

International Returnee Migrants in Telangana

A Survey



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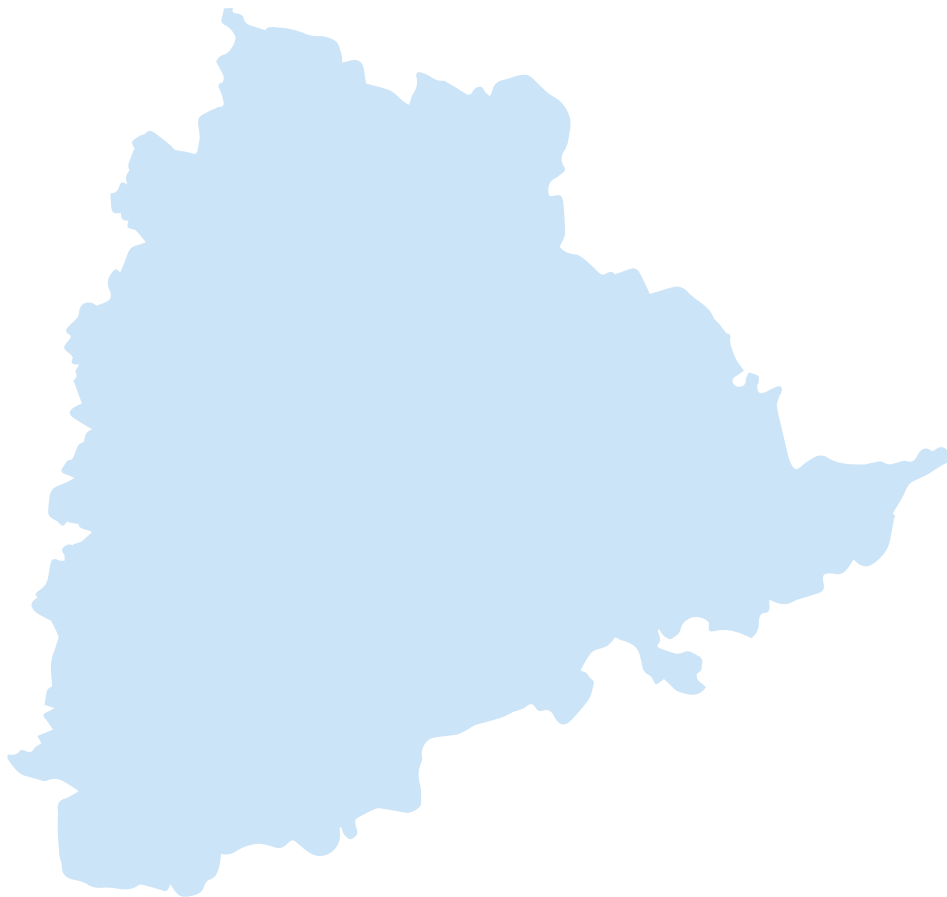
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March 2024



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Acronyms

DDUGKY	Deen Dayal Upadhyaya Grameen Kaushalya Yojana
DSDP	District Skill Development Plan
EEO	Employment Exchange Office
FGDs	Focus Group Discussions
FMCG	Fast Moving Consumer Goods
GCC	Gulf Cooperation Council
ILO	International Labour Organization
IOM	International Organization for Migration
LMIS	Labour Market Information System
MRC	Migrant Resource Centre
NAC	National Advisory Council
NCSP	National Career Service Project
NSSO	National Sample Survey Organization
ODOP	One District One Product
RSETI	Rural Self Employment Training Institute
SETWIN	Society for Employment Promotion and Training in Twin Cities
SKS	Samagra Kutumba Survey
TOMCOM	Telangana Overseas Manpower Company
TS-iPASS	Telangana State Industrial Project Approval and Self Certification System
UN DESA	United Nations Department of Economic and Social Affairs
UNESCO	United Nations Educational, Scientific and Cultural Organization

Executive summary



I. Context of the Study

The Study on International Returnee Migrants in Telangana is carried out in the context of the phenomenon of return migration, especially from the Gulf Cooperation Council (GCC) countries, with Telangana Overseas Manpower Company Ltd (TOMCOM) and the International Organization for Migration (IOM) trying to understand and monitor the process precipitated by the situation of COVID-19 and after. The study spans the districts of Nizamabad and Jagtial in North Telangana, which are known pockets for migration, besides Hyderabad. The study attempts to understand the characteristics of returnee migrants' socioeconomic status, skill set, employment status and challenges faced in the local labour market.

Significant migration from India to GCC countries began in the 1970s, particularly by way of semi and unskilled workers, particularly from South India, to find livelihoods in the oil and construction sectors. In the Telangana region, beginning in the 1980s, the exodus to the Gulf was towards filling low waged occupations by semi and unskilled workers in the

The Study on International Returnee Migrants in Telangana is carried out in the context of the phenomenon of return migration, especially from the GCC countries, with TOMCOM and IOM trying to understand and monitor the process precipitated by the situation of COVID-19 and after.

Migration, as a phenomenon, had intrinsic driving factors in the form of reliable migration-related information, supplied by agents.



With Gulf Migrants Joint Action Committee (JAC) members at Jagtial. G Ravi Chairman, M Yadagiracharyulu, PhD, Rudra Shankar President of Gulf Migrant Workers Welfare Forum, Bharath Bhushan Mamidi, Myana Sudhakar, Sai Krishna Advocate and others in Jagtial. © 2023/Bharath Bhushan MAMIDI

human intensive sectors of construction, retail, automobile driving, sanitation and domestic work. Skilled workers also migrated to fill in Care and Hospitality Services.

II. Findings from the existing studies on migration and return migration

Migration, as a phenomenon, had intrinsic driving factors in the form of reliable migration-related information, supplied by agents. On the flip side, it has an adverse impact on the prospective migrants, pushing them into indebtedness due to dependence on private agents who facilitate them in securing high-cost loans.

Similarly, migration, as a phenomenon, has taken a new turn in recent times, precipitated by COVID-19 scenario, especially on the return migration front with fallouts of joblessness, lowering income, and so on. Migration, as a cultural process, also has been viewed through a patriarchal lens, giving the process a male or, at best, a genderblind phenomenon despite the migration of women and girls to the tune of

48 per cent of 135 million in numbers, thereby depriving it of a gender perspective. Women migrants, in addition to harsh and dehumanizing working conditions and insecurity of placement agencies in general, are also vulnerable to sexual and gendered exploitation.

By defining return migration as a voluntary return from the destination, the process is deemed to be a positive indication in that it can balance the detrimental consequence of the emigration of trained and educated individuals. The returnee migrants are classified into two types: first, those from poor, marginalized families returning at the conclusion of a set project, successful or otherwise, and; second, the educated migrants, who have migrated for academic opportunities. The drivers like inadequate compensation, lack of wide opportunities, separation from the family and the lack of opportunity to work in the place of origin are some other reasons for the return of migrants. These, along with a host of other factors, both subjective as well as the purpose and the destination, determine the decision to return.

Migration itself is a process of mutual transfer – of skills on the part of the migrant to the destination in return for the transfer of wealth to the migrant and host country. Given this situation, various policies are drawn that dictate the limits to be adhered to by the migrant in terms of hours of work, the upper limit of the money or equivalent that can be transferred to the host country or even the mandatory percentage that has to be utilized at the destination itself. The process of return migration is itself not bereft of challenges on the returnee – of finding suitable occupation, reintegration into the family and regaining the sense of belonging.

Migration to the GCC countries from Telangana, which started in the decade of the 1970s, was triggered by a combination of both the “Push” factors: continuing droughts, agricultural distress, and increasing naxalism – all accounting for perpetual poverty and poor development of the region – combined with the “Pull” factors: of growing oil boom in the GCC countries and growing infrastructure development. The process of migration to GCC countries from Telangana is a story of unskilled and low skilled people in search of employment, largely dependent on overseas agents and money lenders, ending up in harsh working conditions at their destination and debt bondage. The socioeconomic narrative throws up a mixed picture, which includes economic betterment and improved standard of living of families left behind and access to education for the next generation. At the same time, it also includes social disharmony and discord in the families.

Studies conducted in 2021 have estimated the return of nearly 75,000 migrants to their homeland in Telangana. At the same time, rising livelihood prospects in the State with an improved agriculture scenario have given new hopes to the migrants. The agricultural transformation that has taken place in the hitherto resource poor districts like Mahbubnagar has accelerated the process of within country return migration.

Return migration, being a key part of the Indian Gulf migration experience, necessitates an appropriate policy to be formulated by the Indian government



Migration to the Gulf countries from Telangana which started in the decade of the 1970s, was triggered by a combination of “push” and “pull” factors.

to facilitate and address the issues surrounding the process of return migration. The possibility of designing a reintegration programme much before the actual return migration of the individual also finds a mention in the literature.

III. Sampling method followed for the survey

The study is taken up with a five-fold objective: estimate of the return migrants (by definition, those returning from the GCC in the past five years or from 2018); make an assessment of their skills; to know their current activities; to analyse the challenges faced by them in the local labour markets; assess the local market status; and, suggest methods of skilling and livelihoods support for reintegration of the return migrants, within the target districts of Nizamabad, Jagtial and Hyderabad.

Sample was collected from the Samagra Kutumba Survey (SKS) data using the stratified sampling method based on the number of international migrants. A total of 25 villages/wards were selected per district, and a total of 40 respondents were selected, comprising the total sample of 1,000 per district. Further, at the village level, the “snowball” system of sampling was employed, where the interviewees’ knowledge of other returnees was used to reach out to the other respondents. At the village level, prominent persons like village/ward representatives were consulted to give the approximate number of Gulf returnees as well as to identify initial respondents for the survey, and they, in turn, were helpful in further sample identification.

Focus Group Discussions at the community level were done to capture qualitative data relating to labour conditions, the impact of returnee migrants on employment relations and issues related to reintegration. Information on these aspects was also collected through discussion with the District Employment Office, Labour Department and TOMCOM officials.

The estimated number of migrants from the three districts is 153,609 with 50 per cent falling in Hyderabad, 14 per cent in Nizamabad and 36 per cent in Jagtial district. The estimated figures for the returnee migrants are 73,630, with 48 per cent from Jagtial followed by 41 per cent from Hyderabad and the least from Nizamabad at 9.9 per cent.

IV. Findings from the primary survey

(a) Women returnee migrants

Women constituted a lower percentage of the returnee migrants surveyed in Hyderabad. Despite all efforts, the survey team could not find a single female respondent from the Jagtial and Nizamabad districts. With considerable difficulty, the team could get only 84 female respondents in Hyderabad to allow the profiling of their social

and economic conditions before migration and after their return. These women returnees are from the Muslim community. Around 75 per cent of women returnees fall into the 30–40 years age group, and around 21 per cent fall in the age group of 40–50 years; only 3.6 per cent were above 50 years. They worked mostly in the health care and housekeeping sectors, which constituted 60 per cent of the sample, and the rest of them worked as beauticians.

The majority of the returnees were from Saudi Arabia, followed by the United Arab Emirates and Qatar, where the duration of stay at the destination was short, that is less than five years for a majority (80%) of the women, with the remaining having stayed between 5–15 years. The majority of the women returnees were either illiterate or studied up to the upper primary level or below. Women's education level is significantly lower compared to male returnee migrants from Hyderabad.

The reasons for the women migrants to return mostly were due to the period of contract has been completed or terminated and a low salary which was insufficient to send home. A large percentage of the returnees were earning less than INR 20,000¹ per month followed by those earning INR



Interview of a Gulf migrant family in Hyderabad district. © 2023/Bharath Bhushan MAMIDI

¹ 1 USD = 83.94 INR as of 06-09-2024.

20,000 to INR 50,000, and a very small percentage earning INR 50,000 to INR 1 lakh² per month. Closely related to this, in terms of the remittances sent to their families, only 55 per cent or 44 women could send their income back in the last year of their stay in destination countries. Of those sending money, 22 women sent remittances less than INR 50,000 in the year before their return, 11 of them remitting between INR 50,000 to INR 1 lakh, nine between INR 1 lakh to INR 2 lakh, and only 2 out of the 84 women (4.3%) remitting home more than INR 5 lakh. A large section, 40 out of 84 women, did not send any money home. The amounts were sent home to meet the consumption needs and for children's education, while few were used to clear debts.

About 62 per cent of the women did not work in the local labour market after their return. Of the 38 per cent (32 women) working, 11 are working as domestic workers and 12 women have set up their own petty business, and the rest are working as private employees or as casual labour. Only 35 per cent (30 women) of women returnee migrants acquired some sort of skills prior to migration, and just 6 per cent or (5 women) could acquire skills while working in the GCC countries. Most of the women working after their return could find work within three months. However, they could find the work with difficulty and felt that it was not regular work and that they had no skill for the work available. It was felt by many of those in domestic work that the upgrading of skills would have been very helpful. More than 54 per cent of returnee migrants faced difficulties in finding work in the local market.

(b) Profile of the returnee migrants in Telangana

A total of 3,046 returnee migrants have been interviewed in the study across the three districts. Of these, there is an almost equal representation from Hyderabad, Jagtial and Nizamabad districts, with 1,026 (34%), 1,018 (33%) and 1,002 (33%) respondents, respectively. Further, only in Hyderabad is there representation of women returnee migrants, constituting 84 (8%) out of 1,025 respondents.

Distribution across the districts by religion shows respondents from Hindu religion in Jagtial and Nizamabad account for 94 per cent and 92 per cent, respectively, with a single Hindu respondent from Hyderabad. In Hyderabad, all but one respondent are Muslims. Women from rural parts of the State are restricted culturally from migrating to other countries in search of work. Distribution by caste shows 39 per cent of respondents are from the General Category (includes Muslim and Christian respondents), 42 per cent belong to Backward Castes, 17 per cent are from Scheduled Castes and 2 per cent from Scheduled Tribes. Distribution of the respondents from their marital status: 84 per cent of respondents were married at the time of the survey, 15 per cent were unmarried, and a miniscule 0.2 per cent and 0.3 per cent were divorced and widowed, respectively.

The majority of the returnee migrants returned from the United Arab Emirates (above 45%), followed by Saudi Arabia (nearly 26%). Other respondents were found to have returned from Oman and Qatar (nearly 8% each), Bahrain and Kuwait (6% each), and Iraq (little above 1%). Most of the returnee migrants in Hyderabad worked in Saudi Arabia, while those from the other two districts worked in the United Arab Emirates. More skilled jobs were available in Saudi compared to the United Arab Emirates, and the better educated migrants from Hyderabad found them suitable.

The duration of the last stay of a majority of respondents (nearly 49%) was less than five years. This is followed by those staying between 5–15 years (at 37%), with 11 per cent and 3 per cent of respondents staying between 16–25 years and beyond 25 years, respectively.

Destination country-wide distribution shows a similar pattern, with the highest number of respondents having stayed for less than five years followed by between 5–10 years, and so on. It's interesting to note that a small percentage of respondents (1.3%) are those whose stay has been in Qatar for more than 25 years, while a large percentage of migrants stayed for less than five years.

² 1 lakh = 100,000 INR.

The relationship between age and education level is important as the State has a historical burden of low levels of education. As the out-migration from Telangana to GCC countries is into unskilled work, the education level of 26 per cent of returnee migrants aged below 40 years is up to secondary grade, while of those aged above 40 years (constituting 26% of the total sample), 9 per cent are not literate and 7 per cent each are educated up to primary and secondary levels, respectively. Interestingly, it can be observed that only a little above 1 per cent of respondents have technical qualifications (polytechnic), revealing that most of the migrant returnees are those who have obtained unskilled, adhoc jobs rather than those with semi-skilled or skilled jobs.

A major section, close to 37 per cent of respondents, have cited the termination/expiry of their contracts as an important reason for return migration. This was followed by a little above 18 per cent returning because they were unhappy with their salaries. Other reasons include incompatibility with the employer (a little above 12%) and problems back home (a little above 10%). Interestingly, COVID-19 as a reason was cited by only 9 per cent of respondents. Other factors like health problems, retirement and availability of work at the local market contributed to the return of the rest of the returnee migrants.

(c) Employment in Gulf Cooperation Council countries

Overall, around 72 per cent of the respondents affirmed that they raised loans for their Gulf migration, while 28 per cent of the respondents were not required to borrow any amounts or arrange their own finances. Further, out of those borrowing amounts, a substantial, close to 47 per cent, borrowed between INR 50,000 and INR 1 lakh, followed by 33 per cent borrowing INR 1 lakh to INR 2 lakh in connection with their migration.

Returnee migrants have diverse skills and experience gained in overseas jobs. The occupational profile of the returnee migrants in destination countries shows a wide range of occupations spread thin across different professions. A little above 19 per cent worked in the construction sector, followed by close to 15 per cent who worked as drivers. A little



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above 11 per cent were employed as sanitary workers, followed by close to 9 per cent working as domestic workers. About 5 per cent of the returnee migrants worked as technicians, while close to 5 per cent each worked as sales person, farm labour, storekeeper and miscellaneous kind of non-farm labour. The scope of retraining the returnees for alternative jobs also depends on their ability to match with earlier education and skills which facilitate adaptation.

The study revealed that the majority, namely, that is a little above 51 per cent of returnees, were earning between INR 20,000 to INR 50,000 per month while at the destination, followed by close to 47 per cent earning less than INR 20,000. Only 5 per cent of migrants were earning between INR 50,000 and INR 1 lakh per month.

In terms of remittances, 37 per cent of respondents have sent between INR 50,000 and INR 1 lakh before their return; 30 per cent have sent less than INR 50,000, close to 24 per cent have sent from INR 1 lakh to INR 2 lakh, and a little above 7 per cent have sent above INR 5 lakh before their return.

As a majority of the returnee migrants were indebted as they had to borrow to meet their migration expenses, repayment of outstanding debts has been the priority where close to 55 per cent of remittances were used for repayment of debt; around 25 per cent towards consumption needs of the family; close to 22 per cent was utilized

for construction of house; around 12 per cent for children's education; little above 6 per cent was spent towards the health needs of the family member; around 4 per cent for performing wedding in the family, and; 2 per cent for purchase of assets like vehicle or land.

(d) Employment, skills and earnings of returnee migrants

The returnee migrants, after their return, made attempts to integrate themselves into the local labour market. The pattern of the occupations into which they could integrate, as revealed in the study, is as follows: about 20 per cent are into non-agricultural work, followed by close to 17 per cent engaged in their own cultivation. 12 per cent are employed as drivers, while a little above 10 per cent are engaged in their own business; close to 7 per cent are working as agricultural labourers. Close to 8 per cent returnees were employed in various professions like mechanic, painting, private employment, tailoring, professional, and others. A miniscule 0.5 per cent of returnees were employed in the public/government sectors. Around 20 per cent were not working at the time of the survey.

Distribution of migrant returnees based on age shows 74 per cent belonging to the below 40 years age group as against 26 per cent belonging to the above 40 years age group. Among the former category, 31 per cent of respondents work as casual labourers in non-agricultural occupations, followed by 17 per cent initiating business and shop on a self-employment basis, 16 per cent involved in the cultivation of their own land, 7 per cent each involved in casual labour in agricultural activities and working as salaried employees in private firms, respectively, and 1 per cent each employed as regular salaried persons in government sector and self-initiated allied agricultural activity, respectively. Further, while 5 per cent of respondents were unemployed at the time of the survey, 15 per cent were found to be not working. A similar pattern is also seen among the above 40 years age group, where 24 per cent are employed as casual non-agricultural labourers, followed by 20 per cent employed in their own agriculture and 19 per cent not working.

Of the 1,952 returnees currently in employment (other than self-employment) surveyed in the three districts, only a little above 1 per cent was found to be working on the basis of written contracts for employment, while a major 99 per cent do not have a contract of employment. Of the 1 per cent (24 in actual numbers), 18 respondents (constituting 75% of the sample working on contract) have been issued contracts for 1–2 years, followed by five respondents (corresponding to nearly 21%) who have been given contracts for less than one year. Only one respondent has been given a contract for a period of 3–5 years. Thus, the returnees are engaged in a predominantly informal nature of work.

Out of a total sample of 2,427 (constituting 79% of the total sample) returnee migrants currently working, 59 per cent are working in their own village, while 11 per cent are working in the nearby town. All returnee migrants from Hyderabad and only a few, 13 in number (1.5%), from the two districts of Jagtial and Nizamabad are working in Hyderabad. 91 per cent of returnees from Nizamabad and 73 per cent from Jagtial are working within their own village or city itself. Next to this, nearly 27 per cent of the respondents from Jagtial and 7 per cent from Nizamabad are working in a nearby town. The currently working returnee migrants are mostly working in the location of their residence or in the nearby town, indicating that work may be provided within the place of location or nearby to their location.

The majority of respondents, constituting 84 per cent of the total sample, have found work through their own efforts and own source of information about job opportunities, followed by 9 per cent having found placement through friends. A little above 3 per cent have located jobs through relatives or a private agency, while less than 1 per cent have found their jobs through sources like co-villagers and the help of social media. This indicates the need for a reliable and formal source of information.

A high 76 per cent of the returnee migrants did not obtain any skills at the time of migrating to the GCC countries. District-wise, 68 per cent from Hyderabad, 74 per cent from Nizamabad and a



All returnee migrants from Hyderabad are working in Hyderabad and only a few, 13 in number (1.5%), from the two districts of Jagtial and Nizamabad are working in Hyderabad.

high 86 per cent of respondents from Jagtial had no skills at the time of migrating to GCC, which is indicative that their work itself was of an unskilled or semi-skilled worker in the unorganized sector on short term contract basis.

Even after migration, the efforts to acquire skills were low; only 328 could acquire some skill: about 10 per cent respondents from Hyderabad, 18 per cent from Nizamabad and a very low 4 per cent from Jagtial could acquire skills while at the destination.

Further, out of the returnee migrants who acquired skills at the destination (totalling 328), a large 65 per cent of them (215 returnees) did not succeed in finding employment in line with their skills. Further, close to 51 per cent did not find the acquired skills useful in their current skills; 44 per cent found these skills somewhat useful in their current place of employment, and only a little above 5 per cent found training very useful in their current jobs.

Of those who said that they found jobs commensurate with their training (numbering 113 in all), a little above 60 per cent reported earning incomes/wages that suit the skills they acquired, while 40 per cent felt their compensation is not commensurate with their skills. These findings indicate the need for updating existing skills or imparting new skills to the returnees to find appropriate work in the local labour market.

Of the 3,046 sample spread over three districts, a total of 328 respondents had acquired some form of skill upgradation while serving in their place of migration. The number is high in males who have acquired skills while working in the Gulf: 97 in driving and 45 in construction skills. For example, drivers from Hyderabad and Nizamabad who are 40 years old have also updated their skills. Electricians and plumbers have similarly updated their skills. After their return, most of them are engaged in the same occupation with some updating their skills through training, which helped them find work in the local labour market.

Of the returnees from GCC, around 63 per cent have found a job in the local market in less than three months, while 23 per cent have taken 3–6 months, and another 10 per cent have taken six months to find a job. Though job opportunities are higher in Hyderabad, at least 12 per cent had to wait for a year to find a job. However, once they joined employment, they have not changed it.

Close to 67 per cent of the total sample surveyed indicated that they faced difficulty in securing a job. These challenges include (from those who accepted to have faced problems): lack of consistent work (according to 60% of respondents), non-availability of suitable work (19 respondents), lack of requisite skills (11%), and non-availability of information and other challenges (10%). The returnee migrants (60%) agreed that there is a need for skill training. In keeping with this opinion, out of all the returnee migrants (3046), only 21 respondents made an effort to acquire training. Of the 21 who went for additional training, more than half went through a private training institute, while few had their friends train them.

Six of the respondents paid between INR 10,000 to INR 15,000 in order to get trained. The training also has not helped them secure employment, and 16 respondents could not secure a job. The study also revealed that out of the 21 who took skill training, only 15 have ventured into self-employment. Out of these, only three respondents have accessed bank loans with subsidies for their self-employment ventures, while the others did not prefer self-employment.

(e) Labour market assessment and opportunities for absorption of returnee migrants

Labour market information is a prerequisite for the employees, employers and facilitating agencies like skill training agencies, recruitment agencies and planning authorities.

There are an estimated 30 to 50 lakh people dependent on the Gulf emigration phenomenon in Telangana. However, there are no clear figures that will help planners and policymakers draw a specific pattern of the emigration process in order to build some enabling modules for their passage to and integration after their return from the Gulf. There is a need for building a labour Market Information System (LMIS) that is contextual and specific to meet the unique needs of the Gulf returnees.

Rapid urbanization in Telangana is also creating the need for workforce in construction, education, health and other sectors. In the face of this situation, there is a need for proper documentation of information on the demand as well as the supply side so as to draw out a planned roadmap to match the two.

Labour market assessment requires accurate data on the number and demographic details of the Gulf migrants. Deficiency in data is mainly due to the fact that the migrants are illiterate, unskilled and semi-skilled, engaged in the informal sector. Various sources like Labour and Employment Statistics and data from live statistics from sources like the Employment Exchange Office that draw from reports like the NSSO and Periodic Labour Force Survey give only part of the information helpful in understanding trends. It is not possible to estimate employment status with particular reference to the Gulf migrants because the information is not comprehensive and updated.

The assessment of labour demand is also quite deficient in that information on the number and types of jobs available in current and emerging industries and enterprises, and the size of the requirement of skills and workforce is not available. The returnee migrant jobseekers do not have reliable information, and therefore, depend on

informal sources of information like friends or peers, licensed or unlicensed recruitment agencies, job melas, and so on that become the basis of their choices.

Data of Telangana State Industrial Project Approval and Self Certification System (TS-iPASS) is an initiative, which has listed the total number of registered industries and for each sector, drawn out by the labour requirement. The sectors included in the study, for example, are Food processing (rice mills, flour mills, oil mills and spices grinding), agro-based units (cold storages, storage and transportation), and Engineering for Jagtial and Nizamabad, while IT Parks and IT Buildings, Engineering, and Food Processing are the dominant sectors in Hyderabad. Owing to a host of factors, the employment potential in TS-iPASS industries is miniscule: 0.92 per cent in Hyderabad, 0.32 per cent in Jagtial and 0.73 per cent in Nizamabad. Employment potential in industries is largely centred in districts in close proximity to Hyderabad, viz., Rangareddy (55.21%), Sangareddy (8.73%) and Medchal (8.14%).

The key point that emerges here is that information from the limited database of the Industries Department is less applicable to understanding the



FGD with Gulf returnee migrants at Yousufnagar village of Jagtial district. © 2023/Bharath Bhushan MAMIDI

status of the Gulf migrants as a large number of them do not possess the skills to gain employment in the formal sector with the existing skills.

One District One Product (ODOP), the district level development plan, is developed to increase the employment potential for the district. Studded Gold Jewellery, Mango processing, and Turmeric processing may also provide employment to the Gulf migrants in their respective districts, which are the identified products for Hyderabad, Jagtial and Nizamabad districts, respectively. Special assistance is provided to the ODOP units. Similarly, although DSDPs (District Skill Development Programmes) are tools in designing local-specific skill development programmes for the youth, they are less applicable to the less educated and unskilled Gulf returnee migrants.

