustainable, inclusive migration framework.

(R. B. Bhagat, 2019) societal and economic barriers continue to keep internal migration rates in India lower than in other nations. Most migrants are drawn to developed states such as Maharashtra, Gujarat, and Delhi, emphasising the importance of balanced regional development. (Carol Upadhy, 2012) , migration has an impact on social and cultural systems in addition to remittances. (Kundu, 2018) categorises migration trends, stating that men travel for jobs and women migrate mostly for marriage, with integration issues necessitating policy attention. Short-term migration, particularly in northern India, helps families overcome financial challenges while bringing job insecurity, poor working conditions, and a lack of social safety. Addressing these challenges through policies ensuring financial stability, better working conditions, and social security is critical for sustainable and equitable migration

Migration in India: A Key Driver of Socio-Economic Transformation: (Biradar, 2020)– Migration in India is driven by industrialization, urbanization, and transport. In 2011, most migration was rural-to-rural (53.8%), with men moving for jobs (24%) and women for marriage (66.7%). While cities offer opportunities, urban congestion remains a challenge. Rural job creation is essential to balance migration (Hossain, 2021)– Economic disparities and unemployment drive labour migration, mostly short-distance and seasonal. Workers move from poorer to developed states but face poor conditions and exploitation. Despite boosting urban economies, migration worsens inequality. Policies ensuring fair wages and social security are needed.

(Chhavi Tiwari, 2022)–Migration from poorer to wealthier states is driven by economic disparities. Seasonal migration provides temporary relief, while permanent migration offers stability. COVID-19 exposed migrant vulnerabilities. Better rural jobs, labour protections, and urban planning are necessary. (Bhagat, 2019) – Climate change is a major driver of migration, especially in coastal states. While migration helps rural poverty, it worsens urban congestion. COVID-19 highlighted labour security gaps. A national policy focusing on rural jobs and urban planning is needed (Dr. Dineshappa Singapur, 2014)– Migration, influenced by economic and climate factors, shifts people from poorer to developed states. It reduces rural poverty but leads to overcrowding and informal jobs in cities. Stronger labour laws and better rural employment can ease these challenges. (Ajit Kumar Jha, 2020) Migration has increased due to economic disparities and urbanization, with men moving for jobs and women for marriage. COVID-19 exposed migrant insecurities. A national migration policy focusing on employment, labour laws, and urban planning is crucial.

Internal migration in India is influenced by economic differences, job opportunities, and regional growth. (Sharma S. C., Patterns in Internal Migration and Labour Market Transitions in India, 2022) -highlights, while migration rates remain steady, economic differences between states are rising, emphasising the need for policies to reduce migration costs. (P.S, 2017) observes considerable regional inequalities, with Maharashtra, Punjab, and Kerala drawing migrants due to industrialisation, agriculture, and abroad work prospects. Rural-to-rural migration remains dominating, fuelled by job opportunities. (Ozah, 2020) Her study on migration in Northeast India highlights its dual impact. Influx from neighbouring countries, especially Bangladesh, strains resource, increases unemployment, and alters local culture. Simultaneously, out-migration of youth seeking better opportunities leads to brain drain, weakening the skilled workforce. Ozah stresses the need for balanced policies to manage immigration pressures while retaining local talent for sustainable development.

4. MIGRATION TRENDS AND PATTERNS

Migration in India is a complex and dynamic phenomenon driven by economic, social, political, and environmental factors. Over the years, migration patterns have evolved significantly, influenced by historical events, economic shifts, and regional disparities. This section delves into historical trends and major migration corridors that have shaped the movement of people within the country.

Historical Trends: Migration in India has a deep-rooted history, influenced by various socio-economic and political factors. Since the colonial era, migration has played a crucial role in shaping the country's demographic and economic landscape. During British rule, labour migration was common, particularly in the form of indentured labour sent to plantations in the Caribbean, Fiji, and Southeast Asia. Domestically, industrial and port cities like Mumbai, Kolkata, and Chennai emerged as significant migration hubs, attracting workers from rural areas for employment in factories, docks, and administrative services.

