

## PSYCHOSOCIAL AND ECONOMIC CHALLENGES FACED BY INTERSTATE MIGRANT WORKERS IN THE WORKPLACE

**A Periyamayagam and C R Christi Anandan**

Department of Social Work, Sacred Heart College (Autonomous), Tirupattur, Tamil Nadu, India.

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### Abstract

Interstate migrant workers are the backbone of many industries like construction, manufacturing, and agriculture, and their contribution to economic growth is substantial. Yet, they experience several psychosocial and economic problems like job insecurity, low wages, social isolation, and bad working conditions. This study examines the effects of these problems on the well-being, financial status, and working life of migrant workers. From a descriptive analysis of a cross-sectional survey of migrant workers in a manufacturing sector, the study underscores principal concerns including workplace discrimination, denial of basic services, and the psychological impact on migration. The results indicate that marital status, educational attainment, and age strongly correlate with the severity of these concerns. Based on the findings, the research advises policy interventions, better workplace support mechanisms, and training programs to raise the standard of living for migrant workers.

### Keywords

Interstate migrant workers (ISM), psychosocial challenges, economic instability, workplace discrimination, job security, mental well-being, social integration, financial challenges, employee welfare.

### Introduction

Interstate migrant workers are essential in industries like construction, manufacturing, agriculture, and services due to labour shortage. They provide labor and stimulate economic growth, but they suffer from serious psychological and economic difficulties that are not recognized. This study aims to investigate these difficulties and their effects on migrant workers in the workplace.

One of the key psychological concerns is family dislocation. Workers migrate from homes to work, and they remain isolated and lonely. Language difficulties and cultural diversity

also limit their socialization capacity, causing enhanced stress, anxiety, and depression. Their work performance and mental health decline if they are not supported.

Economically, migrant workers end up doing low-paid, insecure work in unsafe conditions with no employment security and healthcare benefits. Some are exploited, such as underpaid and with poor working facilities. Their irregular earnings make it hard to pay daily bills, remit money back home, or save for the future. Exorbitant cost of living and poor shelter exacerbate their ordeal.

Also, access to basic services like healthcare, legal assistance, and job training is still limited, making it more difficult for them to deal with workplace concerns. This research seeks to point out these challenges and suggest ways to enhance their situation, ensuring equitable labor practices and a more conducive working environment.

### Methodology:

#### Aim

To investigate and analyse the psychosocial and economic challenges faced by interstate migrant workers in the workplace.

#### Objective

- To analyse the effect of marital status on psycho social and economic challenges faced by interstate migrants at workplace.
- To assess the impact of educational background on the on psycho social and economic challenges faced by interstate migrants at workplace.
- To analyse the impact of age on the psycho social and economic challenges faced by interstate migrants at workplace.

**Research design:** This research employs a descriptive research design to study the psychosocial and economic challenges faced by interstate migrant workers at the workplace. The study focuses on various dimensions of migrant workers' experiences, including Workplace Environment, Psychological Well-being, Social Integration, Income and Economic Stability, and Job security and Opportunities. A simple random technique is applied for data collection among interstate migrant workers

**Universe & Sampling:** The study population comprises 1,150 employees working in a leading private manufacturing industry in Krishnagiri district. From this population, a sample of 100

interstate migrant workers employed on the shop floor was selected to participate in the research. These respondents were chosen to provide insights into the psychosocial and economic challenges faced by interstate migrant workers in the workplace.

**Tool of data collection:** The researcher utilized questionnaires to gather data from the interstate migrant workers at workplace. The research utilized the Likert scale to examine the psycho social and economic challenges faced by the interstate migrants at workplace.

### Results and Discussion:

**Table 1**

**Distribution of Respondents based on Psycho Social and Economic Challenges faced by Interstate Migrant workers at Workplace**

<b>Psycho Social and Economic Challenges faced by Interstate Migrant workers at Workplace</b>	<b>Low</b>	<b>Percentage</b>	<b>High</b>	<b>Percentage</b>
Workplace Environment	54	54	46	46
Psychological Well - being	51	51	49	49
Social Integration	55	55	45	45
Income and Financial Stability	62	62	38	38
Job Security and Opportunities	57	57	43	43
Overall Psycho Social and Economic Challenges faced by Interstate Migrant workers at Workplace	51	51	49	49

Considering the provided table 1, more than majority (62%) of the respondents have reported a low level of income and financial stability, according to the data that is displayed and less than majority (57%) of the respondents have reported a low level of job security and opportunities and more than exactly half (55%) of the respondents have reported a low level of social integration and more than exactly half (54%) of the respondents have reported a low level of workplace environment, more than exactly half (51%) of the respondents have reported a low level of psychological well-being, more than exactly half (51%) of the respondents have reported a low level of psycho-social and economic challenges at the workplace, It's also shows that less than exactly half (49%) have reported a high level of psychological well-being in workplace. and less than exactly half (49%) of the respondents have reported a high level of psycho-social and economic challenges at the workplace. and more than two fifth (46%) of the

respondents have reported a high level of workplace environment. more than two-fifths (45%) of the respondents have reported a high level of social integration. and more than two-fifth (43%) of the respondents have reported a high level of job security and opportunities. and less than two-fifth (38%) of the respondents have reported a high level of income and financial stability.