V. Policy recommendations

Based on the findings of the survey and discussions with key stakeholders and the total spectrum of issues confronting the Gulf returnee migrants, some recommendations emerge, which are given below:

1. **Institutional synergies at state and district levels:** An effective reintegration programme requires a collaborative effort of all related agencies at the state and district levels. Reintegration measures comprise collective planning, integration, and synergy among institutions that provide financial support for livelihoods, skill training, companies and enterprises that provide employment. Keeping in view the large size of Gulf migrants in the state, a separate institutional arrangement in the form of a state-level nodal agency coordinating with high migrant incidence districts is to be set up. This institution may also partner with related institutions like the Migrant Resource Centres (MRC). The institutional arrangements may be similar to those of the Society for Elimination of Rural Poverty (SERP) with full autonomy and empowerment. Its functions shall be comprehensive, like conducting studies and surveys on the labour market and other themes, policy advice to government. on migrant issues, maintaining database, designing skills, training programmes, imparting training, placements, monitoring, and financial assistance for the welfare of the returnees and potential Gulf migrants under one roof. Functions of such institutions may further be elaborated from institutions prevailing in states like Kerala.
2. **Labour and employment related data:** The field study suggests exploring and developing comprehensive labour and employment information-related data from different government agencies to assist in designing informed and data-based retraining and redeployment measures for effective reintegration of the Gulf returnee migrants. Systems to collate information from all related departments need attention to pave ways towards building a Labour Market Information System (LMIS) comprising details of supply and demand for particular skills. Reintegration measures depend on the availability of the information of every eligible returnee that is viable and available for the concerned stakeholders to identify and assist effectively. Migrant Resource Centres (MRCs) can play a crucial role in supporting individuals who have returned to their origin countries after working abroad. These returnee migrants often face a multitude of challenges when attempting to reintegrate into their local labour markets. To address these challenges effectively, it is imperative that MRCs are equipped with comprehensive labour market information.
3. **Labour mobility registration:** Overseas work-related migration to GCC countries must be registered/recorded at the village level and monitored at the district level. A suitable mechanism has to be devised for the purpose of entrusting the responsibility to the local government. Migrant SHGs and their federations can be formed under the proposed state-level agency.

4. Skill development programmes/retraining programmes and returnee migrants:

- i) Gulf returnee migrants in districts with large numbers of Gulf migrants must be given special attention for inclusion in all initiatives aimed at promoting skill training and self-employment. Skilling/retraining programmes have to be customized, and all standardized training programmes must also include special “catching up inputs” to address the distinct needs of the returnees. Training institutes shall provide broad-based retraining programmes for building new skills and roles required in the market instead of pushing the limited number of training modules that may be of utility to general youth. Retraining programmes and modules designed to meet youth from colleges do not meet the requirements, nor are they suitable for the unskilled workforce. The returnees’ or potential Gulf migrants’ skill training needs to differ from general college-going youth’s expectations. Skill training programmes must be specially designed/customized to meet the Gulf migrant’s background, age, education qualification, work experience and communication skills.
- ii) A system of ranking the skill training programmes can be developed; for example, employment and livelihood-oriented skills and schemes thereof in the respective districts may be ranked by the number of returnee migrants benefited. A tracking system can be maintained to link the returnee migrants who underwent skill training and placement after training in order to prioritize specific training initiatives.
- iii) Existing programmes need to be leveraged, for example, the ODOP (One District One Programme) may focus on training returnee migrants and local candidates for job opportunities in place of migrant workers from other states.



Skill mapping on emerging jobs should be done keeping in mind overseas markets and the domestic market. The demography of returnee migrants may be categorized into two age groups: 18–40 years and 41–60 years for the purpose of mapping.

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5. **Building capacities at employment exchanges:** Gulf migrant districts often have unique employment challenges and opportunities due to the specific nature of migration to Gulf countries. These districts may require a workforce that is trained to address these particular needs, which may differ from non-Gulf migrant districts. Employment exchange offices are essential for helping Gulf migrant workers find suitable employment opportunities. They need an adequate number of personnel to handle the workload efficiently. This includes staff for administrative tasks, career counselling, job placement, and managing documentation related to employment. Data should also be effectively built for the younger age group (18–40).
6. **Reintegration measures to cover next generation:** Retraining, skilling and all reintegration measures must also cover wards/dependents of the returnee migrants to assist in

improving income enhancement opportunities for the household where the returnee migrant is very aged or not aiming at alternative job/enterprise.

7. Reintegration of Gulf returnee migrants into local labour markets: Telangana needs to draw learnings from programmes like “Scheme of Counselling, Retraining and Redeployment (CRR)”, Social Safety Net Programme carried out way back in undivided Andhra Pradesh and Orissa states. Further, the role of the Employment Exchange office and Training Institutions like NAC, RSETI and

SETWIN should focus their attention on the Gulf migrant returnees and have programmes meant for their reintegration into the local market.

8. Awareness generation on safe and orderly migration: Mass awareness has to be conducted in the districts with high Gulf migrants for following safe and legal pathways to seek jobs overseas. Awareness of the risks involved in going through unlicensed agents has to become a priority for counselling through all means of mass communication.



Gulf returnee migrant currently self-employed in an electrical shop at Chukkapur village in Jagtial district. © 2023/Bharath Bhushan MAMIDI

SECTION I

Introduction



Context of the study

Globally, migrant workers are 164 million and constitute 4.7 per cent of the global labour pool (Amo-Agyei, 2020). Post liberalization, labour mobility has risen multi-fold. COVID-19 has witnessed a downward trend in international migration, but it has bounced back and has been rising compared to pre-COVID-19 levels. The GCC countries attract temporary migrants mostly from south-eastern countries of Asia (Philippines, Bangladesh, Indonesia, India and Sri Lanka). Migration to GCC from India and southern states started in the 1970s for mostly unskilled and semi-skilled work. Out-migration from the Telangana region in the erstwhile State of Andhra Pradesh began in the 1970s, and the present districts of Nizamabad, Karimnagar, Sircilla, and Jagtial in north Telangana are well-known pockets, besides Muslim out-migration from Hyderabad. Telangana State witnessed a high growth rate of gross domestic product at current prices in post-state formation from 12 per cent in 2014–2015 to 15.4 per cent in 2022–2023,

The Gulf Cooperation Council countries attract temporary migrants mostly from south-eastern countries of Asia (Philippines, Bangladesh, Indonesia, India and Sri Lanka). Migration to GCC from India and southern states started in the 1970s for mostly unskilled and semi-skilled work.

enhancing overall livelihood opportunities in the State. The State has also embarked on a policy framework to oversee the process of out-migration and has set up institutions like Telangana Overseas Manpower Company (TOMCOM) for this purpose. COVID-19 period has witnessed return migration from GCC countries. However, there is no appropriate database on out-migrants or returnee migrants from GCC countries coming into the State. The International Organization for Migration (IOM) has begun focusing on labour migration governance and, in partnership with Telangana Government and TOMCOM, has initiated studies as well as programmes to ensure safe, orderly and regular labour migration.

The present study on returnee migrants in three districts of Telangana State aims to understand the socioeconomic characteristics of returnee migrants, their skill set and current status of employment and challenges faced in the local labour market along with assessment of the local labour market. The present report is organized as following: section II discusses issues on migration and return migration from the relevant literature; section III discusses approach and methods used for the study; section IV presents the findings of the study; section V presents the local labour market assessment and potential opportunities for returnee migrants and the last section VI presents the summary, conclusion and policy recommendations.



Survey of Gulf returnees at Arshapalli village of Nizamabad district. © 2023/Bharath Bhushan MAMIDI

SECTION II

International out-migration to Gulf Cooperation Council countries from India and Telangana State - A review of literature



Migration to Gulf countries started after oil was discovered in the region. The Gulf Cooperation Council comprises Saudi Arabia, Bahrain, Kuwait, Oman, Qatar, and the United Arab Emirates. Migration is primarily a survival strategy or intention to improve the socioeconomic conditions. Significant migration from India to these countries began in the 1970s. Since then, there has been an increase in the number of semi and unskilled workers from India, mainly from South India, in the oil and construction sectors. It is found that most of them are from South Indian States of Andhra Pradesh, Tamil Nadu, Telangana and Kerala, where a considerable number migrated to Gulf countries. Beginning in the 1980s, people from the Telangana region migrated to Gulf – of all ages, mostly unskilled, semi-skilled, and to a small extent, skilled workers, primarily working in low-paid, semi and

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Interview of members of Gulf Migrants Welfare Forum, Jagtial. © 2023/Bharath Bhushan MAMIDI

low-skilled unorganized sectors of construction, retail, automobile driving, sanitation and domestic work (Trilok, 2017). A few worked in the skilled care services, hospitality, and hotel management sectors. Various push factors caused out-migration due to perpetual droughts, agricultural distress, heightened naxalism, repayment of family debt, and overcoming poverty, which were the most potent motivators in Telangana (Sudhakar, 1989). On the other hand, the Gulf oil boom of the 1970s and the tremendous infrastructural development in the region spurred the demand for labour, which acted as a pull factor.

Among the drivers of out-migration, reliable information is one of the significant factors for migration, as an authentic source enables safe passage for migrants. Migrants generally meet the expenses associated with migration by borrowing money at high interest rates from moneylenders or local recruitment agents to make the arrangements. The agents are also significant drivers in facilitating or motivating migration in this region. A large body of literature is available on the socioeconomic impact of migration on households and the local economy back home. A primary

positive outcome in this regard is the growing evidence of resource transfers, or remittances, for supporting the livelihoods of the family members. On the other hand, adverse outcomes from migrations have stated that they are exposed to many risks and vulnerabilities since they are primarily dependent on private agents, who are often unscrupulous.

The process of migration, in particular, return migration and the reintegration of returnee migrants, is a complex issue that the 21st century is grappling with. The migrants have been severely affected by the COVID-19 pandemic, which is a significant reason to return to their origin country. Joblessness, low income, and job insecurity at destinations are some other factors that pushed the international migrants back home. A rough estimate shows that about 75,000 migrant workers returned from the Gulf to Telangana State (Divya, 2021). After the formation of Telangana State, the scenario has changed with assured irrigation and a rise in the net sown area by taking up large multi-stage lift irrigation projects, rejuvenating age-old chain of tanks under the Mission Kakatiya, to enhance the development of agriculture.

Other interventions to strengthen agriculture, like the 24-hour power supply at zero cost, Rythu Bandhu Scheme, a direct benefit transfer, rural infrastructure, and agriculture markets, have resulted in a vibrant agriculture sector in the State. The rural and agricultural transformation also witnessed transformed internal return migration from a long-term to a short-term migration combining agricultural and non-agricultural activities in districts like Mahbubnagar (Revathi, 2023).

Return migration is defined as the return of migrant workers from a country of destination to the country of origin by their own will after a significant period (ILO, 2019; Dustmann and Weiss, 2007). Further, the term “voluntary return” is defined as exercising the choice to return to their country of origin by the migrant of their own free will, independent of external pressures or coercion (UN DESA, 1998). Return migration issues have been studied from different perspectives (Economics, Psychology, Anthropology, Sociology and Geography) and have become more prevalent in discussions of migration and development. Return migration is considered a potential advantage of migration that could result in higher development for the nations that migrants come from and could balance the detrimental consequences of migration brought on by the emigration of highly trained individuals. However, little is known about the scope and benefits of return migration due to insufficient studies and/or attention from the policy side on this issue.

In the Indian context, migration and return migration are of particular interest. India has one of the largest immigrant populations globally, with more than 17 million Indians living outside the country (UN DESA, 2019). Despite women and girls constituting 135 million or 48 per cent of all migrants in 2020 (IOM, 2021), migration was, until recently, viewed through a patriarchal lens, with migrants automatically assumed to be male and migration seen as a genderless phenomenon (King and Lulle, 2022). While this has in recent decades been progressively rectified, literature on return migration continues to pay scant attention to gender dimension and concerns perspectives. King and Lulle (2022) identify three conceptual paradigms



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that analyse return migration from a gendered perspective. First, the gender relational conception seeks to study kinship networks that form “gender regimes” and how they act as a key determinant in organizing migration and return migration, and how the processes of migration and return impact the gender regimes in return. Second, the perspective of gendered geographies of power, analysing how spatial relations from the local to the global evolve during the various stages of migration. It studies how migrants shift their gendered sociospatial relations through the gains achieved from migration. Third, the intersectional analysis expands the scope of return to the complex interactions and implications of gender, race and class. On the other hand, some studies (Kodoth and Varghese, 2011; Pattadath and Moors, 2012) have stated that there are many risks and vulnerabilities to which poor women migrants are exposed since they move without the help of public agencies, but are mostly dependent on private agents, who are often unscrupulous. Mazumdar et al. (2013) have pointed out that migrant women (most of whom are engaged as domestic workers) have to reckon with degraded working conditions at their destinations. A few studies have also highlighted the flipside of return migration, where such women are forced to perform low-status work. They also face unsafe working conditions, sexual abuse and trafficking (Kodoth and Varghese, 2011; Pattadath and Moors, 2012). There

is a need to analyse the phenomenon of return migration through an approach that takes multiple dimensions into account, expanding the scope of research has been disproportionately preoccupied with migration patterns of migration and return migration of women improvised and primarily farm labour the return of migrants who form middle and upper classes (Gmelch, 1980). Attempts at a comprehensive study of return migration are often impeded by a lack of data regarding the size of the return population and the causes that prompted said return (Wahba, 2021).

Sociological studies on North Telangana also paid attention to the Gulf migration. Two field studies by Trilok (2017) and Sudhakar (1989) have also described the profile of the Gulf migrants from erstwhile Karimnagar. While Sudhakar (1989) captured the social costs suffered by Gulf migrants due to long separation from the family, resulting in disturbed families among one third of the migrants, Trilok (2017) highlighted persisting poverty among the migrants despite long years of overseas work in the Gulf. While Sudhakar (1989) and Trilok (2017) highlighted the lack of employment opportunities and poor educational background as major push factors, Sudhakar (1989) also emphasized the fear of getting entrenched into left-wing extremism and police harassment among the unemployed youth in Karimnagar district, which was popular for the Marxist-Leninist revolutionary politics in the 1980s. The study by Trilok (2017) highlights that most of the returnees are domestic workers under the age of 18–40 who were forced to return to Karimnagar due to illegal work with a visitor visa.

The return migrants in India are classified by Dhar and Bhagat (2020) into two main typologies: first, the migrant from a poor and marginalized community who generally returns due to some form of conclusion of the migration project, successful or otherwise, and second, the educated migrant from the middle and upper classes who migrates for academic opportunities. While the study shows that there is a proportional relationship between the level of education of the migrant and the probability of return migration, making for a “brain gain” to India, it is also noted that these returnees tend to consider their return as temporary before

finding the optimal opportunity to re-migrate for further education or employment in abroad. The age of the migrant and duration of stay at the host nation are also determinants in the decision to return, with the likelihood of return increasing with the age of the migrant and decreasing with the duration of stay (Dustmann, 1996).

In 2020, the number of international migrants crossed 281 million, or 3.6 per cent of the world's population, making remittances of USD 702 billion to countries of origin (IOM, 2021). Of these migrants, an estimated 15 to 50 per cent return to the country of their origin, generally within five years of migration (Wahba, 2015). Since the dawn of the 21st century, return migration has received increased attention within scholarship regarding migration, albeit limited to the economic impact of returns on the country of origin (Rodriguez and Egea, 2006). The study of return migration is a complex undertaking as there is substantial variance among migrants regarding the motivations and objectives of migration and the socioeconomic context that prompts the migration; neither is there a uniform process of return migration that can be used to make a reasonable generalization (de Haas et al., 2014).

The causes prompting return migration are multiple in nature. Zhao (2002) shows that return is influenced by both push factors, such as lack of satisfaction in the income or lack of opportunities for gainful employment, and pull factors, including separation from family and lack of employment opportunities in place of origin. Zhao also identifies access to quality employment, education opportunities for children and satisfactory housing for the family as the three most important factors that encourage migrants to stay. In some instances, the decision to return is part of a larger migration plan that seeks migration on a temporary basis to build up capital, skills, and knowledge for application in the country of origin (Dustmann and Glitz, 2011). Cerase (1974) puts forth four main causes prompting return migration – first, “return of failure” that is prompted by the failure of the migration project, particularly in terms of establishing themselves in the country of destination and in living up to the hopes and objectives set out

while embarking on the migration project; second, “return of conservatism” which is the return of those migrants who migrated with the sole objective of accumulating resources in the destination country and prefers to return to their origin society due to attachment to its customs and values and invest the resources in the origin society; third, “return of retirement” which is comprised of migrants who have completed the years of employment and are returning upon the conclusion of their migration project; and fourth, “return of innovation” which is carried out by entrepreneurial migrants with the belief that the skills, knowledge, experiences and resources gained from the country of destination can be put to effective use in the country of origin.

Migration is usually accompanied by a global transfer of skills to the destination country and a transfer of economies to the origin country through remittances. The policy of the country of origin with regard to migration is an important determinant of the type of migrant that it attracts in terms of the objectives, skill, and education level of the migrant; it is also a key factor in the migrants’ choice of whether to return to the country of origin (Jacobs, 2020). Even the voluntary choice of a migrant to return is heavily influenced by the employment and political situation that the migrant finds himself/herself in. Jacobs (2020) explains the existence of a complex interaction of the migration policies set out by the state and the corporate practices in terms of dealing with labour as important factors that regulate the development and flow of migrants. The institutional arrangements in several states are now opting for employer-sponsored visa programmes, pointing towards the interlinkages between public and private institutions in influencing the decisions of the migrant to migrate to the country of destination, to continue in the country of destination or to return to their country of origin (Kerr et al., 2016). Resource accumulation in the destination country often takes place intending to invest it in the origin country where there is higher purchasing power and higher rates of return on entrepreneurial ventures (Mesnard, 2004). Migrants from nations that have little to no scope for entrepreneurial activities due to unavailability of credit migrate for the short term

with the primary aim of bypassing this hurdle by accumulating capital abroad, and that would, in turn, enable them to set up businesses upon return to their country of origin (Wahba and Zenou, 2012).

Return migration is a selective process that seriously impacts the origin country’s and destination country’s population, society, and economy. Skilled immigrants have a higher likelihood of return. On the other hand, unplanned returns occur due to the migration project’s failure. This may be due to the actual incomes of the migrant in the destination country being lesser than what was initially expected or even lesser than what was earned in the country of origin, or higher costs of living, loss of employment, or political turmoil in the destination country (Borjas and Bratsberg, 1996). This could go into the certain determining factors responsible for return migration. It is neither the human capital nor the socioeconomic accomplishments that enable the selection of returnee migrants; instead, it is profoundly related to the social and economic attachments to the destination as well as the origin countries (Constant and Massey, 2002). Wahba (2021) has found, through an analysis of return migration to developing countries, the existence of a trend where individual return migrants have generally been able to set up businesses in their origin country through the economic resources accumulated from abroad, provided that there is no hindrance from bureaucratic red tape, or been able to find better employment prospects compared to non-migrants at the origin country through the skills and experience gathered from the country of destination. Thus, return migration can be seen as having a positive impact on the economic condition of the country of origin (ibid.). Generally, return migrants bring new skills, knowledge, and practical experience that can immensely benefit their origin country. In addition to the remittances made during the migration, returnees also bring back the capital they have accumulated to invest in their home economy, spurring employment generation and growth. However, returning migrants face significant challenges in reintegrating into their origin community, including lack of employment opportunities, difficulties in adjusting to the culture, or finding a sense of belonging.

The ILO defines effective reintegration as “the successful reintegration of returning workers into their families, communities, the economy, and society. From the viewpoint of a country of origin, effective return means that their migrant workers return in a safe and dignified manner after achieving their migration objectives overseas”(ILO, 2019). Reintegration schemes aim for sustainable reintegration, the threshold where returnees attain financial self-sufficiency, social stability, and sound mental health. The programmes cover services to returnees such as job training and placement guidance to aid returning migrants to find gainful employment in conformance with their educational qualifications, skill level and experience; linguistic training courses to ensure effective communication skills in returnees who have lost effective command of the language at their origin countries; setting up of returnee groups to connect and collaborate with other migrants with similar experiences and skills; setting up of monetary assistance funds to provide credit at zero interest or low-interest rates to ensure reasonable reestablishment and reintegration into the community of origin without falling into debt. The International Organization for Migration (IOM) further defines the process of assisted returns as one wherein the host or home State or a third party provides returnees with financial and logistical aid to ensure a smooth reintegration process.

Although return migration offers an opportunity to reverse the brain drain and positively contribute to the household economy, challenges can sometimes arise from return migration. There is concern that returnees may not be able to easily reintegrate into the labour market.

Returnees may bring back a skill set that does not match the needs of the economy in the country of origin. Some returnees return at retirement age, increasing the dependent population. Also, some large-scale unplanned migration might create problems in the home economy, at least in the short run (Wahba, 2014). The major effect of return migration on the development of the home country rests on the financial, human, and social capital the returnee brings back to the home nation (Ammassari and Black, 2001). The savings and remittances of the migrant workers are brought back to their country of origin upon their return.



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Thus, the financial capital transfers include savings, consumption, investments, and charity donations to the home nation (Mazzucato, 2014). In addition to this, returnee migrants who are self-employed help in poverty alleviation and employment generation (Black et al., 2003). Apart from this, returnee migrants’ contribution to the housing sector adds to real estate investment as well as aids in employment generation in the construction sector (Mazzucato, 2014). Human capital is another possible advantage of return migration as the returnee retains and brings back the skill sets, abilities, and knowledge they have gathered abroad, enabling the returnees to have better employment opportunities in their origin country. Social capital can be measured as the affiliations and the maintenance of social networks by the migrant. These contacts could, in turn, influence opportunities, employment, business, and their general welfare. However, on the flip side of the coin, the remittance from abroad ceases with the return of the migrant *ibid*. Many studies observe that migration and subsequent return result in enhanced human capital formation. This has positive impacts on both the migrant and origin country. In comparison with the stayers, the returnees have comparatively higher wages (Barrett and Goggin, 2010).



The immigrant carries out a cost-benefit analysis of the rest of the time spent in the host country and decides to stay back only if the benefit is higher than the cost; else, they return to the home nation.

Both origin and destination countries' conditions influence whether individuals return and what they will do upon their return. Furthermore, the macroeconomic and sociopolitical conditions induce the individual's return and determine their post-return engagements (Mazzucato, 2014). The immigrant carries out a cost-benefit analysis of the rest of the time spent in the destination country and decides to stay back only if the benefit is higher than the cost; else, they return to the origin country. A significant motivation for emigration is the destination's higher wages, which enables higher wealth creation and purchasing power. However, wealth is characterized by diminishing marginal utility, which triggers return migration. Moreover, the emigrant compares the consumption, wages, industrialization, human capital, etc., of the destination country to that of the country of origin. Migration is temporary as it allows the migrant to take advantage of differences in these factors (Constant and Massey, 2002).

The possibility of an eventual return to the origin country may incentivize the migrant to exert a higher level of work than the native worker. Thus, if return migration immaterializes and fails to fructify, immigrants surpass the native workers. In addition to this, those anticipating a return will be less willing to undertake on-the-job training and investments. They are reluctant to expand the country-specific skills demanded by the destination country. In this

account, migrant workers experience a higher unemployment rate and fewer work hours per year. However, the probability of return migration depends on the destination country's savings, labour supply, and individual choices (Galor and Stark, 1991). Also, the migrants' return plan is a crucial determinant of remittances. The immigrant who intends to return early is more likely to hold savings in their country of origin (Merkle and Zimmermann, 1992).

As return migration forms a key part of the Indian migration experience in the Gulf scenarios, it is important that India formulate a policy for effective management of reintegration of returnees. Returnees are a generally ignored section of society, with minimal attention given to the issue in academic and policy discourses (UNESCO, 2013). The advantages of return migration from international migrants have recently gained significance due to the economic advantages and the increase in the skilled workforce it brings to the origin country (Olesen, 2002), spurring policy decisions to aid in the reintegration of returnee migrants to India such as the conferring of Overseas Citizen of India status to PIOs (Persons of Indian Origin) and the decision to recognize and have an active engagement with the migrant community through celebration of events such as the Pravasi Bharatiya Diwas (Dhar and Bhagat, 2020). There exists a "triple-win" situation upon the return of a migrant who has amassed valuable skills, experience and knowledge from abroad to three key stakeholders: the destination country, the origin country and the individual migrant (Weisbrock, 2008). It is thus imperative to formulate a reintegration policy framework that ensures effective return and reestablishment through the participation of all key stakeholders – governments at various levels in the destination country and governments at various levels in the return origin country. Often, the intentions and behaviours of temporary migrants differ from those of permanent migrants. The migrants anticipating a possible return are more likely to exhibit higher attachment to the country of origin, especially non-monetary outcomes such as political interest, identity and respect linked with culture. Also, a trade-off exists between immigrants'

investment in the origin and destination countries. There is a significant reduction in investment in the destination country, while in the origin country, it will increase if the migrant expects a return in the near future (Chabé-Ferret et al., 2018). As a policy aspect, the preparation for integration should begin before the immigrant leaves the origin country. The destination and origin country should jointly organize and facilitate the emigrants' satisfactory return. Returnees, who are the agents of innovation, development, and productive techniques, must be encouraged, incentivized, and unburdened. However, limited access to credit, to an extent, is a barrier for start-ups and micro, small and medium enterprises.

The returnees' savings are crucial in filling this gap (Wahba, 2014). Also, the occupational choice of returnees is in favour of self-employment to wage employment (Ilahi, 1999). Moreover, the migration network assists in overcoming capital constraints. Thus, the returnees play a vital role in the investment and development of the home country (Wahba, 2014).



Gulf returnee migrants FGD in Hyderabad. © 2023/Bharath Bhushan MAMIDI

SECTION III

Objectives and methodology of the study



(A) Objectives of the study

The objectives of the study are (i) to give estimates of the return migrants (ii) to assess the skills of returnee migrants, (iii) to study the current activity status of the return migrants, (iv) to examine challenges faced by the return migrants in the local labour markets, and (v) to assess the local labour market and suggest policy interventions in skilling and livelihood support measures for their reintegration into the local economy. In order to achieve the stated objectives, the study relied on primary data collected from the selected Hyderabad, Jagtial, and Nizamabad districts. The return migrants are referred to as those who have returned from the GCC countries in the last five years or during the period 2018 to the date of the survey.

In order to achieve the stated objectives, the study relied on primary data collected from the selected Hyderabad, Jagtial, and Nizamabad districts. The return migrants are referred to as those who have returned from the GCC countries in the last five years or during the period 2018 to the date of the survey.

(B) Sample design

International migrants constitute a small proportion of the total population, and therefore, usual sample designs³ would require large samples and involve more time and resources. It is for this reason the present survey utilized the data from a survey carried out by the Government of Telangana during 2014–2015, called ‘Samagra Kutumba Survey’ (SKS). The SKS covered all the households in the State and collected data on international migration⁴ apart from other socioeconomic data of the households. The list of villages/wards, along with the number of international migrants as provided by SKS, formed a suitable sample frame for the present returnee migrant survey.

A stratified random sampling scheme is followed in each district. First, the villages and wards are arranged by the number of international migrants. Based on the number of international migrants, the villages/wards are divided in different strata. The number of strata varies depending on the spread of the international migration. (Nizamabad-2, Jagtial-4, Hyderabad-5). A sample of 25 villages are allocated to each district. The district sample is allocated to the strata based on the total migrants. The returnee migrant sample for the study is fixed at 1,000 per district covered in 25 villages at 40 per village. This data is used as a sample frame. The following steps were followed in the sample selection:

- (i) The data on international migration for the three districts has been ranked according to the number of out-migrants in the villages/wards (in the case of urban areas of Hyderabad).
- (ii) The villages/wards were categorized into three/four levels based on out-migrant numbers in the districts, namely, that is high (above 200), medium (100 to 200) and low (below 100).

- (iii) The total out-migrants distributed across villages/wards in Nizamabad district is 1988, hence categorization has not been made.
- (iv) The ratio of returnee migrants to outmigrants is assumed to be 2.
- (v) The 25 sample villages/wards in each district (as proposed in the ToR) have been allocated randomly to three categories, and the number of sample respondents collected in each village has been capped at 40 ($25 \times 40 = 1,000$) (for details see Annex 1). Additional villages also have been identified in case the required number of 1,000 per district is not achieved.
- (vi) The number of villages/wards selected in the “low category” is higher due to the low probability of finding returnee migrants.