Post-independence, migration trends continued to evolve with rapid urbanization and economic changes. The Green Revolution of the 1960s led to increased agricultural productivity in certain states, but it also exacerbated regional disparities. While states like Punjab and Haryana flourished, others, such as Bihar and Odisha, lagged prompting out-migration from less developed regions.

The expansion of industrial sectors in the 1980s further accelerated migration as states with robust industrial bases, such as Maharashtra, Gujarat, and Tamil Nadu, attracted labour from across the country. The liberalization of the Indian economy in the 1990s led to the rise of new employment opportunities, particularly in the services and IT sectors, which drew professionals to urban centers such as Bangalore, Hyderabad, and Pune.

By the 2000s, the IT boom and globalization played a crucial role in reshaping migration trends. The rise of the gig economy and informal employment sectors also contributed to significant inter-state migration. Infrastructure development projects, such as the construction of highways, metro systems, and smart cities, became a magnet for migrant labourers, further transforming urban landscapes.

Economic distress in rural areas has remained one of the primary drivers of migration. Agricultural stagnation, lack of employment opportunities, and climate-induced hardships, such as droughts and floods, have forced many individuals to seek better prospects in urban centres. Conversely, improved transportation networks, digital connectivity, and government policies have facilitated a more structured form of migration, with some workers maintaining links with their native places while working in cities.

Major Migration Corridors: Migration in India follows distinct corridors, shaped by economic opportunities, geographical proximity, and social networks. Some of the most significant migration corridors include:

1. **Bihar → Maharashtra** (Mumbai, Pune) Bihar has historically been one of the largest out-migration states in India. Higher wages and better living standards compared to their home state make Maharashtra a prime destination. Migrants from Bihar often work as rickshaw pullers, security guards, factory workers, and in small-scale industries, forming an essential part of the urban workforce.
3. **Uttar Pradesh → Delhi NCR** the proximity between Uttar Pradesh and the National Capital Region (NCR) has resulted in significant migration flows. Delhi and its surrounding areas, including Noida, Gurugram, and Ghaziabad, have seen a continuous influx of migrants from Uttar Pradesh seeking jobs in manufacturing, retail, construction, and informal sectors.
4. **Odisha → Gujarat** The textile and diamond processing industries in Gujarat rely heavily on migrant labourers, many of whom arrive from economically weaker districts of Odisha. migration trend highlights the role of social networks, as established migrants often bring in relatives and acquaintances from their native villages.
5. **West Bengal → Southern States** (Tamil Nadu, Karnataka, Kerala) The migration pattern from West Bengal to South India has increased in recent years due to rising employment opportunities in the IT, construction, and hospitality sectors. Additionally, IT professionals and engineers from Kolkata are increasingly moving to Bangalore, India's Silicon Valley, for better career prospects in the technology sector.
6. **Rajasthan → Gujarat and Maharashtra** Many migrants from Rajasthan move to Gujarat and Maharashtra to work in construction, mining, and small-scale industries. Textile hubs in Gujarat and the booming real estate sector in Maharashtra continue to attract a workforce from Rajasthan, particularly from arid and economically weaker districts.
7. **Northeast → Metropolitan Cities** Migration from the northeastern states of India to metropolitan cities such as Delhi, Mumbai, and Bangalore have also been on the rise. The demand for workers with multilingual skills and familiarity with global hospitality standards makes cities like Bangalore and Mumbai attractive for migrants from states like Nagaland, Manipur, and Assam.

Migration Data Analysis: The primary research conducted for this study gathered insights from respondents primarily aged 18-24, with the majority residing in southern states. Most participants were graduates or postgraduates, highlighting a well-educated demographic. The survey revealed that a significant number of respondents or their family members had migrated within the last decade, with major destinations being Bangalore, followed by Delhi and Mumbai. Migration has played a positive role in their lives, with many reporting an improvement in their family's social status, while some stated that their status remained unchanged. Social relationships have also been positively influenced by migration, facilitating new opportunities for community

engagement and integration. Additionally, respondents acknowledged better access to social services such as healthcare and education in their new locations. Economic benefits were another key finding, as a majority reported an increase in their family's income, leading to enhanced financial stability. Overall, the findings suggest that migration has been largely beneficial, contributing to both economic and social upliftment for those who moved.