**Table – 2**

**‘t’-Test based on Marital Status of the respondents and overall, of Psycho Social and Economic Challenges faced by Interstate Migrant Workers at Workplace.**

<b>Psycho Social and Economic Challenges faced by Interstate Migrant Workers at Workplace</b>	<b>Gender</b>	<b>N</b>	<b>Mean</b>	<b>Std. Deviation</b>	<b>Std. Error Mean</b>	<b>DF</b>	<b>Statistical Inference</b>
Workplace Environment	Single	27	25.22	8.359	1.609	98	P>0.05 .002
	Married	73	30.95	7.661	.897	43.161	<b>Significant</b>
Psychological Well-being	Single	27	26.37	7.586	1.460	98	P>0.05 .002
	Married	73	32.10	7.894	.924	43.161	<b>Significant</b>
Social Integration	Single	27	25.44	5.466	1.052	98	P>0.05 .005
	Married	73	30.27	8.085	.946	43.161	<b>Significant</b>
Income and Financial Stability	Single	27	27.41	5.982	1.151	98	P>0.05 .017
	Married	73	31.63	8.261	.967	43.161	<b>Significant</b>
Job security and opportunities	Single	27	25.04	4.637	.892	98	P>0.05 .029
	Married	73	28.45	7.493	.877	43.161	<b>Significant</b>
Overall Psycho Social and Economic Challenges Faced by Interstate Migrant Workers at Workplace	Single	27	129.48	23.518	4.526	98	P<0.05 .000
	Married	73	153.40	30.264	3.542	43.161	<b>Significant</b>

The presented table states that there is significant difference between the marital status of the respondents and the total psycho-social and economic challenges faced by interstate

migrant workers at the workplace. The results indicate that marital status affects workplace experiences, psychological well-being, social integration, economic security, and job security among interstate migrant workers. Married respondents have higher mean values in all these dimensions, which means they perceive more hardship compared to single respondents.

**H<sub>0</sub> (Null Hypothesis):** There is no significant difference among the marital status of the respondents and the psychosocial and economic challenges faced by interstate migrant workers at workplace

**H<sub>1</sub> (Alternative Hypothesis):** There is a significant difference among the marital status of the respondents and the psychosocial and economic challenges faced by interstate migrant workers at workplace

**Result:** The t-test findings indicate that marital status significantly influences all domains of psycho-social and economic difficulties experienced by interstate migrant workers. Therefore, in all instances, the null hypothesis is rejected and it indicates that single and married respondents experience difficulties in the workplace differently.

**Table – 3**

**One-way analysis of variance among the educational background of the respondents and Overall Psycho Social and Economic Challenges faced by Interstate Migrant Workers at Workplace.**

Psycho Social and Economic Challenges Faced by Interstate Migrant Workers at Workplace		Sum of Squares	DF	Mean Square	F	Sig.
Workplace Environment	Between Groups	772.775	5	154.555	2.456	P>0.05 0.39 Not Significant
	Within Groups	5915.225	94	62.928		
	Total	6688.000	99			
Psychological Well-being	Between Groups	716.231	5	143.246	2.277	P>0.05 .053 Not Significant
	Within Groups	5912.519	94	62.899		
	Total	6628.750	99			
Social Integration	Between Groups	514.663	5	102.933	1.782	P>0.05 .124 Not Significant
	Within Groups	5428.247	94	57.747		
	Total	5942.910	99			
Income and Financial Stability	Between Groups	616.521	5	123.304	2.078	P>0.05 .075 Not Significant
	Within Groups	5578.469	94	59.345		
	Total	6194.990	99			
Job security and Opportunities	Between Groups	513.622	5	102.724	2.237	P>0.05 .057 Not Significant
	Within Groups	4317.288	94	45.929		
	Total	4830.910	99			

Overall Psycho Social and Economic Challenges Faced by Interstate Migrant Workers at Workplace	Between Groups	13965.388	5	2793.078	3.382	P<0.05 .007 <b>Significant</b>
	Within Groups	77636.252	94	825.918		
	Total	91601.640	99	154.555		

**G1** = No formal education; **G2** = Primary (1st to 5th grade); **G3** = Middle School (6th to 8th grade); **G4** = High School (9th to 12th grade); **G5** = Vocational Training/Technical School; **G6** = Higher Education

The study shows that there is a significant difference among the educational profile of the respondents and the total psychosocial and economic problems encountered by interstate migrant workers at the workplace. Nevertheless, it is also seen that there is no considerable variation between the educational profile of the respondents and the personal facets of workplace environment, psychological well-being, social integration, income and financial security, and job opportunities and security.

This implies that the respondents view and feel these particular aspects in the same way, and it is therefore likely that education level does not have a deciding influence on work environment, psychological well-being, social integration, economic stability, and job security. Nevertheless, as overall psychosocial and economic issues present a considerable variation, it indicates that education level has an influence on the total effect of these issues on interstate migrant workers.

