

**FEMALE MIGRANT WORKERS IN THE MIDDLE EAST:
A SOCIO-ECONOMIC ANALYSIS OF THE KERALA
WOMEN WORKERS IN
THE UNITED ARAB EMIRATES**

*Thesis submitted to the Cochin University of Science and Technology
for the award of the Degree of Doctor of Philosophy
Under the Faculty of Social Sciences*

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**FEMALE MIGRANT WORKERS IN THE MIDDLE EAST:
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Ph.D. Thesis under the Faculty of Social Sciences

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Certificate

This is to certify that the thesis entitled ‘Female Migrant Workers in The Middle East: A Socio-Economic Analysis of the Kerala Women Workers in The United Arab Emirates’ a record of bonafide research work done by Ms. Haseena Akbar, part-time Research Scholar (Reg.No.4025) under my supervision and guidance .The thesis is the outcome of her original work and has not formed the basis for the award of any Degree, Diploma, Associateship, Fellowship or any other similar title and is worth submitting for the award of the degree of Doctor of Philosophy under the Faculty of Social Science of Cochin University of Science and Technology. It is also certified that all the relevant corrections and modifications suggested by the audience during the pre-synopsis seminar and recommended by the Doctoral Committee of the candidate have been incorporated in the thesis.

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Declaration

I hereby declare that the thesis entitled '**Female Migrant Workers in The Middle East: A Socio-Economic Analysis of the Kerala Women Workers in The United Arab Emirates**' is a record of the bonafide research work done by myself and that it has not previously formed the basis for the award of any degree, diploma, associateship, fellowship or any other title of recognition.

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Chapter 1

AN INTRODUCTION TO INTERNATIONAL MIGRATION

C o n t e n t s

- 1.1 Introduction
 - 1.2 Review of Literature
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1.1 INTRODUCTION

International migration is a life-changing socio- economic activity of human-beings. It helps to exchange economic, social and cultural wealth between countries. It is one of the unique characteristics of the human population and it is as old as human history. It helps to determine the size and structure of the population (United Nations, 2012)¹. Since ancient times, the man used to travel from one geographical area to another mainly for one fixed goal, i.e., food. As time passed, the development of human settlements and defined national boundaries changed migration and its purposes. Along with the multiplicities and complexities of human activity, the process of migration also gets complex. Modern people are leaving their place of origin for attaining multiple goals or because of multiple reasons. According to the factors motivating, influencing and changing the nature of the movement, migration has been defined and classified differently. But, in the present global scenario, international migration² is one of the prime factors of development. The migration beyond national boundaries is called emigration and people involved in the process are emigrants. The World Migration Reports project that international migration shows an increasing trend for the last seventeen years³ and it has reached 258 million in 2017. The rate of international migration is 248 million in 2015, 220 million in 2010, 191 million in 2005, and 173 million in 2000 (UNDESA, Population. Division, 2017). The migration has grown by an average of 2 percent per year between 2000 and 2005. At the same time,

¹http://www.un.org/en/development/desa/population/migration/publications/others/docs/toolkit_DESA_June%202012.pdf

² Movement of people from their national boundary to others.

³http://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017_Highlights.pdf

number of internal migration is much higher⁴. In fact, the available statistical data on labour migration, both national and international, is limited and it covers only a small part of the real migration flow (World Bank, 2006).

International migration is the result and cause of globalisation (UN, 2006; UNDP 2009). The process evolved with the growth and development of countries across the globe. The changing socio-economic and cultural ties between countries affect the course of international migration. International migration is an act of displacement driven by numerous pushing and pulling factors. The social, economic, cultural, political and environmental issues push the people out of their country. Meanwhile, economic growth, increase in labor demand, etc in the host states will pull people into its economic system. Among the forces behind migration, at present, the need for labour is the strongest one, which is associated with industrial capitalism. The report of Global Migration Group noticed that motivation behind international migration is ‘search of work’⁵ (Global Migration Group, 2017). However, the supply and demand interactions in the international labour market determine the amount of international migration. Labour migration happens when the home country human capital meets the host country job opportunities. It is also called as economic migration by some scholars as it full fill the desire for the population to improve their financial position and employment prospects. So countries legalise the migration channels by imposing mandatory passport clearance, visa conditions, etc. This facilitated the smooth flow of labour between countries. This resulted in the emergence of permanent migration corridors.

⁴ Around 740 million internal migrants worldwide, International migration Report 2018

⁵<https://www.knomad.org/sites/default/files/201711/Handbook%20for%20Improving%20the%20Production%20and%20Use%20of%20Migration%20Data%20for%20Development.pdf>

The US- Mexico, India-UAE, etc are some major migration corridors in the world. The migrants who use these channels without legal permission is called as illegal migrants. There are five basic criteria generally used to characterise an international migrant. They are: Residence, citizenship, duration of stay, the purpose of stay and place of birth⁶.

The globalised economic reality constantly demands the exchange of human capital between countries and continents. It influences the lives of 258⁷ million people (Table 1.1) and their dependents around the world. The USA is the leading host country of international migrants around the world while Saudi Arabia is a leading host area in the Middle East. The course of global migration is from developing countries to developed countries. This creates over-dependence on the international labour market. By realising and accepting this, developing countries such as India, Pakistan, Indonesia, Egypt, China, Mexico etc are supporting and promoting cross-country movement of their labour force. On the flip side, developed countries attract them with high salary and visa rule concessions. It also helps the highly populated countries to channelize their extra labour force in a productive manner and underpopulated countries to balance their demographic imbalances.

⁶http://www.un.org/en/development/desa/population/migration/publications/others/docs/toolkit_DESA_June%202012.pdf

⁷http://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017_Highlights.pdf.

Table 1.1
Number of International Migrant Stock

Year	Number of Migrant stock (in millions)
2017	258
2015	248
2010	220
2005	191
2000	173

Source: Author's compilation of different 'World Migration Reports'

The results of different International migration studies show that migration is not a gender-neutral phenomenon and men and women have different behavioral patterns and they face different risks and problems and have different opportunities (Global Migration Group, 2008). Migration of women in world migration is increasing day by day and women constitute a large part of international migrants in today's world. In most countries, migration channel is led by men, however, some nation promotes female leading migration channel. Along with men, women also leave their home country for better employment opportunities. The reason is, for certain types of jobs viz; housemaids, entertainers, women are more preferred than men in the international labour market. Thus, the Increasing labour market demand and wage differences between home and destination countries increase the flow of women migration day by day. Today, about half of the international migrants are women, as has been the case for several decades (Zionic,2003). The female

share of global migration is as similar as in the past. In 1960, women represent 46.7 percent of international migration and in 2005 it is 49.6 percent (Morrison, Schiff, & Sjoblom, 2008). But the work and contribution of women migrants in the home and host destination remain invisible even in the 21 century.

E.G Revenstein⁸ identified that female are more mobile than male in their birthplace. This mobility is mainly the result of marriage, but the employment type of mobility is less even in the major migration corridors. He also pointed out that migration mainly occurs due to economic reasons, but in the case of female migrants this is not true. The women are predominant in short distance migration (Lee, 1966), however, long distant women migrant is a growing phenomenon. Because, the receiving economies offer more service jobs to women and the gradual erosion of socio-cultural barriers in the women sending countries (Martin S., 2014). The gender differential demand for and supply of labour, to a certain extent, determine the flow of international female workers. Unlike male migration, women migration from their home to another country is considered as dependents or tide movers. This is mainly because of the existing patriarchal reluctance to accept the fact that women are capable of being independent. The global trend of women as a percentage of international migration stock is stagnant for a decade⁹ and it is somewhat the same in all the major migration destinations in the world. It is women and children who are primarily affected by any kind of change in society, so as in migration. So that women are treating as weaker and more exploiting section in the international migration population. However, as a multifaceted process migration brings

⁸ Migration theorist

⁹ Detailed statistics in Chapter II

changes to the socio-economic and cultural lives of the migrants irrespective of their gender.

India is one of the major countries which supply human capital to the international labour market and leads in receiving remittances. So, New Delhi encouraged all type of migration to tap benefits from emigration and foreign remittances. The United States (US), The United Arab Emirates (UAE), The European Union (EU) , etc. are some favourite destination for Indian migrants. However, emigrated Indian women is comparatively less than women emigrants of Sri Lanka, Malaysia etc. Because, Indian families are extremely restrictive in allowing women to go overseas for work as housemaids (Gulati, 1997) or other type of jobs. The existing social norms and conditions in a country are crucial in determining the ability of women to migrate (Jayanthi). In spite of the existence of several socio-cultural and governmental bans across India, women are emigrating alone for paid work, study or other purposes. This solo movement, especially for employment, empower women in multiple dimensions. Women usually migrate either for greater empowerment or for increased economic opportunity (Blomberg, 1991). But finding the exact reason or pull factor behind women's emigration is challenging. However, emigration for paid work has some influence on their empowerment.

Among the other Indian states, Kerala was the leading supplier of labour in the international labour market¹⁰. Like other Indian states, emigration from Kerala is also a male affair. The number of Keralites living abroad is 2.4 million in 2015, up from 2.28 million in 2008, 1.84 million in 2003 and 1.36 million in 1998¹¹. But the proportion of female among the total emigrants is

¹⁰ Tamil Nadu leads surpassed Kerala in 2017

¹¹ Collected from different CDS surveys

only about 14 percent in 2015. The Middle Eastern countries are the favourite destinations for Keralites for decades. The oil boom and resulted economic development creates high demand for unskilled labour and which pulls more Indians especially Keralites into the Gulf countries. Even though women migrated from Kerala before the Gulf War in 1991, labour inflow to the Middle East countries are dominated by males.

The United Arab Emirates is one among the major immigrant-receiving Gulf countries. Indians are the largest immigrant groups in the UAE, and Keralites constitute a notable share of migrants among them. At present, large number of migrant male and female working in the UAE labour force. Kerala-UAE is considered as one of the oldest existing migration corridors in the world. The country-wise data for migrant residents is not available from the UAE labour statistics, while the number of Keralites in the UAE is available from Pravasi census 2013. Around 36.42 percent of Keralites men and 22.99 percent of women were working in the UAE in 2013. Earlier women accompanied husband or other family members in all type of migration. The studies found that migration to join husband is one of the major reason for female emigration from Kerala.

As stated earlier, traditionally, women, migrants were treated as tide movers or dependent movers in every migration categories(Zlontnik, 1990) . However, in the late 20th century witnessed a high demand for and supply of females for certain type of jobs which are traditionally assigned to women only. A gender differentiated demand for labour determined the flow of international female workers (Ghosh 2009). The dependent Emigration mainly happened willy-nilly. However, the tide mover status in a family visa renders

emigrants to get jobs easily. However, treating women as the dependent is indiscriminately practiced by both traditional and modern society.

Though some studies available has given little information relevant about women labour flow, hardly any studies or surveys produce detailed gender segregated data. Even the percentages increase of female migration started to notice only after 1990. However, the recent global economic scenario promotes the solo migration of women for work or education. That is why the contemporary migration streams identified as feminized. Thus, migration turned as an empowering process for women irrespective of their origin and type of job. But focusing only on labour oriented migration of women is a mistake (Boyd, 2004) as it excludes a large chunk of women from the labour force. So, the present research covers women migrants presently working in the UAE¹², the purpose of migration of them might be personal or professional.

1.2 REVIEW OF LITERATURE

International female migration is always attached to missing data. There is a need to address this problem by making their contribution visible to the society. The growing importance of international female migration can be understand from the change in real statistics and quality of the migrants. At this context, with the help of available literature , an attempt is made to trace out the multiple aspects of international migration in general and female migration in particular. This further necessitates the need to study the quality and quantity of female migration.

¹² UAE is selected to avoid gender stereotypes, i.e., to control the societal rigidity in gender roles.

The review of literature includes different books and articles which helps to clarify the term migration, its variations, reasons, effect etc. The Surveys and reports of different international, national and state agencies add the volume of literature. The literature which addresses the different aspects of female emigrants in international, national and state level were referred in detail for the present research purpose. Addition to this, the literature which helps to conduct the migration surveys, discussing various methodological and theoretical aspects of international migration came to help in each stage of the research. But for the convenience and simplicity of presentation, the literature used for the purpose of the research has been divided under three heads. They are:

1. Migration and migration theories
2. Surveys and Reports
3. International migration of women

1. 2.1 MIGRATION AND MIGRATION THEORIES

Demographic Studies identified migration as equally important as other features of the population. On the basis of place, time, duration of peoples' movement the process of migration has given different names such as internal, external, short distance and long distance. Again, migration and the people involved in the process are classified with different names to identify their nature of the movement like immigrant , emigrant etc. However, migration literature uses different identities interchangeably to pin point the characteristics of migrants and the nature of their movement.

(Bailey, 2010) observed that, Immigration and emigration are closely linked and often use interchangeably. But there is a difference between the two processes. In most instances, emigration is the movement of people from one country to another with the intention of becoming a permanent resident of the country in which they are relocating. While immigration is the act of arriving in a new country as an immigrant, by the act of emigration, ie leaving the homeland and becoming an immigrant. And (Jacobsen, 1994) has given a detailed explanation about the reasons for increasing labour force participation of women. He distributed the factors under demand and supply forces. The demand side factors include increased labour demand, the rise in the education of women etc whereas rising wage for women and change in technology are supply-side factors. While (Borjas, 2014) pointed out the difference between skilled and unskilled migration. He states that the skilled workers gets appalling working environment and a better salary and the skilled distribution of immigrants and the natives are the core dependent factor of the economic impact of immigration.

Many scholars have introduced different theories to uncover various aspects of migration, the dominant approach is the push-pull equilibrizing theory put forward by Evert Lee (Lee, 1966). He clarified International labor migration using a mixture of economic and social network factors like why people move, the mechanisms through which migration happens, and the persistence of flows. At the same time, according to standard neoclassical economic clarifications, individuals make a cost-benefit analysis between their places of origin and capacity for development destinations, including an evaluation of intervening factors, the psychological costs of leaving family and community, and the difficulty of the trip; if they migrate, usually everlasting, if

the net benefit expected, usually higher wages are greater at the destination. According to Lee, amidst some obstacles or intervene factors there are numerous factors at origin and destination work behind the process of migration. The effect of these forces varies from person to person. The major intervening factors are distance, cost of migration, restrictive laws etc. This exerts a varying level of influence on migration. While (Stark & Bloom, 1985) clearly explain the theoretical background of remittances with respect to skill difference and emigrants relation with family.

1.2.2 SURVEYS AND REPORTS

The surveys and reports published by different Governmental, non-governmental and international agencies have been reviewed not only to collect secondary information but also to understand the different migration pattern.

1.2.2.1 INTERNATIONAL LEVEL REPORTS AND SURVEYS

For the present study surveys and reports published by the United Nation agencies, OECD and other international agencies have reviewed. OECD, ILO, IOM, and others have been regularly publishing reports to count the international labour movements in the world. These reports on migration in general and female migration, in particular, give insight into the trends and pattern of global migrants, refugees, expatriate etc. But the review presenting here included only certain surveys or reports which focus the female migration. The World Migration Reports published by the International Organization for Migration is the authenticated report to understand the population flow between countries across the world. The report has been publishing since 2000 by giving special focuses on different migration themes. Each report covers different dimensions of world migration with supporting statistics.

ILO (2004) reports that in many countries, it is migration law that predominantly covers migrant workers, not labour laws, which can be particularly problematic for female migrants. The low status of women's jobs means lower wages and conditions, and while men in lower-end jobs are also subject to these, women are susceptible to the additional gender-specific forms of physical and sexual exploitation. In the Gulf Cooperation Council countries (especially in the UAE) the "kafala" sponsorship system pushed many foreign domestic workers, mostly females, in indentured situations, where the sponsor holds their visa, passport and other official papers and charges the migrant for the sponsorship services. The women are isolated, and their movements restricted. In Kuwait, sponsors often allow the women's visa to expire, or sell them to other employers, in breach of visa conditions; and the workers find themselves outside the law.

In the international level (UNDESA, 2004) has given a detailed picture of world female migration. It affirms the need to keep a gender perspective on International migration studies. The migration will be an empowering process when the women move away from the traditional patriarchal social order. Though migrant women play an important part in economic development, a dearth of data creates problems to assess it completely.

The (UN-INSTRAW ,2005) states that 20 countries still restrict the migration of women. This leading some to borrow considerable sums of money in order to pay for the services of smugglers. As a result, these women are forced to spend their earnings on repaying debts instead of spending remittances on their and their families' needs.

The (ACPOBS, 2011) research guide for migration comprehensively explains how to do research on the different aspect of migration including migration and development, remittances, environment, health etc. The guide also provides recommended definitions for migration research.

International migration report 2017¹³ by collecting national level reports from countries across the world, assesses demographic and economic contribution of migration. And depict the trends and pattern of international migration from the host country and home county perspectives. The report found that the world population growth is borne by international migration and for some areas, it makes an important contribution to the decline in population.

1.2.2.2 NATIONAL AND STATE LEVEL REPORTS AND SURVEYS

The secondary information is available mainly from administrative records. but it excludes the undocumented migration. The National level reports in India come from the NSSO, but it lacks continuity. At the same time, in Kerala, the Kerala Migration Survey series published by Centre for development studies from 1998 provide enough data to do a temporal analysis of exodus population from Kerala. Another report is the Kerala Pravasi Survey 2013, first of its kind from the government of Kerala which provides detailed statistics of gender-segregated migration data

The (Kerala migration survey ,2007) revealed that women are relatively few among emigrants. The proportion of female among emigrants has been 14.4% in 2007. Christians have the highest proportion of females among emigrants and Muslims, the lowest.

¹³ . <http://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017.pdf>

The report of (KILE, 2013) focused on the risks involved in the migration of women from Kerala to other states of India or to foreign countries. The report found that Malayalee women working outside Kerala are safe and most of them are married and live with their husband. These women are doing lower and middle jobs like teaching, nursing and office assistant in a government or private institutions. While Nursing migration is a stepwise process as they first migrate to Indian cities like Mumbai, Chennai, New Delhi after completing their degrees, later they emigrate to Gulf countries for a short period in looking a permanent bright future in Europe, Canada, and America. The report stressing the benefits of skilled and semi-skilled professional workers abroad and high lights the vulnerable working conditions of domestic workers in the Gulf countries. The report is concluded with a set of recommendations including discouraging women form doing low-end jobs outside Kerala, only women with technical and work skills should be permitted to work abroad. and the receiving governments of the workers should fix minimum wages, Pravasi organisations should be vigilant regarding the harassment of women. But the report has a flawed method as it does not clearly state the area from where the primary data is collected. Along with that, the recommendations of discouraging low paid workers is against the basic right to work.

In their work, (Zachariah & Irudaya Rajan, Researching International Migration, 2015) pointed out the limitations on getting migration data as the major reason for the difference in Kerala migration studies methods from the UN methods of measuring international migration. The book details explain the methods for studying emigration, return emigration, out-migration and return

out-migration. The similarity of all these migration studies in Kerala is the collection of data from the households in Kerala.

As per the (CDS working paper, 2015), the number of Kerala emigrants living abroad in 2014 is estimated at 24 lakh and which is up from 22.8 lakhs in 2011. The paper critically analyses the Pravasi Malayalee Survey published by the Government of Kerala. The noted criticism was the statement of no immigrant from Idamalakkudy Panchayath in Idukki district. Also, the survey pointed out its merit over Pravasi Malayali Census by stating its consistency on numbers and its major finding of 'northward shift' in district wise origin of emigrants from Kerala. Again, 90 percent of Kerala emigrants going towards gulf countries and among the gulf the UAE retained its rank one positions in the previous KMS.

1.2.3 THE INTERNATIONAL MIGRATION OF WOMEN

(UNDESIP, 1995) states that, the term "migrant worker" bears the picture of a man. This stereotype turned the women migrants invisible and which in turn worked as a reason to downplay the participation of women in the international migration process. This also leads to unrated the economic contribution of women. At this juncture, the author tried to name the invisible, unrecognised migrant group i.e., women with a name female migrant.

While, (Brydon,1997) made an analysis of migration and livelihoods along gender lines will bring to bear the fact that there are differences, sometimes significant, in the ways in which women and men can benefit from new opportunities, or, indeed, suffer from economic constraints, which are further compounded by the consequences of migration.

(Despina,1988) argued that migration was a turning point in women's lives. The research findings showed that an increase in women employment ability in host country increased their independence and led towards a change in gender role within the family. The purpose of the paper was to reported role change between genders within families.

According to (Zlontik, 1990) although women constitute a majority of second wave immigration, the traditional view of ignoring the study of female migrants because they are irrelevant to the decision-making process of migration is not justified.

In the book (Gamburd, 2002) explores the social changes in Sri Lankan coastal villages after the mass migration of women to the Persian Gulf. it also discusses that transnational movement of the population will create reflections in the political, economic social and cultural practices of small communities in Sri Lanka. With the life experience history of returned female migrants and their families, the author affirms that migration has created many challenges to the local gender ideologies and it pushes women into power, agency and identity crisis. However, the circulation of ideas and knowledge was the benefiting side.

(Zuhur, 2003) discusses the empowerment of women in the Arab world. She explains women empowerment as a condition hold by women or it is the process of attainment of education and equal rights with men. Arab states reluctance to introduce new policies for women empowerment is because of their fear of religious establishment and patriarchal pattern.

(Al-Ali, 2004) has opined that as employment opportunities have opened up in such service sectors as domestic work, nursing, and teaching in

Europe, North America and parts of Asia, these have become female migrant niches for women from poorer regions in Africa, Latin America, Southeast, Central, and Eastern Europe and Asia.

A study by (Oishi, 2005) in gender and migration analyses the mechanisms involved in international migration and found that, the indirect impact of globalization on the female labor demand. The determinants of women migration of large scale from a specific origin country are not only decided by the state emigration policy but also the social norms and practices that are approved to women, at least partly, leaving home for work.

(Ramirez,2005) viewed that any female immigrants find themselves excluded from integration programs in the destination country, both as a result of their dependent status and in some cases their illegal migration status. At the same time, most destination countries still do not have migrant integration programs, and where they do exist, they tend to overlook the multiple burdens and vulnerabilities of migrant women or reinforce the subordinate role perceived as usual for women from developing countries

(Garcia, 2005) attempted to explore the gender dimensions of remittances in order to generate a better understanding of how gender differences affected Dominican men and women as heads of households and senders-recipients of remittances. Moreover, and perhaps more importantly, the study tried to make visible Dominican women's contribution to the economic development of both destination and origin countries.

(Kabeer, 2005) discusses MDG on Gender Equality. She equates empowerment as a change and ability to make choices. So, denial of choice is treated as disempowerment. This can be explored through agency, resources,

and achievements. The role of paid and non-paid work in empowering women has explained with the examples of Honduras and Bangladesh. The article admits that though access to paid work gives women a sense of self-reliance and purchasing power, the cost for doing the same outweighs the benefits.

Another article by (Demetrios G Papademetrious, 2006) identifies migration as a 21-century challenge for policymakers. Because " unwanted migration may transfer instability from 'source country' to 'destination countries' where it adversely affect the lives of ordinary people". Hence, the cost and benefit of global interdependence is more complex to assess and the government can manage 'people flow' with confidence, leadership, and vision.

(Asis Kumar Pain, 2006) Historical analysis of two major migratory waves happened in the international arena shows that generalization of the causes and result cannot be possible or are too complex. Because in the first wave of migration among Argentina, Australia, the US, China assessed by using unilateral cost and benefit whereas the second wave of migration from Latin America, Africa and Asia to the US and Europe was integral for the global integration, cooperation, and partnership. Hence, a larger framework is required to understand the interaction between migration and economic flows between countries.

(Morrison, Schiff, & Sjoblom, 2008) the article explores the important role of female migrants in the world migrant population. It gave trust to the existing lacuna between gender migration and economic development. It points out the drawback of UN data in calculating the increase and decrease in international female migrant population.

(Thimothy & Sasikumar, 2012) gives a detailed report on the feminisation of migration in the migration stream from South Asia to the Gulf.

(Qasmiyeh, 2014)" a great deal of information on women exists, but it frequently comes from questions asked for men about their wives, daughters, and sisters, rather than from the women themselves. Men's information is too often presented as a group's reality, rather than only part of a cultural whole. Too often women and their roles are glossed over, under analysed , or absent from all but the edge of the description".