Biggest challenges family members face due to migration?

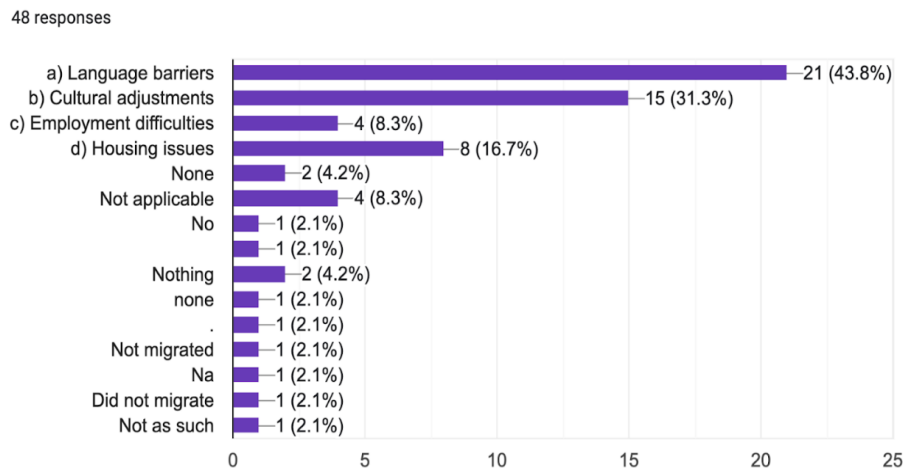


FIGURE 1.

This graph shows that respondents have faced the challenges after shifting, majorly in language barriers followed by cultural adjustment and housing issues.

Opportunities gained due to migration

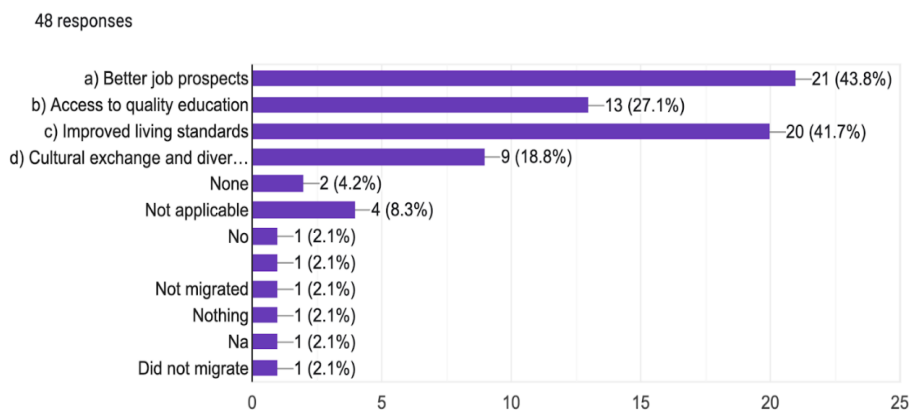


FIGURE 2.

This graph shows that the respondents have chosen multiple aspects in this question. Majority have chosen better job prospects followed by improved living standards and access to quality education.

Importance of government to address the needs of migrant communities.
(Scale: 1-5, where 1 is “not important at all” and 5 is “very important”)