Survey of returnee migrants in selected villages/wards

Snowball sampling

The research team has followed the “snowball sampling”⁵ or chain sampling or referral sampling technique for the collection of data from the returnee migrants in the selected villages/wards. The supervisors of the teams have held an initial discussion with the community elders/elected representatives in the selected sample unit (village/ward) to get an idea of the geographic boundaries of the selected sample unit (village/ward) and the spread of the migrant households, to obtain an approximate figure of total migrants as well as the returnee migrants who returned from the GCC countries in the last five years. They also obtained the details of a few returnee migrants and started the survey, taking from them any further reference of the returnee migrants until the team completed the available number or required number of samples of 40 per village/ward. The investigators

³ The usual methods involve selecting required number of sample villages from the list of Census villages, conducting a listing operation to identify migrant households and randomly selecting a suitable number of migrants for further probe.

⁴ The survey asked a question “whether any member of the household is working outside the country”? The data on this was used as sample frame.

⁵ It is a non-probability sampling technique where existing study subjects recruit to future study subjects through their acquaintances.



The returnee migrants' survey was conducted using the Kobo tool. In Jagtial district, the survey team collected data from 1,018 returnee migrants from 15 mandals, 23 villages and eight urban wards.

in the team are spread in different localities to cover the entire village/ward. The supervisor of the survey team collected the approximate figures of migrants and returnee migrants from the initial discussions with the Village/ward elected representative (Sarpanch or Councillor), which enabled to make an estimation of the total number of migrants as well as returnee migrants in the selected districts. Survey findings revealed that the number of out-migrants is more than that of the given numbers recorded in SKS data. Therefore, the number of sample units covered (villages/ wards) varies with the given list.

Instruments and tools used for field survey

The returnee migrants' survey was conducted using the Kobo tool. In Jagtial district, the survey team collected data from 1,018 returnee migrants from 15 mandals, 23 villages and eight urban wards; in Nizamabad district, the team collected data from 1,002 returnee migrants from 23 mandals, 37 villages and 11 urban wards. In Hyderabad, the team collected data from 1,026 returnee migrants from 14 mandals in 31 wards.

Besides the survey, the study has adopted non-survey methods to obtain relevant data for the analysis. The qualitative data collected through Focus Group Discussions (FGDs) at the community level captured the local labour market dynamics and enabled understanding the more comprehensive socioeconomic processes that include caste and class dynamics, sociocultural variations, state policies and the impact of returnee migrants on existing employment relations,

conditions of the local labour market and challenges faced by return migrants, skill training and return migrants' reintegration. The strategic interviews with officials like employment officers, labour department officers and TOMCOM officers involved in the migration process and providing employment opportunities for returnees were conducted to assess the local labour market.

Estimates of number of migrants and number of returnee migrants in the selected districts

Estimation procedure:

The procedure for estimating the total number of migrants and total number of returnees for any district is described below

Let

S_{ij} = SKS total of migrants for jth sample village in I the strata

M_{ij} = Total of migrants in the jth sample village in ith strata

R_{ij} = Total number of returnees in the jth village in ith strata

N_j = number of sample villages in jth strata

Z_j = Total SKS migrant in the jth strata of the district

Total migrants, M in a district is given by

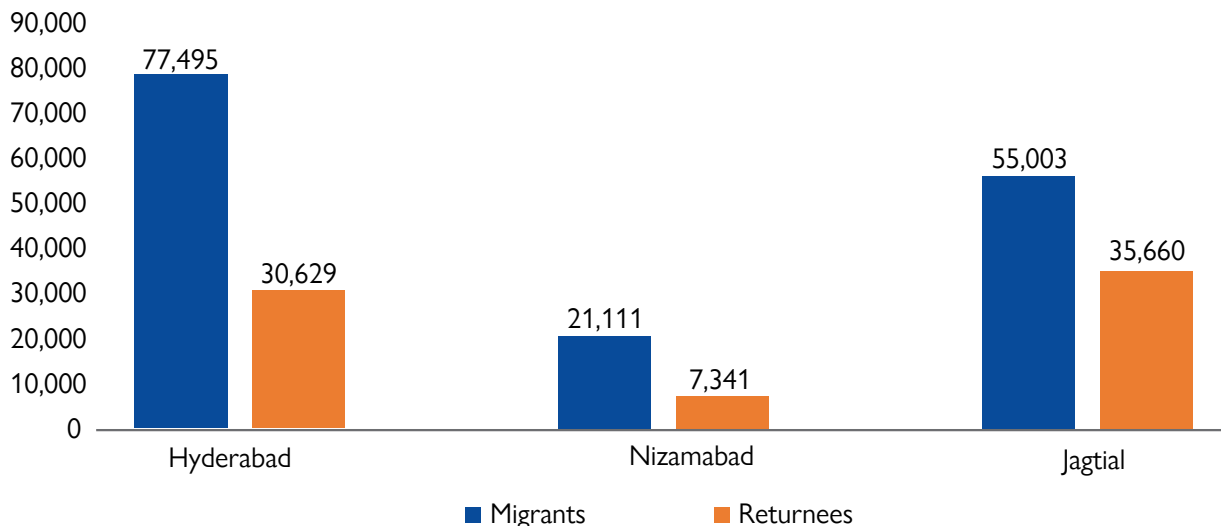
$$M = \sum_j Z_j \frac{1}{N_j} \sum_i \left(\frac{M_{ij}}{S_{ij}} \right)$$

Total number of returnees R is given by

$$R = \sum_j Z_j \frac{1}{N_j} \sum_i \left(\frac{R_{ij}}{S_{ij}} \right)$$

It may be noted that the above procedure method of estimation is based on the sample design and can be interpreted as an inflation factor for SKS data that can give current estimates of migrants.

Figure 1. Estimates of migrants and returnees



Source: Field survey.
 Note: Figures in percentages.

The estimated number of migrants from the three districts is 1,53,609, with 50 per cent falling in Hyderabad, 14 per cent in Nizamabad and 36 per cent in Jagtial district. The estimated figures for the returnee migrants are 73,630, with 48 per cent from Jagtial followed by 41 per cent from Hyderabad and the least from Nizamabad at 9.9 per cent.

(C) Limitations of the study

The survey team has faced certain challenges in Hyderabad district. The localities and number of samples covered in the study vary from the given

sample (see details of sample areas and number of returnee migrants covered in Annex).

The number of migrants and returnee migrants collected from discussions with village/ward elders or community leaders is only an approximation based on which the estimates are arrived at.

The second limitation is that the survey team could profile the details of a limited number of women returnee migrants in Hyderabad as some of them had not given their consent for the survey and were unwilling to share their details. Besides, female returnee migrants are non-existent in the two districts of Nizamabad and Jagtial.



SECTION IV

Findings from the primary survey on returnee migrants

I. Women returnee migrants in Hyderabad

The migration of women to the Gulf countries is mostly to earn money or with the aim of improving their standard of living at their place of origin. Indian women largely migrate to work in the care sector as domestic workers and nurses (Kodoth and Varghese, 2011). The present study aims to understand the profile of women returnee migrants with special focus on their education levels, skills, employment situation and the challenges faced by the women returnee migrants in the local labour market. The sample of women returnee migrants is 84 Muslim women who agreed to share their experiences at the destination and socioeconomic conditions before and after migration (Figure 2). Though the survey team identified non-muslim women returnee migrants, they could not be interviewed due to lack of consent. All of the returnees in Hyderabad belonged to the General

The sample of women returnee migrants is 84 Muslim women who agreed to share their experiences at the destination and socioeconomic conditions before and after migration (Figure 2).

Caste (Muslims), while most belonged to Backward Castes followed by Scheduled Castes and Scheduled Tribes in the districts of Jagtial and Nizamabad (Figure 3).

Major findings from the primary survey are discussed in this section. Out of the women surveyed, none reported being between 11 and 20, and only three reported being over 50 years. Around 75 per cent of female returnees were aged 30 to 40 years. It is observed that 81 per cent of married women returnee migrants have returned from Saudi Arabia (32.1%), the United Arab Emirates (26.2%) and Qatar (20.2%). The duration of stay in the destination was short (less than five years) for most women returnee migrants (79.8%). Less than 16.7 per cent of female returnees had a duration of 5 to 15 years stay in the destination. Across the age group, the number of people below 40 years old is high in Hyderabad; most of them are illiterate and have upper primary levels of education. The women returnees' education levels are lower when compared with men returnees in Hyderabad. It is noticed that female returnees have lower education levels as they are domestic maid workers. Most of them are illiterate and have below-upper primary education.

Most women returnee migrants below 40 years old mentioned end of contract/visa termination as one of the reasons for returning. Another important reason for return was low salaries, which they deemed insufficient for saving or sending as remittances to their families. The returnees expressed that COVID-19, and health and family problems were not prominent reasons for returning.

Around 60 per cent of female returnee migrants worked as domestic maid workers. The subsequent dominant occupation was Beautician. A large number of female returnees' average monthly earnings were less than INR 20,000. Next, the average monthly earnings ranged between INR 20,000 and INR 50,000. A few female returnee migrants earned between INR 50,000 and INR 1 lakh. Many female returnee migrants sent remittances to their families to help improve financial conditions back home. It was found that 48.9 per cent of women returnee migrants sent remittances of less than INR 50,000 a year before

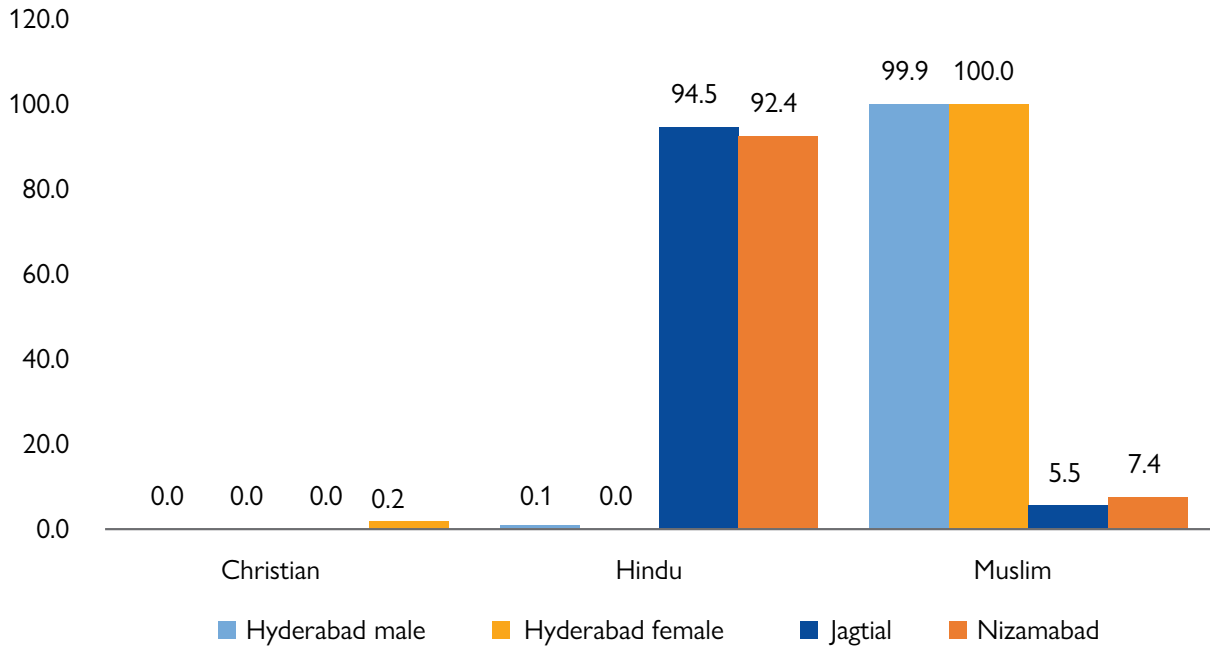
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Around 75 per cent of female returnees were aged 30–40 years. It is observed that 81 per cent of married women returnee migrants have returned from Saudi Arabia (32.1%), the United Arab Emirates (26.2%) and Qatar (20.2%).

their return. Next, the remittance ranged between INR 50,000 to INR 1 lakh, sent by the 21.3 per cent of women returnee migrants a year before their return. Only two women returnee migrants sent more than INR 5 lakh in remittance to their families. 40 out of 84 female returnee migrants did not send any money, which shows that either they could not save it or send it to their families. Significant earnings were utilized for children's education and consumption needs whereas fewer earnings were spent on clearing debts.

After returning from the Gulf, 52.4 per cent of women returnee migrants have not worked in the local labour market. However, 18 per cent of women returnee migrants work as casual labourers in the non-agricultural sector in Hyderabad. A few women returnees have engaged in their own businesses. There is no evidence of written contract agreements among women migrant returnees. Thirty (30) out of 84 female migrant returnees obtained skills before migration (all less than 40 years of age), and the rest did not. Only five women returnees acquired skills while working in Gulf countries. Most women domestic workers have expressed that skill updating could be more helpful. It is found that 54.8 per cent of female returnees have faced difficulties while finding work in the local labour market. They are facing difficulties in accessing regular work in the local labour market. Also, there needs to be more information about employment opportunities or skill training.

II. (A) Returnee migrant profile

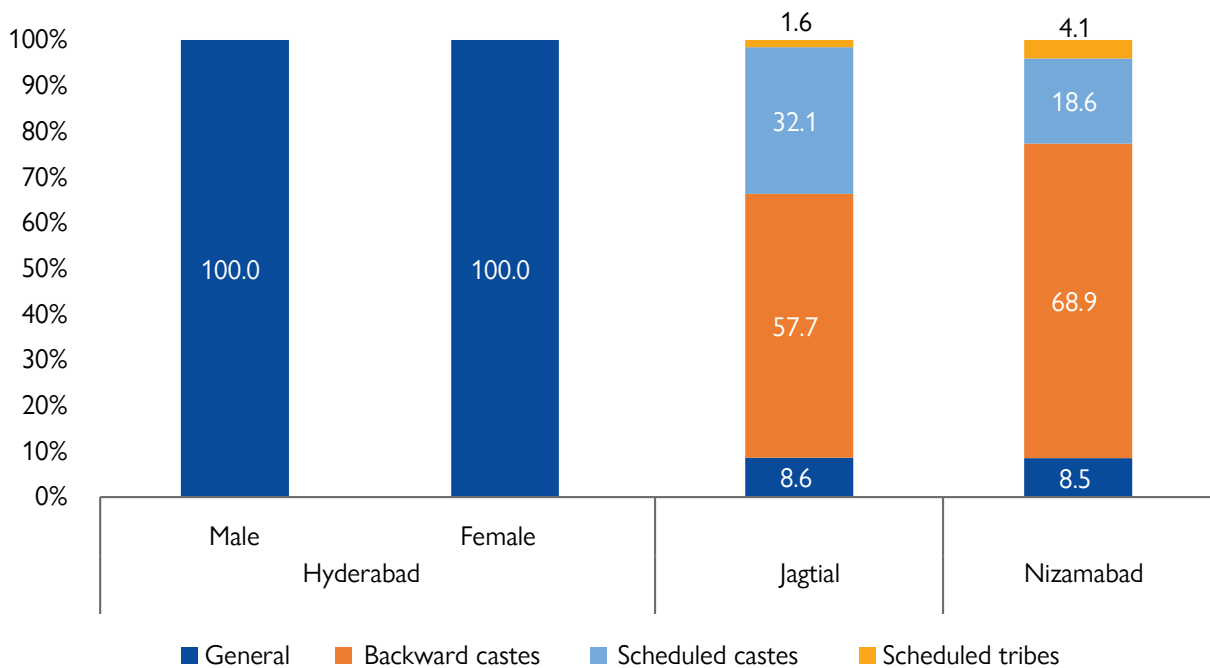
Figure 2. Returnee migrant’s religion across selected districts



Source: Field survey.

Note: Figures in percentages.

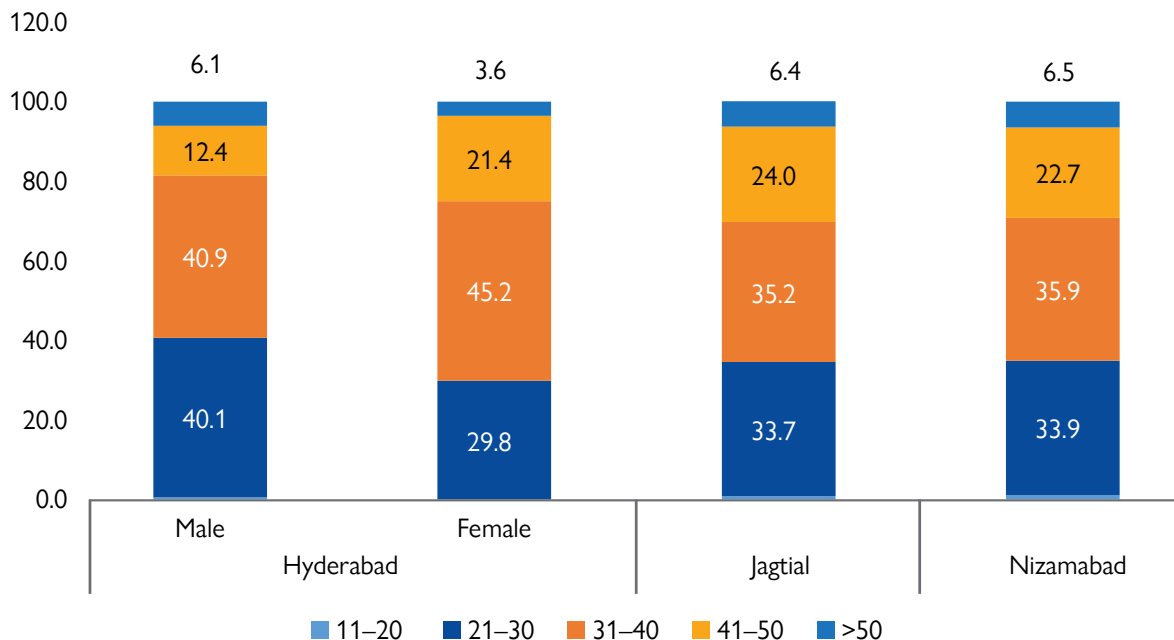
Figure 3. Returnee migrant’s caste across selected districts



Source: Field survey.

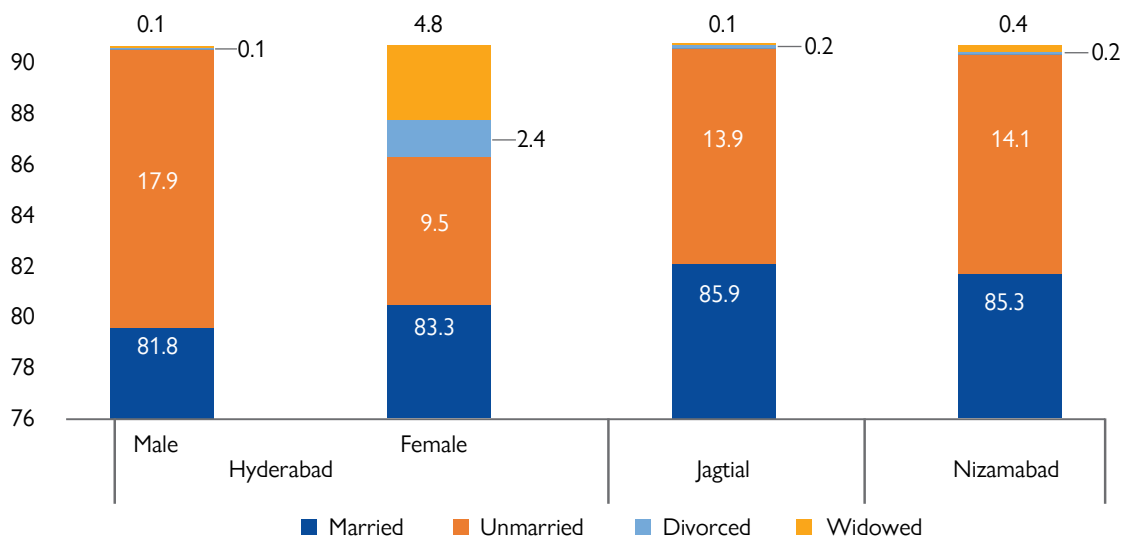
Note: Figures in percentages.

Figure 4. Returnee migrant’s age across selected districts



Source: Field survey.
 Note: Figures in percentages.

Figure 5. Returnee migrant’s marital status across selected districts



Source: Field survey.
 Note: Figures in percentages.

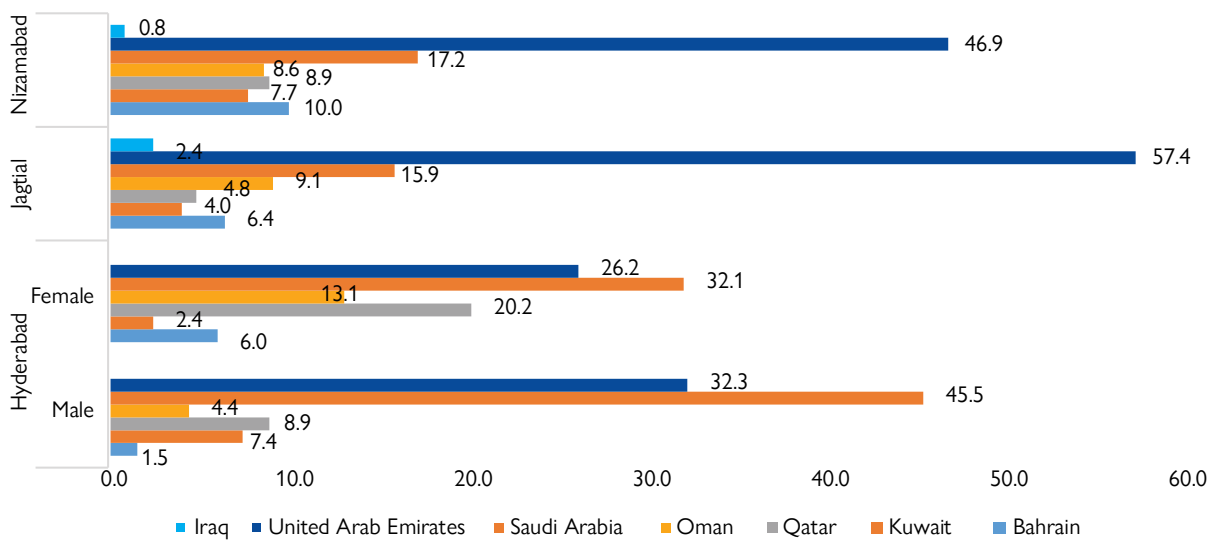
Hindus are high in the Jagtial and Nizamabad districts; only male returnees have been reported in those two districts. 84 Muslim female returnees are reported in the Hyderabad district. Hindus who return from GCC are less reported in the Hyderabad district. Across the social category,

Backward Castes are high (57.7% in Jagtial and 43.1% in Nizamabad districts), followed by Scheduled Castes. It is noticed that a lower percentage of Gulf returnee migrants has been reported in the Scheduled Tribes category. All female returnees belong to the General category

(Muslims). Across the age groups, the younger, 21–30 years and 31–40 years, age groups might have greater energy levels, physical strength and great potential skills to work. Surprisingly, most migrants have returned at younger ages. In the 21–30 years age bracket, 29.8 per cent of females (in Hyderabad) and 35.7 per cent of males have returned to their origin country. However, the 31–40 age bracket accounts for the highest percentage of returnees: 45.2 per cent of female and 37.5 per cent of male migrants have returned. The older age group above 50 years has less physical ability, and a lower proportion of returnees has been reported in this age group. It could be seen that the percentage of returnees between the 21–40 age

group in Hyderabad district is high. Returnees were reported in the 21–50 age groups in both Jagtial and Nizamabad districts (Figure 4). It is observed that the married returnee migrants are reported high (84.4%) in all the surveyed districts, followed by unmarried (Figure 5). The returnees who are divorced or widowed are less in number among the returnee migrants. Social stigma is observed to be connected with women migrating to Gulf countries, mainly due to risks and harassment by employers, which is also referred to in the literature. Generally, there is no acceptance and support from their family for women members going to the Gulf in Nizamabad and Jagtial districts of Telangana.

Figure 6. Migrant’s return from the Gulf Cooperation Council countries in Hyderabad, Jagtial and Nizamabad districts



Source: Field survey.
 Note: Figures in percentages.

Figure 6 shows that most of the returnee migrants returned from the United Arab Emirates. They account for 57.4 per cent in Jagtial district, 46.9 per cent in Nizamabad and 32.3 per cent of males and 26.2 per cent of females reported in Hyderabad district. Saudi Arabia is one of the GCC countries from where most migrants have returned (45.5% of males and 32.1% of females) to Hyderabad, followed by Nizamabad (17.2%) and Jagtial (15.9%). It is observed that the majority of skilled and unskilled labourers have been migrating

to the United Arab Emirates and Saudi Arabia from Telangana districts. In the same way, the proportion of returnees from these two countries to Telangana is also high. A considerable number of females, 20.2 per cent in Hyderabad, returned from Qatar, followed by Oman (13.1% of females). However, the lowest percentage, 1.1 per cent of migrants, have returned from Iraq, followed by Bahrain (6% of male and female). Kuwait is also one of the countries where fewer returnees (6.2%) have been reported.

Table 1. Returnee's duration of the last stay in destination countries

Country returned from	Duration of last stay in the destination countries (years)	District				
		Hyderabad		Jagtial	Nizamabad	Total
		Male	Female			
Bahrain	<5	5	4	26	44	79
		(35.7)	(80.0)	(40.0)	(44.0)	(42.9)
	5–15	8	1	26	34	69
		(57.1)	(20.0)	(40.0)	(34.0)	(37.5)
	16–25	1	0	11	18	30
		(7.1)	(0.0)	(16.9)	(18.0)	(16.3)
	>25	0	0	2	4	6
		(0.0)	(0.0)	(3.1)	(4.0)	(3.3)
Kuwait	<5	42	1	16	26	85
		(60.0)	(50.0)	(39.0)	(33.8)	(44.7)
	5–15	22	1	21	39	83
		(31.4)	(50.0)	(51.2)	(50.6)	(43.7)
	16–25	3	0	3	11	17
		(4.3)	(0.0)	(7.3)	(14.3)	(8.9)
	>25	3	0	1	1	5
		(4.3)	(0.0)	(2.4)	(1.3)	(2.6)
Qatar	<5	53	13	24	36	126
		(63.1)	(76.5)	(49.0)	(40.4)	(52.7)
	5–15	28	4	16	43	91
		(33.3)	(23.5)	(32.7)	(48.3)	(38.1)
	16–25	2	0	8	9	19
		(2.4)	(0.0)	(16.3)	(10.1)	(7.9)
	>25	1	0	1	1	3
		(1.2)	(0.0)	(2.0)	(1.1)	(1.3)

Country returned from	Duration of last stay in the destination countries (years)	District				
		Hyderabad		Jagtial	Nizamabad	Total
		Male	Female			
Oman	<5	26	10	28	35	99
		(63.4)	(90.9)	(30.1)	(40.7)	(42.9)
	5–15	10	1	45	35	91
		(24.4)	(9.1)	(48.4)	(40.7)	(39.4)
	16–25	4	0	19	12	35
		(9.8)	(0.0)	(20.4)	(14.0)	(15.2)
	>25	1	0	1	4	6
	(2.4)	(0.0)	(1.1)	(4.7)	(2.6)	
Saudi Arabia	<5	245	22	59	39	365
		(57.1)	(81.5)	(36.4)	(22.7)	(46.2)
	5–15	138	3	75	95	311
		(32.2)	(11.1)	(46.3)	(55.2)	(39.4)
	16–25	35	2	22	29	88
		(8.2)	(7.4)	(13.6)	(16.9)	(11.1)
	>25	11	0	6	9	26
	(2.6)	(0.0)	(3.7)	(5.2)	(3.3)	
United Arab Emirates	<5	220	17	284	195	716
		(72.4)	(77.3)	(48.6)	(41.5)	(51.9)
	5–15	70	4	221	183	478
		(23.0)	(18.2)	(37.8)	(38.9)	(34.6)
	16–25	12	1	69	75	157
		(3.9)	(4.5)	(11.8)	(16.0)	(11.4)
	>25	2	0	10	17	29
	(0.7)	(0.0)	(1.7)	(3.6)	(2.1)	
Iraq	<5	0	0	10	5	15
		(0.0)	(0.0)	(41.7)	(62.5)	(46.9)

Country returned from	Duration of last stay in the destination countries (years)	District				
		Hyderabad		Jagtial	Nizamabad	Total
		Male	Female			
Iraq	5–15	0	0	10	3	13
		(0.0)	(0.0)	(41.7)	(37.5)	(40.6)
	16–25	0	0	3	0	3
		(0.0)	(0.0)	(12.5)	(0.0)	(9.4)
	>25	0	0	1	0	1
		(0.0)	(0.0)	(4.2)	(0.0)	(3.1)
Total	<5	591	67	447	380	1485
		(62.7)	(79.8)	(43.9)	(37.9)	(48.8)
	5–15	276	14	414	432	1136
		(29.3)	(16.7)	(40.7)	(43.1)	(37.3)
	16–25	57	3	135	154	349
		(6.1)	(3.6)	(13.3)	(15.4)	(11.5)
	>25	18	0	22	36	76
		(1.9)	(0.0)	(2.2)	(3.6)	(2.5)
	Total	942	84	1018	1002	3046
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 1 shows the duration of stay of returnees in the destination countries; surprisingly, most female returnees (79.8%) have a short stay (less than five years) in the Gulf. Around 16.7 per cent of female returnees had a duration of 5 to 15 years, but no one stayed for more than 25 years in GCC. In the case of male returnees, less than five years as their duration of stay was high at 62.7 per cent in Hyderabad, 43.9 per cent in Jagtial and 37.9 per cent in Nizamabad district, followed by 5–15 years of stay at around 40 per cent in both the districts. It was found that fewer returnees have reported long durations of stay (16–25 years and

more than 25 years). In the United Arab Emirates 51.9 per cent of returnees have stayed less than five years; of all the migrants who have returned to the Hyderabad district from the United Arab Emirates, 72.4 per cent of males and 77.3 per cent of females have stayed less than five years. It is observed that most of the returnees, 46.3 per cent in Jagtial and 55.2 per cent in Nizamabad district, have stayed for 5–15 years in Saudi Arabia. Most of the returnees' periods of stay were less than five years in other GCC countries. A few returnees have expressed 16–25 years of duration of stay in all the GCC countries.