1.2.3.1 KERALA WOMEN IN THE INTERNATIONAL LABOUR MARKET.

Since 1970, Kerala has experienced a huge flow of international migration. Between 1970- 1990 million Keralites left the state. But the data has not to give insight to the beginning of female migration and their number. Hence, it is assumed that women were part of the emigration process as a shadow of the male counterpart.

Zachariah (2001) found that the more social constraints on women are imposed by their culture or religion of origin society the lower is the possibility of female migration. This is also evident in the Indian state of Kerala, where the lowest proportions of migrant women were from the Muslim and Nairs (this is a Hindu caste in Kerala) population compared with the Syrian and Latin Christian community in the state.

(UNESCAP, 2003) found that many poor women, migration has strengthened their agency within structures that normally offer them few opportunities. And lesser paid, lesser regarded occupations like domestic work

or sex work have enabled them to carve out spaces for control and influence at home and in the community. In Kerala, India, in the 1990s, the so-called “gulf wives” left behind by male emigrants were found to experience loneliness and too high a work burden at home. But today, they and their daughters form a new generation of self-confident, independent female managers in Kerala

The survey also states some record on international migration, the relationship between education, employment, and student migration. Macroeconomic impact of workers remittances to Kerala have a major impact on Kerala's economy and it was 36.3 percent of Net State Domestic Product (NSDP). The impact on household consumption also shows an increase in the survey notes.

The unavailability of data of migration of women has given a negative picture to the potential migrants. This may discourage the further individual movement of women for employment. The available literature reveals that women's flow to a certain type of jobs such as domestic or care workers, nurses etc are motivated by the existing womenfolk in the respective job. this type of flow can be validated by network theory. But the movement of teachers to other jobs, the motivating factor might be marriage or family reunion. Migrant women are more clustered than men (Kodoth, 2015).

(Banu C.P, 2017) discusses the family organization of NRI families in Kerala by giving special focuses to lower class labour force. The article hails that the transnational families of the short duration male migrant s are a social issue. The families left behind are being forced to live without any special support. This left behind families is living under pressure to maintain their families in the absence of husband which in turn created a new social category

of moved women called ‘ Gulf Wives’. The migrants working in the unorganized sector are more prone to the changing labour laws which affect the economic condition of the family they belong to. the less prospect of getting better to join in the homeland force them to work under dismal conditions and low salary. So they stop their endless journey of shifting one job to another without earning for the future. Except for a small number of rich NRKs, this is the life of every migrant. The article also points out the dilemma and challenges in front of the female header household of Gulf migrants. The inability to reach out the clinical help for the mental illness of these female heads is another problem points out by Banu. But the article fails to highlight the prospects or empowerment of gulf wives.

Rajeenamma Joseph in her PhD thesis analysed the occupational pattern of female migrants from Kerala to different parts of the world. The study specifically analysed the occupational pattern of women migrants who hails from Kottayam district of Kerala. The emigrants from Kottayam district are independent labour migrants and the majority are working in the European countries.

1.3 RESEARCH GAP

The examination of the existing literature revealed that studies on international migration have already identified women migrants as economic agents and independent movers in the Indian context. However, major studies biased towards some female type of employment and its consequences on their family. The findings of these studies often highlighted the problems faced by the female migrants in the host country. In fact, the studies which stress the problems encountered by Kerala women migrants in the Gulf countries, have not made any attempt to examine the ability and role of these female migrants

in the growth of the development process of the state, development of the migrants themselves and their family.

Malayali¹⁴ women's visible emigration to Gulf countries (where high demand for care workers exist) started after the Gulf wars. But the share of women in total emigrants is low and stagnant for years. But these women emigrants comprise both tide movers and individual movers. The individual movement of women in search of better economic and career opportunities are very low whereas those who emigrate as tide movers, especially relocate with husbands actively engage in paid employment. After reviewing literature related to emigration in general, the researcher found that dearth of data is the major difficulty in conducting detailed studies. Gender-segregated data of Malayali women and studies on their socioeconomic status (both at home and destination), job pattern and remittance contribution are little or invisible in most cases. However, some studies depict plight of not only the women migrants but also their family left behind. But a single study has not been found which deals with the positive results of female migration and their remittance impact. This makes the research in this area often incomplete and biased.

Above all, these studies failed to find solutions to track the benefits of female migration and the remittances by the female emigrants. Studies leading to highlight the empowerment of female migrants, their remittance contribution and reasons behind permanent invisibility are rare in the international female migration studies in Kerala. So the present study entitled “*Female Migrant Workers in The Middle East: A Socio-Economic Analysis of the Kerala Women Workers in The United Arab Emirates*” is expected to fill this gap

¹⁴ Malayalam language speaking people.

and analyse different aspects of female emigration to Gulf countries with special reference to the UAE.

1.4 IMPORTANCE OF THE STUDY

In the 1990s witnessed a massive exodus of Malayalees from Kerala to the Gulf countries. but the movement was primarily a male phenomenon. However, the female migration considered as a shadow movement of male migration. This has been the story for the women migrants in past two decades. However, the share of female migrants in the international migration stock is very high¹⁵, both in volume and labour supply. So the present study judges the role of female migrants in the male migration stream where the place of origin is very much forwarded in the human capital of female.

1.5 STATEMENT OF THE PROBLEM

The empirical studies on international migration have produced mixed results. Studies on the labour movement have not given much attention to the female migrant workers, the cause and consequences, remittance pattern and the impact of migration on the women. Almost all the studies gave thrust to the migration of female-oriented employment. For women, migration is not only a sole economic or development activity, but also it is a psychological as well as family activity. Women are treated as a marginalized category in every society. There is no such ideal society which gives women complete respect and acceptability. It is true that women are always prone to exploitation because of physical and other psychological differences.

¹⁵ Details has given in chapter II

Even those researchers positively address the migratory movement of women has not tried to see female migration as a common general phenomenon. But economic approaches to female migration have found variables used in other studies are insufficient to assess the contribution of women in international migration. The problems which are common to the male migrants are similar to the female migrants. But their experiences are different. In this context, the following questions arose: Does the female migration from the major migration pockets has any special characteristics in general? Is there any relationship between their work status and other variables? Do they contribute to the home society in the form of remittances? Have these women migrant workers in the UAE experienced any change in their empowerment? Is there any relation between the migration and their perception towards empowerment? The present research is an attempt to answer these questions through an empirical research conducted among the currently working women migrants in the UAE.

1.6 OBJECTIVES

The study has three different objectives

1. To analyses the work status of female migrant workers
2. To understand the remittance sending pattern and its impact on their households
3. To assess the economic empowerment of these women after emigration

1.7 THEORETICAL FRAMEWORK¹⁶

The history of migration theories starts from the research paper of E.G Revenstien. Migration is one of the component of population change. In 1990s

¹⁶ APPENDIX-I is the list of major theories of migration.

it is emphasis that men and women differ in their response to migration factors and that sex discrimination in the labour market has an important impact.

The process of migration has been explained through different theories by theorists such as Ravenstein, Everett Lee, Todaro, Larry S Sajaastad, Stark etc. The theories of Ravenstein and Everett Lee is the corner stone of all most all migration studies. The present research is not an exception to this. However, there are hardly any theory specifically addressed gender segregated migration. So, with the help of the above theories, present study trying to build a comprehensive model which addresses the women migrants. It also present models which were built from the inspiration from the existing theories of migration such as Human Capital model, NELM model, Borja's theory, etc. These are discussed briefly at the respective context.

The high demand for unskilled and soft jobs in the newly emerged Arab countries was met by the developing Asian countries. Before identifying the solo movement of women for better economic opportunities, the studies on migration were unaware of the female contribution of the migration stream. The theories and models built on the international migration was mainly a male affair and which were unfit for dealing the labour market for female migrants and the hike in the number of independent female migrants. Theories of migration have not addressed the gender aspect of international migration. The existing theories lag behind in understanding the factor for and of international female migration. There is no such theory idealistically address the female migration and their work in the host society. The general perception about labour migration is that a person migrate or willing to migrate only if the migration makes him or her better off than before. It follows same Logic as

Robinson Crusoe follows¹⁷. Here, the proposed models tried to pull out women from the common channel of migration and incorporating them into the existing theories such as the Human Capital model, NELM model, etc.

1.8 DATABASE AND METHODOLOGY

Several methodological issues were identified during the study of female migrants (Zlontnik, 1990). The present study is mainly based on primary data. However secondary data also used to understand the official picture of female migration in the international and national level. Data regarding women workers from Kerala to the Middle East was collected from official publications of Government of Kerala, Government of Indian and reports published by different NGOs and other Study centers including the Center of Development Studies, Thiruvananthapuram. It is very difficult to study the remittance sending and empowerment aspect of female migrant in the whole Middle East in a short period of time. The Middle East countries share a common geographical area, their practice in politics, currency, culture, etc. differs across the region. To nullify the effect of these geo-sociological and foreign exchange difference, the study destination of the female emigrant workers is fixed as the United Arab Emirates. As per the 'Kerala Pravasi Survey 2013'¹⁸, around 90 percent of the emigrants from Kerala choose the UAE as their prime destination¹⁹. The UAE also receive the largest share of working women migrants from Kerala. The research is based on data collected from households having at least one individual women emigrants. The 'Kerala Pravasi Survey 2013' indicates that the total Kerala female migrant workers in

¹⁷ migrant trade his/her labour

¹⁸ Published by the Department of Economics and Statistics, Government of Kerala

¹⁹ The 'Kerala Pravasi Survey 2013' indicates that the total Kerala emigrant workers in the UAE are 22839

the UAE are 22839. So the number is taken as the population of the study and from the population, 385 female emigrants were fixed as the sample for the study. The sample is determined by using Cochran formula²⁰

$$n_0 = \frac{t^2 pq}{d^2}$$

Multistage stratified random sampling with population proportion is used to identify the ultimate sampling points, i.e., individual female emigrants and their households.

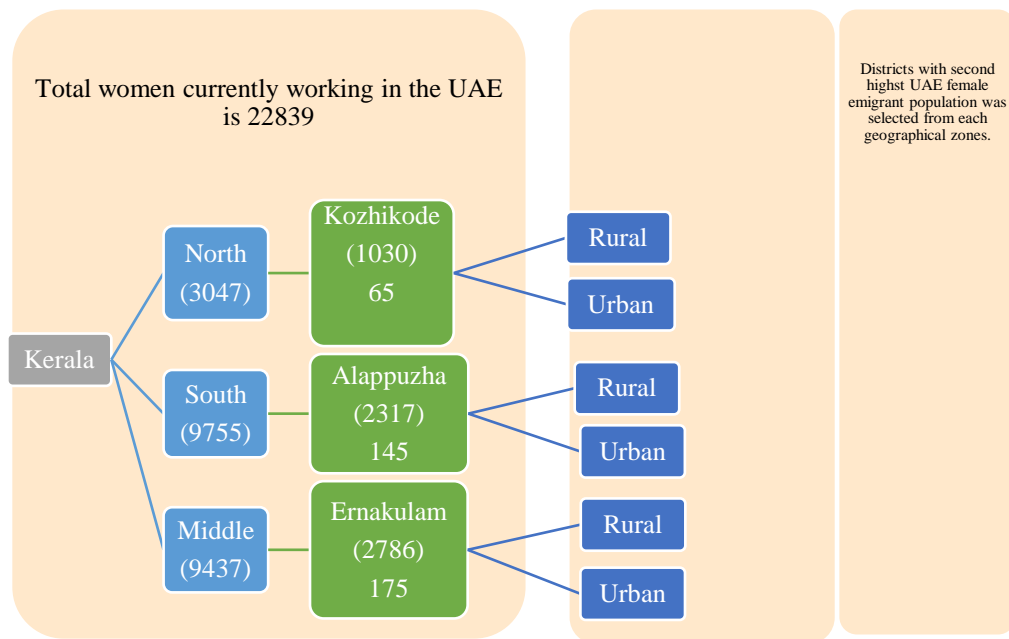
The state of Kerala was divided into three strata based on geographical division. Though the present day geographical classification doesn't specifically influence the socio-cultural attitudinal aspects of individual; from reviewing other literature and observation it is found that the conventional geographical categorization can use for stratification. After geographical stratification of the state of Kerala (like Sothern, Northern and Central Kerala) one district from each strata was selected after ranking the districts according to its female migrant contribution to the UAE. Separate ranking of each stratum gave a clearer picture of female emigrant pattern from Kerala. From the strata ranks, the districts which have second rank in each strata has selected as the final strata of the study which are Alappuzha (South strata), Ernakulam (Central strata), and Kozhikode (North Strata). These three districts together contribute 26.85 percent of the total Keralite women migrants in the UAE. Again, the sample population is distributed between the three strata by using Neyman's allocation formula²¹.

$$n_h = n \frac{N_h}{\sum N}$$

²⁰ (Cochran, 2007)

²¹ (Cochran, 2007)

Later, by using unpublished data source of the Kerala economic and statistical department, the highest number rural and urban centers having femingrant workers in the UAE were identified. The households having UAE female emigrants were listed. Then the final sample points found with the help of enumerators. The researcher used the survey research method. The attitude and response of the femigrants were collected by using two different set of structured questionnaire which helped to avoid interviewer bias and social desirability bias. Again, to avoid the proxy response error in the data collection the information for the study was collected both from the individual female emigrants and their head of household in Kerala. The data from the individual respondents as well as the households collected during 2015-2017 period. The prime reason for using a household survey is because of its flexibility in identifying the desired group of respondents.



The Figure 1.1 : Picturization summarises the methodology.

1.9 ANALYSIS OF DATA

The primary analysis of the survey data was processed using Microsoft Excel. The analysis of objectives done with an open source statistical package R Studio.

- The major statistical tool of the research are:
 - Descriptive Statistics
 - Simple Linear Regression
 - Binomial Logistic Regression
 - Multivariate Analysis of Variance (MANOVA)
 - t-test(Paired)
 - Ordered Logistic Regression

1.10 LIMITATIONS OF THE STUDY

- The major limitation of the study is the respondents' reluctance to participate in the process of data collection.
- Lack of accurate and uniform secondary data regarding female migration in the area of study is another impediment in the study.
- The time taken to receive individual data extend the duration for data collection.
- Duration of stay is a major determining factor of empowerment of women migrants. But there is no uniformity in measuring the duration of stay in the host countries.
- The absence of statistical evidence to prove some general observation was one of the biggest impediment.

- Next is the unavailability of remittance spending data by the head of the household made it difficult to study the exact expenditure pattern of female remittance

1.11 CHAPTERISATION

Chapter 1- This chapter presented details of international migration and the position of women in the international migration stream. Then the review of literature is pinned with introduction. Then the research gap, the importance of the study and research problem presented in way to clarify the objectives of the research. A detailed presentation of Data and Methods used for the study with the list of analysis techniques has done. The chapter distribution of the thesis follows limitations and endnotes.

Chapter II- The second chapter presented the feminisation of migration in the Middle East context. An attempt has been made to present the details of global level of female migration, Middle East migration, Women Empowerment, Economic freedom, etc. It mainly focuses on the relevance of feminisation of migration in the present day world.

Chapter III- The third chapter concentrates on the details of women migration to the United Arab Emirates. With this comprehend presentation of Kerala's connection with the UAE, it tried to affirm the importance of the UAE in the migration history of Kerala.

Chapter IV- The fourth Chapter has divided into two Sections; Section-A and Section- B. Section-A covered the socio-economic and demographic profile of the female migrants while the section B discusses the work status of women

migrants in the UAE and the factors affecting them. This chapter statistically explains the work status pattern of the respondents.

Chapter V- The Fifth Chapter discusses female migrant workers and the role of remittance in their household. This chapter tried to analyse the remittance behaviour of the female migrants and the remittance spending pattern of the household. It also express the connection of the proposed models with the existing theories of remittances.

Chapter VI- The Sixth chapter made detail discussion about the economic empowerment and economic freedom of the female migrants. It presents the analysis of Likert type response with Ordered logit Regression model.

Chapter VII- The Seventh chapter dedicated to findings suggestion and conclusion. A brief summary of findings was presented and concluded with future study recommendations.

ENDNOTES:-

- **International Migrant:** is a person who is living in a country other than his/her country of birth²²
- **International migration:** Movement of person who leaves their country of origin, or the country of habitual residence, to establish themselves either permanently or temporarily in another country. An international frontier is therefore crossed.²³

²²

http://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017_Highlights.pdf

²³ https://publications.iom.int/system/files/pdf/iml25_1.pdf

- **Migrant worker:** A person who is to be engaged, is engaged or has been engaged in a remunerated activity in a state of which he or she is not national²⁴.
- **Labour migration:** Movement of persons from the state of another, or within their own country of residence, for the purpose of employment²⁵.
- **Skilled migrant:** A migrant worker who, because of his or her skill or acquired professional experience, is usually granted preferential treatment regarding admission to a host country(and is, therefore, subject to fewer restrictions regarding the length of stay, change of employment and family reunification)²⁶.
- **Low skilled migrant worker:** there is no internationally agreed definition of a less skilled or low skilled or semi-skilled migrant worker. A less or low skilled worker is considered to be a person who has not received any training or has still acquired his or her competence on the job²⁷.
- **FEMIGRATION:** The studies have addressed the impact, prospects and problems related to international female migration, none have provided any indicative word to mark the female migrant folk. Being nameless or address less is the prime reason for invisibility. So, the researcher proposes a new word to indicate international female migrants.

²⁴ Art. (2), International Convention on the Protection of the Rights of All Migrant Workers and Members of their families, December 1990.

<https://www.ohchr.org/en/professionalinterest/pages/cmw.aspx>, accessed on 30 Jan. 19.

²⁵ https://publications.iom.int/system/files/pdf/iml25_1.pdf, p: 58

²⁶ https://publications.iom.int/system/files/pdf/iml25_1.pdf, P.59

²⁷ https://publications.iom.int/system/files/pdf/iml25_1.pdf, P: 91

Femigration (Female +Migration): It is a *portmanteau* developed by the researcher herself only for the purpose of the research and this word so far not used in any literature. The use of this word will help to avoid the repeated use of Women migration/ female migration.²⁸

...❧*❧...

²⁸ However, the researcher does not used the term frequently in the thesis.

Chapter 2

FEMINISATION OF INTERNATIONAL MIGRATION: INDIAN WOMEN IN THE MIDDLE EAST

Contents

- 2.1 Introduction
 - 2.2 Gender and Feminisation of migration
 - 2.3 Women migrants as Economic agents
 - 2.4 Female migration at the global level
 - 2.5 Migration, Empowerment and Economic Freedom.
 - 2.6 Female labour migration and the problem of Vulnerability
 - 2.7 Middle East and Female Migration
 - 2.7.1 Female Labour force participation
 - 2.8 Indian women in the Middle East
 - 2.9 Conclusion
-

2.1 INTRODUCTION

People decide to leave their home country for a variety of reasons. Positive expectation about the future is the general reason behind every migratory process. This developmental prospects about life shove both men and women to risk their lives for the future in unknown destinations. However, the contribution and efforts of men are identified at first hand and women are considered as unproductive. But in reality, the role of women in economic participation is inevitable for the faster growth of world GDP. Despite this, the contribution of women is uniformly undermined in every field. It is proven that the economic contribution of migrants is good and prosperous for the home and host country. But the contribution of women migrants is purposively untold, by labelling them as 'tide movers'. Still, women engage in migration almost equal to men. So feminists constantly try to place women at the centre and consider them as active agents. This will help to make the experience and contribution of women visible to others (Stancey & Thorne, 1985). But development, in general, have failed to challenge the existing gender norms (Frazer, 2013; Banu C.P, 2017) in the host and home countries. Women are treated as secondary agents in migration and their economic contribution is not noticed by the migration scholarships.

Female migration happens intensively not because of pull factors or higher demand for women labourers, but because of push factors at home. The situation at home equips women to surmount all the impediments in their way for a better future. The studies on migration are nowadays getting more and more feministic. The growing migratory movement of women than that of men and the growing feministic face of international migration resulted in the emergence of the term 'feminisation of migration'. The feminisation of

international migration is a global trend (Kumari & Shamim, 2007) whether it is for a job or for shelter. It accepts female migration as a continuing population characteristic and helps to understand the changing female migration pattern. It might be true that men and women migrate for the same reason. But their experiences at home and host country are different.

Nowadays, literature about female migration shows an increasing trend. Unlike male migration studies, female migration studies treat women as 'individuals who fall in the trap of migration' and keep a blind eye on the contributions made by women to their home and host countries. Along with this, the dearth of data regarding sex-segregated migration is another impediment in the studies on female migration. So, efforts of considering women at par with male migrants in all respects including economic contribution to labour market competitiveness should be encouraged.

2.2 GENDER AND FEMINISATION OF MIGRATION

Gender refers to the social meaning associated with being male or female (WMS 2004). But it does not identify the exploitation, behaviour, contribution and identities from a female perspective. The use of the word gender avoids the danger of treating women migration as a special case (WMR 2004). The present-day world demands special attention for women to identify themselves. So international migration of women is treated in a special way by feminist literature and migration scholarships. However, earlier migration studies were simply 'gender blind' or they purposefully ignored the female side of migration (King, Dalipaj, & Mai, 2006). They approached female migration in an "add women and stir" sense.

Now, the role of women has been highlighted by feminist researchers with more focus and accuracy. In fact, Gender exhibits whether being male or female, but generally it has been used as the synonym of the female. Though women's number is about equal as that of male international migrants¹, there is no similarity in experiences and treatments. In reality, apart from the differences experienced by the migrants, the wage disparity, government policies towards migration laws, labour market preferences etc discriminate women from men. But the researchers fail to address this different role and experience by males and females in the process of migration. As a result of the 'first wave' of female migration in the 1970s, studies of migration just analysed the behaviour of female migrants sans considering the constraints posed by the society and family (Tastsoglou & Maratou-Alipranti, 2003). So female migration is still a peculiar case in major migrant-sending countries and in some patriarchal societies.

Since the time, the gender role in international migration had got more theoretical emphasis. More and more attention was attracted to this topic and it broadly changed the migration research into micro-level qualitative research (Tastsoglou & Maratou-Alipranti, 2003). The deeply carved gender inequality in society prompted the need for detaching women from men and give more focus during studies. By challenging the existing socio-cultural taboos constantly, the advocates of the feminisation of migration hail the needs of greater female mobility between countries. They promote the necessity of considering women as the central research variable in every migration studies. A major criticism in the feminisation of migration is that female migration may destroy the stability of the family especially of the children left behind (Kumari & Shamim, 2007).

¹ World migration Reports

2.3 WOMEN MIGRANTS AS INVISIBLE ECONOMIC AGENTS

Women are economically active even from ancient times. But the economic activity of women is defined on the basis of the role played by women in their family². As mentioned earlier this roleplay marginalized women into certain types of jobs. The international labour market is not an exception to this trend. Women are chosen for work on the basis of some pre-determined constraints and social customs. Women are employed as cooks, housemaids, care workers etc. This reduced the space for women in the public and stagnate their labour force participation rate. Recently, the diminution of social constraints paved the way for smoothening the employment opportunities for female migrants. This gradually vanished the earlier treatment of women migrants as invisible or passive economic agents. Thus, the general thought of women as a 'tide movers' was trashed and women began to be treated as 'independent movers'. Women's growth in the participation of different types of employment also forced to consider women as a part of the economy.

As of 2000, 49.4 per cent of international migrant were women or girls, up from 46.6 per cent in 1960 (UN, 2003). it is estimated that 94 million migrant stock was economically active across the globe(UNDSEA 2008). But the increased flow of total female migrants slightly reduced to 49.2 per cent in 2010 and reached 48.4 per cent in the 2017³. However, the gradual increase of female mobility in the earlier years mooted the identification of women as potential migrants by researchers, policy makers etc. The small fall in the numbers does not reduce the importance of female migration. However, little

² concept has observed in different works like (Balu & Ferber, 1992)

³ World Migration Report 2017

care was given to the contribution of women on economic development at the origin and destination countries. World migration Report 2004 identified that “existing frameworks ignore women’s participation and contribution or assume that the causes and consequence of migration are similar for women and men”. **It might be because of the failure of existing literature in exhibiting the positive side of women migration.** Recent development understood the fact that feminisation of migration has a much larger scope and importance as it had for the general or masculine migration. But the earlier studies on female migration didn't identify itself as feminised studies.