48 responses

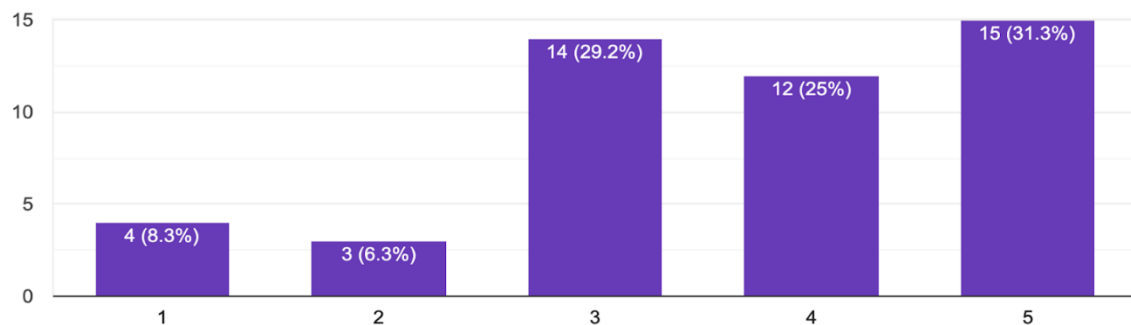


FIGURE 3.

This graph shows that the respondents want the government to look into the migration communities and it needs improvement.

To illustrate these trends, the following charts and graphs present statistical insights into migration patterns across Indian state.

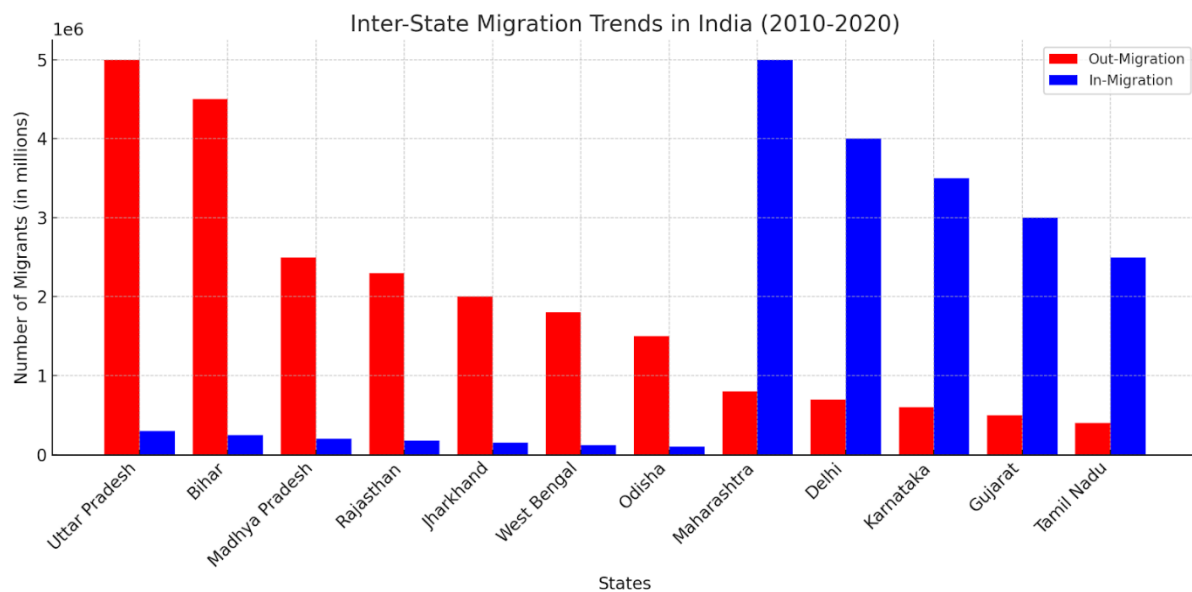


FIGURE 4. Inter-state Migration Trends (2010-2020)

From 2010 to 2020, inter-state migration in India was primarily driven by economic factors, with Uttar Pradesh and Bihar witnessing the highest out-migration due to limited job opportunities and rural distress. Other states like Madhya Pradesh, Rajasthan, and Jharkhand also saw significant population outflows. In contrast, Maharashtra, Delhi, Karnataka, and Gujarat emerged as major in-migration destinations, attracting millions of workers seeking employment in industries, construction, and the service sector. The migration pattern reflects a strong rural-to-urban shift, with South and West Indian states experiencing rapid urbanization due to the influx of labour. This trend has led to socio-economic challenges such as housing shortages and infrastructural pressure in destination states, while source states struggle with labour shortages and slow economic growth.