**H<sub>0</sub> (Null Hypothesis):** There is no significant difference among the educational background of the respondents and the psychosocial and economic challenges faced by interstate migrant workers at workplace

**H<sub>1</sub> (Alternative Hypothesis):** There is a significant difference among the educational background of the respondents and the psychosocial and economic challenges faced by interstate migrant workers at workplace

**Result:** One-way analysis of variance was used, and it was found that there is a significant difference in the total psycho-social and economic problems experienced by interstate migrant workers in the workplace ( $p = 0.007$ ). But no significant difference was found in individual factors like workplace atmosphere, psychological well-being, social integration,

income and financial security, and job security and prospects. The null hypothesis ( $H_0$ ) is therefore rejected for overall economic and psycho-social challenges, which means that various groups are experiencing varying degrees of challenges. For individual factors, the null hypothesis is accepted because there was no difference found.

**Table – 4**

**Correlation between the ages of the respondents and Overall Psycho Social and Economic Challenges faced by Interstate Migrant Workers at Workplace.**

Variable	Correlation Value	Statistical Inference
Workplace Environment	.216*	P<0.05 <b>Significant</b>
Psychological Well-being	.176	P>0.05 Not Significant
Social Integration	.150	P>0.05 Not Significant
Income and Financial Stability	.165	P>0.05 Not Significant
Job Security and Opportunities	.085	P>0.05 Not Significant
Overall Psycho Social and Economic Challenges faced by Interstate Migrant Workers at workplace	.206*	P<0.05 <b>Significant</b>

\*\* Correlation is significant at the 0.01 level

\*Correlation is significant at the 0.05 level

It can be understood from the given table that, there is a relationship between the age of the respondent's workplace environment and overall psycho-social and economic challenges faced by interstate migrant workers at the workplace. The table also states that there is no significant relationship between the psychological well-being, social integration, income and financial stability and job security and opportunities. The results indicate that interstate migrant workers perceive more workplace issues as well as general psycho-social and

economic difficulties as they get older. However, psychological well-being, social integration, financial stability, and job security are not greatly impacted by age.

**H<sub>0</sub> (Null Hypothesis):** There is no significant relationship between the age of the respondent's psycho-social and economic challenges faced by interstate migrant workers at the workplace.

**H<sub>1</sub> (Alternative Hypothesis):** There is significant relationship between the age of the respondent's psycho-social and economic challenges faced by interstate migrant workers at the workplace.

**Result:** According to the findings of the correlation test, age significantly positively correlates with the working environment as well as general psycho-social and financial difficulties. For these variables, the null hypothesis is thus rejected. The null hypothesis is accepted for psychological well-being, social integration, financial stability, and job security, as no significant link was seen for these variables.

### Suggestions:

To improve the conditions of interstate migrant workers, employers and policymakers should ensure fair wages, job security, and access to healthcare benefits. Stress and social isolation can be lessened by offering cultural integration initiatives, language instruction, and mental health care. To improve their general well-being, priority should be given to safe working conditions, suitable housing, and financial literacy initiatives. Workplace justice and exploitation can be avoided by fortifying labor laws and grievance procedures. Plans for career advancement and skill development will enable employees to take advantage of better employment prospects. Governments, non-governmental organizations, and businesses must work together to establish a welcoming and inclusive workplace.

### Suggestions to Organizations:

Organizations need to provide migrant workers with fair wages, job security, and proper working conditions while ensuring access to medical care and legal assistance. They need to have systematic onboarding programs, cultural orientation, and language training to facilitate easy integration of workers. Employee welfare committees can help ensure that the gap between workers and the management is minimized and the grievances are dealt with effectively. Skill development programs will increase employability as well as career progression, lowering job stagnation. NGO and government collaboration can assist in



enhancing the living conditions of workers, education, and general well-being. Promoting a harmonious workplace culture will enhance social integration and psychological well-being.

### **Suggestions to HR Team:**

The HR department should continuously track the well-being of employees through regular surveys on job satisfaction, mental health, and economic stability. Tailored training programs, career development plans, and mentorship programs should be implemented to enhance worker retention and participation. HR needs to create an evident grievance redressal mechanism to ensure issues concerning wages, discrimination at the workplace, and unfair treatment are addressed promptly. Psychological counselling and peer support interventions can reduce stress and anxiety among employees. HR can also focus on blending different workplace cultures by encouraging practices for inclusivity and celebrating cultural diversity. Mobile apps for queries and training, among other digital HR solutions, can help in communicating better and being more accessible to workers.

### **Conclusion:**

The current study highlights the considerable psychosocial and economic difficulties encountered by interstate migrant workers such as financial insecurity, discrimination in the workplace, and mental distress. The report shows that aspects like marital status, education level, and age affect the magnitude of these challenges, highlighting the importance of targeted interventions. Organizations need to guarantee fair remunerations, enhanced job security, and access to healthcare and legal services to better the lives of migrant workers. Labor policies must be strengthened, skill development schemes implemented, and a work culture of inclusiveness promoted to bridge the gap towards a solution. Cooperative action from social organizations, policymakers, and employers is needed in order to promote a more supporting and fair work environment for migrant workers.

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