Women have put down as unequally in the international as well as the domestic labour market. In different countries, these discrimination practices follow as a natural phenomenon. For instance, the Gulf countries practice division of labour based on sex, region, religion and ethnicity. These discriminations practised implicitly and forcefully by employers. Apart from this, the existing socio-economic condition, women's burden on family responsibility, cultural restriction on certain jobs, difficulties in finding work etc. discriminates women from the labour markets.

2.4 FEMALE MIGRATION AT GLOBAL LEVEL

The international level data about female migrant stock reveal that around 222 million women live as a migrant in 2017. The analysis of the pattern of female migration shows a stagnant picture or slight decrease for the last four decades (Table 2.1). The regional level data (Table 2.2) also shows the same picture in the female movement between countries. In 2017, when the female share in the African region (47.1 Percent) increased by 2 from 2015. While the Asian and Oceania region shows a decreasing trend, other regions maintained the status quo in the percentage share of migrant women in 2017.

The pattern of migration has diversified at a global level which includes marriage migration to employment migration. Migration for family reunification and marriage is common in women's case. Though the reason for migration may family reunification, they do employment at the destination. The decision to do work is more important than the reason to emigrate because the former made an economic contribution to society.

Table 2.1
Percentage of Women among International Migrants
by Major Area of Destination

Major area	1990	1995	2000	2005	2010	2015	2017
Africa	47.2	47.3	46.9	45.6	46.2	46.9	47.1
Asia	46.6	46.5	46.2	45.3	42.7	42.7	42.4
Europe	51.3	51.5	51.6	51.6	51.8	52.0	52.0
Latin America and the Caribbean	49.8	50.0	50.1	50.3	50.4	50.4	50.4
North America	51.1	50.8	50.5	50.3	51.1	51.5	51.5
Oceania	49.0	49.5	50.1	50.4	50.3	50.8	51.00
World	49.1	49.3	49.4	49.2	49.0	48.1	48.4

Source: www.un.org/en/development/desa/population/migration/data/estimates2/estimatesgraphs

The wave of the feminisation of migration encouraged some regions, communities, and social classes to send more female than the others (Potnuru, 2015). Except for the major female migrant-sending countries such as Srilanka, Malaysia, Philippines etc, most of the migrant-sending regions of developing countries are more reluctant to send their women away home. In most South Asian countries, the state adopts a paternalistic attitude in regulating the flow of female migrants, with Srilanka being the only country that proactively encourages female migration (Timothy & Sasikumar, 2012). In such

countries, gender norms of power at the family to society works as a determining factor for female migration. The major Labour migration corridors in the world also share women migrants, but less than that of male migration.

2.5 MIGRATION, EMPOWERMENT AND ECONOMIC FREEDOM

Women empowerment is a complex and controversial term in the modern world. According to Golla, Malhotra, Nanda, & Mehra ", a woman is economically empowered when she has both abilities to succeed and advance economically and the power to make an economic decision. To advance economically, women need the skills and resources to compete in the market as well as fair and equal access to economic institutions. While women need to have the ability to make and act on decisions and control resources and profit to have power and agency to benefit from economic activities"⁴. Women who are economically empowered contribute more to their families, societies and national economies. It has been shown that women invest extra income in their children, providing a route to sustainable development.

The studies show that the effect of migration can increase social mobility, economic independence and relative autonomy to the female migrants. The conventional power distribution in the family can nudge by the employability of women, this gives greater negotiation power to women migrants, and control over household resources. Studies among women work in skilled labour, domestic and care work, manufacturing and entertainment found that international migration has the potential to bring up women's overall empowerment. However, the women and men are misled by considering women empowerment as the increased gender roles in the society and family

⁴ https://www.icrw.org/wpcontent/uploads/2018/04/ICRW_Measuring_Womens_Economic_Empowerment_v4_WebReady.pdf.

and the paid job by the women. To the women who emigrate from strong patriarchal tradition to another is an impediment to their empowerment. The mainstream development literature tries to understand the empowerment of women through the lenses of conventional human development indicators that include literacy, life expectancy, fertility rate, sex ratio and work participation rate (Suma Scaria et. al). The paid work, migration, regular income etc are the agency of women's economic and social empowerment,

2.6 VIOLENCE, VULNERABILITY AND FEMALE MIGRATION

Women, regardless of their income, education and age subject to physical, sexual, psychological and sexual violence everywhere⁵. Labour migration may benefit women through economic as well as socio-cultural empowerment. Unfortunately, the migration experience is not always safe for women migrant workers. Due to their dual vulnerability as migrants and women, they are still disproportionately affected by a variety of risks arising from their mobility. During every stage of their migratory experience, women migrant workers may be more exposed to human rights violations compared to their male counterparts. They frequently have to deal with difficult living and working conditions, increased health risks, a lack of access to social services and various forms of abuse such as the confiscation of passports by their employers. Women migrant workers forced to integrate gender-segregated sectors that are largely informal and unregulated therefore offering them little protection. These women tend to have limited bargaining power and few opportunities for establishing networks to receive information and social support. Irregular women migrant workers are particularly vulnerable to harassment, intimidation or threats as well as economic and sexual exploitation

⁵ <https://unstats.un.org/unsd/gender/chapter6/chapter6.html>

including trafficking and racial discrimination. Often times, they face incarceration and deportation if they attempt to leave their employer without notice.

Women are deprecated as the marginalised human being, So violence and vulnerability go along with them even with their status change. In the ‘*Declaration on the elimination of all forms of violence against women*’ in 1993 UN defines violence against women as the manifestation of historically unequal power relations between men and women, which led by domination over and discrimination against women by men and to the prevention of full advancement of women. It also identifies women migrants as one among the women group which are vulnerable to violence. Others are minority groups, indigenous women, refugee women, women living in rural or remote communities, destitute women, women in an institution or in detention, female children, women with disabilities, elderly women and women in situations of armed conflict (UN General Assembly, 1993). Article 1 of the declaration specifically defines the term " violence against women” as an act of gender-based violence which result in physical, sexual, sexual or psychological harm or suffering, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life (UN General Assembly, 1993). The major Temporary migrant⁶ women are mainly doing female type work like a housemaid, care work, etc. This temporary nature and the conditions at home force women workers to bear all the abuses and violence from the employer, co-worker or others.

⁶ Those migrants who stay for a short period, usually two years to achieve high economic gain at a shorter period.

Majority of the studies on gulf migration of women read female migration as the migration of domestic workers and the migration of Nurses. This might be because the majority of the workers belongs to these two categories. Another reason might be the major sending countries like the Philippines, Sri Lankan, India and Indonesia send more domestic workers and Nurses. The nature of their job demands close contact with and give care to unknowns. This sometimes force them to face discriminating and violence in their destinations as well as home countries⁷. There is a number of studies regarding this type of detrimental effect of migration can see. The women migrants in the Gulf often face harassment in the form of underpayment or no payment of salary, verbal and physical abuse, overtime work, sexual exploitation etc (Irudaya Rajan, V.J, & J, *Dreaming Mobility and Buying Vulnerability: Overseas Recruitment Practices in India*, 2011).

2.7 MIDDLE EAST AND FEMALE MIGRATION

The Middle East is the geographical land portion surrounded by the Persian Gulf. The word 'Middle East' is coined by a US historian Alfred Thayer Mahan in 1902. It is a pancontinental geographic region comprising Western Asia⁸, Egypt and Turkey. At present this terrain consists the territories of Cyprus, Egypt, Iran, Kuwait, Jordan, Israel, Iraq, Lebanon, Saudi Arabia, Syria, Yemen, United Arab Emirates, Turkey, Oman, Qatar and Bahrain. Though the region is the base camp of multiple ethnic populations, Arabs make up the largest ethnic group. These Arab speaking populations are the decedents of different tribal groups follows Islam as their prime religion and they

⁷ studied by the author for a paper titled 'Women Emigrating to Violence and Harassment: Life experience Analysis of Kerala Women in the GCC Countries'.

⁸ Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates, Yemen, Armenia, Georgia, Iraq, Israel, Jordan, Lebanon, Palestine, Syria, Iran

scattered across the region. However, This region is the birthplace of much Semitic religion like Judaism and Christianity. There are a considerable number of population flows these religions. As per the World migration stock database published by UN exhibits that a total of million international migrants lives in the Middle East. Thus the Arab region represents the most diversified socio-economic demographic region in the modern world.

The economic gap between Arab countries is very large until the 1970s. In 1968 the Per capita GNP of Oman was \$250, Syria was \$290, Egypt was \$190 and Sudan was \$130. But in 2004 Sudan is among the poorest country in the world with a per capita GDP of \$1949 and the UAE 's GDP was more than \$24000 (in PPP terms) (Winckler, 2009). The tremendous growth in the National income and per capita income stimulated the demand for low skilled and semi-skilled men and women to their home to office. The absence of a native population in the low and semi-skilled labour marker also paved the way for migrants. Thus The Middle East has become a magnet for Asians, who seek a better life and work; after the Arab oil embargo and consequent rise in the price of crude oil (Fred Arnold and Sha).

In the mid-1990s, around 800, 000 women from the Asian region migrated to the Middle East annually (Mitra, 2015). There are numerous factors attract Asian women to the Persian Gulf. The deprivation in basic amenities at home country, violence, abuses and unemployment are the pushing factors of these women for migration. Another group migrated as dependence by aiming a family reunification. But pushing and pulling the variables of international female migration is not able to measure economically as its pure qualitative nature. The attempt to address the gap is less in number. Legally Entering Gulf countries are comparatively easier than migrating to

other countries (Mitra, 2015). The women migrant workers in the Middle East are primarily engaged in low-end work such as Domestic Work, babysitters, caregivers, beautician, cleaning etc (Potnuru, 2015). With respect to the socio-cultural situations, these workers are categorised as menial.

But the region has a clear gender difference in the labour market. Unlike men, women are doing more unproductive and less skilled workers to meet the higher demand. However, migration both inter-regional and international bestowed an important aperture for labour market shortages arose after the 1970s.

Table 2. 2
Percentage of Female among Migrants
in Major West Asian Countries

Country/ Region	2000	Rank	2017	Rank
Armenia	58.9	1	59.5	1
Azerbaijan	56.9	2	52.1	7
Bahrain	30.9	15	27.7	15
Cyprus	56.6	3	56.2	2
Georgia	56.2	4	56.2	2
Iraq	42.8	12	41.8	12
Israel	53.9	6	54.6	5
Jordan	49.0	8	49.6	9
Kuwait	32.5	14	32.0	13
Lebanon	49.0	8	51.9	8
Oman	21.7	18	16.0	18
Qatar	23.8	17	16.1	17
Saudi Arabia	33.2	13	31.5	14
State of Palestine	54.7	5	55.7	4
The Syrian Arab Republic	48.7	10	48.9	10
Turkey	51.9	7	53.0	6
United Arab Emirates	28.2	16	25.3	16
Yemen	44.5	11	47.5	11

Source: World Migration Report 2017

Table 2.2 shows, 0.9628483 is the rank correlation between percentage ranks of female share in 2000 to 2017. It statistically affirms the no change and

moribund status of the female migration even in the major host countries in the Middle East.

2.7.1 FEMALE LABOUR FORCE PARTICIPATION IN THE MIDDLE EST

Labour force participation of people in a country indicate the labour market strength and economic prowess. The Global economy, today, witnessing massive participation of educated and unskilled women in the labour force beyond continents. The UN 2030 Agenda for sustainable development Goals 8 and 5 aims to bring up women and being equal to men in work. Despite the efforts made by the global community, the labour force participation shows a declining trend in the global level. It is 48.47 per cent in 2018, 1.35 less from 2009. The labour force participation of women in 2018 is 48.5⁹ per cent with a 26.5 per cent gender gap. When it comes to Labour market participation, women are less likely to participate than men. Even in the workforce, they are less likely to find a job than men (ILO, 2017). The gender segmentation in the receiving country labour market is also influencing the female immigration flow (Pfeiffer, Richter, Fletcher, & Taylor, 2008).

Despite the popularity of the general notion that most migrant workers are men and women are dependent, female labour participation shows an increasing trend in many Middle Eastern Countries (Table 2.3). Except for Oman, all other countries shows a slight increase or stagnant position in the share of a female in their labour force. However, there is no official statistics available for the labour participation rate of female migrants and native women. Even female migration is increasingly dynamic, they still continue to

⁹ https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/publ/documents/publication/wcms_619577.pdf

do the 'old job' at a 'new place' (Thimothy & Sasikumar, 2012). Despite the statistics, in reality, female migration encumbered by different socio-cultural stigma and family ties.

Table 2.3
Female Percentage of Labour Force
in the Selected Middle East Countries

Country/ Region	1990	1995	2000	2005	2010	2015	2017	2018
Bahrain	17	19	21	21	21	22	21	21
Cyprus	38	39	41	42	45	46	46	47
Iraq	10	10	13	17	19	20	20	20
Israel	40	43	45	46	46	47	47	47
Jordan	12	14	14	14	18	18	18	18
Kuwait	24	25	26	26	28	28	28	28
Lebanon	22	23	24	21	24	24	24	25
Oman	14	12	17	18	17	14	13	13
Qatar	13	15	16	16	12	14	14	14
Saudi Arabia	11	12	12	12	11	12	12	13
Turkey	11	12	14	15	15	16	16	16
United Arab Emirates	31	30	28	26	29	32	32	32
Yemen	20	19	22	17	13	8	8	8
India	28	28	28	29	25	25	25	24
World	39	39	40	40	39	39	39	39

Source: <https://data.worldbank.org/indicator/SL.TLF.TOTL.FE.ZS>

2.8 INDIAN WOMEN MIGRANTS IN THE MIDDLE EAST

India is one of the fastest growing economies in the world after China. The availability of human capital is the strength of the Indian economy. Since ancient times, India has strong trade ties with the 'Middle East'. The celebrated 'Silk Route' and the Sea route via Cape of Good hope easily connected the Arabs with Indian peninsula. For several centuries the exchange of man, mercantile and ideas enriched both the regions, until the government formation by the British in India. While During the British era, labour migration was considered as a brain drain activity. But globalisation, Privatisation and Liberalisation policies resulted in the impressive growth of labour migration to European, East Asia, South East Asia and Arabian countries. Again, rippled socio-economic changes of globalisation influenced the Indian perspective towards migration. This lead to mammoth the share of Indians in the international migrant population. But the stream is the male dominant one. The international wave of the feminisation of migration has made no ripples in the women migration from India.

India is seen as a pool of both skilled and unskilled labour force. Thus India turned as a major supplier of labour in the International labour market. In 2017, India hailed as the largest migrant sending the country in the world with 17 million international migrants¹⁰(Table 2.4). As per the statistics Published by the Ministry of Overseas Indian Affairs (MOIA), the total number of overseas Indians is 30,995,729¹¹ (Table 2.5). The distribution of Indian diaspora in the major Middle Eastern countries shows that the GCC countries provide adobe to the largest number of Indians. Another peculiarity of India's migration relation with the Middle East is, about half of Indian workers in the Middle East hailed from one Indian state Kerala. But recently Tamilnadu came into the forefront.

¹⁰ http://www.un.org/en/development/desa/population/migration/publications/migrationreport/docs/MigrationReport2017_Highlights.pdf

¹¹ http://mea.gov.in/images/attach/NRIs-and-PIOs_1.pdf accessed on 28 Jan. 19, 9:02:00 pm.

Table 2.4
Ranking of Migrant Sending Countries in the World

Country according to rank in migrant-sending	Number of migrants in the international labour market (millions)
India	17
Mexico	13
Russian Federation	11
China	10
Bangladesh	7
Syrian and Arab Republic	7
Pakistan	6
Ukraine	6

Source: Extracted from UN migration report 2017

Table 2.5
Population of Overseas Indians in Major Middle Eastern Countries.

Country/ Region	NRI	PIO	Total
Armenia	1477	23	1500
Azerbaijan	953	24	977
Bahrain	3,12,918	3,257	3,16,175
Cyprus	5,730	128	5,858
Egypt	3,500	265	3,765
Georgia	3,192	8	3200
Iraq	10,000	0	10,000
Israel	12,467	85,000	97,467
Jordan	20,050	157	20,207
Kuwait	9,28,421	1,482	9,29,903
Lebanon	8,500	37	8,537
Oman	6,88,226	919	6,89,145
Qatar	6,91,539	500	6,92,039
Saudi Arabia	28,12,408	2,160	28,14,568
State of Palestine	20	0	20
The Syrian Arab Republic	107	0	107
Turkey	1,609	99	1,708
United Arab Emirates	31,00,000	4,586	31,04,586
Yemen	500	9000	9500
Total	8601617	107645	8709262

Source: Author's compilation from http://mea.gov.in/images/attach/NRIs-and-PIOs_1.pdf

Though the more than three fourth of emigrant labourers from India are men, the large flow of Indian women to the gulf is a reality. Though Indian Laws restrict female migration in the name of ‘Protection’, it only results in illegal migration¹². This kind of restrictive regulations exists in many other receiving and sending countries, but implicitly. The agrarian nature of Indian society forces women to stay back home to meet the care delivery of the family. Along with this type of social bondage, the absence of state intervention and statutory coverage act as a discouraging factor of Indian female emigrants (Rajan & Joseph, 2017). Hence, the number of Indian women are not large compared to other Asian countries. The past negative experience encountered by the Indian women migrants in destinations was the major reason for high safety and security concerns at present. In India, the security and safety concerns, unfortunately, falls only on the low-end workers (Irudaya Rajan, V.J, & J, *Dreaming Mobility and Buying Vulnerability: Overseas Recruitment Practices in India*, 2011). Amidst of all kind of restrictions Indian women seek a better future outside the country. Identical to male migrants from the country, women too chooses gulf countries are their prime destination. Tantamount to other Asian countries, House maids and domestic work is the predominant occupations of Indian women in the Middle East. The absence of accurate data retreat the researchers from identifying a clear pattern or trend. Among the Middle East countries, a few GCC countries dominate in receiving Indian women as domestic workers, Nurses, babysitters, helpers and many more little-paid jobs. The Government of India made mandatory Emigration clearance to women migrating to these countries to restrict the illegal migration and to protect these women from exploitation.

¹² Personal conversation with some domestic workers affirms the argument (Survey conducted in Alappuzha District)

2.9 CONCLUSION

The over-dependence of the Middle East countries for employment, especially the GCC states, is a reality. The reasons are: low labour force participation of nationals including women, national's reluctance to work in the private sector, nationals non-labour income and the practice of sponsoring system for recruiting non-nationals (Bladwin-Edwards, 2005). Along with this, It is said that the submissive and loyal nature of Asian migrants attracted the Arab to employ them more in the low skilled manual labour in their infrastructure development. To sum up, the international female migration to the Middle East widely depend on numerous socio-economic variable existing in the home and host area. The process of crossing the border itself describe the heterogeneity in the life cycle of these women¹³.

...❧*❧...

¹³ Zlotnik, H. (1990). International Migration Policies and the Status of Female Migrants. *The International Migration Review*, 24(2), 372-381. doi:10.2307/2546556

Chapter 3

WOMEN MIGRANT WORKERS IN THE UAE: REPRESENTATION OF KERALA WOMEN

“Equality, Social Justice, ensuring safety and security and equality of opportunity for all citizens shall be the pillars of society”- Article 14, UAE Constitution

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- 3.1 Introduction**
 - 3.2 Kerala and Migration Nexus**
 - 3.3 Kerala- UAE migration Corridor**
 - 3.4 Remittance Economy of Kerala**
 - 3.5 Malayalee Women in the UAE**
 - 3.6 Conclusion**
-

3.1 INTRODUCTION

The United Arab Emirates is a federation came into existence on 2 December 1971 with seven emirates namely Abu-Dhabi, Dubai, Sharjah, Ras al- Khaimah, Ajman, Umm al-Qaiwan and Fujairah. It is one of the fastest growing economies in the Middle East and **the second biggest economy in the Arab world** (United Arab Emirates Year Book 2013, 2013). This was because of the abundant oil reserves¹ in the region. In an area of 83600 square kilometres, the UAE population is 9.12 million in 2016 with 28 per cent female population. The United Arab Emirate is one of the largest receivers of migrants in the world with 9 the position in the world ranking. Even though accurate data is not available for the country segregated number of non-nationals in the federation, the share of the expatriate population is 88.5 per cent (Table 3.1). The UAE prepare its labour and economic policies on the basis of demographic imbalance theory. Because, the over-representation of non-nationals and marginalisation of UAE nationals in the economy and society. However, the prevalence of societal discrimination against non-citizens occurs in daily life; covering employment, education, health, housing and social interaction². The studies conducted by the Federal National Council found that more than 50 per cent of the immigrants is from the Indian subcontinent. And the countries India Pakistan and Bangladesh expatriates constitute 35 per cent of the total population (Zacharia, Prakash, & Irudaya Rajan, 2001). The seven emirates exhibit different attitudes towards migration due to the economic path chosen by them (De Bel-Air, 2018). Of the seven emirates, Abu Dhabi accounts around 32 per cent of the total population of the UAE, out of which 81 per cent

¹ The UAE possess 10 per cent of the world's oil reserves.

² <https://www.state.gov/documents/organization/277513.pdf>, P: 28, accessed on 30 Jan. 19, 6:59 pm

are non-nationals. Dubai with 29.6 per cent of the population stood second, while its non-nationals are 91 per cent (Table 3.1). By holding 5.53 per cent of nationals, the share of non-nationals is not available for Ajman³.

Table 3.1
Number of Nationals and Non-Nationals in the UAE
(as of December 2017)

UAE EMIRATES	Year	NATIONALS			NON NATIONALS			Percentage of non-national female
		Male	Female	Total	Male	Female	Total	
Abu Dhabi	2016	282632	268903	551535	1574986	781652	2356638	75
Dubai	2016	NA	NA	233430	NA	NA	2465170	NA
Al Sharjah	2015	86325	89098	175423	834542	395875	1230417	83
Ras Al Khaima	2012	49860	49860	99522	215140	107338	322478	58
Ajman	2017	NA	NA	NA	NA	NA	NA	NA
Al Fujairah	2016	43991	43823	87814	104821	137546	137546	55
Umm Al Quwain	NA	NA	NA	NA	NA	NA	NA	NA
UAE	2016	-	-	-	-	-	-	-

Source: http://gulfmigration.eu/media/pubs/exno/GLMM_EN_2018_01.pdf, Page 11 and Author's calculation

Despite being a patriarchal country the UAE accept the role of women in different reports⁴. Recently, the UAE has adopted a pro-female approach in its policymaking. The female population of the UAE is only 30.94⁵ (2822873) per cent of the total population. Among them 21.71 (614100) percentage are

³ Calculated from table 3.11

⁴ 'Women in the United Arab Emirates: A Portrait of Progress' available at https://www.uae-embassy.org/sites/default/files/Women_in_the_UAE_Eng.pdf

⁵ Calculated from GLMM data, Percentage= total female population / total population*100

non- national women . this depict the clear case of a biased population. But if the number of undocumented or illegal migrant women added, the number will rose even more. The percentage of Labour force participation of women in the age group above 25 years in the UAE in 2017 is 56.7, 10.4 up from 2008 data (46.3)⁶.

Amidst all the problems faced by the migrant workers in the UAE, economic migration to the UAE remains as a redundant fact. The federation is still attracting millions of workers to build their future in the desert. Countries like the Philippines and Srilanka are trying to harness the unstoppable opportunities for low-end works for women in the UAE. The low sex ratio in the UAE, and the Governmental assistance to the population keep the UAE women citizens out of doing low-end jobs. This creates ample opportunities for the female migrant workers who are willing or searching low paid work. Thus the UAE, at least, stood as a land of opportunities for female workers across the world (Table 3.2).

⁶ <http://www.ilo.org/ilostat/faces/oracle/webcenter/portalapp/pagehierarchy/Page27>.