Migration Rate vs. States

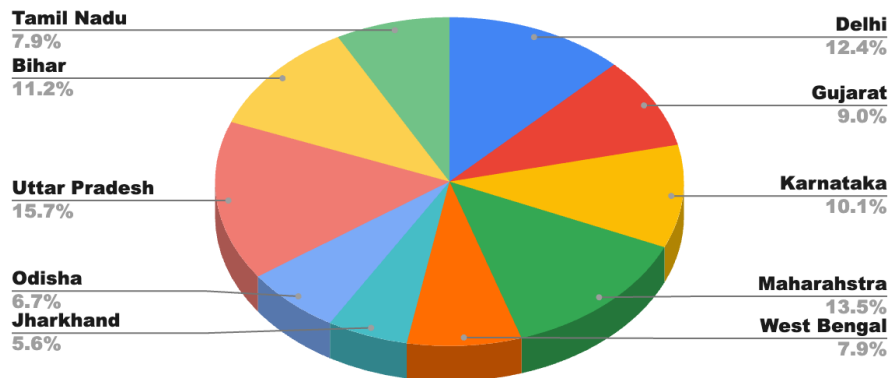


FIGURE 5. Migration Distribution Across Indian States

The migration rates across Indian states highlight key socio-economic patterns. Uttar Pradesh (15.7%) and Bihar (11.2%) witness high out-migration due to unemployment, agricultural distress, and overpopulation, pushing people towards economic hubs like Delhi (12.4%) and Maharashtra (13.5%), which attract migrants with better job prospects, infrastructure, and higher wages. Karnataka (10.15%) also sees significant migration, particularly in cities like Bengaluru, due to its booming IT sector. Gujarat (9%) and Tamil Nadu (7.9%) have steady migration due to industrial and manufacturing growth. Conversely, states like Jharkhand (5.6%) and Odisha (6.7%) experience lower migration rates, often due to limited employment opportunities and slower urban development. The trend reflects a movement from less developed rural areas to urban centers, driven by the pursuit of economic stability and better living standards.

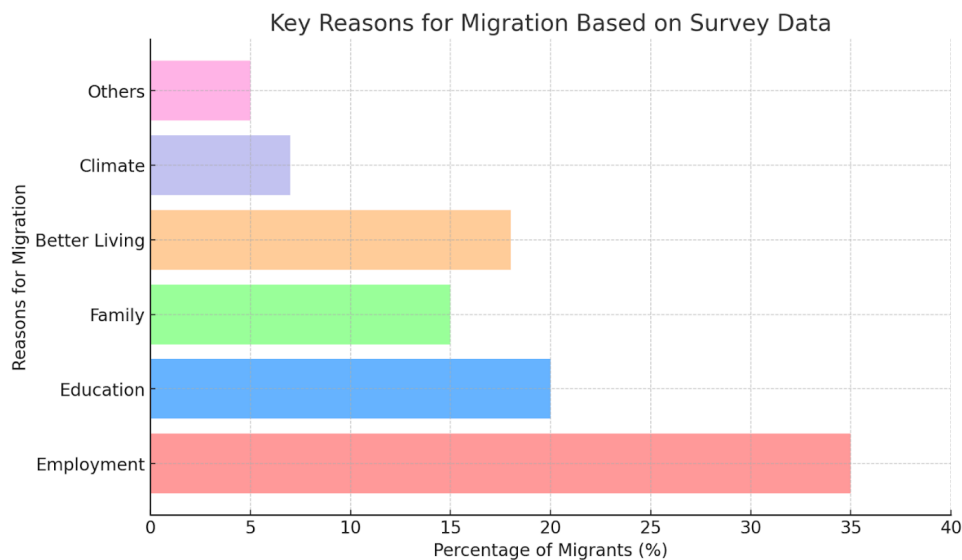


FIGURE 6. Major Push and Pull Factors of Migration

Based on survey data, this bar graph illustrates the main causes of migration. Economic, societal, environmental, and individual factors all have an impact on the complicated phenomena of migration. The most prevalent reasons for migration are broken down in this graph. 35% of migrants cite jobs as the primary reason for their migration. People frequently relocate in pursuit of more secure earnings, better employment prospects, and higher salaries. This is especially prevalent in rural-to-urban migration, where people relocate from rural areas to cities in search of employment in the industrial or service sectors. The second most important factor, accounting for 20% of migration, is education. In order to pursue higher education, gain access to reputable schools, and enhance their