Table 2. Returnee's educational profile in surveyed districts of Telangana

Education Levels	Age	District				
		Hyderabad		Jagtial	Nizamabad	Total
		Male	Female			
Illiterate	<40	68	18	89	69	244
		(7.2)	(21.4)	(8.7)	(6.9)	(8)
	>=40	36	15	117	108	276
		(3.8)	(17.9)	(11.5)	(10.8)	(9.1)
Literate but below primary	<40	6	1	15	5	27
		(0.6)	(1.2)	(1.5)	(0.5)	(0.9)
	>=40	2	0	17	5	24
		(0.2)	0	(1.7)	(0.5)	(0.8)
Primary	<40	16	1	57	35	109
		(1.7)	(1.2)	(5.6)	(3.5)	(3.6)
	>=40	2	1	40	34	77
		(0.2)	(1.2)	(3.9)	(3.4)	(2.5)
Upper primary	<40	103	13	43	55	214
		(10.9)	(15.5)	(4.2)	(5.5)	(7)
	>=40	35	0	25	32	92
		(3.7)	0	(2.5)	(3.2)	(3)
Secondary	<40	243	13	278	252	786
		(25.8)	(15.5)	(27.3)	(25.1)	(25.8)
	>=40	48	2	84	82	216
		(5.1)	(2.4)	(8.3)	(8.2)	(7.1)
Intermediate	<40	186	7	131	198	522
		(19.7)	(8.3)	(12.9)	(19.8)	(17.1)
	>=40	23	2	15	22	62
		(2.4)	(2.4)	(1.5)	(2.2)	(2)

Education Levels	Age	District				
		Hyderabad		Jagtial	Nizamabad	Total
		Male	Female			
ITI/ Polytechnic	<40	8	0	9	15	32
		(0.8)	0	(0.9)	(1.5)	(1.1)
	>=40	2	0	0	1	3
		(0.2)	0	0	(0.1)	(0.1)
Graduate (Bachelor's degree)	<40	113	10	83	79	285
		(12)	(11.9)	(8.2)	(7.9)	(9.4)
	>=40	17	0	8	7	32
		(1.8)	0	(0.8)	(0.7)	(1.1)
Post graduate (Master's degree) and above	<40	19	0	5	1	25
		(2)	0	(0.5)	(0.1)	(0.8)
	>=40	9	1	2	1	13
		(1)	(1.2)	(0.2)	(0.1)	(0.4)
Others	<40	6	0	0	1	7
		(0.6)	0	0	(0.1)	(0.2)
Total	<40	768	63	710	710	2251
		(81.5)	(75)	(69.7)	(70.9)	(73.9)
	>=40	174	21	308	292	795
		(18.5)	(25)	(30.3)	(29.1)	(26.1)
	Total	942	84	1018	1002	3046
		(100)	(100)	(100)	(100)	(100)

Source: Field survey.

Note: Figures in parentheses are percentages.

The level of education can impact the nature of employment of a person. For instance, while unskilled jobs may not require a high degree of education, other jobs may entail at least a basic level of education. Table 2 presents the educational levels of the returnee migrants in surveyed districts. A striking contrast that came to the fore

in the Hyderabad district was that it had a very high proportion of illiterate female returnees, 39.3 per cent, indicating they were unskilled workers. When the position of literates in the individual districts is considered, it can be seen that in the surveyed districts, the largest proportion of returnees were having secondary education,

followed by those with intermediate education. It is noticed that graduation and post-graduate education occupied the next positions for the returnees in the Hyderabad district. In the case of Jagtial and Nizamabad districts, graduate and post-graduate education is negligible. Below primary and primary-level education was found to be the least in number for male and female returnees in all the surveyed districts. Concerning technical education, male and female returnees were lesser in all the surveyed districts. Surprisingly, technical education and higher education after intermediate were found to be lesser among returnees even in urban districts like Hyderabad. Across the age groups, below 40 years

old are high in Hyderabad; most of them have secondary and intermediate levels of education. The graduates are below 40 years old. They are high in Hyderabad. The returnees' education levels are lower in Jagtial and Nizamabad than in Hyderabad. It is noticed that female returnees have lower education levels as they are domestic workers. Most of them are illiterate and have below-upper primary education. A conclusion that could be drawn is that in all surveyed districts, returnees are mostly educated up to the secondary level, and the lack of adequate employment opportunities or financial stringency has forced returnees to have explored migration to GCC countries for work.

Table 3. Reasons for return to home country

Reason for return	District										
	Hyderabad				Jagtial		Nizamabad		Total		
	Male		Female		<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	Total
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs							
Contract and VISA termination	327 (42.6)	65 (37.4)	29 (46)	9 (42.9)	248 (34.9)	137 (44.5)	199 (28)	108 (37)	803 (35.7)	319 (40.1)	1,122 (36.8)
Problems with employer	73 (9.5)	4 (2.3)	4 (6.3)	0 (0)	129 (18.2)	41 (13.3)	105 (14.8)	21 (7.2)	311 (13.8)	66 (8.3)	377 (12.4)
Low salaries	165 (21.5)	26 (14.9)	11 (17.5)	6 (28.6)	130 (18.3)	40 (13)	141 (19.9)	35 (12)	447 (19.9)	107 (13.5)	554 (18.2)
Work available in the local market	27 (3.5)	8 (4.6)	0 (0)	0 (0)	10 (1.4)	3 (1)	21 (3)	7 (2.4)	58 (2.6)	18 (2.3)	76 (2.5)
Retirement	2 (0.3)	35 (20.1)	1 (1.6)	2 (9.5)	0 (0)	7 (2.3)	1 (0.1)	6 (2.1)	4 (0.2)	50 (6.3)	54 (1.8)
Health problems	27 (3.5)	8 (4.6)	5 (7.9)	2 (9.5)	74 (10.4)	29 (9.4)	48 (6.8)	47 (16.1)	154 (6.8)	86 (10.8)	240 (7.9)
Family problems	89 (11.6)	13 (7.5)	6 (9.5)	1 (4.8)	49 (6.9)	18 (5.8)	105 (14.8)	35 (12)	249 (11.1)	67 (8.4)	316 (10.4)

Reason for return	District										
	Hyderabad				Jagtial		Nizamabad		Total		
	Male		Female		<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	Total
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs							
Due to COVID-19	53 (6.9)	15 (8.6)	6 (9.5)	1 (4.8)	60 (8.5)	31 (10.1)	74 (10.4)	29 (9.9)	193 (8.6)	76 (9.6)	269 (8.8)
Heavy work	0 (0)	0 (0)	0 (0)	0 (0)	10 (1.4)	2 (0.6)	16 (2.3)	4 (1.4)	26 (1.2)	6 (0.8)	32 (1.1)
Others (work not available)	5 (0.7)	0 (0)	1 (1.6)	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)	6 (0.3)	0 (0)	6 (0.2)
Total	768 (100)	174 (100)	63 (100)	21 (100)	710 (100)	308 (100)	710 (100)	292 (100)	2251 (100)	795 (100)	3,046 (100)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 3 shows that contract and visa termination is one of the primary reasons (36.8%) for return. There was no variation across districts between males and females, which is one of the most substantial reasons for return from GCC. In the case of female returnees, contract and visa termination and low salaries were some of the prominent reasons for return. It was found that contract and visa termination (41.6%), low salaries paid by employers (20.3%), and family problems (10.8%) were primary reasons for male returnees in Hyderabad. Similar reasons also appeared to strongly influence return in rural districts Jagtial and Nizamabad. Problems with employers, family and health issues are also important reasons for male returnees in all the surveyed districts. A few returnee migrants have expressed that work is available in the local market, and COVID-19 is also one of the reasons for return. Moreover, heavy work, work not available in GCC, and old age reasons have not appeared as prominent reasons for returning to the study areas. It is observed that the returnees who are below 40 years old said that contract and visa termination is one of the primary reasons for returning, followed

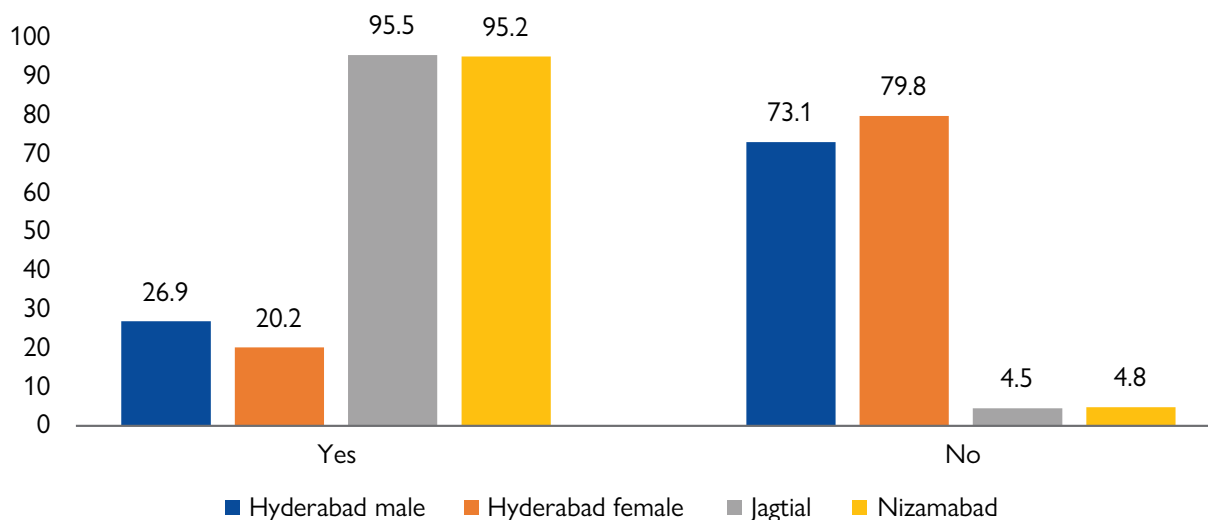
by low salary in all three districts. In the case of the above 40 years old returnees, retirement is also one reason for returning from the Gulf to Hyderabad. Female returnees have expressed, in both age groups (less than 40 years and above 40 years), contract and visa termination, and low salary as prominent reasons for returning.

(B) Employment in Gulf Cooperation Council countries

Figures 7 and 8 show that the migration expenses are met through borrowed money by different sources.

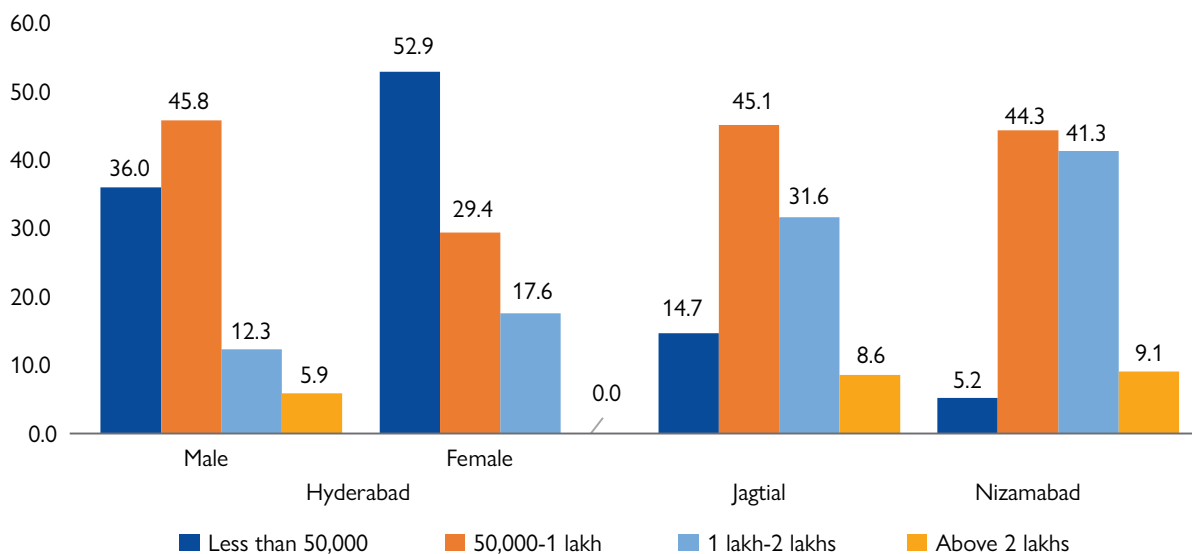


Figure 7. Returnees’ management of migration costs: Borrowed money



Source: Field survey.
 Note: Figures in percentages.

Figure 8. Amount borrowed to meet cost of migration



Source: Field survey.
 Note: Figures in percentages.

In this case, 72.1 per cent of returnees have borrowed money from others, and 27.9 per cent of returnees have not borrowed money. It is indicated that they have sufficient funds to manage migration costs. Most returnees, 73.1 per cent males and 79.8 per cent females, have yet to borrow money to meet migration costs in the Hyderabad district. Of female returnees, only 20.2 per cent have borrowed money in Hyderabad. Moreover, 44.7 per cent of returnees borrowed between INR 50,000 to INR

1 lakh; more or less, the same proportion has been borrowed in all the surveyed districts except by the female returnees. Most returnees borrowed between INR 1 lakh and INR 2 lakh in Jagtial and Nizamabad districts. The incidence of borrowing is less than INR 50,000 among 36 per cent of males and 52.9 per cent of females in Hyderabad. On the other hand, a few returnees have borrowed more than INR 2 lakh to meet migration costs.

Table 4A. Returnee migrant's occupation profile in Gulf Cooperation Council countries

Employment in the GCC countries before return	District								
	Hyderabad		Jagtial		Nizamabad		Total		
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	Total
Construction worker	31 (3.7)	7 (3.6)	208 (29.3)	134 (43.5)	128 (18)	78 (26.7)	367 (16.3)	219 (27.5)	586 (19.2)
Domestic worker	85 (10.2)	22 (11.3)	83 (11.7)	33 (10.7)	32 (4.5)	8 (2.7)	200 (8.9)	63 (7.9)	263 (8.6)
Farm labour	10 (1.2)	3 (1.5)	19 (2.7)	19 (6.2)	40 (5.6)	45 (15.4)	69 (3.1)	67 (8.4)	136 (4.5)
Sanitary worker	0 (0)	0 (0)	106 (14.9)	24 (7.8)	156 (22)	56 (19.2)	262 (11.6)	80 (10.1)	342 (11.2)
Storekeeper	21 (2.5)	3 (1.5)	31 (4.4)	8 (2.6)	46 (6.5)	12 (4.1)	98 (4.4)	23 (2.9)	121 (4)
Driver	183 (22)	51 (26.2)	71 (10)	23 (7.5)	98 (13.8)	22 (7.5)	352 (15.6)	96 (12.1)	448 (14.7)
Electrician	28 (3.4)	7 (3.6)	52 (7.3)	19 (6.2)	29 (4.1)	14 (4.8)	109 (4.8)	40 (5)	149 (4.9)
Plumber	17 (2)	4 (2.1)	7 (1)	3 (1)	21 (3)	5 (1.7)	45 (2)	12 (1.5)	57 (1.9)
Welder	17 (2)	10 (5.1)	4 (0.6)	2 (0.6)	9 (1.3)	2 (0.7)	30 (1.3)	14 (1.8)	44 (1.4)
Technician	102 (12.3)	16 (8.2)	15 (2.1)	12 (3.9)	12 (1.7)	3 (1)	129 (5.7)	31 (3.9)	160 (5.3)
Beautician	18 (2.2)	1 (0.5)	0 (0)	0 (0)	0 (0)	0 (0)	18 (0.8)	1 (0.1)	19 (0.6)
Professional occupation	38 (4.6)	12 (6.2)	1 (0.1)	3 (1)	6 (0.8)	0 (0)	45 (2)	15 (1.9)	60 (2)
Hotel services	37 (4.5)	6 (3.1)	16 (2.3)	0 (0)	20 (2.8)	3 (1)	73 (3.2)	9 (1.1)	82 (2.7)

Employment in the GCC countries before return	District								
	Hyderabad		Jagtial		Nizamabad		Total		
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	Total
Sales person	92 (11.1)	12 (6.2)	19 (2.7)	1 (0.3)	19 (2.7)	1 (0.3)	130 (5.8)	14 (1.8)	144 (4.7)
Painter	3 (0.4)	1 (0.5)	4 (0.6)	1 (0.3)	3 (0.4)	5 (1.7)	10 (0.4)	7 (0.9)	17 (0.6)
Tailoring	10 (1.2)	3 (1.5)	1 (0.1)	6 (1.9)	1 (0.1)	2 (0.7)	12 (0.5)	11 (1.4)	23 (0.8)
Any non-agricultural labour	37 (4.5)	16 (8.2)	36 (5.1)	10 (3.2)	32 (4.5)	18 (6.2)	105 (4.7)	44 (5.5)	149 (4.9)
Work not available	7 (0.8)	0 (0)	3 (0.4)	0 (0)	2 (0.3)	1 (0.3)	12 (0.5)	1 (0.1)	13 (0.4)
Security guard/supervisor	18 (2.2)	4 (2.1)	10 (1.4)	1 (0.3)	12 (1.7)	2 (0.7)	40 (1.8)	7 (0.9)	47 (1.5)
Office boy	1 (0.1)	1 (0.5)	16 (2.3)	4 (1.3)	29 (4.1)	7 (2.4)	46 (2)	12 (1.5)	58 (1.9)
Carpenter	3 (0.4)	0 (0)	3 (0.4)	3 (1)	5 (0.7)	5 (1.7)	11 (0.5)	8 (1)	19 (0.6)
Butcher	14 (1.7)	4 (2.1)	1 (0.1)	0 (0)	0 (0)	1 (0.3)	15 (0.7)	5 (0.6)	20 (0.7)
Others	59 (7.1)	12 (6.2)	4 (0.6)	2 (0.6)	10 (1.4)	2 (0.7)	73 (3.2)	16 (2)	89 (2.9)
Total	831 (100)	195 (100)	710 (100)	308 (100)	710 (100)	292 (100)	2251 (100)	795 (100)	3046 (100)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 4B. Employment after return from Gulf Cooperation Council countries

Employment after return from the GCC countries	District								
	Hyderabad		Jagtial		Nizamabad		Total		Total
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	
Own business	113 (13.6)	20 (10.3)	61 (8.6)	25 (8.1)	67 (9.4)	34 (11.6)	241 (10.7)	79 (9.9)	320 (10.5)
Non-agricultural work	97 (11.7)	17 (8.7)	278 (39.2)	112 (36.4)	86 (12.1)	31 (10.6)	461 (20.5)	160 (20.1)	621 (20.4)
Driver	143 (17.2)	29 (14.9)	74 (10.4)	26 (8.4)	86 (12.1)	12 (4.1)	303 (13.5)	67 (8.4)	370 (12.1)
Technician/Mechanic	34 (4.1)	2 (1)	19 (2.7)	4 (1.3)	9 (1.3)	3 (1)	62 (2.8)	9 (1.1)	71 (2.3)
Domestic worker	53 (6.4)	6 (3.1)	17 (2.4)	8 (2.6)	7 (1)	1 (0.3)	77 (3.4)	15 (1.9)	92 (3)
Gig worker	53 (6.4)	4 (2.1)	4 (0.6)	0 (0)	4 (0.6)	0 (0)	61 (2.7)	4 (0.5)	65 (2.1)
Agriculture labour	0 (0)	0 (0)	59 (8.3)	39 (12.7)	65 (9.2)	45 (15.4)	124 (5.5)	84 (10.6)	208 (6.8)
Own cultivation	7 (0.8)	4 (2.1)	77 (10.8)	34 (11)	269 (37.9)	114 (39)	353 (15.7)	152 (19.1)	505 (16.6)
Painting	2 (0.2)	0 (0)	9 (1.3)	1 (0.3)	4 (0.6)	4 (1.4)	15 (0.7)	5 (0.6)	20 (0.7)
Private employee	30 (3.6)	2 (1)	3 (0.4)	1 (0.3)	7 (1)	3 (1)	40 (1.8)	6 (0.8)	46 (1.5)
Public sector/ Government employee	4 (0.5)	3 (1.5)	2 (0.3)	1 (0.3)	3 (0.4)	3 (1)	9 (0.4)	7 (0.9)	16 (0.5)
Tailoring	9 (1.1)	1 (0.5)	5 (0.7)	7 (2.3)	2 (0.3)	2 (0.7)	16 (0.7)	10 (1.3)	26 (0.9)
Professional occupation	16 (1.9)	1 (0.5)	1 (0.1)	0 (0)	6 (0.8)	1 (0.3)	23 (1)	2 (0.3)	25 (0.8)

Employment after return from the GCC countries	District								
	Hyderabad		Jagtial		Nizamabad		Total		
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	Total
Others	19 (2.3)	3 (1.5)	5 (0.7)	7 (2.3)	3 (0.4)	4 (1.4)	27 (1.2)	14 (1.8)	41 (1.3)
Not working	251 (30.2)	103 (52.8)	96 (13.5)	43 (14)	92 (13)	35 (12)	439 (19.5)	181 (22.8)	620 (20.4)
Total	831 (100)	195 (100)	710 (100)	308 (100)	710 (100)	292 (100)	2251 (100)	795 (100)	3046 (100)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 4 A depicts the occupations of returnees in the Gulf countries before their return to their origin country. 59.5 per cent of female returnees have worked as domestic workers, and the rest have worked as beauticians and other professional occupations. Males predominantly worked as drivers (24.8%), and others have worked as technicians, electricians, plumbers and welders among those who returned to Hyderabad. Most returnees have worked as construction workers (33.6%), sanitary workers (12.8%) and domestic workers (11.4%) in the Gulf before their return to Jagtial district. Similarly, construction workers (20.6%), sanitary workers (21.2%) and drivers (12%) worked in the Gulf before their return to Nizamabad district. It is observed that most of them are unskilled or semi-skilled returnees based on their occupations in the Gulf before their return. The returnees who worked as construction workers were mostly from Jagtial and Nizamabad. They were below 40 years old. Most of the returnees from Nizamabad worked as sanitation workers, and most belonged to the below-40-year-old group. The returnees who worked as drivers in the Gulf were from Hyderabad and were below 40 years old. Also, electricians, technicians and professionals are more from Hyderabad. The returnees who engaged in their businesses are

high in Hyderabad compared with the Jagtial and Nizamabad districts (Table 4 B). Most are involved as non-agricultural workers in Jagtial and are over 40 years old. The returnees who worked as drivers in the Gulf were from Hyderabad and were below 40 years old. However, the returnees below 40 years old engaging as agricultural labourers are high in the Jagtial and Nizamabad districts. More returnees committed to their self-cultivation in Nizamabad. Significantly, proclivity to working after return was seen less among returnee migrants in Hyderabad, who are above 40 years old.



Table 5. Average monthly earnings by age and sex before return

Average monthly earnings	District										
	Hyderabad				Jagtial		Nizamabad		Total		
	Male		Female		<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	Total
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs							
<20,000	75 (9.8)	16 (9.2)	23 (36.5)	12 (57.1)	444 (62.5)	181 (58.8)	394 (55.5)	184 (63)	936 (41.6)	393 (49.4)	1329 (43.6)
20,000-50,000	597 (77.7)	124 (71.3)	37 (58.7)	7 (33.3)	260 (36.6)	122 (39.6)	304 (42.8)	104 (35.6)	1198 (53.2)	357 (44.9)	1555 (51.1)
50,000-above 1,00,000	96 (12.5)	34 (19.5)	3 (4.8)	2 (9.5)	6 (0.8)	5 (1.6)	12 (1.7)	4 (1.4)	117 (5.2)	45 (5.7)	162 (5.3)
Total	768 (100)	174 (100)	63 (100)	21 (100)	710 (100)	308 (100)	710 (100)	292 (100)	2251 (100)	795 (100)	3046 (100)

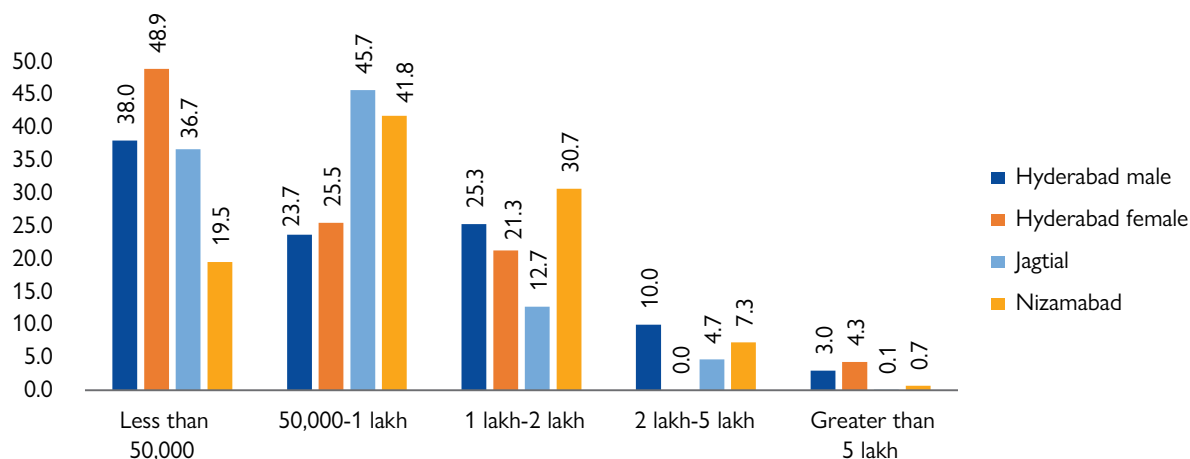
Source: Field survey.

Note: Figures in parentheses are percentages.