Table 3.2
Percentage of Women Employed
in the Private Sector in the UAE

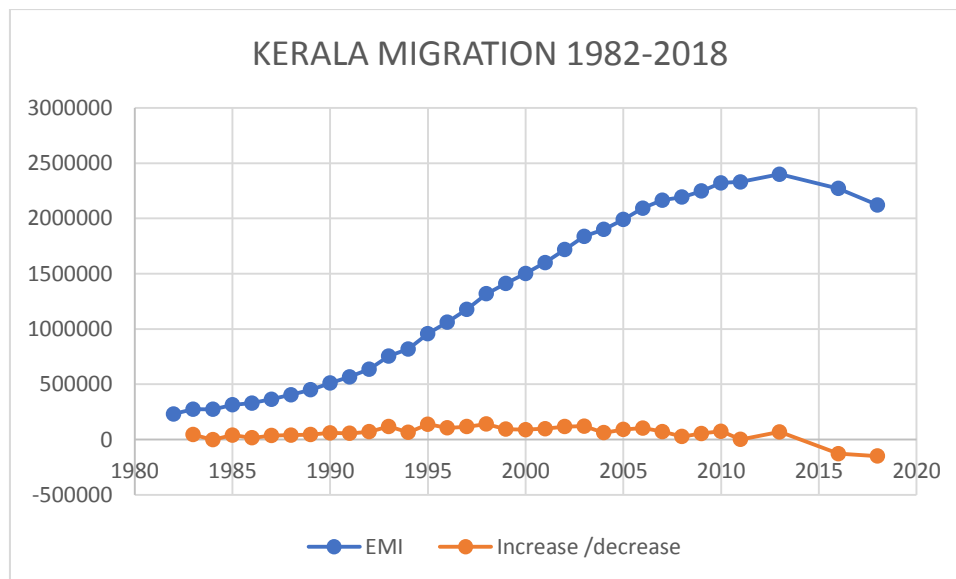
Occupational group	2005	2006	2007
Managers	4090	4,714	6167
Specialists	12707	14,923	20458
Technicians	26506	16577	20574
Clerical workers	19580	36638	49348
Service workers	20795	24984	31298
Sales workers	22575	28480	37258
Agriculture, Animal husbandry and Fishing	16	20	17
Industrial, Chemical and Food Industries.	7083	6283	5941
Engineering Support	517	621	770
Regular workers	701	811	1007
Partner/investor	87	2	1
Not Stated	50	33	22
Total	114717	134086	172861

Source: Statistical Yearbook, Ministry of Labour, UAE, 2008

3.2 KERALA AND MIGRATION NEXUS

The state of Kerala in the Indian subcontinent has a strong connection with the rest of the world which evolved by sending human capital. Kerala's migration system can observe from three different perspective- net in-migration state, net out-migration to other Indian states and later to outside India. Recently, Kerala is witnessing massive in-migration from the Indian States like Odisha, Wes Bengal, Tamil Nadu etc. Unlike other Indian states, Kerala has a long history of International ties. Kerala had strong trade relations with Babylonia, Egypt and Israel. The state also kept trade relations with Greek and Europe. During the Second World War, around 1,38,000 Malayalees were

recruited to War related job. Later Keralites started to move independently to countries such as Singapore, Ceylon and Malaysia. In 1911, approximately 5000 Keralites were working in Ceylon only. While all these migration history is written as a male-dominated stream. However, emigration to Burma in 1931 included 875 women (and 11343 men) should be pointed out as a special case. In Independent India, Kerala emerged as a leading migrant-sending country to the rest of the world; predominantly to the Gulf Countries. Keralites emigration dream started to grow with the Oil boom in the 1970s. This new migration corridor overtook Keralites migration to other Indian states and other countries of the world. This massive emigration to Gulf influences the whole life of Kerala including their attitude to certain decisions, for instance, education (Joseph, Keralites on the Move, 2006). The accelerated pace of Keralites migration to the Middle East in the 1981-1991 period resulted in achieving High human Development scores. Thus emigration the Middle East turned as a chief economic activity of Keralites. Other than the Gulf countries Keralites search for their bright future in other countries such as the USA, Canada, Singapore, Australia etc, in spite of emigration to these countries shows a minuscule trend. According to Kerala Migration Survey 2011, the number of Kerala emigrants living abroad in 2011 is estimated to be 2.28 million, up from 2.9 million in 2008, 1.84 million in 2003 and 1.36 million in 1998. After 2013, the number of Kerala migrants is decreased to 2.27 million in 2016 and 2.12 million in 2018 (Figure: 3.1). The continues decreasing trend is a new phenomenon. It is the after effect of indigenisation policies applied by the major Arab destinations of Keralites such as Saudi Arabia, Kuwait, the UAE and others.



Source: Author's compilation from different Migration Surveys of CDS, Trivandrum

Figure 3.1 : The Trend of Kerala Migration

The history of women emigration to the Middle East is as old as the Kerala migration history, though separate analysis haven't been done with this respect. But in the present day society changed the perspective of Keralites regarding women migration and the constant struggle of feminists migration writers⁷ successfully managed to get a slot in the general migration research. Out of the total female population 11 per cent, lives outside the country in 2018 and the number of women migrant including dependents is 1.2 lakh. Due to the absence of accurate statistical data, the actual number may be higher. Even the gender-segregated data of major destination of Keralites accentuate the Gulf as their prominent destination (Table 3.3). As the table depicts, the share of men and women migration to the Gulf countries are more than 90 per cent and more than 70 per cent respectively. Outside the Middle East region, the USA is the major destination of the Keralite women. The female emigration to the USA

⁷ Kerala Migration survey

for work is 13292 which is 9 per cent up from 1998. Occupational segregated data of women by country of destination shows women Nurses from Kerala Prefer America and European countries as their final destination. They prefer to work in the Gulf as a step before their final migration (Kodoth, 2015). In 2013, Nurses are the single highest emigrant group with 60 per cent in the total female migrants from Kerala (Table 3.5). while the emigration to other profession is very less. So, one can infer that female migration is a biased phenomenon. During 1999 to 2004 the proportion of female migration was quite high.

Table 3.3

Sex-Segregated Percentage Data of Emigrants by Destination

Destination	Emigrants by countries of destination		
	Male	Female	Total
Gulf	92.0	74.2	89.2
Australia	0.6	2.5	0.9
Canada	0.6	1.4	0.7
Singapore	0.5	1.2	0.6
United Kingdom	1.2	5.1	1.8
The USA	1.5	5.6	2.2
Others	3.5	10.0	4.6
Total	100.00	100.0	100.0

Source: <http://cds.edu/wp-content/uploads/2019/01/WP483.pdf>, P:32, accessed on 29/01/19, 7:54 pm

In Kerala, religion is an important player of migration. The Muslim community send the largest number of male and majority of women have belonged to the Christian community. Even in Europe and Gulf states, Kerala Christian women are the largest female migrant group from Kerala. In 2018, the number of Christian women migrant is 58559 which is 2 per cent less from

2000. The biggest contradiction in the migration picture of Kerala related to religion is, the Muslim community sends its more men outside the home and send less number of women (Table 3.4). Thus, one can infer that, religion act as female migration deterring factor in Kerala.

Table 3.4
The Proportion of Female Migrants by Religion

Year	Hindu	Christian	Muslim	Total
2003	17.2	32.1	8.0	16.8
2007	16.0	28.4	8.0	14.4

Source: Zacharia and Rajan 2007 Migration and employment short term trends and long term implications, CDS WP 395

Marriage is another social bond of Keralites. Though the state believed to be the battleground of renitences and women's freedom, the state is less likely to promote the solo migration of women. After marriage, even for the career oriented educated women emigrates for family reunification rather than employment. Despite having a strong female educational background, high female work participation rate, Kerala's position in female migration is not satisfactory (Table 3.5).

Table 3.5
FEMALE EMIGRANTS BY MARITAL STATUS

Marital Status	2018	2013
Never married	33.0	32.3
Married	65.5	55.3
Widow	0.8	11.4
Divorcee	0.3	0.4
Separated	0.3	0.6
	100	100

Source : Kerala Migration survey, 2018

3.3 KERALA- UAE MIGRATION CORRIDORS

Kerala has a long history of sending human capital to the UAE .The country provides ample opportunities for the workforce of any country. Because, the federation needs unskilled labourers to complete its infrastructural projects, domestic work, etc. So It assimilates and accepts migrants thus hailed itself as a multi-cultural and multifaceted country (Zacharia, Prakash, & Irudaya Rajan, 2001). The Indian state of Kerala had a tradition of sending human capital to different parts of the world. The West Asian counties appeared to be the prime destination of Keralites in the 1970s. Relative to international migration from other states Kerala has witnessed a massive movement of people to the Persian Gulf. Officially, about 35 % of Keralites are presently living abroad and among them 8 per cent are women. When Better wage, better living conditions, better job titles attracted many Keralites to the western European countries, Gulf countries attract them with hassle-free visa and easy money by doing unskilled works. The availability of cheap labour attracted many Malayalee into the gulf.

Earlier male migrated mainly to meet the demand to do unskilled workers in construction and other manual jobs. But after around four decades, the majority searching for skilled type of jobs and white collar work. The labour force from Kerala is exhibiting a major change in their composition and display. This change in composition can be seen even in the migration of women also (Table 3.6).

Table 3.6
The Occupation wise Categorisation of Kerala Migrant Women by
Gender in the Gulf- 2013

Occupational category	Female	Male	Total
Doctor	1.63	0.21	0.28
Nurse	56.77	2.00	4.69
Engineer	4.05	2.83	2.89
Bank	1.46	0.59	0.64
IT	2.45	1.85	1.88
Teachers	6.15	0.38	0.66
Manager	1.05	1.36	1.35
Driver	0.00	13.48	12.82
Business	1.69	5.88	5.67
Sales Man/women	1.50	12.30	11.77
Others	23.24	59.13	57.36
Total	100	100	100

Source: Kerala Pravasi census 2013, vol 1

3.4 REMITTANCE ECONOMY OF KERALA

Remittance migration nexus has been a hot matter of discussion among researchers for a long time. According to the UN (1993b, para. 8.95) "Remittance is one type of current transfer between households. They consist of all current transfers in cash or kind from non-resident⁸ to resident households. The remittance flow to the home country is the largest positive effect of migration (Taylor, 1999). In the fourth series of RBI's inward

⁸ Economic entities that have closer associations with other economies are described as "non-residence"

remittance survey in 20016-17 found that 82 per cent of the total remittance received by India originated from eight countries, viz, the UAE, the US, Saudi Arabia, Qatar, Kuwait, Oman, the United Kingdom and Malaysia (Table 3.7). The Indian states Kerala (19.0), Maharashtra (16.7), Karnataka(15.0) and Tamil Nadu (8.0)together received 58.7 per cent of total remittances. Remittance to India was mostly routed through private sector banks (74.2 per cent), followed by public sector banks (17.3 per cent) and foreign banks (85 per cent).

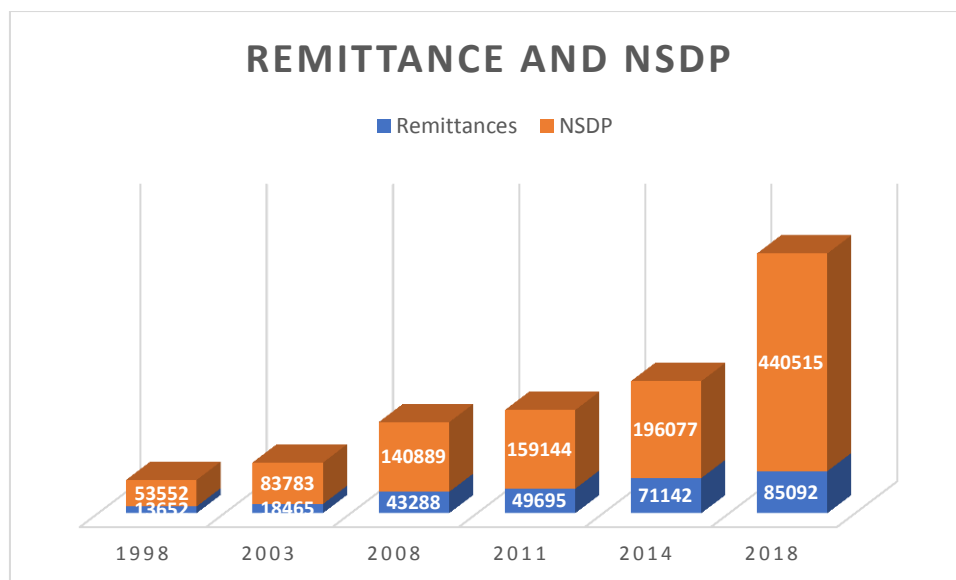
Table 3.7

Country – wise share in inward Remittance	
Source Country	Share in total remittances
United Arab Emirates	26.9
United States	22.9
Saudi Arabia	11.6
Qatar	6.5
Kuwait	5.5
Oman	3.0
United Kingdom	3.0
Malaysia	2.
Canada	1.0
Hong Kong	0.9
Australia	0.7
Germany	0.6
Italy	0.05
Philippines	0.03
Others	14.8
Total	100

Source: Author's calculation from RBI data⁹

⁹ https://rbid.ocs.rbi.org.i/rdocs/Pres_sRelease/PDFs/PR36122F_D7CA9D24A_4E268960C275DC8845B4.PDF

Economic contribution of the Kerala Diaspora population has been a very decisive factor in the past decades. Because it is considered as the major reason for the rapidly changing consumption pattern of Kerala. In the 1990s the major consumption demand was for food items. But later, after the remittance flow, demand for both the food and non-food items, including consumer durables multiplied tremendously. And finally Kerala itself identified as a 'consumer economy runs with remittance income'. The increase in income not only boost consumption but also improves savings. The growth in savings reflected through the high growth rate of bank deposits. The chart 3.2 shows an increase in trend in the remittance share in Kerala's Net State Domestic Product (NSDP).



Source: Kerala Migration Survey, 2018

Figure- 3.2 : Remittance and NSDP

3.5 KERALITE WOMEN WORKERS IN THE UAE

In Patriarchal societies, the family is considered as women's place. So that they prefer women to stay at home instead of work outside the home. It is because the belief that home can provides protection or security to women. As the home atmosphere is deeply connected with women, migration or change in the place of stability also affect them. Kerala women emigration to the UAE independently with a sense of safety assured by its patriarchal nature. However, the consciousness of protection was broken for women who work at the lower end¹⁰. The reasons behind the migration of women from Kerala may be diversified and depends upon related variables. The commonalities with male migration are less in the case of female migrants from Kerala. As stated earlier, the impetus is the deeply rooted prejudged social perspective towards women workers.

Even supposing Kerala's position as the leading migrant sending region in India¹¹, Female international migration is not a common and general phenomenon. While migration from Kerala is a male dominating affaire and women contribute less number of workers into the stream. The statistics show that Kerala sends around 14¹² per cent of female, and around 9¹³ per cent of the female are working in different destinations. And the major destination for both male and female is the Gulf. Though women are small in number, they do a variety of highly skilled to low-end work at their respective destinations. Like male migrants, the UAE is the largest resting place of the female population from Kerala. As per Kerala Pravasi census 2013, 22839 women migrants are working in the UAE, followed by Bahrain, Oman (4318), and Qatar (4196).

¹⁰ During the survey some respondents having highly paid job pointed out the sense of protected feeling and the low-end worker's difficulties.

¹¹ Tamil Nadu take over the status in 2017.

¹² CDS Surveys

¹³ Kerala Pravasi Survey 2013

There is also community difference in the sending pattern of female migrants from Kerala. If we do a trend analysis of female migration from Kerala, one can understand that it is stagnant for decades. The (Table 3.8) shows the district wise data of Malayali women in the different GCC countries.

Table 3.8
District wise Percentage of Women Migrants in the Major Middle East Countries

District	Country						
	Saudi Arabia	U.A.E	Kuwait	Oman	Qatar	Bahrain	Total
Kasaragod	1	2%	1%	1%	1%	2%	1%
Kannur	4	6%	3%	5%	5%	5%	5%
Wayanad	2%	1%	2%	2%	1%	1%	1%
Kozhikode	4%	5%	4%	4%	8%	6%	4%
Malappuram	4%	2%	1%	2%	2%	2%	2%
Palakkad	2%	3%	1%	3%	3%	2%	2%
Thrissur	4%	10%	5%	8%	9%	7%	7%
Ernakulam	15%	12%	16%	12%	14%	16%	14%
Idukki	5%	2%	4%	2%	3%	2%	3%
Kottayam	23%	15%	21%	14%	16%	14%	18%
Alappuzha	9%	10%	10%	12%	10%	11%	10%
Pathanamthitta	15%	16%	19%	17%	17%	20%	16%
Kollam	9%	8%	8%	12%	7%	8%	8%
Thiruvananthapuram	4%	9%	6%	6%	5%	6%	6%
Total	100%	100%	100%	100%	100%	100%	100%

Source: author's calculation with unpublished data from the economic and statistical department, Thiruvananthapuram

During the last five decade, the flow of women outside the country is stagnant. Even though women are not encouraged to emigrate for doing paid work, a considerable number have already emigrated as Nurses, domestic workers, entertainers, teachers etc. Independent migration of women is very

few whereas women migrate as dependent or 'tide' movers (Zakaria and Rajan 2009). Women crossed the seas for paid work constitute seven per cent (Pravasi census 2013) whereas a total number of women emigrated constitute 14 per cent (CDS). The unavailability of data of this group again undermine the benefits and discourage the future movements. However, some studies on Nurses and domestic workers depicted problems and prospects of female migrants. Still, there are a number of female emigrates as tide movers to independent emigrants, students to high skilled professionals. But they are underrepresented in reports and surveys. "This seems ironic in the case Kerala which records high levels of female migration to Gulf countries" observes Sasikumar (Thimothy & Sasikumar, 2012). Adding to this, women workers migration is not as faster pace as male migration. The proportion of females among the emigrants is only about 14 per cent in 2011 and is very much the same as they were in 2008.

Socio-cultural situations in the home country determine the solo and dependent emigration of women. Unlike, Sri Lanka and Philippines, emigration of women from India, especially Kerala is not common yet (Zakaria and Rajan 2009). At the same time, the academic literature on international migration in India is largely focused on male migration. This complements the near 'invisibility' of data with respect to female migrants. This seems ironic in the case of Kerala which records high-level female labour migration to Gulf Countries (Thimothy & Sasikumar, 2012).

The Pro-male studies of migration, usually avoid women as predominant emigrants. The studies only focused on the negative effect of the migration of women and projected unskilled migration as a threat to their life and safety. This discouraged the emigration aspirations of Malayalee women and their families to a larger extent. Among the female labour migrants, Nurses

leads which is the result of the positive projection of Nurses migration. In Kerala, labour migration, in general, had positively influenced the women's role (Leela Gulati) in society.

As per the census, 2011 Kerala is the highest female literate state among the Indian states. Kerala also leads in the HDI ranking since 1981. Human development report of UNDP also reinstates this point. Compared to other states Keralites women lead in enjoying the basic amenities including health. However, women from Kerala have been facing barriers and restriction in many areas including freedom of movement and equal pay for equal work. The table 3.9 shows a comparative picture of households with women migrants in the Gulf and the UAE.

Table 3.9
Total number of Households having Femigrant
Households in the Gulf and the UAE

Districts	Gulf	HH having UAE migrants
Kasargod	844	483
Kannur	2802	1225
Wayanad	888	212
Kozhikode	2625	972
Malappuram	1442	480
Palakkad	1378	662
Trissur	4253	2096
Ernakulam	8224	2597
Idukki	1770	372
Kottayam	10428	2985
Alappuzha	5855	2111
Pattanamthitta	9466	3252
Kollam	5025	1731
Thiruvananthapuram	3716	1839
Total	58716	21017

Source: Unpublished data of Economic and Statistical Department

3.6 Conclusion

Unavailability of official statistics regarding the female migrants is yet another obstacle in the study of emigration of women. Again, the lack of support from society is another factor deterring the solo migration of women from Kerala. However, the number of women dared to move out from the state for career opportunities and education is increasing at a slow pace during the last decades. So, female migration to the UAE will remain high for coming years.

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Chapter 4

SOCIO ECONOMIC PROFILE AND WORK STATUS OF WOMEN MIGRANTS

“ When labour migration is properly managed, it is a conduit for skills and wages to flow where they are most needed. It can, and must , be a trople win, benefiting migrants and their families, their home country and their destination.”¹

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4.4 Introduction

4.5 Theoretical background

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Respondents

4.9 Conclusion

¹ Guy Ryder Quotes. (n.d.). BrainyQuote.com. Retrieved February 4, 2019, from BrainyQuote.com Web site: https://www.brainyquote.com/quotes/guy_ryder_891601

4.1 INTRODUCTION

This chapter is divided into two section. Section A picturises the socio-economic profile of the women migrants whereas the section B lists the analysis of the work status of female Keralites women in the UAE. Section A, helps to understand which category if women migrant workers are likely to do skill work and do they remit money to their home. The educational and economic background and its relation with other variables can be understood through the profiling. This proves the significance of the study.

SECTION- A

4.2 ANALYSIS OF PERSONAL VARIABLES

In this section, the analysis of the primary data on the basis of different personal characteristics of the sample respondent like age, religion, marital status, educational qualification , employment status before migration , employment status after migration, work visa status, income of the respondents, remittance etc is done. This analysis is conducted under three heads

- 4.2.1 Demographic profile- age, gender of head of the household,
- 4.2.2 Social profile- religion, education, employment status, type of employment
- 4.2.3 Economic profile- monthly income, remittance, saving

4.2.1 DEMOGRAPHIC PROFILE OF THE FEMALE MIGRANTS

Demographic characteristics influences the respondents' migration decision to remittance spending.

4.2.1.1 Age

Age is an important demographic factor , which has the power to influence the other demographic , economic and social variables. Though the age is collected as continues variable , for simplicity, it is presented with an open end class frequency distribution table.

Table 4.1
Age wise Distribution of Respondents

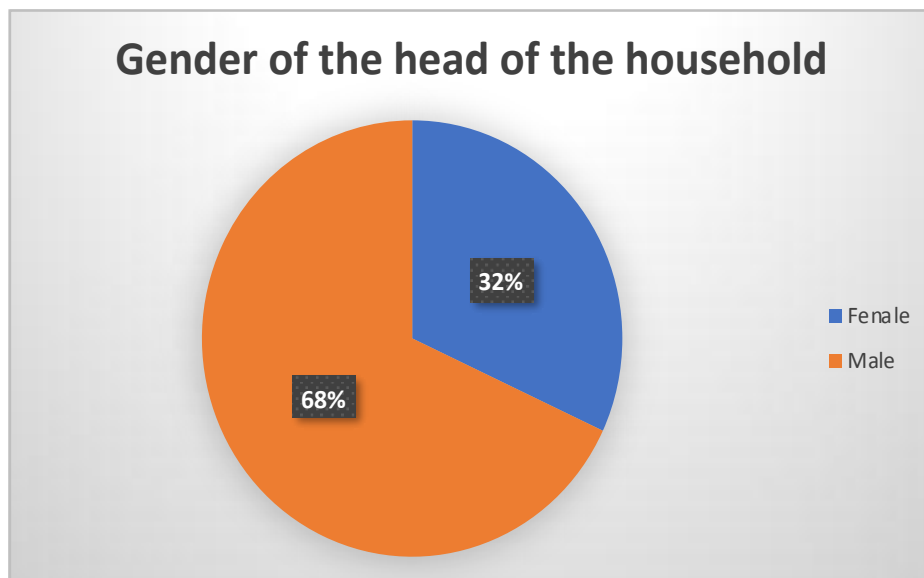
Age	Number of respondents
below 25	28 (7)
25-30	164 (43)
30-35	80 (21)
35-40	49 (13)
40-45	26 (7)
45-50	20 (5)
50-55	13 (3)
above 55	5 (1)
Total	385 (100)

Source: Primary Survey in 2015-2017

Table 4.1 indicates that the respondents of the age group 25 to 34 constitute more than sixty per cent of the respondents. But female migrant workers at 55 years and above is only one percent. And more than three fourth of the total respondents are young .Thus their average age is found as **32.42 years**.

4.2.1.2 Gender of head of the household

Gender is another important demographic characteristic with which the society made power distribution in the society. Though the sampling point of the study is women , the study of existing power distribution in the family is not possible without counting the men. Head of the house hold is , traditionally accepted as the decision maker in the Kerala family. So , Gender of the head of the household is expressed diagrammatically.



Source: Primary Survey

Figure 4.1 : Percentage Distribution of the Head of the Household

The primary data affirms the patriarchal characteristics of Kerala economy, ie, more than half of the respondents household affair is managed by a male member.

4.2.1.3 District and Gender (Row percentage – District wise)

The sample point of the study is comes from the geographical locality which preserve its own socio religious customs. So, it would be interesting to show the district wise categorisation of the gender of the head of the household.