employment chances, many students relocate to cities or other nations. Family migration, which makes up 15% of the total, frequently happens when people move to be with family or help elderly parents. Cultural and societal norms may have an impact on this kind of migration, or it may be voluntary. 18% of migration is driven by better living conditions. This includes elements like enhanced infrastructure, safety, healthcare, and general quality of life. People frequently relocate to areas with better amenities and possibilities from crowded or polluted ones. Seven percent of migration is caused by environmental reasons including climate change. People are compelled to relocate to more sustainable areas due to rising temperatures, natural disasters, and decreased agricultural yield. Lastly, 5% of migrants relocate for other reasons, such as shifting lifestyles, personal preferences, or security and political concerns.

5. IMPACT ON SOCIAL STRUCTURES

Economic Impact: Both rural and urban places' economic landscapes are significantly shaped by migration. According to survey results, migration improves living conditions for both individuals and families, raises household income, and opens greater job prospects. In pursuit of better pay, more secure employment, and access to a wider variety of job options, many people from rural areas move to cities. Both positive and negative economic effects of this migration pattern are substantial.

The financial improvement of migrant households is among the most obvious advantages of migration. The financial well-being of people who stay in rural areas has improved since migrants frequently return money home to their families after landing jobs in urban areas. These remittances are used for essential expenses such as education, healthcare, and housing improvements, contributing to overall rural development.

By providing workers to important industries like manufacturing, services, retail, and construction, migration also contributes to economic growth in metropolitan regions. In these industries, migrant workers make up a sizable percentage of the workforce, which supports economic growth and the efficient operation of firms. The improved productivity and competitive labour costs brought about by the larger labour pool draw in investments and boost the economy.

Nevertheless, migration presents economic difficulties in spite of these benefits. The lack of workers in rural areas is a major problem. Agricultural productivity in rural areas decreases when physically fit people move to cities in pursuit of better possibilities. Rural economies suffer since fewer people are available for farming and agribusiness, which could result in food insecurity and increased prices for agricultural products. A developmental imbalance between rural and urban areas may also result from rural firms, especially small-scale ones, having difficulty finding trained staff.

The development of skill gaps is another significant obstacle. While migrants frequently pick up new skills in urban businesses, skilled labour is in short supply in rural areas, making it hard to support local industries. Policy interventions like skill-development initiatives and incentives for rural employment must be taken into consideration in order to address this mismatch.

Cultural and Social Impact: The development of skill gaps is another significant obstacle. While migrants frequently pick up new skills in urban businesses, skilled labour is in short supply in rural areas, making it hard to support local industries. Policy interventions like skill-development initiatives and incentives for rural employment must be taken into consideration in order to address this mismatch.

The difficulty of adjusting to a new language and culture is another cultural effect of migration. Migrants frequently find themselves in strange settings where social integration is hampered by language and cultural difficulties. Many people have trouble speaking the majority language in metropolitan areas, which can cause social marginalization and make it harder for them to get necessary services like healthcare, education, and legal assistance. This estrangement frequently leads to the development of tight-knit immigrant communities where people depend on one another for help and support, creating new urban subcultures.

Another important effect of migration is urban overcrowding. The burden on housing, public transit, sanitation, and other public amenities rises as more people move into cities. In order to handle their expanding populations, many cities are confronted with significant infrastructure issues. Poor living conditions, the growth of informal settlements, and an increase in social tensions between migrant communities and local people can all result from overcrowding. These issues will only get worse if proper planning and infrastructure investment are not made in cities.