Table 5 shows that male returnees’ average monthly earnings are higher than women returnees. Female returnees’ average monthly earnings are less than INR 20,000. For most of the males, the average monthly earnings range between INR 20,000 to INR 50,000. And a few returnee migrants earn between INR 50,000 to INR 1 lakh, when compared

with female earnings in this category, which are less. Consequently, remittances made by women were lesser than the remittances made by male returnee migrants. It is found that the average monthly earnings of the returnees in Jagtial and Nizamabad are lesser compared to Hyderabad returnees.

Figure 9. Differences among returnee households who received and not received remittances during the year before return



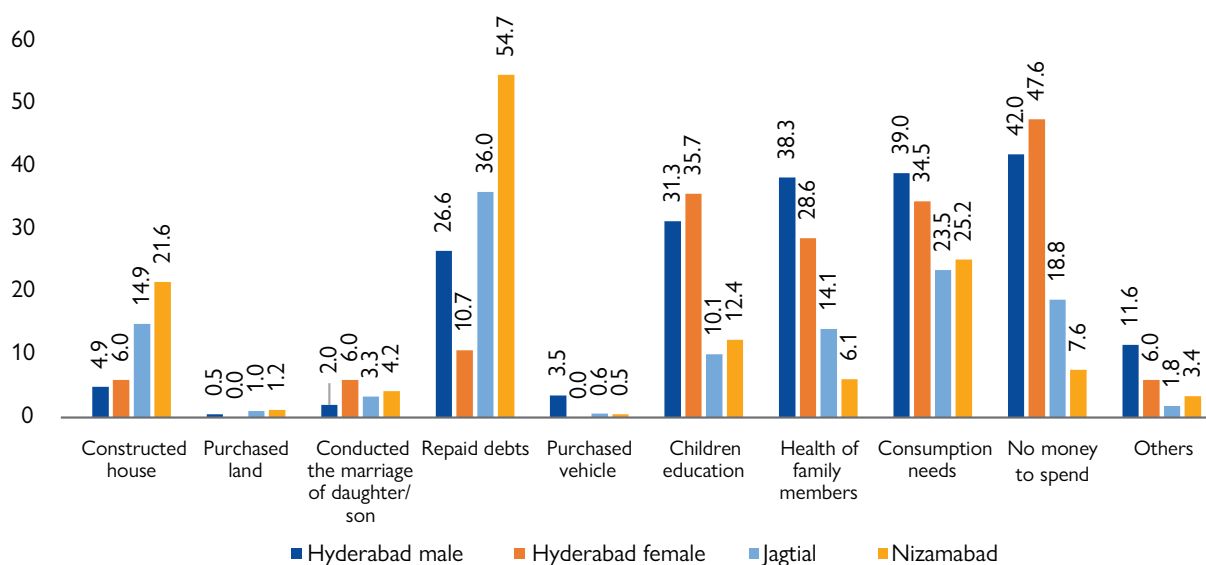
Source: Field survey.

Note: Figures in percentages.

Figure 9 shows that the remittances have played an essential role in improving the economic status of returnee migrants. After migration, their financial situation has changed, with frequent remittances leading to their human development, a rise in education levels, health and employment, and reduced poverty. It was found that 30.8 per cent of returnees send remittances less than INR 50,000 a year before their return. Moreover, most of the returnees, 37.6 per cent, have sent the remittances between INR 50,000 to INR 1 lakh

a year before their return. In the Hyderabad district, it was found that the majority of female returnees (48.9%) have sent less than INR 50,000. The returnees have sent remittances between INR 50,000 to INR 1 lakh, 45.7 per cent returnees in Jagtial and 41.8 per cent returnees in Nizamabad, followed by between INR 1 lakh to INR 2 lakh. Fewer have sent the remittances above INR 2 lakh during the year before their return. The returnees' families have utilized the remittances for various purposes at home.

Figure 10. Purpose of utilization of income earned from Gulf



Source: Field survey.

Note: Figures in percentages.

Figure 10 shows that remittances play an important role in the economic and social development of migrant households. They are sent to the families through banks, middlemen, friends and relatives. It would be interesting to know the purpose for which they spent their income from the Gulf. It is found that female returnees spent their income on children's education (35.7%), followed by consumption needs and health of the family members. It is observed that most women returnees are unskilled workers with low-income family backgrounds who prioritize basic needs such as health, education and daily consumption.

The returnees could not spend much income to purchase permanent assets such as land, construct houses and other permanent assets. A few returnees spent their earnings on the construction of new houses in Nizamabad (21.6%) and Jagtial (14.9%).

Significant earnings are spent to clear debts as they get taken for a stipulated time period. One could see the overall 54.7 per cent of returnees' spending income towards paying debts in Nizamabad district, followed by Jagtial (36%) and Hyderabad districts (26.6%). Across all surveyed districts, a large proportion of returnees'

overseas earnings were spent on repaying debts. In Hyderabad, a significant number of male (31%) and female (35.7%) returnees have spent their income on children's education; it is less in both Jagtial (10.1%) and Nizamabad (12.4%). It is found that most of the returnees spend their income on

consumption needs in all three districts. A large number of returnees had no money to spend or saved up for future (42% males and 47.6% females) in Hyderabad. It is less in Nizamabad (7.6%) and Jagtial (18.8%).

(C) Skills, occupation and earnings of returnee migrants in home state

Table 6. Nature of occupation in broad categories in surveyed districts

Occupation	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Self-employed in agriculture	19 (2.0)	1 (1.2)	124 (12.2)	381 (38.0)	525 (17.2)
Self-employed in allied agriculture (dairy/livestock/fisheries)	0 (0.0)	0 (0.0)	7 (0.7)	12 (1.2)	19 (0.6)
Casual labour in agriculture	7 (0.7)	0 (0.0)	119 (11.7)	118 (11.8)	244 (8.0)
Self-employed in non-agriculture (shop/business)	143 (15.2)	4 (4.8)	229 (22.5)	160 (16.0)	536 (17.6)
Casual labour in non-agriculture	349 (37.0)	16 (19.0)	381 (37.4)	148 (14.8)	894 (29.3)
Regular salaried in private sector	119 (12.6)	10 (11.9)	18 (1.8)	48 (4.8)	195 (6.4)
Regular salaried in public sector/ Government	3 (0.3)	1 (1.2)	1 (0.1)	8 (0.8)	13 (0.4)
Unemployed	54 (5.7)	8 (9.5)	15 (1.5)	58 (5.8)	135 (4.4)
Not working	248 (26.3)	44 (52.4)	124 (12.2)	69 (6.9)	485 (15.9)
Total	942 (100.0)	84 (100.0)	1,018 (100.0)	1,002 (100.0)	3,046 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 6 shows the nature of employment in broad categories where returnees engage in the local market. It was found that there was a difference among the three in terms of the nature of employment involved presently. In Hyderabad, most returnees have engaged in non-farm activities such as casual labour in non-agriculture, self-employed in non-agriculture, salaried employment in factories and other services sectors. In Nizamabad, most returnees have engaged in

the farm sector as wage labourers and self-employment in non-agriculture as auto drivers, cab drivers, and petty business. In Jagtial district's case, most returnees are engaged as casual labourers in the non-agricultural sector and self-employed in non-agriculture. It is observed that there are unskilled labourers who go back to their previous activities in agriculture, such as daily wage labour, before migration.

Table 7. Nature of occupation in broad category wise and age in surveyed districts

Nature of occupation	District								
	Hyderabad		Jagtial		Nizamabad		Total		
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	Total
Self-employed in agriculture	14 (1.7)	6 (3.1)	86 (12.1)	38 (12.3)	268 (37.7)	113 (38.7)	368 (16.3)	157 (19.7)	525 (17.2)
Self-employed in allied agriculture (dairy/livestock/fisheries)	0 (0)	0 (0)	6 (0.8)	1 (0.3)	9 (1.3)	3 (1)	15 (0.7)	4 (0.5)	19 (0.6)
Casual labour in agriculture	6 (0.7)	1 (0.5)	74 (10.4)	45 (14.6)	72 (10.1)	46 (15.8)	152 (6.8)	92 (11.6)	244 (8)
Self-employed in non-agriculture (shop/business)	119 (14.3)	28 (14.4)	158 (22.3)	71 (23.1)	109 (15.4)	51 (17.5)	386 (17.1)	150 (18.9)	536 (17.6)
Casual labour in non-agriculture	315 (37.9)	50 (25.6)	275 (38.7)	106 (34.4)	117 (16.5)	31 (10.6)	707 (31.4)	187 (23.5)	894 (29.3)
Regular salaried in private sector	122 (14.7)	7 (3.6)	15 (2.1)	3 (1)	39 (5.5)	9 (3.1)	176 (7.8)	19 (2.4)	195 (6.4)
Regular salaried in public sector/ Government	4 (0.5)	0 (0)	0 (0)	1 (0.3)	4 (0.6)	4 (1.4)	8 (0.4)	5 (0.6)	13 (0.4)
Unemployed	49 (5.9)	13 (6.7)	13 (1.8)	2 (0.6)	43 (6.1)	15 (5.1)	105 (4.7)	30 (3.8)	135 (4.4)
Not working	202 (24.3)	90 (46.2)	83 (11.7)	41 (13.3)	49 (6.9)	20 (6.8)	334 (14.8)	151 (19)	485 (15.9)
Total	831 (100)	195 (100)	710 (100)	308 (100)	710 (100)	292 (100)	2,251 (100)	795 (100)	3,046 (100)

Source: Field survey.

Note: Figures in parentheses are percentage.

Table 7 shows the percentage of unemployed among the returnees, which is 4.4 per cent among males in all surveyed districts and 9.5 per cent among females in Hyderabad. The nature of employment age-wise among the returnees in surveyed districts is shown in Table 7. More than one third of the returnees among all age groups returnees engage (38%) as casual labourers in non-agriculture, and 13 per cent engage as self-employed in non-agriculture. Surprisingly, many returnees in all age groups are not working in Hyderabad. It is high among the above 50 years age group (60%) in Hyderabad district. In Jagtial

district, many returnees engage in non-agriculture as casual labourers (38.7%), followed by the less than 30 age group, while 46.2 per cent engage in casual labour in non-agriculture in the above 50 years age group of returnees. The returnees who engaged in agriculture are fewer in the Jagtial district. It is a different observation that many returnees engage in agriculture as self-employed and casual labourers among all the age groups of returnees in Nizamabad. Moreover, it is found that the returnees did not opt for regular salaries in private or public and were self-employed in allied agriculture for their livelihoods.

Table 8. Current work of the returnee migrants in surveyed districts

Current work	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Own business	121 (18.9)	12 (37.5)	86 (9.8)	101 (11.5)	320 (13.2)
Non-agricultural work	111 (17.3)	3 (9.4)	390 (44.4)	117 (13.4)	621 (25.6)
Driver	172 (26.9)	0 (0.0)	100 (11.4)	98 (11.2)	370 (15.3)
Technician/mechanic	36 (5.6)	0 (0.0)	23 (2.6)	12 (1.4)	71 (2.9)
Domestic worker	48 (7.5)	11 (34.4)	25 (2.8)	8 (0.9)	92 (3.8)
Gig worker	57 (8.9)	0 (0.0)	4 (0.5)	4 (0.5)	65 (2.7)
Agriculture labour	0 (0.0)	0 (0.0)	98 (11.1)	110 (12.6)	208 (8.6)
Own cultivation	10 (1.6)	1 (3.1)	111 (12.6)	383 (43.8)	505 (20.8)
Painting	2 (0.3)	0 (0.0)	10 (1.1)	8 (0.9)	20 (0.8)

Current work	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Private employee	30 (4.7)	2 (6.3)	4 (0.5)	10 (1.1)	46 (1.9)
Public sector/ Government employee	7 (1.1)	0 (0.0)	3 (0.3)	6 (0.7)	16 (0.7)
Tailoring	9 (1.4)	1 (3.1)	12 (1.4)	4 (0.5)	26 (1.1)
Professional occupation	15 (2.3)	2 (6.3)	1 (0.1)	7 (0.8)	25 (1.0)
Others	22 (3.4)	0 (0.0)	12 (1.4)	7 (0.8)	41 (1.7)
Total	640 (100.0)	32 (100.0)	879 (100.0)	875 (100.0)	2,426 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 8 shows that most returnees return to their previous work in agriculture and are still wage labourers and engaged as cultivators in agriculture. Most returnees come from agricultural background and engage in non-agricultural activities after their return from the Gulf. The returnees are engaging in a wide range of works currently, and many of them (26.9%) are working as drivers, 18.9 per cent have started their own business, and 17.3 per cent are engaging as wage labourers in non-agriculture in Hyderabad. In the case of female returnees, it is clear that they are engaging in self-business like vegetable vendors, beauticians and garment work (37.5%). Still, other female returnees (34.4%) are working as domestic workers. Moreover, most returnees from Nizamabad are engaged in agriculture (43.8%), compared to 44.4 per cent of returnees of Jagtial engaged in non-agricultural work.

The returnees are engaging in a wide range of works currently, and many of them (26.9%) are working as drivers, 18.9 per cent have started their own business, and 17.3 per cent are engaging as wage labourers in non-agriculture in Hyderabad. In the case of female returnees, it is clear that they are engaging in self-business like vegetable vendors, beauticians and garment work (37.5%).

Table 9. Current employment modalities of returnee's occupation in surveyed districts

Current work	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Yes	14 (2.2)	0 (0.0)	8 (1.1)	2 (0.4)	24 (1.2)
No	626 (97.8)	32 (100.0)	747 (98.9)	496 (99.6)	1,901 (98.8)
Total	640 (100.0)	32 (100.0)	755 (100.0)	498 (100.0)	1,925 (100.0)
If yes, duration of the contract					
Less than 1 year	1 (7.1)	0 (0.0)	4 (50.0)	0 (0.0)	5 (20.8)
1 to 2 years	12 (85.7)	0 (0.0)	4 (50.0)	2 (100.0)	18 (75.0)
3 to 5 years	1 (7.1)	0 (0.0)	0 (0.0)	0 (0.0)	1 (4.2)
Total	14 (100.0)	0 (0.0)	8 (100.0)	2 (100.0)	24 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages; data corresponds to returnees employed/working at the time of survey.

It could be seen that out of 1,925 returnees working other than in self-employment, only 24 returnees have a written contract at current work. It is noticed that there is no written contract for female returnees at present work. Urban districts like Hyderabad have witnessed a more significant number of written agreements (14). It is found that fewer written contracts at the current work have appeared in rural districts like Jagtial (two written contracts) and Nizamabad (eight written contracts) (Table 9).



Table 10. Location of current work of returnee migrants

Current work	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
In the village	0 (0.0)	0 (0.0)	640 (72.7)	798 (91.2)	1,438 (59.3)
Nearby town	0 (0.0)	0 (0.0)	199 (22.6)	65 (7.4)	264 (10.9)
District head quarter	0 (0.0)	0 (0.0)	33 (3.8)	3 (0.3)	36 (1.5)
Other district	0 (0.0)	0 (0.0)	2 (0.2)	0 (0.0)	2 (0.1)
Hyderabad	640 (100.0)	32 (100.0)	5 (0.6)	8 (0.9)	685 (28.2)
Other state	0 (0.0)	0 (0.0)	1 (0.1)	1 (0.1)	2 (0.1)
Total	640 (100.0)	32 (100.0)	880 (100.0)	875 (100.0)	2,427 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages; data corresponds to returnees employed/working at the time of survey.

Table 10 shows that the Gulf returnees in Hyderabad would prefer to work in Hyderabad only (male and female). In Nizamabad, 91.2 per cent of returnees work in their village, and others work in nearby towns. In Jagtial, most of the returnees (72.7%) work in their village, and 22.6 per cent work near the town. Most returnees are unwilling to work outside the district or the state as distance matters. A few returnees prefer to work outside the district or the state where their relatives are working. Most of the returnees currently engaged in some works are found in their own district and unwilling to migrate to neighbouring districts. Their unwillingness to relocate is perhaps related to their type of skills and low wages, which do not reward relocation. Long distance from residence requires family relocation or separation from the

respondent's family. Distance is also a significant factor when the earnings from such jobs are not very rewarding.



In Nizamabad, 91.2 per cent of returnees work in their village, and others work in nearby towns. In Jagtial, most of the returnees (72.7%) work in their village, and 22.6 per cent work near the town.

Table 11. Mode of finding work

Current work	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Self	509 (79.5)	24 (75.0)	692 (78.6)	824 (94.2)	2,049 (84.4)
Friends	81 (12.7)	4 (12.5)	118 (13.4)	28 (3.2)	231 (9.5)
Relatives	16 (2.5)	3 (9.4)	18 (2.0)	5 (0.6)	42 (1.7)
Co-villager	0 (0.0)	0 (0.0)	3 (0.3)	18 (2.1)	21 (0.9)
Contractor	9 (1.4)	0 (0.0)	2 (0.2)	0 (0.0)	11 (0.5)
Previous work contact	15 (2.3)	1 (3.1)	0 (0.0)	0 (0.0)	16 (0.7)
Private agency	3 (0.5)	0 (0.0)	43 (4.9)	0 (0.0)	46 (1.9)
Government agency	0 (0.0)	0 (0.0)	1 (0.1)	0 (0.0)	1 (0.0)
Online search	4 (0.6)	0 (0.0)	2 (0.2)	0 (0.0)	6 (0.2)
Social media	3 (0.5)	0 (0.0)	1 (0.1)	0 (0.0)	4 (0.2)
Total	640 (100.0)	32 (100.0)	880 (100.0)	875 (100.0)	2,427 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages; data corresponds to returnees employed/working at the time of survey.

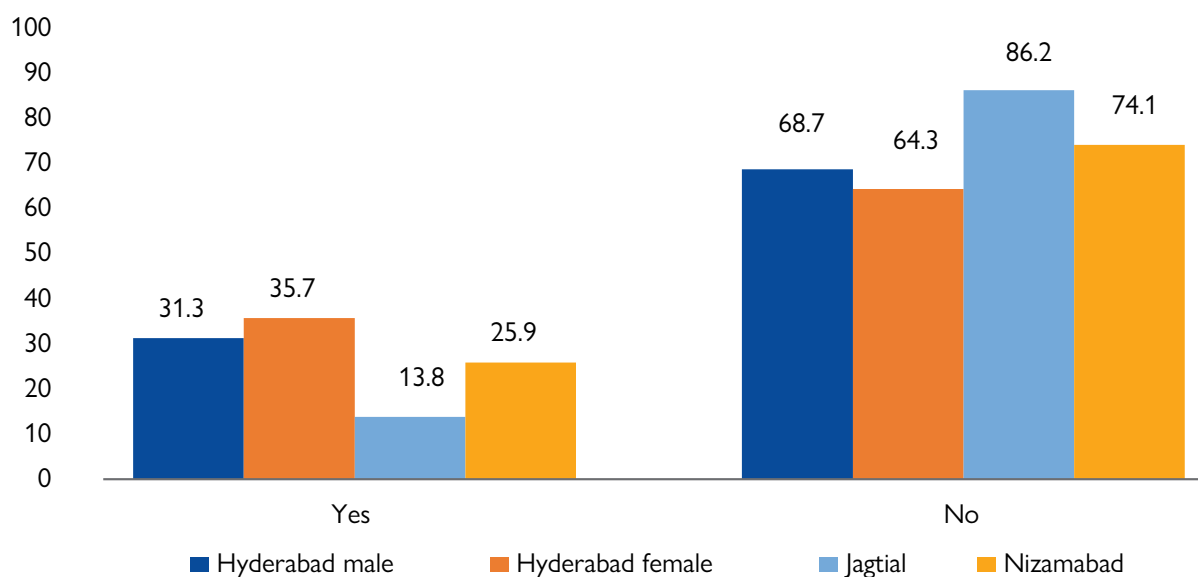
Table 11 shows that modes of finding work after returning to the origin country are self search (finding themselves), and friends and relatives are the major modes of finding work in the local labour market. Self-finding in the local labour market is a predominant mode; 79.5 per cent of

males have found the work by themselves, and 75 per cent of females have found it themselves in Hyderabad. Similarly, 78.6 per cent in Jagtial and the local labour market after returning from GCC countries. Only one out of five returnees have benefited by self-sourced information about jobs

and the recruitment process. Returnees largely depend on their own information and efforts in finding work, as very few returnees benefit from

formal or informal agencies offering labour market information for opportunities and the recruitment process.

Figure 11. Skills obtained before migration



Source: Field survey.

Note: Figures in percentages.

Figure 11 shows that 35.7 per cent of female returnees and 23.8 per cent of male returnees obtained skills before migration, and the rest did not acquire any skills before migration. It is found that 76.2 per cent of male returnees and 64.3 per cent of

female returnees had not obtained any skill before migration in the Hyderabad district. However, it is noted that most of the returnees in Jagtial (86.2%) and Nizamabad (74.1%) have not obtained any skills before migration.

Table 12. Skills acquired in Gulf Cooperation Council countries, usefulness in employment in local labour market

Acquired skills while working in the GCC countries	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Yes	96	5	44	183	328
	(10.2)	(6.0)	(4.3)	(18.3)	(10.8)
No	846	79	974	819	2718
	(89.8)	(94.0)	(95.7)	(81.7)	(89.2)
Total	942	84	1018	1002	3046
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)

Acquired skills while working in the GCC countries	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
If yes, usefulness of skills in current employment					
Very useful	8	1	3	5	17
	(8.3)	(20.0)	(6.8)	(2.7)	(5.2)
Useful	39	1	22	82	144
	(40.6)	(20.0)	(50.0)	(44.8)	(43.9)
Not so useful	49	3	19	96	167
	(51.0)	(60.0)	(43.2)	(52.5)	(50.9)
Total	96	5	44	183	328
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
Found work according to skill level possessed					
Yes	43	2	16	52	113
	(44.8)	(40.0)	(36.4)	(28.4)	(34.5)
No	53	3	28	131	215
	(55.2)	(60.0)	(63.6)	(71.6)	(65.5)
Total	96	5	44	183	328
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
Getting wages/income suitable to skills					
Yes	31	2	3	32	68
	(72.1)	(100.0)	(18.8)	(61.5)	(60.2)
No	12	0	13	20	45
	(27.9)	(0.0)	(81.3)	(38.5)	(39.8)
Total	43	2	16	52	113
	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 12 shows that out of 3,046 returnees, 328 (10.8%) acquired skills while working in the Gulf countries. Only five female and 96 male returnees from Hyderabad acquired skills while working in the Gulf. Of the number of returnees, 183 (18.3%) have developed skills in the Gulf from Nizamabad compared to the other two surveyed districts. Among the returnees who acquired skills in the Gulf, only 17 (5.2%) expressed that acquired skills are beneficial, and 43.9 per cent said those are useful. Interestingly, 50.9 per cent of returnees

believed that acquired skills in the Gulf could be more useful. 43 of Hyderabad returnees have found work in the Gulf according to their skills, but fewer than 16 in Jagtial have found work according to their skills. Of 328, 215 returnees have not found work according to their skills obtained in all surveyed districts. However, only 68 returnees have received income suitable to their skills; this proportion was high in Hyderabad (72.1% of males and 100% of females).

Table 13. Type of skills acquired by returnees while working in Gulf Cooperation Council countries

Skills acquired while working in the GCC countries	District								
	Hyderabad		Jagtial		Nizamabad		Total		Total
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	
Construction skills	3 (0.4)	0 (0)	2 (0.3)	3 (1)	19 (2.7)	18 (6.2)	24 (1.1)	21 (2.6)	45 (1.5)
Driving	19 (2.3)	11 (5.6)	11 (1.5)	3 (1)	46 (6.5)	7 (2.4)	76 (3.4)	21 (2.6)	97 (3.2)
Electrician	2 (0.2)	3 (1.5)	4 (0.6)	1 (0.3)	11 (1.5)	9 (3.1)	17 (0.8)	13 (1.6)	30 (1)
Plumber	0 (0)	0 (0)	3 (0.4)	0 (0)	8 (1.1)	3 (1)	11 (0.5)	3 (0.4)	14 (0.5)
Sanitary skills	0 (0)	0 (0)	3 (0.4)	1 (0.3)	17 (2.4)	6 (2.1)	20 (0.9)	7 (0.9)	27 (0.9)
Hotel management	9 (1.1)	2 (1)	2 (0.3)	0 (0)	9 (1.3)	0 (0)	20 (0.9)	2 (0.3)	22 (0.7)
Computer operator	5 (0.6)	1 (0.5)	2 (0.3)	0 (0)	3 (0.4)	1 (0.3)	10 (0.4)	2 (0.3)	12 (0.4)
Improved my existing skills	7 (0.8)	5 (2.6)	2 (0.3)	1 (0.3)	17 (2.4)	8 (2.7)	26 (1.2)	14 (1.8)	40 (1.3)
Others	31 (3.7)	7 (3.6)	5 (0.7)	3 (1)	17 (2.4)	5 (1.7)	53 (2.4)	15 (1.9)	68 (2.2)
Total	72 (8.7)	29 (14.9)	32 (4.5)	12 (3.9)	132 (18.6)	51 (17.5)	236 (10.5)	92 (11.6)	328 (10.8)

Skills acquired while working in the GCC countries	District								
	Hyderabad		Jagtial		Nizamabad		Total		
	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	<40 yrs	>=40 yrs	Total
After return sources of skill training									
Travel agency	0 (0)	0 (0)	2 (0.3)	1 (0.3)	1 (0.1)	1 (0.3)	3 (0.1)	4 (0.5)	7 (0.2)
Private training institute	2 (0.2)	2 (1)	1 (0.1)	6 (1.9)	1 (0.1)	10 (3.4)	2 (0.1)	12 (1.5)	14 (0.5)
Public training institute	0 (0)	2 (1)	0 (0)	0 (0)	0 (0)	2 (0.7)	0 (0)	2 (0.3)	2 (0.1)
Friends	0 (0)	0 (0)	0 (0)	3 (1)	0 (0)	3 (1)	0 (0)	3 (0.4)	3 (0.1)
Total	2 (0.2)	4 (2.1)	3 (0.4)	10 (3.2)	2 (0.3)	16 (5.5)	5 (0.2)	21 (2.6)	26 (0.9)
Grand total	831	195	710	308	710	292	2251	795	3,046

Source: Field survey.

Note: Figures in parentheses are percentages, includes multiple responses and may not total 100 per cent.

Table 13 shows that many returnee migrants have updated their skills while working in the Gulf countries. Of 3,046 returnees, 323 have acquired skill training while working in the Gulf. In the case of women, a few (five) returnees have developed skills while working in the Gulf. The number of males who have acquired skills while working in the Gulf is high: 97 in driving and 45 in construction skills. Across districts, Nizamabad district has higher numbers of returnees who are updating their skills; 183 returnees have acquired their skills while working in the Gulf, followed by Hyderabad, where 96 returnees have updated skills while working, and a lesser number of 44 returnees have acquired their skills in Jagtial district. They have updated their skills while working in the Gulf with the help of their employer or company. Most returnees who acquired construction skills in both age groups are high in Nizamabad. Some updated their skills while working in the Gulf. A few drivers who

are 40 years old also updated their skills while working in the Gulf. They are from Hyderabad and Nizamabad. The electricians and plumbers have also updated their skills while working in the Gulf. After returning to their native places, most of them are engaged in the same occupation. After returning, a few returnees have updated their skills, which is helpful in the local labour market. Twenty-four (24) returnees who are 40 years old have undergone skill training in private institutions after they returned.