Table 4.2

**Districts and Gender of Head of the Household
(Row Percentage – District Wise)**

District	Female	Male
Alappuzha	47 (32.41)	98 (67.59)
Ernakulam	61 (34.86)	114 (65.14)
Kozhikode	15 (23.08)	50 (76.92)
Grand Total	123 (31.95)	262 (68.05)

Source: Primary Survey

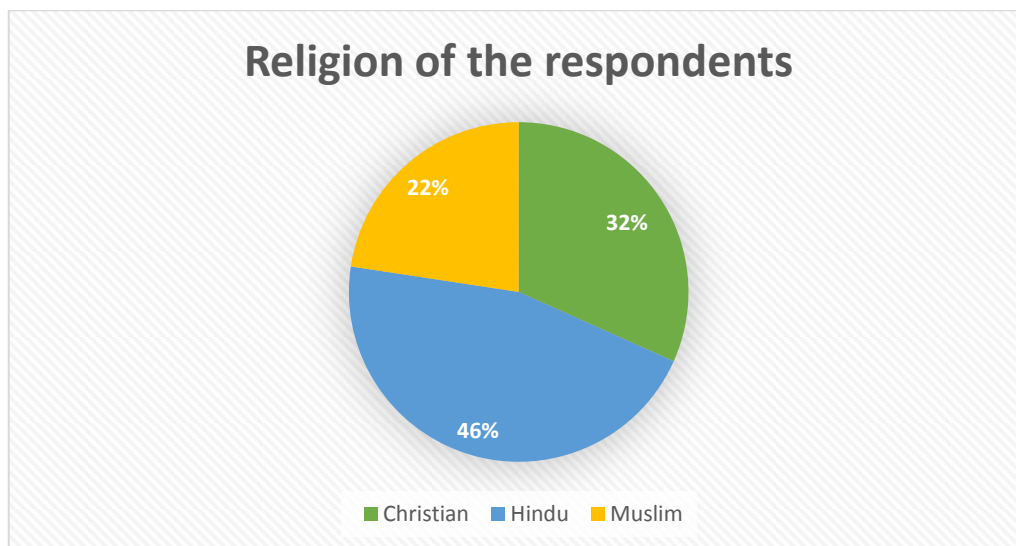
The table 4.2 shows that irrespective of the districts in which the household comes, male constitute the majority number. The district Ernakulam have highest representation in the female headed household.

4.2.2 SOCIAL PROFILE

The social profile analyse the social characteristics of the women migrant respondents. The social variables are act as controlling variables in the everyday life of women lives in patriarchy. So the variables will helps to understand the women migrant's social characteristics.

4.2.1 Religion

Religion is an indivisible factor in Kerala society. The major religious groups still follow their on socio cultural practices. So that , religion plays an important role in determining the migration process. Studies have shown that certain communities , especially Muslims send more emigrants to the Gulf countries². however, the case of female emigration communities like Christian send more women to abroad³. This difference shows the prevailing gender discrimination among the religious communities in Kerala.



Source: Primary Survey

Figure 4.2 : Religion of the Respondents

The Pie chart 4.2 shows that female working women migrants belongs to Muslim community is comparatively less than Hindus and Christians.

² Nair, P.R. Gopinathan, (1986): "India", in Godfrey Gunatilleka (ed.), Migration of Asian Workers to the Arab World, United Nations University, Tokyo, Japan, pp.66-109.

³ Marie, Percot, Irudaya Rajan S, (2007): "Female Emigration from India: A Case Study of Indian Nurses" EPW, January 27, 2017

While Christians women migrant workers are the largest group with 46 percent of representation.

4.2.2 Religion wise Distribution of Employment Status before Migration (Column percentage)

The employment status before migration is an important factor which helps to explain different factors including their experience before migration, past experience in managing money, religious and societal influence etc.

Table 4.3
Religion wise Distribution of Employment Status before Migration
(Column Percentage)

Religion	Employment Status	
	Unemployed	Employed
Christian	26 (19.70)	96(37.94)
Hindu	57(43.18)	119(47.04)
Muslim	49(37.12)	38(15.02)
Total	132(100)	253 (100)

Source: Primary Survey

4.2.4 Education

During the initial decades of migration emigrants from Kerala don't possess higher education qualification. But later the trend has changed as the number of educated people in the state increases.

Table 4.4**Education**

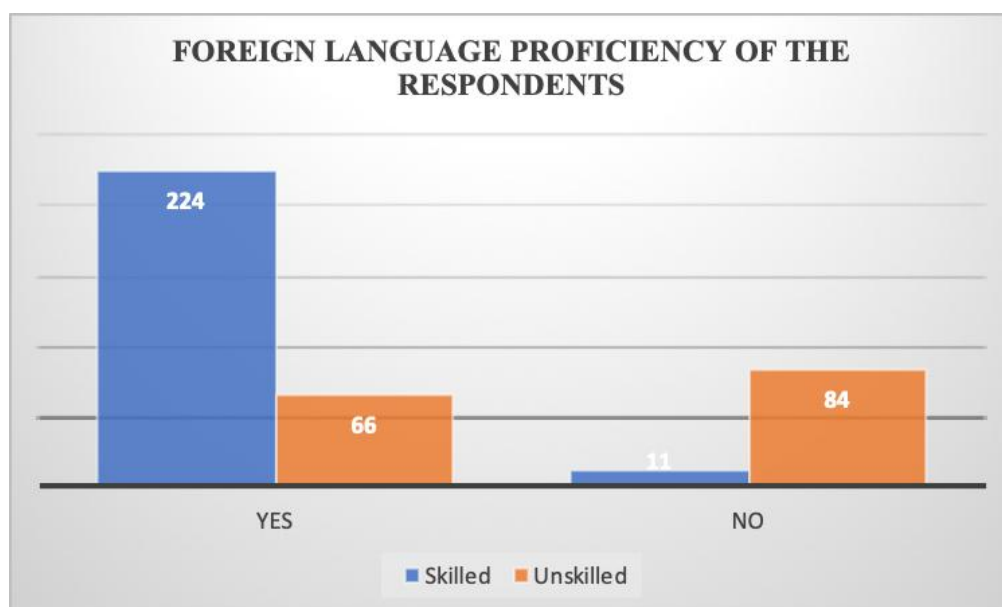
Education	Number of respondents
SSLC or below	30 (8)
Pre-degree/plus two	21 (5)
Diploma	18 (5)
Degree	233 (61)
Professional degree	22 (6)
PG and above	61 (16)
Total	385 (100)

Source: Primary Survey

Education empowers women with the power of knowledge. It is a determining factor of employability of women migrants in the UAE. The table –shows that majority of the working women migrants have degree and above.

4.2.5 Language Proficiency

As a medium of communication, language plays an important role in the migration process. Even for women with higher degree , lack of language will act as an impediment to get high skilled job.



Source: Primary Survey

Figure 4.3 : Language Proficiency

The diagram 4.3 clearly indicates how knowledge in foreign language helps the women to get place in a skilled category. About 95.31 Percent of the women in the skilled category job possess proficiency in any language other than their mother tongue. While for the unskilled 44 percent of them knows a foreign language.

4.2.6 Employment status After migration

The employment status of women emigrants was categorised as skilled and unskilled⁴.

⁴ Explanation of the skilled unskilled categorization has given in the Section B

Table 4.5**Employment Status after Migration**

Job status After Migration	Number of respondents
Skilled	235 (61)
Unskilled	150 (39)
Total	385 (100)

Source: Primary Survey

More than 60 percent of the women emigrant responded that they are doing skilled work after reaching the UAE while the rest are doing unskilled work.

4.2.7 Past Job and Present job Comparison (Row wise Percentage)

Employment status before migration is considered as an additional qualification or experience to get better employment in the host countries.

Table 4.6**Past Job and Present Job Comparison (Row wise Percentage)**

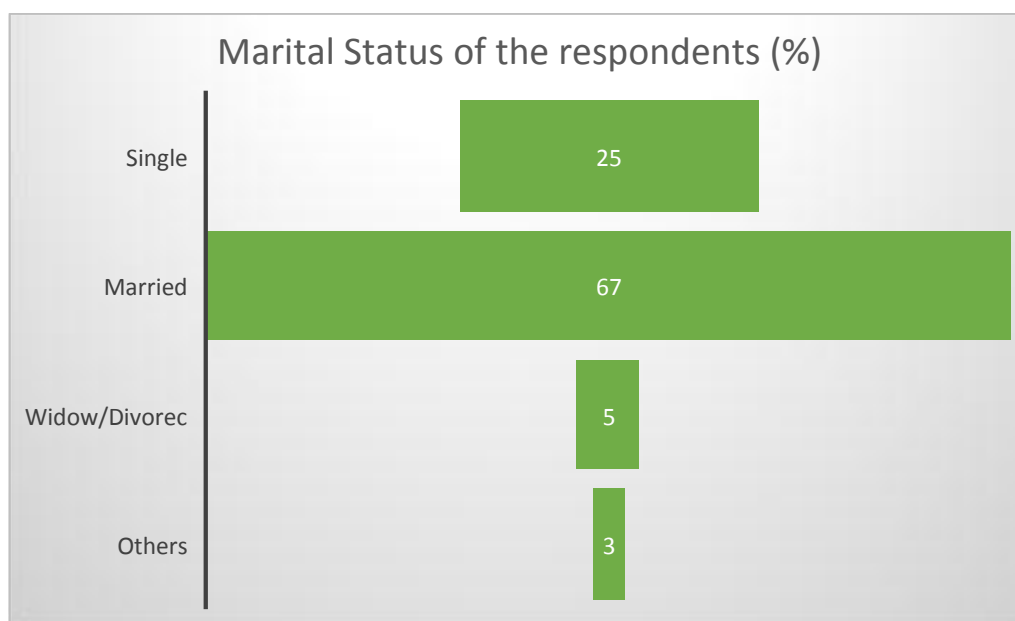
Past job Present job	Unemployed	Employed	Grand Total
Skilled	37 (15.7)	198 (84.3)	235
Unskilled	95 (63.3)	55 (36.7)	150
Grand Total	132 (34.3)	253 (65.7)	385

Source: Primary Survey

Table 4.6 shows that 34.3 percent of the female migrants respondents were unemployed before migration. Among the total women doing skilled work 15.7 percentage were unemployed. But among the women workers doing unskilled work, majority were unemployed before migration. More than 80 Percent of Skilled women were employed before migration. So, the employment status before migration has a positive impact on getting skilled job after emigration.

4.2.8 Marital Status of the respondents

Marriage is an important social institution in every society. So marital status can be consider as an important social variable in international migration of women.



Source: Primary Survey

Figure 4.4 : Marital Status of the Respondents

As shown in the figure 4.4 , one quarter of the respondents are unmarried and majority are married.

4.2.9 Reason for migration

People's international migration is urged by different reasons. So it is more complex and are not mutually exclusive situation. Migrant's reason to leave their home country may differ from their reason to stay at their destination⁵. In case of women migrants their reason to stay and leave is determined by their family ties and social commitments. though migration for employment is treated as differently, in case of women migrants, being employed may not be their prime reason for migration. So women may migrate for one reason and do work at host country for subsistence living.

Table 4.7
REASON FOR MIGRATION

Reason for emigration	Number of respondents
Economic problem at home	125 (32)
Better career opportunity	51 (13)
To join husband	175 (45)
To join other family	11 (3)
Other	23 (6)
Total	385 (100)

Source: Primary Survey

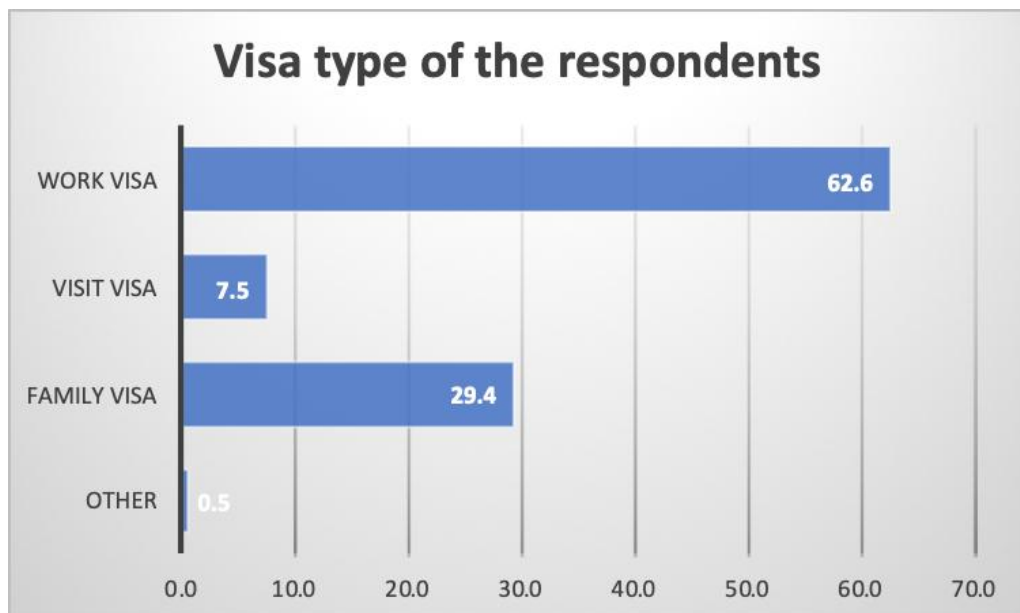
The table 4.7 shows that majority of the respondents emigrate to UAE to join their husbands. At the same time 32 percentage opined that economic problem at their home was the reason for their emigration.

⁵

http://www.un.org/en/development/desa/population/migration/publications/others/docs/handbook_GMG_Dec_2017.pdf

4.2.10 Visa status

Type of visa hold by the female migrant is an important variable which influences the overall quality of the women workers including their work status, duration of stay⁶, empowerment.



Source: Primary Survey

Figure 4.5 : Visa status

The diagram 4.5 shows that about 62 Percent of the women emigrant had work visa at the time of their migration. The women emigrated with family visa is about 29 percent.

⁶ Duration of stay is analysed from visa type or length of permit hold by the migrant.
http://www.un.org/en/development/desa/population/migration/publications/others/docs/handbook_GMG_Dec_2017.pdf

4.2.3 Economic Profile

The economic profile of the female migrants is analysed by considering different financial variables like remittance sending status, monthly income , saving , remitting amount , savings of the household etc

4.3.1 Remittances Sending status

Remittance is one of the main income source of emigrant's household. Here, it is necessary to confirm their remittance sending status of the female migrants. Because ,women workers emigrated for fulfilling other aims also.

Table 4.8
Remittances Sending Status

Do send Remittances	
Yes	260 (68)
No	125 (32)
Total	385 (100)

Source: Primary Survey

4.3.2 Average Monthly income of the respondents according to their job

Table 4.9
Average Monthly income of the respondents according to their Job

Work Status	Monthly income in AED
Skilled	6681
Unskilled	2457

Source: Primary Survey

An average of 43003.08 rupees send as remittance by the remitting 67.53 percent respondents

4.3.3 The reason for emigration and type of employer (row percentage)

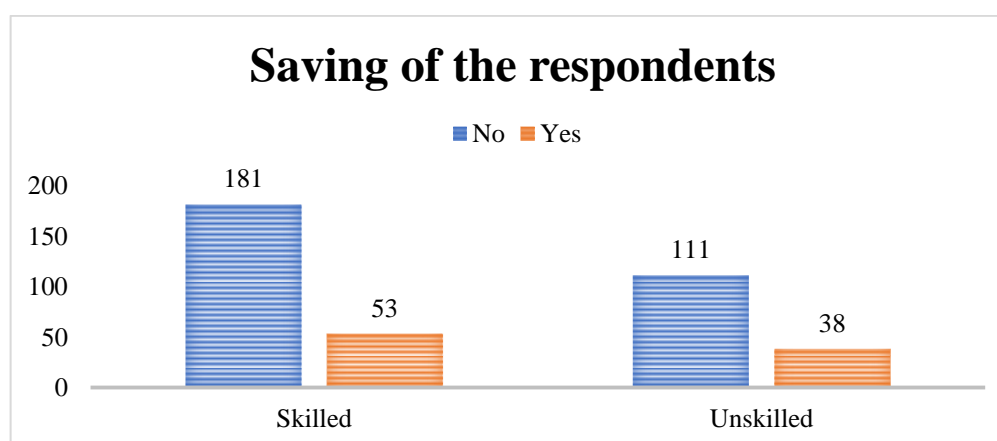
Table 4.10

Type Of employer \ Reason For migration	Economic problem at home	Better career opportunity	To join husband	To join other family	other	Total
Government	14 (63.6)	7 (31.8)	0 (0)	0 (0)	1(4.5)	22(5.7)
MNC	2(22.2)	3(33.3)	3 (33.3)	1(11.1)	0(0)	9(2.3)
National	48 (62.3)	8(104)	14(18.2)	2(2.6)	5(6.5)	77(20.0)
Non-National	53(21.3)	31(12.4)	144(57.8)	7(2.8)	14(5.6)	249(64.7)
Other	8(28.6)	2(7.1)	14(50.0)	1(3.6)	3(10.7)	28(7.3)
Total	125(32.5)	51(13.2)	175(45.5)	11(2.9)	23(6.0)	385(100.00)

Source: Primary Survey

The table 4.10 explains that among the total women working under non-nationals 57 percent are emigrated to join their husband while 62.3 Percent of the women working under nationals, reason to emigration was economic problem in their family. Out of the total women workers in the UAE, majority works under non- national employers.

4.3.4 Savings by the female emigrants



Source: Primary Survey

Figure 4.6 : Saving of the respondents

Savings represent the asset base of the emigrants. So , the diagram 4.6 shows that , it is the skilled women workers save more and among the unskilled the saving rate is very low. Majority of the women workers, irrespective of their work status does not have savings.

Table : 4.11

Descriptive statistics table for Age, Education and Remittance amount

Variables	Mean	SD
Remittance amount	41845.11	27617.83
Age	32.41558	7.893085
Education	14.71429	1.950275

Source: Primary Survey

4.4 Conclusion

The overall presentation of individual characteristics of the women respondents and the proxy respondents in their household shows differences in motivation of migration, income, remittances , saving etc . Average age of the women emigrants who have engaged in professional or skilled work is 31.43 and for unskilled is 34 .

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SECTION – B

4.4 INTRODUCTION

ACP Observatory¹ defines Working women migrants as a person who is to be engaged, is engaging or has been engaged in a remunerative activity in a state of which he or she is not a national. For the present study purpose the respondents are taken from the women doing remunerative task in the UAE at the time of interview. Again , the remunerative work has divided into two -high status (skilled) work and low status (unskilled) work. Though the categorisation based on skill requirement is a debatable topic, the present research use the same. Because, standard measure of educational attainment will help to measure ‘labour’. However, in reality the job holder’s skill capital is not a necessary condition for attainment of a job, instead the skill requirement of the job in which he or she approached (Johnson, Katseli, Maniatis, Munz, & Papademetriou, 2007). So the categorization for the present study is done on the basis of the answer of the respondents about whether the employer demanded or put any criteria of qualification before their appointment or during their selection process. In the migrant sending developing countries the skill differentials in occupational attainment is a matter and it will continue to be important (Johnson, Katseli, Maniatis, Munz, & Papademetriou, 2007).

For simplicity the division has done as

1. **High status work, or skilled work** : work or task assigned only to those female migrants who are qualified with the task related degree or experience

¹ ACP Observatory

2. **Low status work or unskilled work:** task assigned to any female migrants irrespective of education qualification ,language proficiency experience and other knowledge

The aim of the study is to check whether these female migrant workers are doing the same task or work which matches to their training, qualifications and knowledge.

4.5 THEORETICAL BACKGROUND

As stated in the theoretical perspective in the first Chapter, absence of comprehend economic model to express the women migrants is widening the research gap. Hence , this chapter made an attempt to frame a model which match with the objectives of the research. The following models used as a base reference to build a model which marginally include the variables close to women migrants.

Chiswick (1975), views, migrant workers are two types, ie, high skilled and low skilled and he also states that this categorization is fully observable and known (Bodvarsson & Berg, 2009). He found that opportunity cost² and return of migration of high skilled workers will be higher than low skilled³ . This theory consider migrant workers motives for employment and conclude that under certain circumstances, higher migration costs are related with a selectivity bias towards highly skilled, highly educated emigrants(Chiswick, 2005) . but the present study concentrated on the currently working female migrants only.

² $C_{i,h} = (1 + k)C_{i,l}$

³ $r_h = \frac{(1+k)[W_{D,J} - W_{S,J}]}{(i+k)C_{i,j} + C_E} = \frac{W_{D,J} - W_{S,J}}{C_{i,j} + \frac{C_E}{1+k}}$

Borjas unveiled his model on immigration in different years. His model published in 1987 shows that differences in personal characteristics such as age, skill, education across population- both in composition and scale. Keeping other variables constant, self-selected immigrants relatively more skilled, talented and educated and therefore likely to be highly successful in the destination countries. His model again predicts that “immigrant selectivity results from international differences in return to skills and which skills are transferable across borders⁴”.

Another model is **Human Capital model**. Though there are different explanations, Borja defined Human capital as “individual workers productive skills and knowledge reflected in his or her original productivity or ability to produce economic value. Since additional year of education involves opportunity cost in the form of forgone earnings, worker must get higher earnings”

4.6 DATA FRAME AND THE VARIABLES

It is very difficult to incorporate every variable which influences the employability, remittance and empowerment of women migration, so the researcher included some major variables which generally determine the employability of a worker. They are:

1. Work Status (*ws*)
2. Education (*edysr*)
3. Foreign Language Knowledge (*langkn*)
4. Past employment status (*pastemplt*)
5. Age (*age*)
6. Visa type (*visa@migt*)
7. Marital status (*maris*)

⁴ (Bodvarsson & Berg, 2009), Page : 84

8. Religion (*reli*)
9. Emirates (*emirt*)

Table 4. 12 : EXPLANATION OF VARIABLES

Sl.No	Variable's Name	1	2	3	4	5	6	7
1	Work Status (<i>ws</i>)	Skilled	Unskilled	X	X	X	X	X
3	Foreign Language Knowledge (<i>langkn</i>)	Yes	No	X	X	X	X	X
4	Past employment status (<i>pastemplt</i>)	Employed	Unemployed	X	X	X	X	X
6	Visa type at the time of migration (<i>visa@migt</i>)	Work visa	Family Visa	Visiting Visa	Other	X	X	X
7	Marital status (<i>maris</i>)	Single	married	Widow/divorce	Other	X	X	X
8	Religion (<i>reli</i>)	Hindu	Muslim	Christian	X	X	X	X
9	Emirates (<i>emirt</i>)	Abudabi	Dubai	Sharja	Ras al khaima	Ajman	Fujaira	Umm Al Qaiwan

4.7 THE MODEL

The four variables from 2-5 (Education, Foreign language knowledge, Past employment and age) generally influences the work status. While the type of visa and the hosting Emirates added deliberately to include the characteristics of migrant status and to understand the influence of host country specialities into the female migrants. Inclusion of Marital status into the model is mainly because the respondent group are belong to a patriarchal social order and which may have influences the females decision to migration to the selection of employment at host country. The first objective, ie, the work status and its impact on the female migrants analyse by formulating the following model.