Policy and Governance Challenges: Inadequate policy frameworks and ineffective migrant support program implementation are the main causes of the many difficulties in managing migration. The lack of social security for migrants is one of the main problems. Many migrants are economically insecure because they lack access to assistance programs, pension benefits, and labour safeguards, particularly those employed in the unorganized sector. Migrant workers continue to be vulnerable to exploitation, discrimination at work, and low pay in the absence of appropriate legal recognition and employment protections.

For migrants, healthcare and education are also major concerns. Due to financial limitations, linguistic obstacles, and frequent moves, migrant children frequently face interrupted education. Their capacity to learn the skills required for future employment is hampered by the absence of steady educational options, which feeds poverty cycles. Similarly, access to healthcare services remains a challenge as many migrants do not possess the necessary documentation to qualify for government-funded medical care. As a result, they often resort to private healthcare services, which may be unaffordable and inaccessible.

The challenges experienced by migratory populations are exacerbated by housing shortages. Many migrants are forced to live in overcrowded rental apartments with inadequate safety and sanitary conditions or in informal settlements due to a lack of cheap housing options. These poor living conditions lower quality of life, raise health risks, and aid in the spread of infectious diseases. To accommodate expanding populations without escalating already-existing social inequities, governments must enhance urban planning and enact affordable housing regulations.

Reforming policies in a thorough and inclusive manner is necessary to address these issues. In order to guarantee fair salaries, suitable working conditions, and access to social security benefits, governments must endeavor to enact labour regulations that safeguard migrant workers. Investment in migrant support systems, such as language training programs, legal aid services, and financial inclusion initiatives, can help ease the transition of migrants into urban environments.

Better cooperation between governments and regions is also required to guarantee that all migrant groups have fair access to services. This involves the implementation of portable social programs, the formation of employment initiatives that promote balanced regional development, and the signing of interstate agreements to recognize migrant rights.

In the end, migration is a necessary and unavoidable component of social and economic advancement. It gives chances for development, creativity, and cross-cultural interaction, but it also poses difficulties. Societies may maximize the positive effects of migration while reducing its negative effects by putting well-thought-out policies into place and encouraging an inclusive style of government, guaranteeing a just and prosperous future for everybody.

- **Social Security:** Implementing robust social security systems to protect informal sector workers during emergencies.
- **Policy Reform:** Developing migrant-friendly policies that ensure access to healthcare, housing, and financial support.
- **Data Management:** Maintaining accurate records of migrant populations to facilitate timely assistance and policy planning.

This case underscores the vulnerabilities faced by internal migrants in India and emphasizes the importance of inclusive policies to safeguard their rights and well-being.

6. DISCUSSION AND ANALYSIS

Migration has long been a key factor shaping India's demographic and economic landscape. The findings of this study indicate that while migration provides economic benefits to both migrants and host regions, it also presents several social and policy challenges. This section analyzes the broader implications of migration patterns and evaluates potential policy measures that can enhance the well-being of migrants.

Economic Benefits vs. Social Challenges: Migration serves as a crucial economic driver by supplying labour to fast-growing urban economies. Migrants often take up jobs in construction, manufacturing, domestic work, and the service industry, contributing significantly to economic growth. Survey responses indicate that most migrants

experience an increase in income, leading to improved living standards for their families. Remittances sent back to rural areas play an essential role in reducing poverty and increasing access to education and healthcare.

However, these economic gains come at a social cost. Migrants often live in overcrowded, informal settlements with limited access to clean water, sanitation, and healthcare facilities. Many work in the informal sector without job security, making them vulnerable to exploitation and economic downturns. Women migrants in particular face additional challenges, including wage disparities, workplace harassment, and limited access to social security benefits.

Impact on Source and Destination Regions: The migration of large labour forces from rural to urban areas affects both their home states and host cities. In source states such as Bihar, Uttar Pradesh, and Odisha, the departure of working-age men leads to labour shortages in agriculture and small-scale industries. This has long-term consequences for rural economies, as families become dependent on remittances rather than local employment.