Table 14. Gap from the time returned and joined job or started own business in the domestic market

Gap period	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Less than 3 months	286 (44.7)	11 (34.4)	583 (66.3)	657 (75.1)	1,537 (63.3)
Three to six months	187 (29.2)	9 (28.1)	236 (26.8)	138 (15.8)	570 (23.5)
Six months	134 (20.9)	8 (25.0)	50 (5.7)	68 (7.8)	260 (10.7)
One year	28 (4.4)	4 (12.5)	9 (1.0)	10 (1.1)	51 (2.1)
Two years	3 (0.5)	0 (0.0)	1 (0.1)	2 (0.2)	6 (0.2)
Three years	1 (0.2)	0 (0.0)	1 (0.1)	0 (0.0)	2 (0.1)
Four years	1 (0.2)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.0)
Total	640 (100.0)	32 (100.0)	880 (100.0)	875 (100.0)	2,427 (100.0)
Number of jobs changed after return from Gulf countries					
Not changed	613 (95.8)	32 (100.0)	834 (94.8)	825 (94.3)	2,304 (94.9)
One job	17 (2.7)	0 (0.0)	35 (4.0)	47 (5.4)	99 (4.1)
Two jobs	9 (1.4)	0 (0.0)	11 (1.3)	3 (0.3)	23 (0.9)
Three jobs	1 (0.2)	0 (0.0)	0 (0.0)	0 (0.0)	1 (0.0)
Total	640 (100.0)	32 (100.0)	880 (100.0)	875 (100.0)	2,427 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages; data corresponds to returnees employed/working at the time of survey.

Table 14 shows around four out of five returnees are currently engaged in some work, mostly similar to the occupation before migration to Gulf countries. Around 98 per cent of those currently working can find work within six months of search. At the same time, a small section struggled for a long time, one to four years, to find a job. It is observed that 63.3 per cent of males and 34.4 per cent of female returnees have found a job in the local labour market within three months. Surprisingly, most of the returnees, 75.1 per cent in Nizamabad and 66.3 per cent in Jagtial, have taken less than three months to find a new job in their villages. Next, 26.8 per cent of returnees in Jagtial and 15.8 per cent in Nizamabad have taken three to six months to find jobs. In Hyderabad, returnees have taken longer to find jobs compared to rural districts of Jagtial and Nizamabad. Of the returnees from GCC, 44.7 per cent of males and 34.4 per cent of females have found a job at the

local market in less than three months. Most of them have taken more extended periods of three to six months to find a job in Hyderabad. Fewer returnees have taken a year to find a job in Hyderabad, where job opportunities are high. A negligible number has taken more than one year to find a job in all the surveyed districts.

(D) Challenges faced in local labour market

Most returnees have faced difficulties while finding work in the local labour market. It is clear from Table 15 that 55.9 per cent of male and 54.8 per cent of female returnees have faced problems while finding work, even in Hyderabad city. It was high in the rural districts of Jagtial (52.5%) and Nizamabad (92.7%). It is indicated that facing difficulties while finding work in the local labour market did not help in reintegration of the returnees in Nizamabad district.

Table 15. Difficulties faced in finding current work, type of difficulties faced

Difficulties in local labour market	District				Total
	Hyderabad		Jagtial	Nizamabad	
	Male	Female	Male	Female	
Yes	527 (55.9)	46 (54.8)	534 (52.5)	929 (92.7)	2,036 (66.8)
No	415 (44.1)	38 (45.2)	484 (47.5)	73 (7.3)	1,010 (33.2)
Total	942 (100.0)	84 (100.0)	1,018 (100.0)	1,002 (100.0)	3,046 (100.0)
Types of difficulties have you faced					
No regular work available	277 (52.6)	27 (58.7)	372 (69.7)	537 (57.8)	1,213 (59.6)
Information not available	57 (10.8)	5 (10.9)	41 (7.7)	87 (9.4)	190 (9.3)
Not having required skill	70 (13.3)	7 (15.2)	19 (3.6)	137 (14.7)	233 (11.4)

Difficulties in local labour market	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female	Male	Female	
Suitable work not available	123 (23.3)	7 (15.2)	96 (18.0)	162 (17.4)	388 (19.1)
Others	0 (0.0)	0 (0.0)	6 (1.1)	6 (0.6)	12 (0.6)
Total	527 (100.0)	46 (100.0)	534 (100.0)	929 (100.0)	2,036 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 15 shows the proportion of returnees (44.1% of males and 45.2% females) who expressed not facing any difficulties while finding work in the local labour market in Hyderabad, and 47.5 per cent of returnees did not face any difficulties while finding work at local labour market in Jagtial district.

Survey findings also reveal the difficulties faced by the returnee migrants in surveyed areas. Most returnees who face difficulty finding jobs or working in the local labour market are unskilled workers. It is one of the significant difficulties faced by returnees, 52.6 per cent males and 58.7 per cent

females, in Hyderabad. It is also high in other districts, with 69.7 per cent in Jagtial and 57.8 per cent in Nizamabad; returnees faced problems with finding regular work. Next, a significant problem faced by the returnees is finding suitable work, 19.1 per cent of returnees expressed that they failed to find appropriate work in the local labour market, and their proportion was high with 23.3 per cent in Hyderabad compared to the rural districts, Jagtial and Nizamabad. Fewer returnees have expressed that not having the required skill is the most substantial constraint in finding work in the local labour market.

Table 16. Skills required to find employment in local labour market

Whether require new skills to enter the domestic labour market	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Yes	502 (53.3)	44 (52.4)	459 (45.1)	830 (82.8)	1835 (60.2)
No	440 (46.7)	40 (47.6)	559 (54.9)	172 (17.2)	1211 (39.8)
Total	942 (100.0)	84 (100.0)	1018 (100.0)	1002 (100.0)	3046 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 16 shows that the returnees who required new skills to get employment in the local labour market were 60.5 per cent males and 52.4 per cent females in surveyed districts. The rest of the proportion does not require new skills and thought that obtaining new skills is not a criterion for entering the local labour market. Fewer returnees felt they did not need new skills

to enter the domestic labour market (17.2%) in the Nizamabad district. Still, their proportion was high, around 50 per cent each in Hyderabad and Nizamabad, respectively. Returnees looking for jobs in urban areas required new skills, while returnees in rural areas could find some work in farm-based occupations.

Table 17. Percentage of returnees who have acquired skills after return

Skill training after return	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Yes	2 (0.2)	0 (0.0)	7 (0.7)	12 (1.2)	21 (0.7)
No	940 (99.8)	84 (100.0)	1,011 (99.3)	990 (98.8)	3,025 (99.3)
Total	942 (100.0)	84 (100.0)	1,018 (100.0)	1,002 (100.0)	3,046 (100.0)

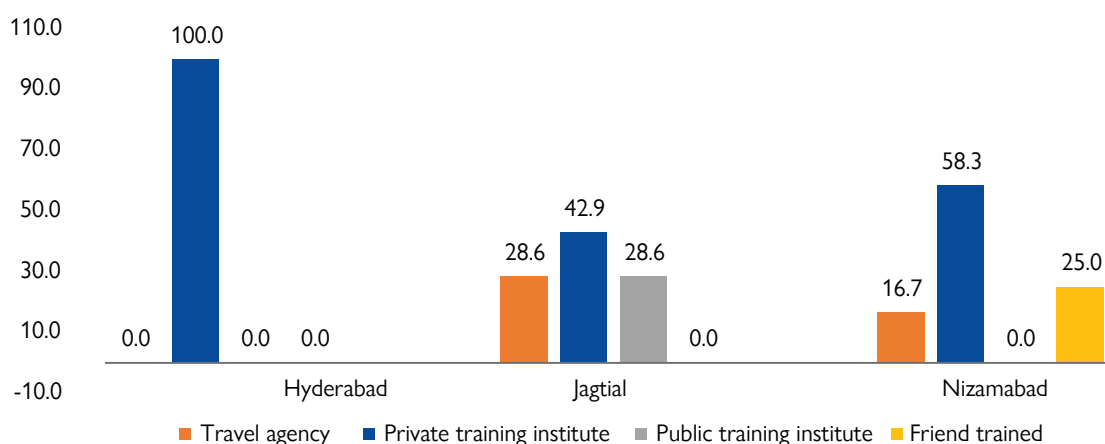
Source: Field survey.

Note: Figures in parentheses are percentages.

Table 17 shows that out of 3,046 returnees, only 21 returnees have undergone training after returning from GCC countries. In the case of females, no one has got skill training after return; in the case of males, 99.3 per cent of returnees did not

get any skill training after returning to their origin country. Most of the returnees have not upgraded their skills sets required for finding better-paid or skilled jobs in the local market, indicating very little effort made for upward occupational mobility.

Figure 12. Skill training, cost for training and employment opportunities



Source: Field survey.

Note: Figures in percentages.

Table 18. Skill training, cost for training and employment opportunities

	District			
	Hyderabad	Jagtial	Nizamabad	Total
(a) Amount spent on training				
Free of cost	0 (0.0)	2 (28.6)	5 (41.7)	7 (33.3)
Less than INR 5,000	0 (0.0)	1 (14.3)	0 (0.0)	1 (4.8)
INR 5,001–10,000	0 (0.0)	0 (0.0)	5 (41.7)	5 (23.8)
INR 10,001–15,000	2 (100.0)	2 (28.6)	2 (16.7)	6 (28.6)
INR 15,001–20,000	0 (0.0)	1 (14.3)	0 (0.0)	1 (4.8)
Above INR 20,000	0 (0.0)	1 (14.3)	0 (0.0)	1 (4.8)
Total	2 (100.0)	7 (100.0)	12 (100.0)	21 (100.0)
(b) Obtained job after the training				
Yes	0 (0.0)	3 (42.9)	2 (16.7)	5 (23.8)
No	2 (100.0)	4 (57.1)	10 (83.3)	16 (76.2)
Total	2 (100.0)	7 (100.0)	12 (100.0)	21 (100.0)
(c) Time taken to get a job after the training				
Nil time	0 (0.0)	0 (0.0)	1 (50.0)	1 (20.0)
One month	0 (0.0)	2 (66.7)	0 (0.0)	2 (40.0)
Two months	0 (0.0)	0 (0.0)	1 (50.0)	1 (20.0)
Three to six months	0 (0.0)	1 (33.3)	0 (0.0)	1 (20.0)
Total	0 (0.0)	3 (100.0)	2 (100.0)	5 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages.

Efforts for skill upgrading among the returnees are very low across the surveyed districts. It may also be due to the absence of required training agencies or agencies failing to customize training programmes (Figure 12) to meet the skills required in the local market and suit the returnees' skill level. Almost none of the returnees benefited from government skill training programmes. It is found that no one received skill training through the public training institutes. Two returnees have spent INR 10,000–INR 15,000 to get training in Hyderabad. Seven returnees, two in Jagtial and

five in Nizamabad, had free training. Only four in Jagtial and two in Nizamabad have spent INR 10,000–INR 15,000 for training. After training, only five returnees got jobs in the local labour market based on the training. They did not wait long to get a job after training; one found a job immediately without waiting. Two got a job after one month in Jagtial district, and one got a job after two months in Nizamabad. Most returnees have stated that no one waits more than six months to get a job after training.

Table 19. Support for self-employed in non-agriculture – bank loan, subsidy

Support received to start the business	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
Yes	0 (0.0)	0 (0.0)	7 (3.1)	8 (5.0)	15 (2.8)
No	143 (100.0)	4 (100.0)	222 (96.9)	152 (95.0)	521 (97.2)
Total	143 (100.0)	4 (100.0)	229 (100.0)	160 (100.0)	536 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table 19 shows that only 15 returnees have started self-employment in non-agriculture; only three got bank loans with subsidies. Most returnees are unwilling to start self-employment in the non-agricultural sector due to lack of finance in surveyed districts. Out of 21 returnees who have taken skill training, 12 have trained in public training institutes, but only two have taken skill updating training in private institutes before their Gulf migration. However, the travel agency also provided skill training to four returnees before migration.

“ Out of 21 returnees who have taken skill training, 12 have trained in public training institutes, but only two have taken skill updating training in private institutes before their Gulf migration. ”

Table 20. Expected work conditions by returnees to stay back in home districts

Work conditions expected to stay back	District				
	Hyderabad		Jagtial	Nizamabad	Total
	Male	Female			
High salary and regular work	74 (7.9)	5 (6)	158 (15.5)	588 (58.7)	825 (27.1)
Personal loan and scheme	1 (0.1)	0 (0)	56 (5.5)	69 (6.9)	126 (4.1)
Regular work in village with high salary	0 (0)	0 (0)	9 (0.9)	23 (2.3)	32 (1.1)
To provide daily work, to establish manufacturing industries in villages	0 (0)	0 (0)	112 (11)	1 (0.1)	113 (3.7)
Want government schemes to earn sufficient income	0 (0)	0 (0)	45 (4.4)	9 (0.9)	54 (1.8)
Want loan from bank/ Government for starting business/re-pay debts	2 (0.2)	0 (0)	59 (5.8)	38 (3.8)	99 (3.3)
Want to learn any skills	0 (0)	0 (0)	65 (6.4)	36 (3.6)	101 (3.3)
Work suitable per skills	5 (0.5)	0 (0)	87 (8.5)	104 (10.4)	196 (6.4)
Work with proper salary	0 (0)	0 (0)	14 (1.4)	14 (1.4)	28 (0.9)
Not applicable	860 (91.3)	79 (94)	413 (40.6)	120 (12)	1,472 (48.3)
Total	942 (100)	84 (100)	1,018 (100)	1,002 (100)	3,046 (100)

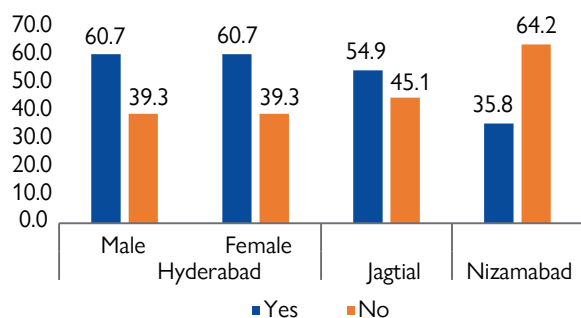
Source: Field survey.

Note: Figures in parentheses are percentages.

Table 20 shows that most returnees' expectations of alternative livelihoods or reintegration into the local labour market revolved around regular work, higher salaries and in their own district without requiring relocation – the expected working conditions to stay back in the home country. In Hyderabad, some returnees expect high salaries and regular work. In the case of Jagtial district, 158 (15.5%) returnees expected high salaries and regular work in the local labour market. It would be beneficial if the government provided personal loans or schemes for returnees. However, some expressed that providing skills

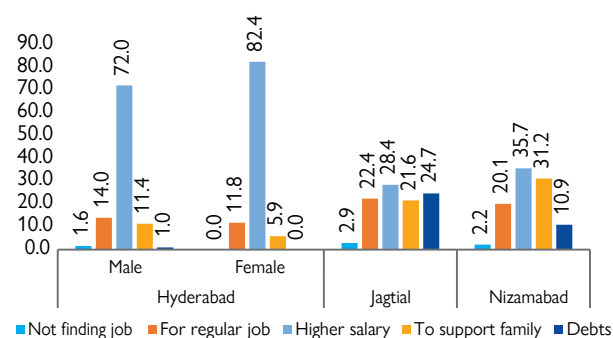
and work based on the skills would be helpful to stay back in their home country. Most returnees (40.6%) did not respond to this question in Jagtial district. In Nizamabad, the returnees (58.7%) are expected to have high salaries/wages and regular work in the local labour market. Most returnees in the Nizamabad district have responded to this question. The Government should provide employment opportunities in rural and urban areas based on the employment guarantee scheme. It reveals that the Government should provide skill training and suitable work for their skill, preferably in the district of the returnees.

Figure 13. Are you planning to migrate again?



Source: Field survey.
Note: Figures in percentages.

Figure 14. Reasons for migrating again



Source: Field survey.
Note: Figures in percentages.

Figure 13 and 14 shows that the most of the returnees are willing to migrate again (60.7% in Hyderabad, 54.9% in Jagtial and 35.8% in Nizamabad). On the question of staying back without any chance to migrate to Gulf countries,

39.3 per cent in Hyderabad, 45.1 per cent in Jagtial and 64.2 per cent in Nizamabad were willing to stay back and engage in the local labour market. They are unskilled and engaging in informal occupations.

SECTION V

Labour market assessment and opportunities for absorption of the returnee migrants

Around 3 to 5 million people are estimated to be dependent on Gulf emigration and remittances in Telangana. However, these are guessed estimates as there are no official figures from any state or central government authorities. It is also believed that around 75,000 Gulf migrants have returned back in the past five years, as mentioned in Section II. This section attempts to understand the status of the Gulf returnees with regard to their employment background and demographics as well as sources of information that guide the Gulf migrants in reintegration in the local labour market. It briefly examines sources of information on the employment opportunities and supply of labour that supports local authorities engaged in identifying and selecting the candidates required for jobs in different sectors across districts in Telangana. Broadly, it examines the nature of labour market information that is available for the employees, employers and the facilitating agencies like skill training agencies, recruitment agencies and planning authorities.

Around 3 to 5 million people are estimated to be dependent on Gulf emigration and remittances in Telangana. However, these are guessed estimates as there are no official figures from any state or central government authorities.

A typical labour market information system (LMIS) is a critical component in guiding planned interventions to promote reintegration into local markets through employment, improved skill sets required for the industry and employers and designing vocational training and retraining facilities in matching with the changing local economy. Identifying the likely emergence and expansion of varied economic activities allows transforming the LMIS into a tool for building an enabling environment by preparing the workforce required by the industry of tomorrow. The LMIS comprises relevant information from the supply as well as the demand side on the one hand and defines the roadmap for the required match on the other. This LMIS, to become effective, also needs to be rooted in the local context (at the district or regional level) and relevant to the profile of the particular target group, such as the Gulf returnee in this case.

The past two decades have witnessed significant change in the economy of different geographies, both urban and rural areas across Telangana. Owing to rapid urbanization, 47.6 per cent of the population lives in cities and towns in the State compared to only 35.1 per cent of the population in India.⁶ Cities provide growing employment in the construction sector and hospitality, transportation and automobile services, education and health, FMCG, and the service sector. Over 1.8 crore people of the State currently residing in urban areas in 2023 are envisaged to increase to 57.3 per cent (2.3 crore) by 2036 or by 9.8 per cent, according to the National Commission on Population of the Ministry of Health and Family Welfare. Besides, the pattern of urbanization in Telangana is largely concentrated in its capital city, Hyderabad. Reorganizing the earlier 10 districts into 33 has also spurred urbanization. Rapid urbanization necessitates a shift in the skills of its people to suit the changing economy. Rural districts have witnessed more land coming under irrigation, growing farm mechanization, and in-migration of labour from another state, particularly from Odisha, Jharkhand, Bihar, Uttar Pradesh, and so on, and so forth.



Owing to rapid urbanization, 47.6 per cent of the population lives in cities and towns in the State compared to only 35.1 per cent of the population in India.

(A) Labour and employment of Gulf migrants

Currently, there is no estimate of the number of gulf migrants, segregated by their demographic characteristics. Non-availability of information on these migrants is a major barrier in mapping these persons and reaching out to them to address their needs for reintegration.

Data on Gulf migrants is not available, mainly owing to them being largely illiterate, unskilled and engaged in the informal sector. Labour and Employment Statistics of the Government of India based on NSSO surveys, Periodic Labour Force Survey, data from live registers of the Employment Exchange Office, and information available with Departments of Industry and Labour provide part of the information. Information available through these sources is helpful in understanding broad trends and patterns of employment and labour markets. Despite multiple sources of information, it is not possible to estimate employment status with particular reference to the Gulf migrants because information is not comprehensive and updated.

(B) Assessment of labour demand

Reintegration of the returnee migrants requires information about labour demand (number and type of jobs available), industries or enterprises in the pipeline holding promise of jobs, jobseekers

⁶ The Hindu Bureau, "Telangana urbanising at a faster pace than India as a whole", *The Hindu*, 25 March 2023.

(number and type of skills possessed by potential employees), skill development agencies, and assistance for self-employment.

Assessment of labour demand is made by varied stakeholders in different ways based on the source of information accessible to each of them. Currently, varied stakeholders, including the workforce, viz., Gulf returnees, make their choices related to employment based on a guess, information from friends or peers, trial and error, licensed or unlicensed recruitment agencies, job melas and so on.

What type of jobs and how many jobs are available in a district or the state is not clearly known to the stakeholders for want of data with any stakeholders. Labour demand is assumed by jobseekers, employment promotion authorities and training agencies based on informal observations and guesswork. Currently, there is no source of information for a unit like a district or mandal. It is limited to guess work of jobseekers based on anecdotal experiences and or information from peers. Information on employment in different enterprises and the changes in the number of jobs by sectors over the years maintained by government and private agencies thereby becomes a key resource for jobseekers.

The government agencies (employment exchange office, Department of Industries, Labour Department, and training agencies like DDUGKY or NAC) have information provided by the industries, enterprises, employers or trainees registering with them. Almost all employment exchange officers in the surveyed districts collected job requirements /opportunities in particular employers (units or sectors) and conducted job melas every month. Job melas were conducted to recruit candidates for tractor dealers, insurance agencies, finance agencies and super malls. However, Gulf returnees are rarely seen attending these melas. The data available from formal sources and government agencies pertain to the organized sector.

Data from the Telangana State Industrial Project Approval and Self Certification System (TS-iPASS) as of 15 September 2023 reveals that 23,833 industries belonging to 22 categories or major sectors spread across Telangana employ 17,89,630 (Annex 1). The data also reveals that six sectors employ 82.2 per cent of total employees, of which main sectors include Industrial Parks and IT Buildings (50.75%), Textiles (12.12%), Pharmaceuticals and Chemicals (7.32%), Food processing (4.93%), Engineering (4.58%), Plastic and Rubber (2.42%) (Table 8). Annex 1 provides a detailed status of the distribution of employment by sectors in the State.

Table 21. Major sectors and employment in Telangana

No.	Major sector	Total employment	Per cent to employment of TS
1	Industrial parks and IT buildings	908,167	50.75
2	Pharmaceuticals and chemicals	130,949	7.32
3	Food processing	88,299	4.93
4	Engineering	81,918	4.58
5	Textiles	216,942	12.12
6	Plastic and rubber	43,304	2.42
	Subtotal	1,469,579	82.12
	Remaining sectors	320,051	17.88
	TOTAL	1,789,630	100.00

Source: TS-iPASS 15-9-2023.

The pattern of employment by sector also varies by district. Major sectors for Jagtial and Nizamabad districts include Food processing (rice mills, flour mills, oil mills and spices grinding), agro-based units (cold storages, storage and transportation), and Engineering, while it is IT Parks and IT Buildings, Engineering and Food Processing in Hyderabad. Besides, the employment potential in TS-iPASS

industries in districts like Hyderabad, Jagtial, and Nizamabad covered by the study of Gulf migrants is very small from 0.92 per cent in Hyderabad, 0.32 per cent in Jagtial and 0.73 per cent in Nizamabad. Employment in industries is largely located in districts in close proximity to Hyderabad, viz., Rangareddy (55.21%), Sangareddy (8.73%) and Medchal (8.14%).

Table 22. Distribution of employment in TS-iPASS industries – sample districts

District	Number of industries	Total employment	Per cent of total industries	Per cent of total employment
Hyderabad	73	16,385	0.31	0.92
Jagtial	1,102	6,870	4.62	0.38
Nizamabad	765	13,028	3.21	0.73
Medchal	4,989	14,5680	20.93	8.14
Rangareddy	1,830	98,8107	7.68	55.21
Sangareddy	1,945	15,6309	8.16	8.73
Total Telangana	23,833	1,78,9630	100.00	100.00

Source: TS-iPASS 15-9-2023.

It is evident that information from the limited database of the Industries Department is less applicable to understand the status of the Gulf migrants as they are currently employed in these sectors and also because a large number of them do not possess skills to gain employment in the formal sector with the existing skills.

(C) One District One Product

“One District One Product” (ODOP) forms part of the district development plan and potential for employment with growth in the ODOP. Special focus and support for the respective ODOP through assistance for improved common infrastructure and marketing and branding. Skill development in the ODOP area also forms part of the District Skill Development Plan (DSDP). Hyderabad, Jagtial, and Nizamabad districts have focused on Studded Gold Jewellery, Mango

processing, and Turmeric processing, respectively. Special assistance provided to the ODOP units may also provide employment to the Gulf migrants in their respective districts.

(D) District Skill Development Plans

District Skill Development Plans for financial year 2022–2023 (DSDP) prepared recently in August 2023 are a beginning in mapping labour demand by sectors at the district level. These DSDPs guide in identifying important sectors with potential for employment. The DSDPs, based on information of the local Employment Exchange Office, District Industries Centres and Employers, guide more informed planning by designing employment and livelihood promotion measures for want of a comprehensive and authentic LMIS covering all employers and jobseekers. The DSDP of Hyderabad suggests employment

potential of 4,01,390 jobs in a wholly urban context characterized by four major sectors viz., (a) transportation, logistics, warehousing and packaging, (b) Tourism Travel and Hospitality, (c) Banking, insurance and financial services, and (d) IT and ITES Sector (Table 23). Preparing DSDPs in other districts is relatively more difficult as the economy is agricultural and informal.

Table 23. Projected demand in various sectors of Hyderabad (DSDP 2023)

Industry	Skilled	Semi-skilled	Minimally skilled	All
Transportation, logistics, warehousing and packaging	70,415	35,872	11,957	1,18,244
Other services	58,340	27,598	14,555	1,00,493
Tourism travel and hospitality	44,116	19,852	13,235	77,203
Banking, insurance and financial services	40,460	18,207	12,138	70,805
IT and ITES sector	18,632	1,951	356	20,939
Wood and paper products	4,580	2,748	1,832	9,160
Auto and auto components	1,256	754	503	2,513
Food processing	795	477	318	1,590
Rubber and plastic products	221	133	89	443
	2,38,815	1,07,592	54,983	4,01,390

Source: District Skill Development Plan financial year 2022–2023, Hyderabad.

Although DSDPs are tools in designing local specific skill development programmes for the youth, they are less applicable to the less educated and unskilled Gulf returnee migrants.

(E) Profile of the Gulf migrant labour

Information critical to the plans focused on the reintegration of Gulf migrants include their demographic profile, skills, perceptions of future livelihoods, and assistance required for future livelihoods. Qualitative data was collected to gain an understanding of the profile of the Gulf migrants through in-depth interviews and focus group discussions with the returnee migrants in three districts. Seven FGDs were conducted in the three districts. In addition, interviews with officials and staff of Employment Exchange Office, Mahatma Gandhi National Fellows of

Ministry of Skill Development associated with DSC and District Collector, Migrant Resource Centres, Manager of District Industries Centre, Training Coordinator of RSETI in Nizamabad, representatives of TOMCOM and members of Gulf Migrants Joint Action Committee (see annex–1 for the list of Interviews held) were conducted.

Key aspects of importance to understanding the profile of Gulf migrants from the lens of reintegration into the local market are briefly discussed below.

Gulf migrants, both aspirants and returnees, have distinct characteristics and need to be addressed for effective reintegration into local markets. A large section of them are unskilled and not educated on one hand and aged with family

responsibilities, unlike the general unemployed population. A significant section of the Gulf migrants are also landless and hail from vulnerable social groups like Scheduled Castes and Backward Castes.

Profile of Gulf migrants – Implications to designing reintegration measures

Gulf migrants are distinct and have needs and opportunities different from the general jobseekers. Reintegration needs of the Gulf returnees and aspirants are diverse, and vary by their demographic features and skills. Distinct profile of the Gulf migrants is presented below based on the findings from the information collected through FGDs and interviews of the stakeholders.

Around 40 per cent of the respondents are illiterate or below SSC. Those who completed SSC constitute about 40 per cent. The remaining 20 per cent have studied up to the Intermediate or Degree. Those with technical qualifications like Diploma training

in Electrician and Hotel Management constitute 10 per cent of the respondents. About two-thirds of the respondents have worked in the United Arab Emirates and Saudi Arabia, while the rest in Kuwait, Bahrain, Oman, Qatar and other Gulf countries.

Returnee migrants have diverse skills and experience they gained in overseas jobs. About 30 per cent had worked in construction-related jobs, and about 15 per cent in driving. The remaining respondents worked as store keepers, staff in Malls, petrol pumps, etc. About 10 per cent worked as professionals – like accountants, nurses, supervisors, and managers. One-fourth of the returnees worked as hotel staff, beauticians. Around 10 per cent worked as domestic help, farm labour, herder and landscaping-related works. The scope of retraining the returnees for alternative jobs also depends on their ability to match with earlier education and skills, which facilitate adaptation.