The functional form is :

Work status = $f(\text{edyrs}, \text{langkn}, \text{pastemplt}, \text{age}, \text{visa@migt}, \text{reli}, \text{maris}, \text{emirt})$

The statistical form is :

$$w_s = \beta_0 + \beta_{\text{edyrs}} + \beta_{\text{langkn}} + \beta_{\text{pastemplt}} + \beta_{\text{age}} + \beta_{\text{visa@migt}} + \beta_{\text{reli}} + \beta_{\text{maris}} + \beta_{\text{emirt}}$$

Econometric model is:

$$\begin{aligned} \log\left(\frac{\text{pr}(\text{Skilled})}{\text{unskilled}}\right) &= \beta_0 + \beta_1 \text{edyrs} + \beta_2 \text{langkn} + \beta_3 \text{pastemplt} + \beta_4 \text{age} \\ &+ \beta_5 \text{visa@migt} + \beta_6 \text{reli} + \beta_7 \text{maris} + \beta_8 \text{emirt} + \varepsilon \end{aligned}$$

The final model for the study is as follows

$$\begin{aligned}
\log\left(\frac{pr(\text{Skilled}_j)}{\text{unskilled}}\right) &= \beta_0 + \beta_1 \text{eduyrs} + (\beta_2 \text{langkn1} + \beta_2 \text{langkn2}) \\
&+ (\beta_3 \text{pastemplt1} + \beta_3 \text{pastemplt2}) + \beta_4 \text{age} \\
&+ (\beta_5 \text{visa1@migt} + \beta_5 \text{visa2@migt} + \beta_5 \text{visa3@migt} \\
&+ \beta_5 \text{visa4@migt}) + (\beta_6 \text{reli1} + \beta_6 \text{reli2} + \beta_6 \text{reli3}) + (\beta_7 \text{maris1} \\
&+ \beta_7 \text{maris2} + \beta_7 \text{maris3} + \beta_7 \text{maris4}) + (\beta_8 \text{emirt1} + \beta_8 \text{emirt2} \\
&+ \beta_8 \text{emirt3} + \beta_8 \text{emirt4} + \beta_8 \text{emirt5} + \beta_8 \text{emirt6} + \beta_8 \text{emirt7}) + \varepsilon
\end{aligned}$$

The response variable is work status which has two category , ie, high status and low status work. So Binomial Logistic regression (Step regression method) is used to find the odds ratio between skilled and unskilled female migrant respondents. Odds ratio (OR) is used for interpretation mainly because the sociological nature of the model. The model specifically give the marginal effect of each independent variables on the work status of the female migrant workers from Kerala.

The R Studio statistics is used to analyse the survey data. Initially, the model was run with all the possible predictor variables to establish the relationship. The result shows no significant relation of work status with the place (emirate) and marital status of the respondent women. By using backward elimination method regressor emirates' name was deleted and run the same logistic regression process again. Then compared both the result and it shows that, the AIC (Akaik's Information Criteria) value after eliminating the 7th variable is 282.2 which is less compared to the first result. Then the second insignificant regressor 9th variable was eliminated and run the regression process again, the AIC value was 280. 58 The final analysis was run by avoiding both the variables and it gives AIC value 277.35 which is less than the first two models. So the final mode is fixed as:

$$\log\left(\frac{\text{pr}(\text{Skilled})}{\text{unskilled}}\right) = \beta_0 + \beta_1\text{eduyrs} + \beta_2\text{langkn} + \beta_3\text{pastemplt} + \beta_4\text{age} + \beta_5\text{visa@migt} + \beta_6\text{reli} + \varepsilon$$

Table 13: LOGISTIC REGRESSION RESULTS

	Estimate	Std. Error	z value	Pr (> z)	OR
Intercept	-8.38954	2.37651	-3.530	0.000415 ***	0.0002272329
<i>Eduyrs</i>	0.72635	0.14250	5.097	3.44e-07 ***	2.0675238106
<i>Langkn2</i>	-1.71169	0.42314	-4.045	5.23e-05 ***	0.1805603575
<i>Pastemplt1</i>	1.72751	0.35146	4.915	8.86e-07 ***	5.6266261314
<i>Age</i>	-0.06530	0.02573	-2.538	0.011141 **	0.9367870228
<i>Vis@migt2</i>	-1.51903	0.38436	-3.952	7.75e-05 ***	0.2189251070
<i>Vis@migt3</i>	-1.18455	0.64682	-1.831	0.067048*	0.3058845070
<i>Vis@migt4</i>	0.89998	3.84000	0.234	0.814699	2.4595441443
<i>Reli2</i>	-0.33504	0.40940	-0.818	0.413142	0.7153074616
<i>Reli3</i>	0.84549	0.40814	2.072	0.038307 **	2.3291246111

Significance level: ***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary survey

INTERPRETATION

The first result shows that years of education , foreign language proficiency , past job , religion are the most significant variables in relation to the employment status.

The Years of education is 2.0675238106 means that for one year increase in years of education , one expect to see a 80 Percent increase in the odds of being placed in a skilled job. With z value of -3.530 and an associated p value of $3.44e-07$, this coefficient is statistically significant at .1 percent level of significant.

Not having knowledge in a foreign language is corresponds to the log odds of 0.1805603575 means that compared to those female migrants having knowledge in another language , the women workers does not know any other foreign language is associated with a 82% decrease in the odds of getting a skilled job. With a z value -4.045 and associated p value of $8.86e-07$, this coefficient is statistically significant at .1 percent level of significant

The women workers who are employed in the past is corresponds with 5.6266261314 means that those who employed before migration , one expect to see a 44 percent increase in the odds of having a skilled job . With a z value 4.915 and associated p value of $5.23e-05$, this coefficient is statistically significant at .1 percent level of significant.

Compared to women who had work visa at the time of migration, those who have family visa is less likely to be in skilled employment at 0.2189251070 odds ratio, With a z value 3.952 and associated p value of $7.75e-05$, this coefficient is statistically significant at .1 percent level of significant.

Age :As one year increase in the age ,it is less likely to be working in a skilled job at an odds of 0.9367870228. So, one can expect a 9 percent decrease in it with a z value -2.538 and associated p value of 0.011141, this coefficient is statistically significant at 5 percent level of significant.

Compared to Hindu women, those who belong to Christian community are 84 percent more likely to working in a skilled employment at 2.3291246111 odds ratio, With a z value 2.072and associated p value of 0.038307, this coefficient is statistically significant at .5 percent level of significant. At the same time , there is no significant relationship between the women emigrants belong to Muslim community and the work status.

Visa type is visit visa at the time of migration is equal to 0.2189251070 means, compared to women emigrants had work visa at the time of their migration, one expect 70 percent decrease in the odds of working in a skilled job, With a z value -3.952 and associated p value of 7.75e-05, this coefficient is statistically significant at .1 percent level of significant.

Visa type is Family visa at the time of migration is equal to 0.3058845070 means, compared to women emigrants had work visa at the time of their migration, one expect 70 percent decrease in the odds of working in a skilled job, With a z value -1.831and associated p value of 0. 067048, this coefficient is statistically significant at 10 percent level of significant. At the same time other type of visa holders does not show any significant relationship.

Table 14 :ANOVA RESULT

	Df	Deviance	Resid. Df	Resid. Dev	Pr(>Chi)
NULL			384	512.96	
<i>Eduyrs</i>	1	118.737	383	394.22	< 2.2e-16 ***
<i>Langkn</i>	1	63.458	382	330.77	1.638e-15 ***
<i>Pastemplt</i>	1	48.791	381	281.98	2.847e-12 ***
<i>Vis@migt</i>	3	12.827	378	269.15	0.005027 **
<i>Reli</i>	2	5.429	376	263.72	0.066249*
<i>Age</i>	1	6.368	375	257.35	0.011620 **
<i>maris</i>	3	4.157	372	253.19	0.244970
<i>emirt</i>	5	6.815	367	246.38	0.234783

Signif. codes***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary survey

The anova table shows how the model doing against the null model which is ‘the model predicting dependent variable without any independent variable’. It is understood that the present model is goes against the null model. Because, the residual deviance reduced significantly while adding each variable. Here , except marital status and emirates, all the other variable have significant relation with the work status of the women migrants.

KS Statistic

The KS statistics of the model shows , maximum difference between distribution of cumulative events and cumulative non- events, which is (0.8269504).

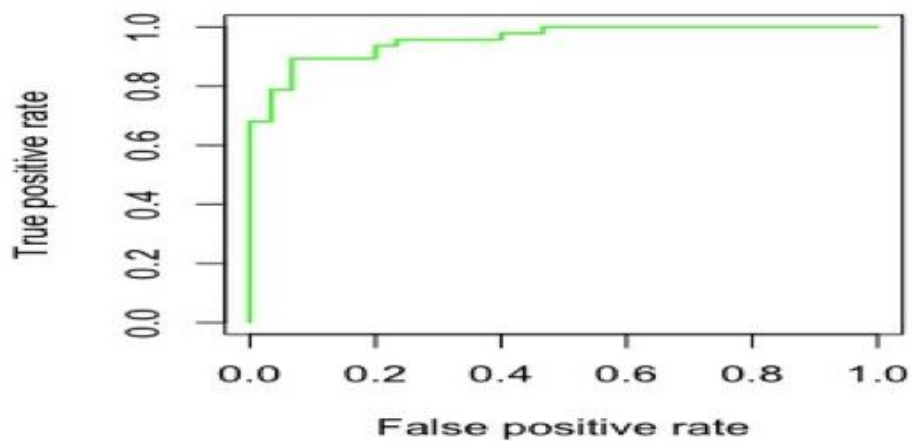
Table 15 : PSEUDO R2

llh	llhNull	G2	McFadden	r2ML	r2CU
-128.6761550	-256.4810137	255.6097175	0.4983014	0.4851714	0.6590673

Source: Primary survey

The Pseudo R2 given by McFadden is close to one which explains high likelihood for the final model. Here it is 0.4983014 , so the model is moderately acceptable.

ROC plot



Source: Primary survey

Figure 4.7 : ROC plot

The curve is bend towards one for the True positive rate. So the model is accurate

4.8 WORK STATUS PATTERN OF MARRIED RESPONDENTS

Majority of Women emigrating for family reunification usually accept low paid jobs. Here, occupational mismatch or downward mobility usually occur as a consequence of non-recognition of educational qualification or professional training by the employer in the host country (Boyd, 2004). In the present scenario, the choice and willingness of migration is a factor, to find out how the marital status affects the employment status of the female migrant. Apart from the variables used for the first model the researcher has added migration status of husbands and excluded marital status of the respondents.

After deleting insignificant variables like age, religion and Emirates, the final econometric model is fixed as

$$\begin{aligned} \log\left(\frac{pr(Skilled)}{unskilled}\right) &= \beta_0 + \beta_1 eduyrs + (\beta_2 langkn1 + \beta_2 langkn2) \\ &+ (\beta_3 pastemplt1 + \beta_3 pastemplt2) + \beta_4 age \\ &+ (\beta_5 visa1@migt + \beta_5 visa2@migt + \beta_5 visa3@migt \\ &+ \beta_5 visa4@migt) + (\beta_6 reli1 + \beta_6 reli2 + \beta_6 reli3) + \varepsilon \end{aligned}$$

A separate Logistic regression analysis was conducted for married respondents. The work status of the married women migrants is the response variable which has categorised into two, ie, high status and low status work. So, here also Binomial Logistic regression (Step regression method) is used to find the significance of the model. The model specifically give the marginal effect of each independent variables on the work status of the married female migrant workers from Kerala.

Here also, the RStudio statistics is used to analyse the survey data. But the present model was run with all the possible predictor variables including migration status of the husband. The result shows no significant relation of work status with the place (emirate), age, and religion of the respondent migrants. By using backward elimination method regressor emirate's name was deleted and run the same logistic regression process again. First AIC value was 193.96. Then compared both the result and it shows that, the AIC (Akaik's Information Criteria) value after eliminating the 9th and got 192.07 which is less compared to the first result. Then the second insignificant regressor 5th variable was eliminated and run the regression process again, the AIC value was 190.22. Then the third insignificant variable religion was eliminated and got the AIC value of 189.19. Thus the final model result is shown in table 4.16.

Table 4.16 : Logistic Regression Results

	Estimate	Std. Error	z value	Pr(> z)	OR
(Intercept)	-8.9754	2.7068	-3.316	0.000914***	0.000126486
<i>Eduyrs</i>	0.6748	0.1763	3.828	0.000129***	1.963581365
<i>Langkn2</i>	-1.8341	0.4957	-3.7	0.000215***	0.159758008
<i>Migstofh3</i>	-3.0474	0.6938	-4.393	1.12E-05***	0.047483594
<i>Pastemplt1</i>	2.2811	0.4216	5.41	6.30E-08***	9.78700672
<i>Vis@migt2</i>	-2.0168	0.5052	-3.992	6.55E-05***	0.133074997
<i>Vis@migt3</i>	-0.5049	0.9492	-0.532	0.59478	0.603574291
<i>Vis@migt5</i>	-0.3575	3.4768	-0.103	0.918104	0.69942733

***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary survey

INTERPRETATION

OR of Years of Education is 0.000126486 means ,for one year increase in education years , we expect to see a 96.35 percent increase in the odds of being placed in a skilled job. With a z value of 3.828 and an associated p value of 0.000129*** , this coefficient is statistically significant at .1 percent level of significance.

OR of Knowledge in any foreign language is 0.159758008 means , the women migrants who does not have knowledge other than their mother tongue, we expect 84.02 percent decrease in the odds of being placed in a skilled job. With a z value of -3.7 and an associated p value of 0.000215***, this coefficient is statistically significant at .1 percent level of significance.

OR of Migration status of husband is 0.047483594 means ,the women migrants whose husband is a migrant living in the UAE, we expect to see a 95.25 percent decrease in the odds of being placed in a skilled job. With a z value of -4.393 and an associated p value of 1.12E-05***, this coefficient is statistically significant at .1 percent level of significance. Additionally, it can infer that the married women who live with their husband in the UAE prefer family reunification. It might be because of this they choose to being in an unskilled job rather than doing a job which is equivalent to their education and aspiration.

Employment before migration for married women migrants is 9.78700672 means ,for women migrants who are employed before migration , we expect to see a 878.7 percent increase in the odds of being placed in a skilled job. With a z value of 5.41and an associated p value of 6.30E-08***, this coefficient is statistically significant at .1 percent level of significance. In

another way, either the work experience or the previous employment status is a high determinant factor getting a skilled job.

Visa type is family at the time of migration =0.133074997 means , compared to married women emigrants had work visa at the time of their migration, one expect 87 Percent decrease in the odds of working in a skilled job, With a z value -3.992 and associated p value of 6.55E-05, this coefficient is statistically significant at .1 percent level of significant. Meantime, all the other visa holders does not show any significant relationship.

Table 4.17 : ANOVA RESULT FOR THE MODEL

	Df	Deviance	Resid. Df	Resid. Dev	Pr(>Chi)
NULL			258	354.31	
<i>Eduyrs</i>	1	64.959	257	289.35	7.645e-16 ***
<i>Langkn</i>	1	47.626	256	241.72	5.159e-12 ***
<i>Pastemplt</i>	1	37.801	255	203.92	7.834e-10 ***
<i>Vis@migt</i>	3	9.024	252	194.90	0.02897 *
<i>Reli</i>	2	2.418	250	192.48	0.29852
<i>Age</i>	1	5.772	249	186.71	0.01628 *
<i>Migstofh</i>	1	8.800	244	177.90	6.516e-05 ***
<i>emirt</i>	5	15.946	243	161.96	0.11729

Source: Primary survey

The anova table shows how the model doing against the null model which is the model predicting dependent variable without any independent variable. It is understood that the model is goes against the null model. Because, the residual deviance reduced significantly while adding each variable. Here , except religion and emirates, all the other variable have significant relation with the work status of the women migrants.

Table 4.18: Pseudo R2

llh	llhNull	G2	McFadden	r2ML	r2CU
-80.9793201	-177.1530041	192.3473681	0.5428849	0.5241506	0.7032007

The Pseudo R2 given by McFadden (0.5428849) is close to one which explains high likelihood for the final model.

4.9 CONCLUSION

The state of Kerala's rank in human development Index reflect on the native population. The high female literacy in Kerala helps the women migrants to get high status work in their host country. The social values, age, experience, etc have influences the women migrants chances of getting a high status job. There are number of factors like geography, state policies, health problems, personal preferences etc which may have influence the work status. But only a small number of female migrants pay attention to all these factors and its role in their life in the deserts. Though the categorisation has no unanimity among the researchers, the present division has highlighted some pattern of Kerala women's life as a migrant worker.

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Chapter **5**

REMITTANCES PATTERN AND ITS IMPACT ON THE HOUSEHOLDS

Contents

- 5.1 Introduction**
 - 5.2 Theoretical Background**
 - 5.3 Description of the variables**
 - 5.4 Remittance Sending Decision of the Women Migrants**
 - 5.5 Relation Between Monthly Salary and the Remittance**
 - 5.6 Work status and wage relationship**
 - 5.7 Remittance Spending Pattern of the Households**
 - 5.8 The Gender Difference impact on Spending Pattern**
 - 5.9 Conclusion**
-

5.1 INTRODUCTION

As explained, remittance is the money earned by migrants abroad and send to home. It create most visible impact on the individual migrants, their family, society around them and finally to their country of origin. There is evidence that remittance income alleviate poverty at household level and worked as a catalyst for development. At present Kerala is one of the largest remittance receiver in India¹. Impact of remittances on the Kerala model of economic development has been a topic of research for a decade. But the gender segregated data of remittances is not available either at county level or state level. The studies seems deliberately ceded about the contribution of female migrants. So the present chapter will analyse the remittance pattern of these female migrants and the gender difference in the spending pattern of head of household.

The impact of remittance on receiving household can be studied only by identifying how they use the remittance income. The consumption pattern of household is diversified and inter connected. So that majority research on remittance use has broadly divided under two heads, one is consumption use and another is investment use. The remittance spending pattern of the household can give an insight to the motives to migration and remittance. But for the female remitter and their respective household have immune from this notion of remittance spending. Major reason for this are

1. Female migrates as a sole breadwinner of the family
2. Female migrates as dependent

¹ Details have given in Chapter III

5.2 THEORETICAL BACKGROUND

The theories on remittances was not popular in the earlier days. Even the highly celebrated models of migration (Todaro, 1969, Harris Todaro , 1970) has not even peeked into the role of remittances in the origin countries (Taylor, 1999). The present research built models based on the following major theories on remittances and migration

The New Economics of Labour Migration Theory

(Stark & Bloom, 1985) clearly explain the theoretical determinants of remittance with their the new economics of labour migration. The theory transformed the researches on the economics of labour migration. It states that wage differentials in the destination may relate with deprivation². Another observation is that the family and the migrants are better off with remittances. In other words migration transfer benefits to those who stay behind.

Lucas and Stark studied remittances on a household level in Botswana and hypothesised that, major determinants of remittances are “pure altruism”, pure self-interest and tempered altruism or Enlightened self-interest, Other contractual arguments between the migrant and household left behind, like co-insurance, exchange motive, loan repayment are fall in latter category. The theory summarises that commitments before migration is the reason for the inward flow of remittances.

² $S < S^*$, $W_p(S) > W_r(S)$, whereas $S \geq S^*$

Skill Cell method

This method is adopted in estimation look at wages in specific skill groups across larger geographical area. If there is little mobility between skill cells , and there are observations for workers in skill cell across an entire country , then the estimate of immigration entering that particular skill cell should not be biased by geographical migration. This method is used when they failed to estimate immigrants effect on local wages.

Another Model is the model of **Juan Carlos, Morrison and Mirjo Sjoblom**. In their studies on Ghanaian household , the expenditure pattern have used to understand the remittance spending pattern of the remittance receiving households. They have attempted to unleash the gender difference in the spending pattern of the remittance income.

5.3 DESCRIPTION OF THE VARIABLE

The remittance decision of a female migrant is influenced by income, marital status, the motivation behind migration, etc.

The analysis of the remittance pattern has done with the data which compiled by excluding the respondents who do not send remittances

1. Work Status/ present job (*ws*)
2. Decision to remit income (*Rd*)
3. Knowledge in any Foreign Language (*langkn*)
4. Gender of the head of the household (*Gofhh*)
5. Reason of migration (*rfomi*)
6. Years in UAE (*yrsuae*)
7. Marital status (*maris*)

8. Saving at host country (*S@uae*)
9. Receive Salary Directly (*salr*)

Table 5.1 ; DESCRIPTION OF THE VARIABLE

Sl.No	Variable's Name	1	2	3		4
1	Decision to Remit income (<i>Rd</i>)	Yes	No	X	X	X
2	Work Status (<i>ws</i>) ³	Skilled	Unskilled	X	X	X
3	Foreign Language Knowledge (<i>langkn</i>)	Yes	No	X	X	X
4	Gender of Head of the household (<i>Gofhh</i>)	Female	Male	X	X	X
5	Reason for migration (<i>rfomi</i>)	Economic problem at home	Better career opportunity	To join husband	To join other family members	Other
6	Marital Status (<i>maris</i>)	Single	married	Widow/divorce	Other	X
7	Receive Salary Directly(<i>salr</i>)	Yes	No	X	X	X
8	Saving at host country (<i>S@uae</i>)	Yes	No	X	X	X
9	Receive Salary Directly (<i>salr</i>)	Yes	No	X	X	X

³ It is the current employment of the female emigrants. For simplicity, the respondents are categorized into two- Skilled and Unskilled

5.4 REMITTANCE SENDING DECISION OF THE WOMEN MIGRANTS

The remittance sending decision of women migrant has influenced by number of variables close to them. To identify them accurately, an effort was made by formulating a model based on the survey responses of the female migrants. The analysis was run by excluding non-remittance receiving households. Majority of the respondent households haven't any accurate head wise calculation of spending the amount received from the female migrants, even if they send enough amount of money for spending on different goods. However, the respondent households have given guesswork about the last spending amount from the remittances.

It is assumed that the decision to remit as the function of monthly income, marital status, reason for migration, foreign language proficiency, saving habit, receiving salary directly, present work status, number of years in the UAE, gender of the household.

The initial statistical model is:

$$Rd_i = \beta_0 + \beta_1 \log moY_i + \beta_2 ws_i + \beta_3 maris_i + \beta_4 rfomi_i + \beta_5 yrsnuae_i + \beta_6 Gofhh_i + \beta_7 langkn_i + \beta_8 salr_i + \beta_9 S@uae_i$$

The binomial Logistic regression with step deviation method is used because, the predicted variable is collected as binary response. The RStudio statistics is used to analyse the survey data. Initially, the model was run with all the possible regressor variables to find out what are the factor highly influencing the decision to remit money to home. The result with AIC value 302.92, shows no significant influence was made by monthly income and reason for migration. While , all the other variables gives significant P value.

So, by using backward elimination method the regressor the gender of the head of the household was eliminated and run the same logistic regression process again. Then compared first model with the second one, and it shows that, the AIC value is reduced to 301.2 . The regressor variables, were eliminated step by step. The elimination of language and present job gives low AIC values. From the model with the AIC value 298.47, variables like marital status , number of years in the UAE and savings in the UAE were eliminated. But the result shows an improvement in the AIC value at each stage. So, decided to retain those variables in the model as it is. The final model gives AIC value 298.47 which is less than the first two models. The final econometric model is expressed as

$$\begin{aligned} \log\left(\frac{pr(Yes)}{No}\right) &= \beta_0 + \beta_1 \log moY_i \\ &+ (\beta_{2maris1} + \beta_{2maris2} + \beta_{2maris4} + \beta_{2maris5}) + \beta_3 rfomi_1 \\ &+ \beta_3 rfomi_2 + \beta_3 rfomi_3 + \beta_3 rfomi_4 + \beta_3 rfomi_5) \\ &+ \beta_4 yrsnuae_i + (\beta_5 Gofhh_1 + \beta_5 Gofhh_2) + (\beta_6 langkn_1 \\ &+ \beta_6 langkn_2) + \beta_8 salr_i + \beta_9 s@uae_i + \varepsilon \end{aligned}$$

Table 5.2

The Logistic Regression Result

	Estimate	Std. Error	Z value	Pr(> z)	OR	ORP
(Intercept)	9.2733	966.33436	0.010	0.99234	1.065021e+04	1.064921e+06
<i>logmoY</i>	1.69616	0.30117	5.632	1.78e-08 ***	5.452983e+00	4.452983e+02
<i>Maris2</i>	-17.12558	966.33131	-0.018	0.98586	3.651376e-08	- 1.000000e+02
<i>Maris3</i>	-1.06528	3346.78052	0.000	0.99975	3.446304e-01	- 6.553696e+01
<i>Maris4</i>	0.72312	2151.10852	0.000	0.99973	2.060848e+00	1.060848e+02
<i>Refomi2</i>	-2.27424	0.96843	-2.348	0.01886 *	1.028754e-01	- 8.971246e+01
<i>Refomi3</i>	-3.35558	0.64856	-5.174	2.29e-07 ***	3.488903e-02	- 9.651110e+01
<i>Refomi4</i>	-3.47147	1.06536	-3.258	0.00112 **	3.107131e-02	- 9.689287e+01
<i>Refomi5</i>	-3.24443	0.84369	-3.846	0.00012 ***	3.899089e-02	- 9.610091e+01
<i>yrsnuae</i>	0.06860	0.08919	0.769	0.44178	1.071012e+00	7.101195e+00
<i>S@uae2</i>	-0.09489	0.40748	-0.233	0.81587	9.094767e-01	- 9.052329e+00
<i>salr1</i>	-3.00150	1.45955	-2.056	0.03974 *	4.971235e-02	- 9.502876e+01

***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary Survey 20015-2017

$$\log\left(\frac{pr(Yes)}{No}\right) = 9.2733 + 1.69616logmoY_i + (-17.12558_{maris2}) + (-1.06528_{maris3}) + (0.72312_{maris4}) + (-2.27424_{rfomi_2}) + (-3.35558_{rfomi_3}) + (-3.47147_{rfomi_4}) + (-3.24443_{rfomi_5}) + 0.06860_{yrsnuae_i} + (-0.09489_{S@uae_2}) + (-3.00150_{salr_1}) + +\varepsilon$$

INTERPRETATION

Monthly income = 5.452983e+00 means that for one rupee increase in the monthly income, one expects to see a 4.45 Percent increase in the odds of sending money to their home. With a z value of 5.632 and an associated p value of 1.78e-08, this coefficient is statistically significant at .1 percent level of significance.