In contrast, destination cities like Mumbai, Delhi, and Bangalore experience increased economic productivity but also face pressure on urban infrastructure. Rapid urbanization, driven by migration, leads to overcrowded cities, traffic congestion, and strain on housing, healthcare, and education systems. Unregulated urban expansion and inadequate planning further exacerbate these challenges, making it difficult for cities to provide basic services to all residents.

Policy Gaps and Governance Challenges: Despite the significant role of migration in India's economy, policy measures to support migrants remain inadequate. The absence of a well-defined migration policy results in fragmented welfare benefits and limited access to essential services for migrants. Some key challenges include:

- **Lack of Access to Education and Healthcare:** Migrants often face difficulties enrolling their children in schools due to residency documentation requirements. Similarly, healthcare facilities in urban areas remain inaccessible due to high costs and the absence of migrant-focused health programs.
- **Housing and Living Conditions:** A significant proportion of migrants live in informal settlements or rented accommodations with poor living conditions. High rental costs in urban areas force migrants to live in overcrowded spaces, leading to health and hygiene concerns.
- **Limited Social Security and Job Protection:** Migrants working in informal sectors lack job security, minimum wage protections, and access to benefits such as provident funds, pensions, and insurance. The lack of portability of social security benefits across states further discourages interstate migration.
- **Discrimination and Social Exclusion:** Cultural and linguistic differences often lead to social exclusion and discrimination in urban centres. Many migrants face bias in employment, housing, and social interactions, limiting their ability to integrate into the host society.

Recommendations for Policy Improvement

To address the challenges faced by migrants, the government needs to implement targeted policies that promote social inclusion and economic security. Some key policy recommendations include:

1. **Portable Welfare Benefits:** Implementing a nationwide migrant worker database and enabling portability of ration cards, health insurance, and education benefits across states would ensure continued support for migrants regardless of location.
2. **Affordable Housing Schemes:** The government should promote rental housing models and increase investment in low-cost housing projects to provide safe and hygienic living spaces for migrants.
3. **Skill Development Programs:** Enhancing skill development initiatives would help migrants secure better-paying jobs and reduce their dependence on informal sector employment.
4. **Urban Planning and Infrastructure Development:** Cities need to integrate migrant populations into urban planning efforts, ensuring adequate access to water, sanitation, healthcare, and education facilities.
5. **Anti-Discrimination Measures:** Awareness campaigns and legal frameworks should be strengthened to prevent discrimination against migrants based on region, language, or ethnicity.

7. CONCLUSION

Migration is a vital component of India's socio-economic framework, offering both opportunities and challenges. This study highlights the economic benefits of migration, particularly in terms of employment opportunities and improved living standards for migrants and their families. However, it also brings to light the significant social, cultural, and policy-related hurdles that migrants face in urban areas. One of the key findings of this research is that migration contributes to economic growth by filling labour shortages in urban industries and generating remittances that support rural households. Nevertheless, the challenges of housing, healthcare access, education, and social integration continue to be major obstacles for migrants. The findings indicate that despite economic gains, migrants often experience marginalization and exclusion from essential services and urban planning frameworks. A major concern arising from migration patterns is the strain on urban infrastructure. Cities that receive large numbers of migrants, such as Mumbai, Delhi, and Bangalore, struggle to provide adequate housing, sanitation, and social services. Overcrowding in informal settlements has led to public health risks, highlighting the urgent need for policy intervention.

The research emphasizes that ensuring the social and economic well-being of migrants requires a multi-pronged policy approach. Based on these findings, several key recommendations have been proposed to mitigate the challenges associated with migration. These include the implementation of portable social security benefits, affordable housing policies, and skill development programs to improve job opportunities for migrants. Additionally, anti-discrimination measures and inclusive urban planning strategies are crucial to ensuring that migrants can integrate into host communities without facing social and economic disadvantages.

In conclusion, while migration remains a critical driver of economic growth and social mobility, there is an urgent need for well-structured policies that address the existing gaps in governance. Strengthening migrant support systems will not only improve the quality of life for migrants but also contribute to sustainable urban development and economic resilience in India. Ensuring a holistic approach to migration management will be instrumental in fostering inclusive growth and social cohesion in the coming years.

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