Text box 1. Gulf migration continues

Almost every household in our village has someone who has been to Dubai or Muscat. I also went in 2010. First, I was in Qatar. It cost me about one lakh and ten thousand rupees to go. I knew some plumbing work. But I couldn't find plumbing work there at first. I worked as a shepherd for a few days. After six months, I found a plumbing job. Some difficulty was reduced, and I could earn some money. I used to send some money home and survive with a little for myself.

Often, there used to be issues at home, but I stayed put there as I had told myself that I had to pay off the debt and earn some money before returning. I worked there for six years. I came home three times in six years. I was not earning satisfactorily at all. I went out of necessity.

I don't think I should go because I don't have the energy in me now. If you can work hard, you can earn a little, but life there is constricting and miserable. The salary is also not given as much as it is promised here. One should be prepared to work as a labourer and do what is told. There are no labour rights and holidays of any kind.

While I was there, I sent some money back. With that money, we could run the household, but it has not meant any growth or steadiness in our lives. What I sent home was not so much so that I could sit and relax after I returned. And I could not find the means of earning a decent salary in Hyderabad. I also worked as a watchman and security guard for two years in Hyderabad. I don't get any assistance from the Government for a livelihood. We spent our money on all the expenses of a Gulf job and went there. The Government did not provide any kind of assistance either during our stay there or after we returned home.

The hardships of those who have gone abroad for work like this are typical. Only one who has been to the Gulf would know what it means. Now I cannot go because of poor health, so my only son Shankar, who has passed 10th Class, has gone as he didn't find a job here. It would be good if the Government would at least make some arrangements to listen to their plight and help them with jobs or loans. The Government should provide jobs to the youth so their parents don't go to Dubai for work.

Narrated by

Chandrayya of Ramavaram village, Jagtial district.

Four out of five returnee migrants are married, while the remaining are unmarried or separated. Incomes they earned in overseas careers were not so remarkable for more than half of the respondents. More than half the respondents had earnings from INR 15,000 to INR 20,000 per month. About one third of the respondents had incomes from INR 30,000 to INR 1 lakh per month.

Three out of four respondents borrowed for the expenses required for Gulf migration. About 70 per cent of the respondents borrowed between INR 50,000 and INR 2 lakh. About half of the respondents returned back due to the expiry of the contract, visa-related issues, or low salaries and harassment by employers. One out of five respondents planned for retirement or starting a business in their homeland.

Gulf migration – Predominantly male

Careers in Gulf countries for women have less sociocultural acceptance. Image or perception of work in Gulf countries is largely one of manual labour involving hard work and lowly-regarded occupations. Respondents from Jagtial and Nizamabad are almost exclusively male, while a small number are females from Hyderabad. Very few females from Hyderabad also reflect the low number of women with qualifications suited for skilled jobs. A small number of female respondents opted to take up jobs in the service sector like nursing, teaching, and office administration. Women respondents made difficult choices of going overseas since they already had some relatives working there and social networks that offered assurance of help and care if needed. “There are several families from Hyderabad living in Dubai for decades. Some of them are into small businesses. I had the approval of my family to work in Dubai because we have some friends and relatives there. Kafeel was a decent family”, told Ms Tasneem, 46 years, who worked as a cook in Dubai for nine years.

Social vulnerability – Scheduled and backward castes

About two-thirds of the respondents belong to Backward Castes and Scheduled Castes, which also indicates their social and financial vulnerability. Gulf migrants have very limited scope to invest for a better future. Their social networks are of little help in financial help to invest in capacities required for small businesses or

education and skills for well-paid jobs. Often, they take loans with high interest to meet the expenses of going to the Gulf.

While two out of five belong to Scheduled Castes, five out of ten hail from varied Backward Castes. One out of ten is a Scheduled Tribe, and the remaining two out of ten are from general castes. Some of the respondents from Backward Castes hail from communities that still practice hereditary caste-based occupations like toddy tapping (Gouds), barbers, handloom weaving, shepherds (Golla/Kurma), which offers alternative livelihood options for returnee migrants.

Diverse age groups

Gulf migrants also represent diverse age groups because some of them have been going to the Gulf for one or two decades. The age of the returnee migrant has a bearing on their options for the type of alternative livelihoods. Two out of five respondents are aged 31 to 40 years, married, having families with dependents. These respondents are fit and equipped with exposure to work in overseas operations and are better skilled even in low skilled work like construction-related jobs. Some of the skilled or those able to save significantly to fulfil family goals like the marriage of their children or siblings or build a house and have some savings are keen to settle down and have a normal family life in the home town. They opt for opportunities for a living undertaking daily wage work or small contracts as electricians, masons, plumbers, and mechanics. The unskilled respondents prefer to work as casual labourers in the village or nearby towns.

I searched for jobs for five months in vain and exhausted some savings searching for a job. Then, I started working in the packing unit of the beedi karkhana (factory) where I worked prior to going to Muscat. I now earn almost the same amount I used to earn in Muscat.

says Ramayya, 52 years old, Nizamabad, who worked overseas as a construction labourer.

Thirty (30) per cent of the respondents are aged 21 to 30 years, while the remaining 30 per cent are in their 40s and 50s. While those in the 20s and 30s, especially with some qualifications or experience as

drivers and electricians are keen to move to cities like Hyderabad if needed for jobs with good salary, prefer to stay back and be with family and pay attention to children's education.

We don't know any agency, government or private that offers training in skills which help secure good jobs and salary in Korutla, Metpally, Karimnagar or even Hyderabad, [I] like to take up training in A/C repairs and electrician or any other field.

says Praveen, 29 years old, Metpally.

Those in their 40s and 50s prefer to stay back and support family in major decisions pertaining to marriage of children and education. Some of them are working whatever is locally available or looking for better chances for their children to join some job. Ashok, 42 years old, in Macharam village, is working in RTC Bus Depot as a contract worker (which means job on temporary basis, contrary to regular government job) after returning from the Gulf and prefers to stay here and support kids'

education and family. Bheema, aged 59, Arsepally village of Nizamabad, who returned 11 years ago, doesn't know any special skills and likes to take up daily wage work as a construction labourer or loading and unloading works in the market yard. He worked as a labourer in construction sites and as a herder for some years in the Gulf. He is looking for some pension, and better wages for construction labour work.

There is no pension for people like me. Chances of finding work as a coolie is also difficult sometimes because you have other states' migrant labour taking away chances of daily wage jobs. What training can I take now to change my occupation? If there is some loan, I can open a grocery shop.

says Bheema, 59 years old, Nizamabad.

About 10 per cent returned with improved skills due to overseas experience. Most of them learnt driving, improved methods in construction work, office management and surveyors. Skills they improved broadly fall into driving, construction-related works, office administration and hospitality.

Around two-thirds of the returnees think they are limited by the lack of skills required in the local market. A minuscule of them tried to upgrade/or acquire new skills to get selected in local markets. They approached private training institutes as they do not have the required eligibility for enrolling into

courses offered by the government institutes. In addition, there are not many training institutes to meet the needs of the returnees in the surveyed districts.

The job scenario is disappointing, especially for the returnees who are mainly less educated, unskilled and alienated from the local labour market. The problems are further adverse as they are used to earning a fixed amount, sending remittances and getting respect from family members. Unable to find jobs and secure incomes, more than one third of the returnees are rethinking about returning to

the Gulf. This is despite harsh working conditions and declining incomes in the Gulf countries, and long separation from home.

Loss of hope of any enhancement in the income from insecure jobs in the local market or continuing unemployment, pressure to clear the debts, social obligations, the wasteful expenditure from the meagre earnings in the local market compels several returnees to consider going again to Gulf countries and restart the cycle of Gulf migration, which generally doesn't lift them up from poverty and servitude.

Text box 2. Gulf jobs – cycle of debt and trap

Manohar, aged 39, from Argul village in Nizamabad, explained why Gulf migration doesn't stop for many.

In 2014, I spent INR 2 lakh and went to Dubai. The salary offered by the agent here was different from the salary they gave there, which was approximately around INR 30,000 per month. I used to spend INR 10,000–12,000 there and send around INR 20,000 home. It took a year to clear the debt.

Eight people used to live in one room. It was much hotter there than here. Once you moved out of the room, our clothes would be wet with sweat. The weather there is very miserable. We have good weather here. The cost of food is low. It is very difficult to leave your wife, children, brothers and sisters and other near and dear people. But here, it is still difficult to live. I want to return if I get a chance.

I was there for a total of seven years. After initially working as a labourer, I got a job as a watchman.

The culture of the Arabs is great. When we are walking in the sun, they take us in their expensive car, sitting next to us even as our clothes smell of sweat. They make us sit next to them during meals. On Fridays during the month of Ramzan, locals give generous packets of biryani, buttermilk and cool drinks. Those who have money give poor migrants something like a tip. They are kind to humans. But the laws there are very strict. On arrival, they take your passport and give you the job, citing various conditions. We should follow the rules. Have to work hard. It becomes very hard if you are down with a fever or get sick. Medicines are, however, given free of charge to the poor. Life there is not at all comfortable. You cannot bank on our people in times of trouble because they are also helpless. Our people there are not brotherly or cooperative. It is each to his own and sometimes very selfish.

Job security is also not absolute. When I worked for a Malayali, I was not paid salary for almost a year. And he raised his hand on me. I was bankrupt, and it became very difficult for me. Then, I experienced hell and shame. I managed to return home by taking a loan from three or four acquaintances. But it seems more difficult here now. If the opportunity comes again, I feel I would want to work for two or three more years.

(F) Reintegration of Gulf migrants into local labour market – observations from field study

Reintegration of the Gulf returnee migrants into local labour markets in Telangana through retraining to equip them with relevant skills required in the local market and counselling for alternative jobs or self-employment may also be informed by the learnings and lessons from Government of India's "Scheme of Counselling, Retraining and Redeployment" for job loss affected workers in Central Public Sector Units (CPSUs). In addition, Social Safety Net Programme for retraining and redeployment as well as mitigation of job loss trauma for the job loss affected workers in Andhra Pradesh Enterprise Reforms Programme may also be useful. Similar reintegration programme for job loss workers in Orissa Public Enterprises Reform Programme⁷ emphasize timely assistance in the form of retraining in currently relevant skills and counselling for the job loss affected workers who are aged and once employed, often with family to be supported need retraining programmes customized though flexible eligibility requirements and access to demand driven

retraining programmes than standardized supply driven courses in training institutes, prepared to suit general unemployed youth.

Approach and interventions of the key players in employment and livelihoods promotion requires to be realigned with a special focus on the Gulf migrants in Hyderabad, Jagtial and Nizamabad where they constitute a significant section of the workforce and people seeking jobs locally or overseas. All skill and livelihood promotion activities of the concerned departments and agencies require Gulf migrants as their target population to know who they are and what their special requirements are. Currently, the Gulf migrants do not figure proportionate to their share of the population in the beneficiaries of self-employment units and skill training programmes. The inclusion of the Gulf migrants in development programmes in districts is missing as these agencies are content with the coverage of general youth/population in the skill/livelihood promotions. The activities and programmes of the skill and livelihood development interventions are not possible to benefit Gulf migrants (aspirants or returnees) until it is customized to meet the specific profile of the target group.

Role of Employment Exchange Office

Around 300,000 candidates are registered with the Employment Exchange Offices across the state. The District Employment Exchange Offices have details of individual skilled and unskilled candidates with education from SSC to Degree, ITI, Diploma holders, Graduates, SGBT, and Paramedical candidates. Candidates with post-graduation and professional and executive qualifications are registered with the Employment Exchange office at Osmania University. Registration with the Employment Exchange Office has been declining over the years owing to reduced job opportunities in the Government. For instance, in the Hyderabad office, there are 22,900 candidates currently.



⁷ Bharath Bhushan Mamidi (2009). Experiences in the Implementation of Labour Adjustment in State Owned Enterprises: Project Roshini, Orissa. Department of Public Enterprises, Government of Orissa.

The Employment Exchange Office (EEO) conducts at least one Job Mela every month or more depending on the request of employers from different sectors. Awareness of career opportunities and orientation to youth is one of the activities of the EEO. Currently, these offices are transforming into Model Career Centres as part of the National Career Service Project (NCSP) to function as a hub of career counselling and career-related services, including job fairs, enlisting employers in the district, pre-departure orientation, awareness on social safeguards for the employees, etc. Focus of Job Melas and the trades of importance vary across the districts, reflecting the demands of local industry/enterprises. While there are

Job Melas for candidates interested in Insurance, Financial services, Banking, FMCG and service sector in Hyderabad, Nizamabad and Jagtial have Job Melas to select candidates for retail shops and services in Tractors and automobile service centres. Feedback from the EEOs indicates preference of the jobseekers to jobs with high salaries. Jobs in the informal sector are grabbed by labour from other states. Jobs in eateries, hotels and construction works are taken by migrant labour willing to work for lower wages. EEOs staffed by hardly three or four persons are a major constraint in reaching out to a large number of job aspirants among the returnees in the district.

Role of training agencies

There are a large number of trades/skills and new trades joining the list with the changing economy and market. Training agencies need to offer skill training in areas required by the Gulf migrants in place of offering what is suitable to general youth. Training institutes offering certain courses/trades are effective in meeting local and specific needs of the Gulf migrant (aspirant/returnee).

NAC, State Bank RSETI Society, SETWIN, DDUGKY, ITI, and Polytechnics do not reflect a proper appreciation of the training needs of the Gulf migrants. Training modules and types of skills are similar to what these agencies offer in non-Gulf migrant districts. DDUGKY activities are non-available or very limited in newly carved districts like Jagtial compared to Karimnagar.

Supply-driven training courses and general courses in limited numbers and limited intake are observed in the field study. Offering “one size fits all” type of training programme nature in regard to duration and cost of training is less effective in ensuring employable candidates. Skill training programmes for women are strongly tradition-oriented and do not support adaptation and resilience to be relevant in the changing economy. Training courses, for instance, of SBI-RSETI across Telangana include five courses for

women with SSC classification (women’s tailoring/ Jute Bag Making/ Artificial Jewellery Making/Hand Embroidery or Maggam Work/ Beauty Parlour), paper bag making/ animal husbandry/agarbatthi making for women with 5th Class or 7th Class. Female respondents from Hyderabad expressed that they do not have information on training programmes for returnees or aspiring migrant women. Returnee migrant women face additional challenges in the local labour market, hence, there is a need for gender-sensitive policies and programmes to suit their requirements.

There are very few skill development agencies in Jagtial and Nizamabad compared to Hyderabad. The capacity of the training institutes (intake of trainees) to cover Gulf migrants requires a manifold increase to cover the returnee migrants before it is too late for them to adapt to jobs requiring new or better skills.



SECTION VI

Summary, conclusion and policy recommendations

The study broadly explored the labour and employment status of returnees in Hyderabad, Jagtial and Nizamabad districts of Telangana from GCC countries in the past five years. The study aimed to assess the skills, the current activity and the challenges faced by the returnee migrants in the local labour markets. In addition, it provides policy recommendations based on the study findings for effective reintegration of the returnees into the local labour market. The study used both survey and non-survey methods; the survey method was used to obtain the primary data from the returnees in the Hyderabad, Jagtial, and Nizamabad districts of Telangana. The SKS data on international migration for the three districts has been ranked according to the number of out-migrants in the villages/wards. The villages/wards were categorized into three levels based on out-migrant numbers, namely, that is high (above 200), medium (100 to 200) and low (below 100). The sample size in each village was a maximum of 40 returnee migrants, and the total sample is 3,000

The study broadly explores the labour and employment status of returnees in Hyderabad, Jagtial and Nizamabad districts of Telangana from GCC countries in the past five years. The study aims to assess the skills, the current activity and the challenges faced by the returnee migrants in the local labour markets.

(1000*3). The actual sample surveyed was 3,046 returnees, including 84 female returnees from Hyderabad district. Snowball or chain sampling was used to identify returnees, and their information was collected through a structured questionnaire. Besides, the non-survey method was used to understand the labour market assessment. The qualitative information was collected through FGDs, interviews with officials and other stakeholders involved in the reintegration of returnees in the local labour market. A few case studies of returnees present their current status.

The study has found that the share of Hindus is high in Jagtial and Nizamabad districts, and only male returnees were reported. The share of Muslims is high and 84 female returnees were reported in the Hyderabad district. The share of Backward Castes are high, followed by Scheduled Castes in Jagtial and Nizamabad districts. The Scheduled Tribes returnees constitute a very small percentage. Most of the returnees are aged between 31 and 40 years and are married in all the surveyed districts.

Most of the returnees in Nizamabad and Jagtial districts are from the United Arab Emirates while they are from Saudi Arabia in Hyderabad. Returnees from Hyderabad are better skilled compared to returnees in Jagtial and Nizamabad districts. In the case of most returnees, the average duration of stay in the destination is less than five years. Most female returnees had a much shorter stay in the Gulf. A large proportion of returnees are educated up to the secondary level, followed by intermediate education. Technical education and higher education after intermediate was less among returnees, even in an urban district like Hyderabad. The main reason for the return was the expiry of contract, followed by visa termination. Low salary was the added reason for return among the female migrants.

The expenses required for migration are met through borrowed money from informal sources in the Nizamabad and Jagtial districts. Among female returnees, only 20.2 per cent have borrowed money from informal sources in Hyderabad. About 45 per cent of the returnees borrowed



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between INR 50,000 and INR 1 lakh. In Jagtial and Nizamabad district, the average amount borrowed ranged between INR 1 lakh and INR 2 lakh. The incidence of borrowing is less in Hyderabad.

The occupations of the returnees in GCC countries varied widely. The occupation of female returnees from Hyderabad mainly includes domestic maids and beauticians, while male returnees worked as drivers, technicians, electricians, plumbers and welders. Most returnees in Jagtial and Nizamabad districts worked as construction workers, drivers, sanitary, and domestic workers. Significant earnings of the migrants are spent to clear their debts. Female returnees spent their income on children's education, followed by household consumption and the health needs of the family members. The returnees did not spend much income to purchase permanent assets such as land, house and other permanent assets. Returnees preferred to work in their respective hometowns. Most returnees are unwilling to work outside the district or the State.

A few returnees obtained skills before migration and while working in the GCC countries. Several returnees from Hyderabad, were able to find jobs in GCC suitable to their skills. Most returnees faced difficulties in finding work in the local labour market. This shows reintegration into the local labour market is a serious challenge.

Returnees required new skills relevant to the local market that would help them get employment. A very small number of returnees have been retrained after a return from GCC countries. In the case of females, no one has obtained skill training after returning. After training, only five returnees have got jobs based on the training in the local labour market. Only 15 returnees have started self-employment in non-agriculture; only three received bank loans with subsidies. In Hyderabad, most returnees are engaged in non-farm activities such as casual labour, self-employed, employment in factories and in the service sector. In Nizamabad and Jagtial, most returnees are engaged in the farm sector as wage labourers, cultivators, and self-employed in non-agriculture as auto drivers, cab drivers, and petty businessmen. The unskilled labourers have gone back to their previous activities in agriculture as daily wage labourers. Moreover, it is found that the returnees did not opt for regular salaries in private or public services and were self-employed in allied agriculture to earn their livelihoods.

Recommendations

- (1) **Institutional synergies at state and district levels:** An effective reintegration programme requires a collaborative effort of all related agencies at the state and district levels. Reintegration measures comprise collective planning, integration, and synergy among institutions that provide financial support for livelihoods, skill training, companies and enterprises that provide employment. Keeping in view the large size of Gulf migrants in the state, a separate institutional arrangement in the form of a state-level nodal agency coordinating with high migrant incidence districts is to be set up. This institution may also partner with related institutions like the Migrant Resource Centres (MRC). The institutional arrangements may be similar to that of the Society for Elimination of Rural Poverty (SERP) with full autonomy and empowerment. Its functions shall be comprehensive, like conducting studies and surveys on labour market and other themes, policy advice to the Government on migrant issues, maintaining database, designing skills, training programmes, imparting training, placements, monitoring, and financial assistance for the welfare of the returnees and potential Gulf migrants under one roof. Functions of such institutions may further be elaborated from institutions prevailing in states like Kerala.
- (2) **Labour and employment related data:** Field study suggests exploring and developing comprehensive labour and employment information-related data from different government agencies to assist in designing informed and data-based retraining and redeployment measures for effective reintegration of the Gulf returnee migrants. Systems to collate information from all related departments need attention to pave ways towards building a Labour Market Information System (LMIS) comprising details of supply and demand for particular skills. Reintegration measures depend on the availability of the information of every eligible returnee that is viable and available for the concerned stakeholders to identify and assist effectively. Migrant Resource Centres (MRCs) can play a crucial role in supporting individuals who have returned to their home countries after working abroad. These returnee migrants often face a multitude of challenges when attempting to reintegrate into their local labour markets. To address these challenges effectively, it is imperative that MRCs are equipped with comprehensive labour market information.
- (3) **Labour mobility registration:** Overseas work-related migration to GCC countries must be registered/recorded at the village level and monitored at the district level. A suitable mechanism has to be devised for the purpose of entrusting the responsibility to the local government. Migrant SHGs and their federations can be formed under the proposed state-level agency.

(4) **Skill development programmes/ retraining programmes and returnee migrants:**

- (i) Gulf returnee migrants in districts with large numbers of Gulf migrants must be given special attention for inclusion in all initiatives aimed at promoting skill training and self-employment. Skilling/Retraining programmes have to be customized, and all standardized training programmes must also include special “catching up inputs” to address the distinct needs of the returnees. Training institutes shall provide broad-based retraining programmes for building new skills and roles required in the market instead of pushing the limited number of training modules that may be of utility to general youth. Retraining programmes and modules designed to meet youth from colleges do not meet the requirements, nor are they suitable for the unskilled workforce. The returnees’ or potential Gulf migrants’ skill training needs to differ from general college-going youth’s expectations. Skill training programmes must be especially designed/ customized to meet the Gulf migrant’s background, age, education qualification, work experience and communication skills.
- (ii) A system of ranking the skill training programmes can be developed, for example, employment and livelihood-oriented skills and schemes thereof, in the respective districts may be ranked by the number of returnee migrants benefited. A tracking system can be maintained to link the returnee migrants who underwent skill training and placement after training in order to prioritize specific training initiatives.
- (iii) Existing programmes need to be leveraged, for example, the One District One Programme (ODOP) may focus on training returnee migrants and local candidates for job opportunities in place of migrant workers from other states.
- (iv) Skill mapping on emerging jobs should be done keeping in mind overseas markets and the domestic market. The demography of returnee migrants may be categorized into



The returnees’ or potential Gulf migrants’ skill training needs to differ from general college-going youth’s expectations.

two age groups: 18–40 years and 41–60 years for the purpose of mapping.

- (5) **Building capacities at employment exchanges:** Gulf migrant districts often have unique employment challenges and opportunities due to the specific nature of migration to Gulf countries. These districts may require a workforce that is trained to address these particular needs, which may differ from non-Gulf migrant districts. Employment exchange offices are essential for helping Gulf migrant workers find suitable employment opportunities. They need an adequate number of personnel to handle the workload efficiently. This includes staff for administrative tasks, career counselling, job placement, and managing documentation related to employment. Data should also be effectively built for the younger age group (18–40).
- (6) **Reintegration measures to cover next generation:** Retraining, skilling and all reintegration measures must also cover wards/dependents of the returnee migrants to assist in improving income enhancement opportunities for the household where the returnee migrant is very aged or not aiming at alternative job/enterprise.
- (7) **Awareness generation on safe, regular and orderly migration:** Mass awareness has to be conducted in the districts with high Gulf migrants for following safe and legal pathways to seek jobs overseas. Awareness of risks involved in going through unlicensed agents has to become a priority for counselling through all means of mass communication.