Reason for Migration is better career = 1.028754e-01 means, Compared to the women migrants who emigrated because of economic problems at home, the women migrants who aim to get better employment has 8.97 percent decrease in the odds of remit to home. With a z value of -2.348 and an associated p value of 0.01886, this coefficient is statistically significant at 10 percent level of significance.

Reason for Migration is to join husband = -3.35558 means, Compared to the women migrants who emigrated to solve economic problem at home, the women migrants who aim to join with their husband has 9.64 percent decrease in the odds of remit to home. With a z value of -5.174 and an associated p value of 2.29e-07, this coefficient is statistically significant at .1 percent level of significance.

Reason for Migration is to join other family members = 3.107131e-02 means, Compared to the women migrants who emigrated because of economic problem at home, the women migrants who aim to join with their family members has 9.68 percent decrease in the odds of remit to home. With a z value of -3.258 and an associated p value of 0.00112, this coefficient is statistically significant at 5 percent level of significance.

Those female migrants emigrated because of other Reason with corresponding odds ratio $3.899089e-02$ means , Compared to the women migrants who emigrated because of economic problem at home, the women migrants who aims to join with their family members has 9.61 percent decrease in the odds of remit to home. With a z value of -3.846 and an associated p value of 0.00012 , this coefficient is statistically significant at .1 percent level of significance.

Number of years of the emigrant women lived in the UAE = $1.071012e+00$ means that for one year increase in duration of stay at the UAE, one expect to see a 7.1 Percent increase in the odds of sending money to their home. With a z value of 0.769 and an associated p value of 0.44178 , this coefficient is statistically not significant. However removing this variable will affect the accuracy of the model, so the variable retained.

Compared to those who do not receive salary directly , those who receive salary directly expecting 9.5 percent decrease in the odds of sending money to their home. With a z value of -2.056 and an associated p value of 0.03974 , this coefficient is statistically significant at 10 percent level. This means that the women emigrant workers who receive salary indirectly have a tendency to send money to their home.

Table 5.3 : ANOVA TABLE

	Df	Deviance	Resid. Df	Resid. Dev	Pr(>Chi)
NULL			383	473.79	
<i>logmoY</i>	1	58.433	382	415.36	2.104e-14 ***
<i>Maris</i>	3	81.126	379	334.23	< 2.2e-16 ***
<i>Refomi</i>	4	53.128	375	281.10	8.011e-11 ***
<i>langkn</i>	1	0.018	374	281.09	0.89358
<i>S@uae</i>	1	0.097	373	280.99	0.75584
<i>salr</i>	1	6.012	372	274.98	0.01421 *
<i>ws</i>	1	0.331	371	274.65	0.39647
<i>yrsnuae</i>	1	0.719	370	273.93	0.39647
<i>Gofhh</i>	1	1.011	369	272.92	0.31456

Source: Primary Survey

The ANOVA table shows that the the model is goes against the null model. The variable log of income, marital status, reason for migration and whether they receive salary directly are significantly relate with their decision to send money to their home. And the pseudo R2 of the model is very less to be mentioned.

5.5 RELATION BETWEEN MONTHLY SALARY IN RUPEES AND THE REMITTANCE AMOUNT

Regardless of the reason to migrate, all the women workers interviewed were admitted that they receive regular salary, either directly or indirectly. The relation between monthly salary and the amount of remittance send to their home have studied on the basis of income received by the women. The data for analyzing this particular question excluded those women who doesn't remit money to their home. Because of the numerical characteristics of both the variables, the simple linear regression model was run by using the R Studio to get the results. Here remittance is considered as the function of income.

The functional form is :

Remittance amount = f (Monthly income)

The statistical model is written as:

$$Y_{RAi} = \delta_0 + \delta_1 Y_i$$

Y_{RAi} = the amount of money sent by the women to their home

Before conducting a the simple linear regression, **correlation** between income and remittance is tested and it give **r= 0.6426883**, ie, high positive correlation between the two variable. In other words, when income increases the amount remit to home will also increase.

Table 5. 4 Linear Regression Results

	Estimate	Std. Error	z value	Pr (> z)
Intercept	9.379e+03	2.713e+03	3.457	0.000637 ***
Monthly income	3.277e-01	2.404e-02	13.630	< 2e-16 ***

***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary Survey

INTERPRETATION

The result of linear regression was failed to give an interpretable beta coefficient of income variable. So, assumed the prevalence of heteroscedasticity and which was detected by using studentized Breusch-Pagan test. The BP for the model gave p-value = 0.0008197. So, rejected the null hypothesis, i.e., homoscedasticity. Thus accepted the presence of heteroscedasticity in the model. Again , Non-constant Variance Score Test was done to affirm the presence of heteroscedastic. The **NCV test** shows p = 3.576381e-24 which is less than 0.05, so confirmed the presence of heteroscedasticity. **The White test, another test for confirming**

heteroskedasticity, also gives p value = 0.0000, and rejected the Homoskedasticity assumption and accepted the alternative hypothesis.

Retaining heteroskedasticity may create two consequences to the model

1. OLS is still linear and unbiased, but no longer the best
2. Standard error may be misleading and incorrect

To reduce the first effect of heteroscedasticity Generalised Least Square method used to obtain parameter estimate. This is to transform the model from heteroscedastic to homoscedastic one This involves keeping the functional form intact, but transforming the model in such a way that it becomes a heteroskedastic model to a homoscedastic one. To do this, we estimated a variance function and used the square root of the estimates as weights to transform the model, reducing in smaller standard errors and more precise estimators.

Table 5.6 : ROOT MEAN SQUARED ERROR OLS RESULT

	Estimate	Std. Error	t value	Pr(> t)
(Intercept)	27.7442	12.07559	2.298	0.0224*
sqrt(`M incomeinRupees`)	0.54043	0.03837	14.086	<2e-16***

***P<0.001(.1), **P<0.05(5), *P<0.10(10)

The result shows that as one rupee increase in the income of the respondents , there is a chance of sending .54 paise as remittance. There is significant relationship between income and remittance amount. The Adjusted R-squared= 0.4269 which means the model is good fit at 42%

The studentized Breusch-Pagan test was run for the result and the BP for the model gave p-value = 0.8833 So, failed to rejected the null hypothesis, i.e., homoscedasticity.

5.6 WORK STATUS AND WAGE RELATIONSHIP

An attempt was done to find the relationship between work status and wage. To study the relation, OLS model was run by using the RStudio statistic. The job status of the women emigrant treated as dummy responses the functional form is:

Monthly income =f (Present job category)

Table 5.7 : The OLS Regression Result

	Estimate	Std. Error	z value	Pr (> z)
Intercept	41135	3294	12.49	<2e-16 ***
ws 1 (high status)	72235	4198	17.20	<2e-16***

***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary Survey

The result shows that the change in status of women from low skilled to high will increase their income by rupees 72235 . the result also states that there the income of the female migrant workers has significant relation with their work status. The Adjusted R-squared is 0.4345 which means the model is best fit at 43 percent level.

5.7 REMITTANCE SPENDING PATTERN OF THE HOUSEHOLDS

The household which receives regular income was consider for analysing the particular problem. The studies on remittances has already established that remittance has positive relation with the consumption expenditure pattern of the household. So, an attempt was made to check whether the perception is correct for the remittance spending pattern of the households which receives regular remittance from the female migrants. For analysis , the spending items of the household has categorised into six broad variables. They are

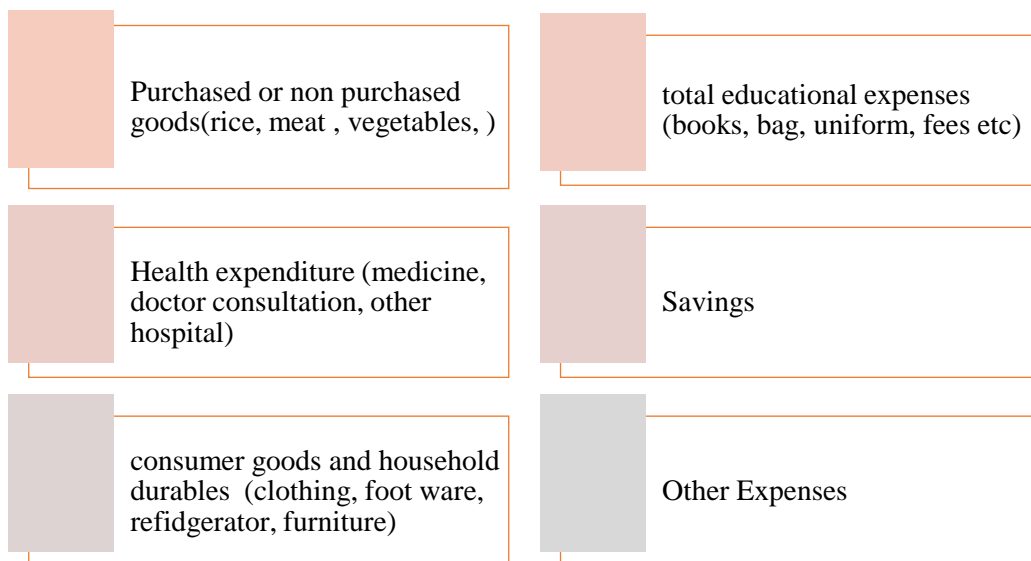


Figure- 5.1 : Spending items

Multivariate analysis of Variance was run by using RStudio statistic. The MANOVA was run to understand how the remittance amount received by the family of female migrants spend on different expenditure categories. One problem faced while collecting the expenditure details is ,majority of household receiving remittance income have not kept an account for their spending from the remittance. So, they gave an approximate expenditure for each head.

The economic function of the model is

Expenditure on different items =f(remittance amount)

Table 5.8 : MANOVA RESULT

<i>RESPONSE</i>	F value	Pr(>F)
<i>Food and related expenses</i>	0.0987	0.7537
<i>Education</i>	12.197	0.0005626 ***
<i>Consumer Durables</i>	0.0278	0.8677
<i>Health</i>	2.3822	0.1239
<i>Housing</i>	5.1213	0.02446 *
<i>Other</i>	1.0554	0.3052

Source: Primary Survey

Table 5.9 : MANOVA TEST

MODEL	Remittance (test value)	Pr(>F)
Pillai	0.068309	0.005958 **
Hotelling-Lawley	0.073318	0.005958 **
Wilks	0.93169	0.005958 **

All the value shows significant relation.

5.8 THE GENDER DIFFERENCE IMPACT ON SPENDING PATTERN

With this model the researcher tried to test whether any significant gender difference existing in the spending pattern of the remittance receiving household. Here, the dependent variables are savings , consumption expenditure on food, housing ,health etc expressed as the function of income or remittance amount received by the family.

Table 5.10
MANOVA RESULT OF THE MODEL

	Remittance amount (test value)	Pr(>F)
Pillai	0.043556	0.1145
Hotelling-Lawley	0.04554	0.1145
Wilks	0.95644	0.1145
Roy	0.04554	0.1145

The multivariate hypothesis test shows that there is no significant difference in the expenditure pattern of the respondent with the remittance income.

The MANOVA result in table -was performed GLM platform. There is correlation between dependent variable are noticed and it is assumed that there would be one or more mean difference between the expenditure categories and the amount of remittance received.

Table 5.11 : MANOVA RESULT

	Pr(> t)
Savings *	5.61e-14 ***
Food and Other expenses	0.857
Education	0.000656 ***
Consumer and Durable	0.93
Housing	0.0191 *
Health	0.157657
Other expenses	0.3272

Source: Primary Survey

Here, Savings, education and housing have significant relation with the amount of remittances.

Table 5.12
ANOVA Result of the MANOVA Model for Gender Difference

Response:	Df	Sum Sq	Mean Sq	F value	Pr (>F)
Food and other expenses / Gender of HH	1	2.4136e+08	241355875	4.0422	0.04541 *
Education	1	7.3242e+07	73241667	0.8714	0.3514
Health	1	86226124	86226124	3.8756	0.05006
Housing	1	2.4677e+07	24677099	0.4089	0.5231
Consumer durables	1	418640	418640	0.4977	0.4811
other	1	19546473	19546473	1.3947	0.2387

Source: Primary Survey

It is found that Gender has sig influence on the expenditure on food and related items

- The gender of the household shows a significant difference for food expenditure ($F(1,259)= 4.0422$, $p<0.05$)and health($F(1,259)=3.8756$), $p<0.05$. But no significant difference can seen for other expenditure on housing, consumer durables, education and other expenses
- There is no statistical difference on household expenditure based on gender of the household, $F(1,259)= 1.7328$, $p>0.05$ Wilk's lambda=0.96068 and Partial eta squared= 0.03932331.

5.9 CONCLUSION

The flow of income in the form of remittance has changed the socio – economic environment of many sending areas. The remittance is captured major share in the GDP of many receiving countries. The effect of remittance is not only improve the country’s economic base, but also enhances financial stability of the individual emigrants. the remittance from women is as important as from men. But looking women as a remittance sender and an active economic agent rather than a passive remittance receiver would be encourage more women into the stream. As shown in the results, remittance share of women to their respective home should be quantified properly.

...❧*❧...

Chapter 6

ECONOMIC EMPOWERMENT OF THE WORKING EMIGRANTS IN THE UAE

“Migration is both cause and consequences of Women empowerment”-
(Hugo, 2000)

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	6.2	Theoretical Background
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	6.7	Economic Empowerment of Women Emigrants
	6.8	Conclusion

6.1 INTRODUCTION

As discussed in the introductory chapter, nowadays , more women go out of their home country independently in search of job (UN-INSTRAW, 2007). The reasons behind this are spread around both in home and host country. The high economic development in host country and improved human development indices in the home country create opportunities for women in the international labour market. Successful or unsuccessful at the end, the migration experience itself is an empowering process. This helps them uplift their own self perspective. In distance, women have to take independent decision outside their families support mechanism. In every society women are considered as the agents of socialisation of children. So their transnational movement do not completely alter the remaining of home culture (Poros, 2011).

Economic empowerment means the capacity of women and men to participate in, contribute to and get benefit from growth process in ways that recognise their contribution , respect their dignity and make it possible to negotiate a fair distribution of the benefit of growth (OECD). A women is said to be economically empowered when she has both the ability to succeed and advance economically and as the power to make an act on economic decisions. To succeed and advance economically women need skills and resources to compete in market as well as fair and equal access to economic institutions. To have power and agency to benefit from economic activity, women need to have the ability to make and act on decisions and control resources and profits. It is known that economic gains and success will promote women's power and agency. So economic freedom is a verifiable impact constraint to income, family, society, etc.

From the large pool of migration literature in Kerala , hardly any comprehend quantitative study can see which discuss the impact of migration on women's economic empowerment. At the global level emigration and empowerment had often came across the research literature, unlike those that are carried out at regional level studies. So innovative approach to quantifying women emigrants economic, legal , social and political empowerment should be encouraged.

6.2 THEORETICAL BACKGROUND

Empowerment of women is a debatable topic. Researchers in feminist studies, sociological and qualitative studies use different method to quantify empowerment. However, the theoretical models on migration are not yet explored the experiences and contribution of individual women completely. The female migrant's perception toward economic empowerment and effect of migration on their status is related to their human capital, financial capital and social capital. It would be necessary to do proper quantitative measurement of this, otherwise it would be difficult to measure the effect of migration on women's status (Gaye & Jha, 2011). The researchers in feminist studies and sociological studies use different qualitative methods to quantify women empowerment. The existing theories measure women empowerment on the basis of the power and agency of women in different social institutions.

Having a paid job will make a person economically empowered. women irrespective of her status. But most cases change in the status whether it is migration or employment or both it worsen the situation of in skilled woman migrants.

6.3 THE DATA AND VARIABLE

1. Work Status/ present job (*ws*)
2. Marital status (*maris*)
3. Religion (*reli*)

6.4 ECONOMIC FREEDOM

Economic freedom means freedom to prosper and freedom to protect economic resources. The study it is hypothesised that there is no improvement in economic freedom even after migration. To test the hypothesis, the perception about economic freedom of the respondents before and after migration was collected. The hypothesis was tested by using *paired t test*.

Table 6.1 : Paired t-test Result

t	df	P- Value
-13.507	252	< 2.2e-16***

Source: Primary survey

The null hypothesis of no improvement in economic freedom even after migration, was rejected at 252 degrees of freedom and at .1 Percent level of significance. So, the test result concludes as , there is an improvement in women migrant workers perception about their own economic freedom.

Next, the factors influence the female migrant perception towards economic freedom after emigration was analyses separately. So, the categorical responses (moderate and complete) about their economic freedom was used as dependent variable to test the binomial logit regression. The functional model is writing as:

Economic freedom after migration=f (Work status, religion, marital status)

Econometric model is:

$$\log\left(\frac{pr(Complete)}{(Moderate)}\right) = \beta_0 + (\beta_{1ws1} + \beta_{1ws2}) + (\beta_{2maris1} + \beta_{2maris2} + \beta_{2maris3} + \beta_{2maris4}) + (\beta_{3reli2} + \beta_{3reli3}) + \varepsilon$$

The binomial Logistic regression method is used because, the predicted/dependent variable has two type of response. The RStudio statistics is used to analyse the survey data. Initially, the model was run with all the possible predictors like work status after migration, marital status and religion. An attempt was made to find out which variables are highly influencing the female migrant's perception about economic freedom after migration.

Table 6.2 : Logistic Regression Result

	Estimate	Std. Error	t value	Pr(> t)
(Intercept)	2.83794	0.05756	49.302	< 2e-16 ***
<i>ws2</i>	-0.07090	0.07052	-1.005	0.3157
<i>reli2</i>	-0.09710	0.08281	-1.173	0.2421
<i>Reli3</i>	0.13527	0.06292	2.150	0.0325 *
<i>maris2</i>	-0.36727	0.06000	-6.121	3.64e-09 ***
<i>maris3</i>	-0.27133	0.12583	-2.156	0.0320 *
<i>maris4</i>	0.10328	0.16355	0.632	0.5283

***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary survey

The model result shows that , compared to women belongs to Hindu community, women from the Christian community enjoys complete economic freedom after migration, with a p value 0.0325. thus the relationship is significant at 5 percent level. At the same time compared unmarried women, for married women one can expect 36 percent decrease in enjoying economic freedom after migration. The P value is 3.64e-09 means variable relationship is significant at .1 percent level.

6.5 PERCEPTION AND MARITAL STASTUS

MANOVA was run with R Studeo to understand whether the marital status of the female workers have influence on their perception towards some statements which helps to assess their economic freedom.

Table 6.3: MANOVA MODEL

	Marital status (test value)	Pr(>F)
Pillai	0.58417	< 2.2e-16 ***
Hotelling-Lawley	1.0606	< 2.2e-16 ***
Wilks	0.46279	< 2.2e-16 ***
Roy	0.95897	< 2.2e-16 ***

***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary survey

The multivariate hypothesis test shows that there significant difference in the impact marital status on women emigrants response on different statements which helps to understand their own experiences and perception regarding empowerment.

Table .6.4 : ANOVA TABLE FOR MANOVA RESULT

Response:	Df	Sum Sq	Mean Sq	F value	Pr(>F)
Decision to spending salary/ marital status	3	71.44	23.8133	41.406	< 2.2e-16 ***
Remittance sending decision	3	47.135	15.7118	26.504	1.368e-15 ***
Respect for employment	3	7.315	2.43846	4.4228	0.00451 **
Feel strength when cash in hand	3	2.790	0.92996	4.5772	0.003658 **
Free to enjoy leisure time	3	152.85	50.949	76.299	< 2.2e-16 ***
Free to decide travelling plan	3	121.39	40.462	62.456	< 2.2e-16 ***
Support family control on salary/earnings	3	0.604	0.20139	0.3022	0.8238
Family recognise monetary contribution	3	5.696	1.89870	3.9746	0.008266 **
Consider openion for major decisions	3	11.754	3.9179	6.2968	0.0003533 ***

***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary survey

It is assumed that there would be no median difference between the responses (Decision to spend Salary, remittance sending decision, acceptance in family, freedom to travel etc) and the marital status of the respondents. Except to the statement ‘You support the control of family on your salary’ , all other statement response has statistically significant MANOVA effect. There is statistical difference on perception based on marital status has Partial eta squared= 0.1947223

6.6 DECISION TO SPEND SALARY

It is true that regular monetary benefits or paid employment will act as agent of economic empowerment and freedom. But the control over salary of women migrants always regulated or watched by the power sources in the family. So it is necessary to understand what are the factors which influences the women migrant workers salary spending nature. To understand this question was asked to response to statement about who decide how to spend their salary. The answer for this question was collected as binary and used as dependent variable. Here also , Ordered logistic regression was used to get accurate prediction.

Table 6.5 : Ordered Logistic Regression Result

Coefficients	Value	Std. Error	t value	Pr (> T)	OR	97.50%
<i>WsI</i>	-1.34069	0.26169	-5.12331	3.002223e-07	0.2616640	-0.83233242
<i>eduys</i>	-0.02461	0.06927	-0.35533	7.223403e-01	0.9756873	0.1107155
<i>Maris 2</i>	2.46844	0.28907	8.53935	1.349754e-17	11.8040405	3.05429902
<i>Maris 3</i>	2.13195	0.64205	3.32054	8.984431e-04	8.4313315	3.39784859
<i>Maris 4</i>	1.82153	0.49258	3.69792	2.173762e-04	6.1813275	2.78969463
<i>age</i>	0.06191	0.01548	-3.99907	6.359152e-05	0.9399640	-0.03193838
<i>Reli 2</i>	0.78291	0.27573	2.83938	4.520116e-03	2.1878294	1.32688822
<i>Reli 3</i>	0.03273	0.24369	0.13431	8.931571e-01	1.0332718	0.51111886
<i>salr</i>	0.02968	0.60173	0.04932	9.606605e-01	1.0301252	1.21337226

***P<0.001(.1), **P<0.05(5), *P<0.10(10)

Source: Primary survey

INTERPRETATION

The result shows that all the independent variables are statistically significant relation exist.

The categorical variable, a married women migrant, as opposed to a single migrant, is associated with a higher likelihood of having a positive perception about their decision to spend their salary with t value is greater than 2, so it is statistically significant at 5 Percent level. If 95% of CI does not cross to 0, then the parameter estimate is statistically significant

Table 6.6
Ordered logistic regression Result

Intercepts	Value	Std. Error	t value	Pr (> z)
1 2	-1.9458	1.2919	-1.5061	1.320469e-01
2 3	-0.0225	1.2831	-0.0175	9.859995e-01
3 4	3.3038	1.3222	2.4987	1.246445e-02

Source: Primary survey

It is assumed that $1 > 2 > 3 > 4$. So, Mathematically, the intercept strongly agree/ agree corresponds to Probit ($>|z|$) = 1.320469e-01 means the log odds of decision about spending their income by themselves is strongly agree versus agree is statistically significant at .1 percent level.

6.7 ECONOMIC EMPOWERMENT OF WOMEN EMIGRATNS

How much their perception toward economic empowerment is related with their human capital, financial capital and social capital Ordered logistic regression was used perception regarding empowerment measured in a 1 to 10 scale where 1 indicate no empowerment and 10 indicate complete economic empowerment.

Table 6. 7
Ordered logistic regression Result

Economic empowerment	value	Std.Error	Z value	P value
2 3	-3.01	1.479	-2.0352	0.04183099
3 4	-2.6553	1.469	-1.8075	0.07067734
4 5	-1.4319	1.4624	-0.9792	0.32749803
5 6	-0.6645	1.4665	-0.4531	0.65049526
6 7	0.0709	1.4697	0.0482	0.9615244
7 8	1.2044	1.4701	0.8193	0.41261341
8 9	2.8245	1.4698	1.9217	0.0546414
9 10	4.3271	1.4742	2.9352	0.00333324

Source: Primary survey

Table 6.8

ORDERED LOGISTIC REGRESSION RESULTS

Coefficients:	Value	Error	Zvalue	Pr(> z)	97.50%	OR
<i>W's1</i>	0.79286	0.27319	2.90219	0.003705639**	1.33142373	2.2097009
<i>edtyrs</i>	0.08797	0.07546	1.16574	0.243717992	0.23642458	1.0919547
<i>maris2</i>	-0.6659	0.3578	-1.86108	0.062732656*	0.03378718	0.5138128
<i>Maris3</i>	-1.29646	0.70046	-1.85086	0.064189095*	0.09325539	0.2734978
<i>Maris4</i>	-1.44739	0.53416	-2.70967	0.006735037**	-0.40044883	0.2351829
<i>Age</i>	0.02282	0.01558	1.46473	0.142994146	0.05345248	1.0230785
<i>reli2</i>	-0.09007	0.26493	-0.33998	0.733867977	0.43005837	0.9138645
<i>Reli3</i>	0.20065	0.23757	0.8446	0.398333083	0.66731625	1.222203
<i>slr Yes</i>	0.17009	0.63384	0.26834	0.788433976	1.40775357	1.1854098
<i>langkn2</i>	-0.0158	0.29092	-0.05432	0.956676766	0.55596933	0.98432
<i>You decide how to spend your salary2</i>	0.19953	0.26565	0.75113	0.452574903	0.72101478	1.2208341
<i>You decide how to spend your salary3</i>	-0.2557	0.34048	-0.75101	0.452646606	0.41034352	0.7743717
<i>You decide how to spend your salary4</i>	-0.05892	0.68737	-0.08572	0.931691307	1.30053937	0.9427826
<i>Remittance decision is always yours2</i>	0.22287	0.25361	0.87877	0.379528592	0.72120692	1.2496545
<i>Remittance decision is always yours3</i>	0.54316	0.32191	1.68728	0.091549445*	1.17640776	1.7214315
<i>Remittance decision is always yours4</i>	0.41472	0.91538	0.45305	0.650509423	2.24094126	1.5139453
<i>You get respect for your employment status2</i>	-0.52869	0.26476	-1.9969	0.045836307**	-0.01024144	0.5893766
<i>You get respect for your employment status3</i>	-0.72402	0.34702	-2.08641	0.036941081**	-0.04463922	0.4847994
<i>You get respect for your employment status4</i>	-0.90141	0.86181	-1.04595	0.295585142	0.80883374	0.4059964

<i>Family recognises your monetary contribution2</i>	-0.49331	0.26262	-1.87842	0.06032321*	0.01950182	0.6106002
<i>Family recognises your monetary contribution3</i>	-0.22253	0.35524	-0.62644	0.531029167	0.47536143	0.8004881
<i>Family recognises your monetary contribution4</i>	-0.62411	1.26531	-0.49325	0.621838477	1.85193512	0.5357387
<i>Major family decision is taken by considering your opinion2</i>	0.91718	0.25043	3.66247	0.0002498***	1.41057763	2.5022231
<i>Major family decision is taken by considering your opinion3</i>	0.16692	0.27261	0.61233	0.540322155	0.70202731	1.181665
<i>Major family decision is taken by considering your opinion4</i>	1.22998	1.32631	0.92737	0.353733033	3.88268021	3.421167
<i>S@uae Yes</i>	0.25317	0.23661	1.06999	0.284625903	0.71847858	1.2880972
<i>you are free to enjoy leisure time as youlike2</i>	0.4689	0.40769	1.15016	0.250077508	1.26909971	1.5982426
<i>you are free to enjoy leisure time as youlike3</i>	-0.17627	0.51157	-0.34457	0.730419457	0.82530162	0.8383922
<i>you are free to enjoy leisure time as youlike4</i>	-0.69116	0.52632	-1.31321	0.189112467	0.33400231	0.5009935
<i>You decide your travelling plan with in the emirates and abroad2</i>	-0.53964	0.37605	-1.43502	0.151281484	0.19812706	0.5829594
<i>You decide your travelling plan with in the emirates and abroad3</i>	-0.62205	0.49654	-1.25278	0.210285818	0.35164597	0.5368425
<i>You decide your travelling plan with in the emirates and abroad4</i>	-0.9807	0.53107	-1.84666	0.064795748*	0.06166214	0.375048

***P<0.001(1), **P<0.05(5), *P<0.10(10)

INTERPRETATION

- **Working in skilled job** is 2.2097009 means that for promotion from unskilled to skilled category of job, one expect to see a 78 Percent increase in the odds of improvement in empowerment. With a z value of 2.90219, CI at 97.5 % is 1.33142373 and an associated p value of 0.003705639, this coefficient is statistically significant at .1 percent level of significant.
- Compared to the women who strongly agree to the statement ‘major family decision is taken by considering your opinion’ those who agree has 91 percent increase in the odds of improving empowerment.

6.8 CONCLUSION

The results of the study do not support that in the complete empowerment of women migrant. The perception regarding empowerment measured in a 1 to 10 scale where 1 indicate no empowerment and 10 indicate complete economic empowerment. The result shows that women having a skilled job are more empowered than those who are working for low status jobs. While except single women all other women’s empowerment is negatively related with their perception of empowerment. Among the three religious group compared to Hindu women, Muslim female emigrants are less empowered. Even if the respondent female emigrants themselves ranked under higher empowerment category, their response to some statement goes contradictory. For instance, those female emigrants agreed with the statement ‘you get respect from family for employment’ have negatively empowered at .52 odds ratio. Likewise, for those female emigrants feel their family reorganizes their monetary contribution are negatively empowered while those who strongly agreed with the same have more empowered than the later.

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7.1 Introduction

7.2 Major findings of the study

**7.2.1 The Socio-Economic and
Demographic Profile**

7.2.2 Work status and its impact

**7.2.3 Remittance and Economic
empowerment**

7.3 Suggestions

7.3.1 Theoretical Suggestions

7.3.2 Methodological suggestions

7.3.3 Policy Suggestions

7.4 Scope for further research

7.5 Conclusion

7.1 INTRODUCTION

It is observed that women's emigration to developed countries is to take advantage from the labour market or employment opportunities (Rajinamma) whereas emigration to Gulf shows women as followers of husband or other family members. The women migrant in the Gulf, in spite of the reason behind migration, do work either to full fill their dream, or to support their family. It is true than Gulf is not their dream destination for their career enhancement. However, they do work and enjoy the benefit of employment.so that the present study focuses on how the process of migration along with paid employment works in the life of them and their family.

The study specifically, focused on the Kerala women working in the UAE and the impact of migration on their family and themselves. In addition to the survey, additional information was gathered from long discussions with women migrants irrespective of their country of destination. The research observes that migrant workers as economic agents and individual decision maker. This chapter assesses what extent the objective of the study gained and deductions arose out of the findings. The space also used to make recommendations to which can use to promote employment migration of women from Kerala and the chapter concluded with future research suggestions.

7.2 MAJOR FINDINGS OF THE STUDY

International migration act as a catalyst of socio-economic growth of the Individual and the society they belong to. Based on the sample survey conducted in the three districts of Kerala, viz, Ernakulam, Alappuzha and Kozhikode during 2016-2017, the following inferences are made

7.2.1 The Socio-Economic and Demographic Profile

- The average age of migrants who are doing skilled work is 31.43 whereas for the unskilled women it is 34. Thus, it is found that more young female population from Kerala emigrated to the Gulf countries.
- Average years of education of the respondents is 15 years. It means that the majority irrespective of their job status possess at least ten years of formal education. It is found that average years of education of women in the skilled category is 15.5 years and for the unskilled category, it is 13.5. Thus one can infer that assuming all other variables constant, more years of education may increase the chances of getting a skilled job.
- The majority of the respondents (66.75) are married and out of the 43.19 per cent are doing unskilled work whereas more than 50 per cent (56.8) of them are from the skilled worker category. At the same time, among the single women migrants, three-fourths of them are doing skilled work.
- It is found that women live with their migrant husbands in the UAE are doing unskilled work is 54.54 per cent whereas only 22.33 percent of the women having non- migrant husbands are doing unskilled work.
- The reason migration of more than 44.68 percent of skilled women is to join with their husband. Around 46.66 percent of the unskilled women also emigrated to join with their husbands. Thus, employment oriented migration is less among married women, while it is high among single women.

- Majority of the emigrant (67.53 percent) women remit money to their family. Variations in sending money to home can be seen with respect to the difference in job category.
- Among the skilled emigrants, the average monthly income is rupees 113575.91.
- About 46 per cent of the emigrant respondents are Hindus and about 31 per cent are Christians and rest are Muslims.
- Majority of the Women emigrant workers are still in the delusion of empowerment and economic freedom. The women, who are willing to share their economic wealth and decision making power with the family also indicate themselves as empowered . This does not goes with the general definition of economic empowerment. From the results, it is inferred that getting a job or employment status and regular monthly income is used as a synonym of empowerment. However, these women are just the replica of the patriarchal social order. They accept the unfreedom as a normal thing.

7.2 .2 Work status and its impact

The result of the analysis shows that in a modern state like Kerala, still, religion plays an important role in determining the work status of the women. It indirectly signalling the deep-rooted social attitude toward women's work and education. However, there is positive and significant relationship between work status, education and past employment.

7.2.3 Remittance and Economic empowerment

- The results found that, though monthly income significantly influence the decision to remit and the amount of remittance. There are so many other variables like marital status, number of years in the UAE, and savings which goes against the remittance patter.
- The women emigrant workers elevated themselves as empowered. The factor influencing their conclusion is their work status and regular monthly income. But in reality, they accept and identified themselves as obedient followers of the patriarchal system.

7.3 SUGGESTION

7.3.1 Theoretical suggestions

- The number of migration theories which has incorporated women migrant workers are very limited. The theories of economics should consider women as a visible economic agent and should build separate statistical model specifically reflect the characteristics of women emigrants. This will helps to measure the contribution of women emigrants to the society more accurately.
- The economic theories of emigration should develop by including more women migrant sensitive variables.

7.3.2 Methodological suggestion

- It is found that, the majority of the studies on migration are conducted with the conventional household model and collecting data from the proxy respondents. But responses from the proxy respondents about the individual experiences of the migrants will increase non response errors and other related ethical issues. So, there should be more

methodological experiments in the fields, including collecting data from both hosting and destination countries.

- Strictly gender segregated research tools should develop by future researchers to address the female migration phenomenon.

7.3.3 Policy suggestions

- Official restrictions imposed on women migrants, whether for employment or other, should be removed. The governmental assurance of equal treatment of women at par with men should be given to the female emigrants.
- The sending states in particular and the central government in primarily using its bilateral ties to assure the safety and security of the all women migrants regardless of their work status at home and host region.
- The government initiated female migration promotional activities should be conducted. For instance, by providing free pre-departure training for the job in which the women are intended to join in the destination country.
- Apart from the pre-departure training, awareness programme about the female migration protection laws and security provided by the sending and receiving country should be properly informed to the women.
- By encouraging more women into international migration, the country can harness more remittance income and can reduce the potential loss of remittances due to male repatriation in recent years.

- The initiative to change the social attitudes towards women doing low skilled work should be made by society. A mass movement or social reform with this respect should be initiated.
- Promoting more and more female migrants through accepting their contribution to society, instead of projecting the negative experiences faced by them at the destination or throughout the migration process.
- The remittance calculation should be segregated, i.e., efforts should be made to identify or quantify the remittance contribution of women based on their occupation. This should be done by national and international agencies.
- Above all, regular monitoring of female migrants in the sending and receiving regions should be done with accuracy.

7.4 SCOPE FOR FURTHER RESEARCH

The study tries to assess the economic impact of women's remittance by analysing the consumption expenditure of the family at the home country. Though the result gives some insight regarding the same, there is still some grey area. They are, quantitative measure of women in the area is not yet explored effectively, the humble effort of the same still need to refine and modify. It has been repeatedly, affirms that the process of migration itself is an empowering process. The present study has looked into the same more deeply. But the need of educating Keralites women about changing their perception and attitude towards economic empowerment and freedom will help them to understand the concept. The present study tried to check the same in the field. While the comparative study of women doing the same job in the particular host county and from different origin may help to cross-check the conclusion

of the present study. Another is through the study did an effort to do a whole Kerala study with three districts. The analysis of the result purposively avoids the prediction of the model. So, testing the same model with another group of women workers from Kerala will help to improve the literature. Finally, the urgent necessity of gender-segregated data should be taken care by the authorities. The vacuum in the same is the reason for not exploring the un identified aspects of female migration. The future studies can investigate how migration act as women's economic participation and empowerment. The role of employment of women migrants family and the care issues faced by left behind can also be a research issue.

7.5 CONCLUSION

The international migration of women from Kerala is a common phenomenon though the number is very less. Because the economic gain of Nurses and the dismal life of domestic workers are more displayed than any other group migration. When the emigrants to the European countries seen as highly educated skilled professionals and their contribution portrayed as progressive and worthwhile, while the Middle east emigrants treated as dependent and low skilled. So their contribution to society goes invisible. With the thesis, an attempt was made to reveal the economic success and resultant economic empowerment of Kerala women workers in the UAE and tried to bring them into the forefront as visible economic agents. It also gives thrust to the need for accounting the remittance contribution of these emigrants. Because displaying the contribution of emigrants into their home and host country will help to demolish the existing social stigma against emigration to the Gulf. Apart from this, the emigrant workers see themselves as economically empowered and feel an improvement in their economic freedom after migration. The present

economic changes in the Gulf will increase the repatriation of male migrants. At this juncture, promoting female emigration will help to retain the remittance flow intact. So, the policymakers must accept the crucial role played by the female emigrants in the socio-economic life of their home destinations.

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APPENDICES

APPENDIX-I
THEORIES OF INTERNATIONAL MIGRATION

Name	Theory	Theory brief
E.G. Revenstein	Law of migration (1875-89)	There is inverse relationship between distance and number of migrants. This means most migrants travel in short distance and it occurs in a series of steps and every migration stream produces a counter stream. Economic causes are the major reason of migration. Urban dwellers are less migratory than rural dwellers.
Stouffer's theory.	Theory of intervening opportunities (1940)	The degree of migration between two places are not so much related to distance and population size, but to observed opportunities exist in those two places and between them. $M_D \propto \frac{1}{d}$ $M_D \propto \frac{1}{F}$
Zipf's Granty	inverse distance law The gravity model (1949)	According to him, the movement of individual is the result of gravitational forces. The volume of migration is inversely proportional to the distance travelled by migrants, and directly proportional to the population of the source and destinations. $MM \propto P_1 * P_2$ $M \propto \frac{1}{d}$
W. Arthur Lewis (1954) Ranis and Fei (1961)	L-F-R Model	He explained migrant's connection with development. For him migration is the transfer of labour from rural sector to urban sector.

Marxist theory	-	He analyses migration on the basis of historical approach. As a result of conversion of labour into a marketable commodity, workers are compelled to migration in search of employment. While Marxian thought doesn't consider as brain drain.
Larry S. Sjaastad (1962)	Human investment theory	It is also called as human capital model.
Everett S. Lee	Push and Pull Model 1966	Introduced new intervening obstacles in the push pull model
Harris-Todaro	-	Expansion of the basic rural to urban migration model which discuss permanent income will
Stark & Bloom	The New Economics of Labour Migration.	It transformed approaches to migration and remittances. The theory states the commitment between families is the reason behind remittance flow.

**APPENDIX -II
WOMEN MIGRANT SURVEY 2015-17**

**FEMALE MIGRANT WORKERS IN THE MIDDLE EAST: A SOCIO-
ECONOMIC ANALYSIS OF THE KERALA WOMEN WORKERS
IN THE UNITED ARAB EMIRATES**

PERSONAL PROFILE AND HISTORY OF THE FEMALE MIGRANTS					
1	Name			Remarks	
2	Age				
3	Religion		Cast		
4	District of origin in Kerala	District	Taluk		
5	Marital status	Single			
		Married			
		Widowed /Divorced			
		Other			
	Is your husband an emigrant (UAE)?	Yes	What is his present job?		
		No	What is his present job?		
			Where is he living?		
Do you have Children	Yes	Are they live with you?			
	No				
6	Educational qualification				
7	What was your employment status before migration?	Employed	Unemployed		
	Specify category of your job				
8	In UAE where do you live?				
9	What year did you first come to UAE?				

	Please select your initial and current migration status from the list. (work visa, tourist visa, business visa, student visa, others (specify.....))		
	Initial migration status		
	Current migration status		
10	What was your primary reason for leaving your country?	Economic problem at home	
		For employment	
		To join husband	
		To join other family members	
		Other	
11	Why did you choose UAE, instead of another country?	Availability of employment opportunities	
		Offered work	
		To join someone in UAE, please specify	
		High income expectation	
		Other, please specify	
12	How did you get visa at present?	Approved recruitment agent/ Directly from the employer	
		Unapproved recruitment agent	
		Relatives, please specify	
		Friends	
		Others , please specify	
13	What is the amount you paid to get work visa? Rs.....		
14	Did you get employment immediately after your first arrival?	Yes	
		No	period of unemployment)
		initial migration	
		Current migration	
15	Did you get any help in	Informed about job opportunities/ hepled to	

the stages of migration from relatives or friends in UAE? (please tick options applicable)	find job
	In obtaining visa/work permit
	Paid for transportation
	Lend money
	Others , please specify

EMPLOYMENT AND WORKING CONDITIONS

15	What is your job/ paid work at present?		
	Did your employer had specific skill requirement before your appointment?		
16	When you first joined the work?	Month year	
17	What is the nature of your job?	Regular employee with monthly wage	
		Regular employee with daily wage	
		Self employed	
		Others, please specify	
18	Does the education qualification match with your present job?	Yes	
		No	
19	Do you have skill/proficiency in any foreign language?	Yes	
		No	
20	How do you rate the use of language skill in your present job? (please mark your response)	Essential	
		Very useful	
		Moderately useful	
		useful	
		Not useful	
21	What is the category of your employer?	Government / public sector	
		Foreign establishment	

		(please specify country)
		UAE nationals/ private
		Others, please specify
22	What is the nature of your work place?	Office
		Educational institution
		Hospital
		House
		Shop
		Others, please specify
23	Location of your work place?	In the city
		Near the city
		Rural area
		Others , please specify
24	How do you reach at work place?	By public transport
		By private vehicle
25	How many hours you work per day	
26	What is your monthly income in UAE dirham?	
27	Is there any delay in payment of salaries	Yes, specify period of delay
		No
28	Did your employer reduce your wage rate during previous years?	Yes
		No
29	Do your employer providing any non- wage benefits/ subsidies	Yes
		No
	If yes,	Free
		Subsidised
	Accommodation	
	Food	
	Medical care	
	Transport to work place	
	Health insurance	

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		Social security		
		Air ticket		
		Other, please specify		
30	Do you have any part time job?	Yes, please specify		
		No		
	Hours of part time work			
	Wage for part time work			
31	Have you signed any work contract?	Yes		
		No		
	If yes, did you receive the same job, wage and non-wage benefits as per the contract?	Yes		
	Have you face any problem related to the work contract?	Yes		
	How often you renew your work permit/visa?			
	What is the amount charged to release work permit/visa?			
	32	Whether the employer collected your passport when you joined for work?	Yes	
No				
Have you faced any problem related to release of passport?		Yes , please specify		
		No		
33	Have you met any accident in workplace?			
	Who bore the medical expenses?			
34	Have you face any of discrimination in workplace?	Yes		
		No		
	If yes,	Because of your gender identity		
		Because of ethnicity/ origin		
		Because of religion		
		Marital status		
other				
35	Have you ever exploited in work place?	Yes		
		No		

	If yes by whom?	Employer		
		Co workers		
Others, specify				
	What kind?	Physical		
		Other, please specify		
	Have you been victimised any type of torture/abuse?	Yes	No	
	If yes, what type?	Verbal		
		Emotional		
		Other, please specify		

REMITTANCE DETAILS					
3 6	Do you send money to one or more relatives in your home country?				Yes
	If yes, please fill the following information				No
	Who do you send money to	Amount	Frequency sent	Mode of transfer	Purpose
	Spouse/partner Parent Sibling (s) Cousin (s) Friend Other , (.....)		Monthly Once in six months Yearly Only on special occupations Never	Bank Forex bureau Other (please specify.....)	
3 7	From the moment you started sending remittances until now, have there been any changes in the quantity and frequency				Yes
	If yes, what sort of change?				No
3 8	Do you have a bank account in UAE?			Yes	
				On what purpose you use the account?	
				No, why?	
3	Do you know how the money you send home is used?				

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9	If yes, how does they use your money for expenditure (please mark all if monthly expenditure include all)	Daily expense
		Paying rent for household services
		Leisure
		Medicine /hospitals
		Education
		Other, please specify
	how does they use your money for economic activities/asset creation (please mark all if monthly economic activity includes all)	Buy land
		Buy gold
		Build house/apartment
		Save at bank/chit fund
		Other, specify
40	Who make the decision about how to spend the money you send?	
41	What is the amount of your savings per month? (in Rupees)	
42	Do your spouse/relatives aware of it?	Yes
		No
43	Are your spouse/ relatives at home aware About your salary/ expenditure in UAE?	Yes
		No
44	Do you send any other kind of goods to your relatives in Kerala	Yes
		No
45	Do you share your salary/income with your husband /parents in UAE?	Yes
		No
	If yes, do you have control on the share given by you?	Yes
		No
4	Despite having a paid employment	Yes

6	Do you enjoy economic freedom?	No
4 7	How do you measure your economic empowerment in a scale of 0-10 in which 0 indicates no freedom/control and 10 indicate maximum or complete economic freedom?	

EMPOWERMENT ASSESMENT				
	Moderate	Complete		
Your economic freedom before migration				
Your economic freedom after migration				
	Strongly Agree	Agree	Disagree	Strongly Disagree
You decide how to spend your salary				
Your family/know your sending				
Your family/know your Spending				
Your family/know your Saving				
Major family decision is taken by considering your opinion				
You personally support and let them to know/check				
You decide you're travelling plan with in the emirates and abroad				
you are free to enjoy leisure time as you like				
You feel strength when cash in hand				
Rating of Economic empowerment				

HOUSEHOLD DETAILS	
Gender of Head of the household	
Do receive Remittance from the female migrant	
What is the income of the family other than remittance of the female member	
Job of Head of the household	
saving of Head of the household	
Household size	
Saving from remittance	
Remittance spending details (Please write the amount in rupees)	
Food and other expenses	
Education	
Consumer and Durable goods	
Housing	
Other	
Health	
Total	
HOUSEHOLD AMENITIES DETAILS	
Do you own house?	
What is the type of house?	
Please provide detailed information about the following items	
own land	
cent	
Car	
Taxi	
Scooter	
Telephone	
Mobile	

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	TV	
	Refrigerator	
	Oven	
	Pc/laptop	
	Net	
	Other	

Publications

- Migrant Sensitive Health Policies in the GCC Countries: A Comparative Analysis. Published in Emperor International Journal of Finance and Management Research (EIJFMR). Volume-IV, Issue-12, December-2018. (ISSN: 2395 – 5929).
 - Women Emigrating to Violence and Harassment: Life experience Analysis of Kerala Women in the GCC Countries. Published in International Journal of Research in Humanities, Arts and Literature (IMPACT: IJRHAL), Volume-IV, Special Issue-10, October-2018. Page no: 298-305. (UGC listed No: 63170: ISSN(Print): 2347-4564)
 - Rural- Urban Migration: Technology Impact on the Women Migrants (both Publication and presentation). Published in the Book Technology for Women Empowerment (Serials Publications- ISBN: 9788183875394).
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