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Annex I

Table A1. The current work in the local labour market and age in surveyed districts

Current work	District												
	Hyderabad			Jagtial			Nizamabad			Total			
	<30	30–50	>50	<30	30–50	>50	<30	30–50	>50	<30	30–50	>50	Total
Own business	56 (19.9)	74 (20.0)	3 (15.0)	32 (11.1)	50 (9.3)	4 (7.4)	32 (10.8)	62 (11.8)	7 (13.2)	120 (13.9)	186 (13.0)	14 (11.0)	320 (13.2)
Non-agricultural work	45 (16.0)	64 (17.3)	5 (25.0)	129 (44.8)	228 (42.5)	33 (61.1)	42 (14.2)	70 (13.3)	5 (9.4)	216 (25.0)	362 (25.2)	43 (33.9)	621 (25.6)
Driver	61 (21.6)	104 (28.1)	7 (35.0)	34 (11.8)	63 (11.7)	3 (5.6)	46 (15.6)	48 (9.1)	4 (7.5)	141 (16.3)	215 (15.0)	14 (11.0)	370 (15.3)
Technician/mechanic	20 (7.1)	15 (4.1)	1 (5.0)	11 (3.8)	11 (2.0)	1 (1.9)	5 (1.7)	7 (1.3)	0 (0.0)	36 (4.2)	33 (2.3)	2 (1.6)	71 (2.9)
Domestic worker	30 (10.6)	29 (7.8)	0 (0.0)	8 (2.8)	15 (2.8)	2 (3.7)	6 (2.0)	1 (0.2)	1 (1.9)	44 (5.1)	45 (3.1)	3 (2.4)	92 (3.8)
Gig worker	28 (9.9)	29 (7.8)	0 (0.0)	2 (0.7)	2 (0.4)	0 (0.0)	3 (1.0)	1 (0.2)	0 (0.0)	33 (3.8)	32 (2.2)	0 (0.0)	65 (2.7)
Agriculture labour	0 (0.0)	0 (0.0)	0 (0.0)	23 (8.0)	69 (12.8)	6 (11.1)	29 (9.8)	70 (13.3)	11 (20.8)	52 (6.0)	139 (9.7)	17 (13.4)	208 (8.6)
Own cultivation	3 (1.1)	8 (2.2)	0 (0.0)	33 (11.5)	75 (14.0)	3 (5.6)	122 (41.4)	241 (45.7)	20 (37.7)	158 (18.3)	324 (22.6)	23 (18.1)	505 (20.8)
Painting	0 (0.0)	2 (0.5)	0 (0.0)	8 (2.8)	2 (0.4)	0 (0.0)	2 (0.7)	6 (1.1)	0 (0.0)	10 (1.2)	10 (0.7)	0 (0.0)	20 (0.8)
Private employee	20 (7.1)	12 (3.2)	0 (0.0)	2 (0.7)	2 (0.4)	0 (0.0)	2 (0.7)	6 (1.1)	2 (3.8)	24 (2.8)	20 (1.4)	2 (1.6)	46 (1.9)
Public sector/ Govt. employee	4 (1.4)	2 (0.5)	1 (5.0)	2 (0.7)	1 (0.2)	0 (0.0)	1 (0.3)	2 (0.4)	3 (5.7)	7 (0.8)	5 (0.3)	4 (3.1)	16 (0.7)
Tailoring	3 (1.1)	6 (1.6)	1 (5.0)	1 (0.3)	9 (1.7)	2 (3.7)	0 (0.0)	4 (0.8)	0 (0.0)	4 (0.5)	19 (1.3)	3 (2.4)	26 (1.1)
Professional occupation	6 (2.1)	10 (2.7)	1 (5.0)	1 (0.3)	0 (0.0)	0 (0.0)	4 (1.4)	3 (0.6)	0 (0.0)	11 (1.3)	13 (0.9)	1 (0.8)	25 (1.0)
Others	6 (2.1)	15 (4.1)	1 (5.0)	2 (0.7)	10 (1.9)	0 (0.0)	1 (0.3)	6 (1.1)	0 (0.0)	9 (1.0)	31 (2.2)	1 (0.8)	41 (1.7)
Total	282 (100.0)	370 (100.0)	20 (100.0)	288 (100.0)	537 (100.0)	54 (100.0)	295 (100.0)	527 (100.0)	53 (100.0)	865 (100.0)	1,434 (100.0)	127 (100.0)	2,426 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table A2. The current work in the local labour market and earnings per month in surveyed districts

Current work	District												
	Hyderabad			Jagtial			Nizamabad			Total			
	10,000–20,000	20,000–30,000	>30,000	10,000–20,000	20,000–30,000	>30,000	10,000–20,000	20,000–30,000	>30,000	10,000–20,000	20,000–30,000	>30,000	Total
Own business	15 (11.3)	54 (15.3)	64 (34.6)	79 (9.5)	7 (16.3)	0 (0.0)	88 (10.8)	12 (20.0)	1 (50.0)	182 (10.2)	73 (16.0)	65 (34.4)	320 (13.2)
Non-agricultural work	29 (21.8)	58 (16.4)	27 (14.6)	375 (45.0)	15 (34.9)	0 (0.0)	107 (13.2)	9 (15.0)	1 (50.0)	511 (28.7)	82 (17.9)	28 (14.8)	621 (25.6)
Driver	27 (20.3)	115 (32.5)	30 (16.2)	95 (11.4)	5 (11.6)	0 (0.0)	83 (10.2)	15 (25.0)	0 (0.0)	205 (11.5)	135 (29.5)	30 (15.9)	370 (15.3)
Technician/mechanic	4 (3.0)	22 (6.2)	10 (5.4)	19 (2.3)	2 (4.7)	2 (100.0)	11 (1.4)	1 (1.7)	0 (0.0)	34 (1.9)	25 (5.5)	12 (6.3)	71 (2.9)
Domestic worker	15 (11.3)	29 (8.2)	15 (8.1)	24 (2.9)	1 (2.3)	0 (0.0)	8 (1.0)	0 (0.0)	0 (0.0)	47 (2.6)	30 (6.6)	15 (7.9)	92 (3.8)
Gig worker	16 (12.0)	32 (9.0)	9 (4.9)	4 (0.5)	0 (0.0)	0 (0.0)	3 (0.4)	1 (1.7)	0 (0.0)	23 (1.3)	33 (7.2)	9 (4.8)	65 (2.7)
Agriculture labour	0 (0.0)	0 (0.0)	0 (0.0)	96 (11.5)	2 (4.7)	0 (0.0)	106 (13.0)	4 (6.7)	0 (0.0)	202 (11.3)	6 (1.3)	0 (0.0)	208 (8.6)
Own cultivation	11 (8.3)	0 (0.0)	0 (0.0)	107 (12.8)	4 (9.3)	0 (0.0)	368 (45.3)	15 (25.0)	0 (0.0)	486 (27.3)	19 (4.2)	0 (0.0)	505 (20.8)
Painting	2 (1.5)	0 (0.0)	0 (0.0)	10 (1.2)	0 (0.0)	0 (0.0)	7 (0.9)	1 (1.7)	0 (0.0)	19 (1.1)	1 (0.2)	0 (0.0)	20 (0.8)
Private employee	2 (1.5)	17 (4.8)	13 (7.0)	3 (0.4)	1 (2.3)	0 (0.0)	10 (1.2)	0 (0.0)	0 (0.0)	15 (0.8)	18 (3.9)	13 (6.9)	46 (1.9)
Public sector/ Government employee	3 (2.3)	3 (0.8)	1 (0.5)	2 (0.2)	1 (2.3)	0 (0.0)	6 (0.7)	0 (0.0)	0 (0.0)	11 (0.6)	4 (0.9)	1 (0.5)	16 (0.7)
Tailoring	3 (2.3)	5 (1.4)	2 (1.1)	10 (1.2)	2 (4.7)	0 (0.0)	3 (0.4)	1 (1.7)	0 (0.0)	16 (0.9)	8 (1.8)	2 (1.1)	26 (1.1)
Professional occupation	3 (2.3)	6 (1.7)	8 (4.3)	1 (0.1)	0 (0.0)	0 (0.0)	6 (0.7)	1 (1.7)	0 (0.0)	10 (0.6)	7 (1.5)	8 (4.2)	25 (1.0)
Others	3 (2.3)	13 (3.7)	6 (3.2)	9 (1.1)	3 (7.0)	0 (0.0)	7 (0.9)	0 (0.0)	0 (0.0)	19 (1.1)	16 (3.5)	6 (3.2)	41 (1.7)
Total	133 (100.0)	354 (100.0)	185 (100.0)	834 (100.0)	43 (100.0)	2 (100.0)	813 (100.0)	60 (100.0)	2 (100.0)	1,780 (100.0)	457 (100.0)	189 (100.0)	2,426 (100.0)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table A3. Working conditions expected by returnees to stay back according to age in surveyed districts

Work conditions expected to stay back	District												
	Hyderabad			Jagtial			Nizamabad			Total			
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	Total
High salary and regular work	40 (9.8)	39 (7)	0 (0)	41 (11.7)	105 (17.4)	12 (18.5)	206 (58.9)	340 (57.9)	42 (64.6)	287 (25.9)	484 (27.7)	54 (28.4)	825 (27.1)
Personal loan and scheme	0 (0)	1 (0.2)	0 (0)	17 (4.8)	33 (5.5)	6 (9.2)	24 (6.9)	42 (7.2)	3 (4.6)	41 (3.7)	76 (4.4)	9 (4.7)	126 (4.1)
Regular work in village with high salary	0 (0)	0 (0)	0 (0)	5 (1.4)	4 (0.7)	0 (0)	5 (1.4)	15 (2.6)	3 (4.6)	10 (0.9)	19 (1.1)	3 (1.6)	32 (1.1)
To provide daily work, to establish manufacturing industries in villages	0 (0)	0 (0)	0 (0)	50 (14.2)	60 (10)	2 (3.1)	0 (0)	1 (0.2)	0 (0)	50 (4.5)	61 (3.5)	2 (1.1)	113 (3.7)
Want government schemes to earn sufficient income	0 (0)	0 (0)	0 (0)	8 (2.3)	28 (4.7)	9 (13.8)	6 (1.7)	3 (0.5)	0 (0)	14 (1.3)	31 (1.8)	9 (4.7)	54 (1.8)
Want loan from bank/ Government for starting business/ re-pay debts.	0 (0)	2 (0.4)	0 (0)	11 (3.1)	45 (7.5)	3 (4.6)	12 (3.4)	26 (4.4)	0 (0)	23 (2.1)	73 (4.2)	3 (1.6)	99 (3.3)
Want to learn any skills	0 (0)	0 (0)	0 (0)	30 (8.5)	34 (5.6)	1 (1.5)	13 (3.7)	18 (3.1)	5 (7.7)	43 (3.9)	52 (3)	6 (3.2)	101 (3.3)
Work suitable per skills	2 (0.5)	3 (0.5)	0 (0)	44 (12.5)	42 (7)	1 (1.5)	43 (12.3)	57 (9.7)	4 (6.2)	89 (8)	102 (5.8)	5 (2.6)	196 (6.4)
Work with proper salary	0 (0)	0 (0)	0 (0)	4 (1.1)	10 (1.7)	0 (0)	4 (1.1)	9 (1.5)	1 (1.5)	8 (0.7)	19 (1.1)	1 (0.5)	28 (0.9)
Not applicable	366 (89.7)	513 (91.9)	60 (100)	141 (40.2)	241 (40)	31 (47.7)	37 (10.6)	76 (12.9)	7 (10.8)	544 (49.1)	830 (47.5)	98 (51.6)	1,472 (48.3)
Total	408 (100)	558 (100)	60 (100)	351 (100)	602 (100)	65 (100)	350 (100)	587 (100)	65 (100)	1,109 (100)	1,747 (100)	190 (100)	3,046 (100)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table A4. Type of work in Gulf Cooperation Council countries before their return

Occupation	Name of the country you returned from															
	Bahrain		Kuwait		Qatar		Oman		Saudi Arabia		United Arab Emirates		Iraq	Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Total
Construction worker	50	0	17	0	36	0	48	0	116	0	309	1	9	585	1	586
	(27.9)	(0)	(9)	(0)	(16.2)	(0)	(21.8)	(0)	(15.2)	(0)	(22.8)	(4.5)	(28.1)	(19.8)	(1.2)	(19.2)
Domestic worker	13	4	14	2	11	8	12	6	43	18	116	12	4	213	50	263
	(7.3)	(80)	(7.4)	(100)	(5)	(47.1)	(5.5)	(54.5)	(5.6)	(66.7)	(8.5)	(54.5)	(12.5)	(7.2)	(59.5)	(8.6)
Farm labour	7	0	10	0	9	0	17	0	26	0	66	0	1	136	0	136
	(3.9)	(0)	(5.3)	(0)	(4.1)	(0)	(7.7)	(0)	(3.4)	(0)	(4.9)	(0)	(3.1)	(4.6)	(0)	(4.5)
Sanitary worker	36	0	31	0	28	0	36	0	43	0	165	0	3	342	0	342
	(20.1)	(0)	(16.5)	(0)	(12.6)	(0)	(16.4)	(0)	(5.6)	(0)	(12.2)	(0)	(9.4)	(11.5)	(0)	(11.2)
Storekeeper	2	0	9	0	16	0	12	0	18	0	64	0	0	121	0	121
	(1.1)	(0)	(4.8)	(0)	(7.2)	(0)	(5.5)	(0)	(2.4)	(0)	(4.7)	(0)	(0)	(4.1)	(0)	(4)
Driver	23	0	33	0	39	0	22	0	197	0	131	0	3	448	0	448
	(12.8)	(0)	(17.6)	(0)	(17.6)	(0)	(10)	(0)	(25.8)	(0)	(9.6)	(0)	(9.4)	(15.1)	(0)	(14.7)
Electrician	9	0	13	0	7	0	11	0	26	0	81	0	2	149	0	149
	(5)	(0)	(6.9)	(0)	(3.2)	(0)	(5)	(0)	(3.4)	(0)	(6)	(0)	(6.3)	(5)	(0)	(4.9)
Plumber	5	0	4	0	3	0	3	0	14	0	27	0	1	57	0	57
	(2.8)	(0)	(2.1)	(0)	(1.4)	(0)	(1.4)	(0)	(1.8)	(0)	(2)	(0)	(3.1)	(1.9)	(0)	(1.9)
Welder	3	0	5	0	4	0	3	0	18	0	11	0	0	44	0	44
	(1.7)	(0)	(2.7)	(0)	(1.8)	(0)	(1.4)	(0)	(2.4)	(0)	(0.8)	(0)	(0)	(1.5)	(0)	(1.4)
Technician	5	0	7	0	6	0	10	0	61	1	66	2	2	157	3	160
	(2.8)	(0)	(3.7)	(0)	(2.7)	(0)	(4.5)	(0)	(8)	(3.7)	(4.9)	(9.1)	(6.3)	(5.3)	(3.6)	(5.3)
Beautician	0	1	0	0	0	8	0	2	0	3	0	5	0	0	19	19
	(0)	(20)	(0)	(0)	(0)	(47.1)	(0)	(18.2)	(0)	(11.1)	(0)	(22.7)	(0)	(0)	(22.6)	(0.6)
Professional occupation	2	0	3	0	7	1	3	0	18	4	21	1	0	54	6	60
	(1.1)	(0)	(1.6)	(0)	(3.2)	(5.9)	(1.4)	(0)	(2.4)	(14.8)	(1.5)	(4.5)	(0)	(1.8)	(7.1)	(2)
Hotel/hospitality services	2	0	6	0	6	0	5	0	16	0	44	1	2	81	1	82
	(1.1)	(0)	(3.2)	(0)	(2.7)	(0)	(2.3)	(0)	(2.1)	(0)	(3.2)	(4.5)	(6.3)	(2.7)	(1.2)	(2.7)

Occupation	Name of the country you returned from															
	Bahrain		Kuwait		Qatar		Oman		Saudi Arabia		United Arab Emirates		Iraq	Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Male	Female	Total
Sales person	3	0	15	0	15	0	8	0	42	0	60	0	1	144	0	144
	(1.7)	(0)	(8)	(0)	(6.8)	(0)	(3.6)	(0)	(5.5)	(0)	(4.4)	(0)	(3.1)	(4.9)	(0)	(4.7)
Painter	1	0	0	0	1	0	1	0	6	0	8	0	0	17	0	17
	(0.6)	(0)	(0)	(0)	(0.5)	(0)	(0.5)	(0)	(0.8)	(0)	(0.6)	(0)	(0)	(0.6)	(0)	(0.6)
Tailoring	1	0	0	0	2	0	1	0	10	0	9	0	0	23	0	23
	(0.6)	(0)	(0)	(0)	(0.9)	(0)	(0.5)	(0)	(1.3)	(0)	(0.7)	(0)	(0)	(0.8)	(0)	(0.8)
Any non-agricultural labour	3	0	10	0	16	0	10	0	37	1	68	0	4	148	1	149
	(1.7)	(0)	(5.3)	(0)	(7.2)	(0)	(4.5)	(0)	(4.8)	(3.7)	(5)	(0)	(12.5)	(5)	(1.2)	(4.9)
Work not available	0	0	1	0	1	0	1	2	1	0	7	0	0	11	2	13
	(0)	(0)	(0.5)	(0)	(0.5)	(0)	(0.5)	(18.2)	(0.1)	(0)	(0.5)	(0)	(0)	(0.4)	(2.4)	(0.4)
Security guard/supervisor	2	0	0	0	6	0	3	0	10	0	26	0	0	47	0	47
	(1.1)	(0)	(0)	(0)	(2.7)	(0)	(1.4)	(0)	(1.3)	(0)	(1.9)	(0)	(0)	(1.6)	(0)	(1.5)
Office boy	7	0	5	0	2	0	5	0	7	0	32	0	0	58	0	58
	(3.9)	(0)	(2.7)	(0)	(0.9)	(0)	(2.3)	(0)	(0.9)	(0)	(2.4)	(0)	(0)	(2)	(0)	(1.9)
Carpenter	1	0	0	0	1	0	1	0	3	0	13	0	0	19	0	19
	(0.6)	(0)	(0)	(0)	(0.5)	(0)	(0.5)	(0)	(0.4)	(0)	(1)	(0)	(0)	(0.6)	(0)	(0.6)
Butcher	0	0	1	0	1	0	1	0	15	0	2	0	0	20	0	20
	(0)	(0)	(0.5)	(0)	(0.5)	(0)	(0.5)	(0)	(2)	(0)	(0.1)	(0)	(0)	(0.7)	(0)	(0.7)
Others	4	0	4	0	5	0	7	1	36	0	32	0	0	88	1	89
	(2.2)	(0)	(2.1)	(0)	(2.3)	(0)	(3.2)	(9.1)	(4.7)	(0)	(2.4)	(0)	(0)	(3)	(1.2)	(2.9)
Total	179	5	188	2	222	17	220	11	763	27	1,358	22	32	2,962	84	3,046
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)

Source: Field survey.

Note: Figures in parentheses are percentages.

Table A5. Type of work in Gulf Cooperation Council countries before their return according to age

Occupation	Name of the country you returned from																							
	Bahrain		Kuwait		Qatar		Oman		Saudi Arabia		United Arab Emirates		Iraq		Total									
	<30	30-50	<30	30-50	<30	30-50	<30	30-50	<30	30-50	<30	30-50	<30	30-50	<30	30-50	>50	Total						
Construction worker	9 (18.4)	37 (30.3)	4 (30.8)	7 (10.4)	10 (9.3)	0 (0)	7 (7)	28 (21.4)	1 (12.5)	7 (11.7)	36 (23.7)	5 (26.3)	24 (10.5)	79 (16.1)	13 (18.6)	91 (15.3)	195 (27)	24 (37.5)	4 (36.4)	5 (23.8)	149 (13.4)	390 (22.3)	47 (24.7)	586 (19.2)
Domestic worker	4 (8.2)	12 (9.8)	1 (7.7)	7 (10.4)	8 (7.5)	1 (6.3)	5 (5)	14 (10.7)	0 (0)	3 (5)	13 (8.6)	2 (10.5)	16 (7)	41 (8.4)	4 (5.7)	60 (10.1)	61 (8.4)	7 (10.9)	0 (0)	4 (19)	95 (8.6)	153 (8.8)	15 (7.9)	263 (8.6)
Farm labour	1 (2)	6 (4.9)	0 (0)	2 (3)	7 (6.5)	1 (6.3)	6 (6)	3 (2.3)	0 (0)	2 (3.3)	14 (9.2)	1 (5.3)	3 (1.3)	17 (3.5)	6 (8.6)	13 (2.2)	47 (6.5)	6 (9.4)	0 (0)	1 (4.8)	27 (2.4)	95 (5.4)	14 (7.4)	136 (4.5)
Sanitary worker	15 (30.6)	19 (15.6)	2 (15.4)	10 (14.9)	17 (15.9)	4 (25)	18 (18)	9 (6.9)	1 (12.5)	6 (10)	27 (17.8)	3 (15.8)	16 (7)	21 (4.3)	6 (8.6)	91 (15.3)	67 (9.3)	7 (10.9)	0 (0)	3 (14.3)	156 (14.1)	163 (9.3)	23 (12.1)	342 (11.2)
Storekeeper	1 (2)	1 (0.8)	0 (0)	4 (6)	5 (4.7)	0 (0)	5 (5)	11 (8.4)	0 (0)	6 (10)	5 (3.3)	1 (5.3)	7 (3.1)	10 (2)	1 (1.4)	33 (5.6)	30 (4.1)	1 (1.6)	0 (0)	0 (5)	56 (3.5)	62 (1.6)	3 (4)	121 (4)
Driver	5 (10.2)	15 (12.3)	3 (23.1)	13 (19.4)	14 (13.1)	6 (37.5)	22 (13)	4 (16.8)	8 (50)	8 (13.3)	13 (8.6)	1 (5.3)	65 (28.4)	120 (24.4)	12 (17.1)	54 (9.1)	72 (10)	5 (7.8)	2 (18.2)	1 (4.8)	160 (14.4)	257 (14.7)	31 (16.3)	448 (14.7)
Electrician	2 (4.1)	7 (5.7)	0 (0)	7 (10.4)	6 (5.6)	0 (0)	2 (2)	5 (3.8)	0 (0)	1 (1.7)	8 (5.3)	2 (10.5)	3 (1.3)	21 (4.3)	2 (2.9)	33 (5.6)	46 (6.4)	2 (3.1)	1 (9.1)	49 (4.8)	94 (5.4)	6 (3.2)	149 (4.9)	
Plumber	1 (2)	4 (3.3)	0 (0)	2 (3)	2 (1.9)	0 (0)	0 (0)	3 (2.3)	0 (0)	1 (1.7)	2 (1.3)	0 (0)	4 (1.7)	10 (2)	0 (0)	8 (1.3)	19 (2.6)	0 (0)	1 (4.8)	16 (1.4)	41 (2.3)	0 (0)	57 (1.9)	
Welder	2 (4.1)	1 (0.8)	0 (0)	0 (0)	2 (1.9)	3 (18.8)	1 (1)	3 (2.3)	0 (0)	1 (1.7)	2 (1.3)	0 (0)	6 (2.6)	9 (1.8)	3 (4.3)	5 (0.8)	6 (0.8)	0 (0)	0 (0)	15 (1.4)	23 (1.3)	6 (3.2)	44 (1.4)	
Technician	2 (4.1)	3 (2.5)	0 (0)	2 (3)	5 (4.7)	0 (0)	2 (2)	4 (3.1)	0 (0)	2 (3.3)	8 (5.3)	0 (0)	21 (9.2)	37 (7.5)	4 (5.7)	35 (5.9)	33 (4.6)	0 (0)	1 (9.1)	65 (5.9)	91 (5.2)	4 (2.1)	160 (5.3)	
Beautician	0 (0)	1 (0.8)	0 (0)	0 (0)	0 (0)	0 (0)	6 (6)	2 (1.5)	0 (0)	2 (3.3)	0 (0)	0 (0)	2 (0.9)	1 (0.2)	0 (0)	3 (0.5)	2 (0.3)	0 (0)	0 (0)	13 (1.2)	6 (0.3)	0 (0)	19 (0.6)	
Professional occupation	0 (0)	2 (1.6)	0 (0)	2 (3)	1 (0.9)	0 (0)	6 (6)	2 (1.5)	0 (0)	1 (1.7)	2 (1.3)	0 (0)	8 (3.5)	10 (2)	4 (5.7)	9 (1.5)	10 (1.4)	3 (4.7)	0 (0)	26 (2.3)	27 (1.5)	7 (3.7)	60 (2)	

Occupation	Name of the country you returned from																																				
	Bahrain			Kuwait			Qatar			Oman			Saudi Arabia			United Arab Emirates			Iraq			Total															
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	Total												
Hotel services	1	(0.8)	(0)	2	(3)	(2.8)	3	(2.8)	(6.3)	1	0	5	(8.3)	(0)	0	0	5	(2.2)	(1.8)	2	(2.9)	(2.9)	28	(4.7)	(2.2)	16	(1.6)	(1.6)	1	(4.8)	(4.2)	31	(1.8)	4	(2.1)	82	(2.7)
	2	(4.1)	(0.8)	3	(4.5)	(11.2)	12	(11.2)	(0)	0	0	2	(3.3)	(3.9)	6	0	18	(7.9)	(4.5)	22	(2.9)	(2.9)	36	(6.1)	(3.3)	24	(3.3)	(0)	0	(4.8)	(6.3)	72	(4.1)	2	(1.1)	144	(4.7)
Painter	0	(0)	1	(0)	(0)	(0)	0	(0)	(0)	0	0	1	(1.7)	(0)	0	0	1	(0.4)	(1)	5	(0)	(0)	1	(0.2)	(0.8)	6	(1.6)	(1.6)	0	(0)	4	(0.4)	11	(0.6)	17	(0.6)	
	0	(0.8)	(0)	0	(0)	(0)	0	(0)	(0)	0	0	1	(1.7)	(0)	0	0	1	(0.4)	(1.8)	9	(0)	(0)	2	(0.3)	(0.7)	5	(3.1)	(3.1)	0	(0)	5	(0.9)	16	(1.1)	23	(0.8)	
Tailoring	1	(1.6)	(0)	4	(6)	(5.6)	6	(5.6)	(0)	0	0	7	(6.7)	(2.6)	8	2	8	(3.5)	(5.1)	25	(7.1)	(7.1)	30	(5.1)	(4.8)	35	(4.7)	(4.7)	2	(18.2)	(9.5)	82	(4.7)	11	(5.8)	149	(4.9)
	2	(0)	0	0	(0)	(0)	1	(0.8)	(0)	0	0	1	(0.8)	(0)	1	2	1	(0.4)	(0)	0	0	0	6	(1)	(0.1)	1	(0)	(0)	0	(0)	8	(0.7)	5	(0.3)	13	(0.4)	
Work not available	0	(0)	0	0	(0)	(0.9)	0	(0.9)	(0)	0	0	0	(0)	(1.3)	(0)	0	0	(0.4)	(0)	0	0	0	1	(1.7)	(1.3)	2	(0.4)	(0)	0	(0)	0	(0.7)	(0.3)	0	(0.4)	0	(0.4)
	1	(0.8)	(0)	0	(0)	(0)	0	(0)	(0)	0	0	3	(2.3)	(0)	0	0	3	(1.3)	(0.8)	4	(0.8)	(4.3)	12	(2)	(1.9)	14	(0)	(0)	0	(0)	20	(1.8)	24	(1.6)	3	(1.5)	47
Security guard/supervisor	2	(4.1)	(2.5)	1	(1.5)	(3.7)	4	(3.7)	(0)	0	0	1	(0.8)	(2)	3	1	2	(0.9)	(1)	5	(0)	(0)	23	(3.9)	(1.1)	8	(1.6)	(1.6)	0	(2.7)	(1.4)	24	(2.1)	4	(1.9)	58	(1.9)
	0	(0.8)	(0)	0	(0)	(0)	0	(0)	(0)	0	0	0	(0)	(0.7)	(0)	0	1	(0.4)	(0.4)	9	(0.4)	(0)	3	(0.5)	(1.2)	9	(1.6)	(1.6)	0	(0)	4	(0.4)	14	(0.5)	19	(0.6)	
Carpenter	0	(0)	0	0	(0)	(0)	0	(0)	(0)	0	0	0	(0)	(0.7)	(0)	0	0	(2.2)	(1.8)	1	(1.4)	(1.4)	0	(0)	(0.3)	2	(0)	(0)	0	(0.5)	(0.7)	6	(0.8)	13	(0.5)	20	(0.7)
	0	(0)	4	0	0	4	0	4	0	2	1	4	(6.7)	(2)	3	1	9	(3.9)	(5.1)	25	(2.9)	(2.9)	17	(2.9)	(2.1)	15	(0)	(0)	0	(2.9)	(3)	53	(2.1)	4	(2.9)	89	(2.9)
Butcher	0	(3.3)	(0)	0	(0)	(3.7)	0	(3.7)	(0)	0	0	2	(1.5)	(12.5)	(2)	100	(100)	(6.7)	(6.7)	60	(60)	(60)	60	(60)	(100)	152	(152)	(152)	19	(19)	190	(190)	3,046	(3,046)	3,046	(3,046)	
	49	(100)	122	(100)	13	(67)	107	(100)	16	(100)	8	(131)	(100)	60	(100)	19	(100)	229	(491)	70	(70)	(70)	593	(593)	723	(723)	64	(64)	11	(11)	1,109	(1,109)	1,747	(1,747)	190	(190)	3,046

Source: Field survey.

Note: Figures in parentheses are percentages.

Table A6. Returnee's type of work and earning in Gulf Cooperation Council countries before their return

Occupation	Name of the country you returned from																							
	Bahrain			Kuwait			Qatar			Oman			Saudi Arabia			United Arab Emirates			Iraq			Total		
	<20,000	20,000-50,000	50,000-above 1,00,000	<20,000	20,000-50,000	50,000-above 1,00,000	<20,000	20,000-50,000	50,000-above 1,00,000	<20,000	20,000-50,000	50,000-above 1,00,000	<20,000	20,000-50,000	50,000-above 1,00,000	<20,000	20,000-50,000	50,000-above 1,00,000	<20,000	20,000-50,000	50,000-above 1,00,000	Total		
Construction worker	41	8	1	10	6	1	25	9	2	36	10	2	74	38	4	233	76	1	4	5	423	152	11	586
	(38.7)	(11.1)	(16.7)	(13.3)	(6)	(6.7)	(31.3)	(6.2)	(14.3)	(27.5)	(10.8)	(28.6)	(29.5)	(8.1)	(5.7)	(34.5)	(11.6)	(2)	(40)	(22.7)	(31.8)	(9.8)	(6.8)	(19.2)
Domestic worker	11	6	0	5	10	1	4	14	1	11	7	0	28	32	1	72	55	1	1	3	132	127	4	263
	(10.4)	(8.3)	(0)	(6.7)	(10)	(6.7)	(5)	(9.7)	(7.1)	(8.4)	(7.5)	(0)	(11.2)	(6.8)	(1.4)	(10.7)	(8.4)	(2)	(10)	(13.6)	(9.9)	(8.2)	(2.5)	(8.6)
Farm labour	7	0	0	7	3	0	5	4	0	11	6	0	20	6	0	51	15	0	1	0	102	34	0	136
	(6.6)	(0)	(0)	(9.3)	(3)	(0)	(6.3)	(2.8)	(0)	(8.4)	(6.5)	(0)	(8)	(1.3)	(0)	(7.5)	(2.3)	(0)	(10)	(0)	(7.7)	(2.2)	(0)	(4.5)
Sanitary worker	27	9	0	22	9	0	19	9	0	25	11	0	27	15	1	109	56	0	0	3	229	112	1	342
	(25.5)	(12.5)	(0)	(29.3)	(9)	(0)	(23.8)	(6.2)	(0)	(19.1)	(11.8)	(0)	(10.8)	(3.2)	(1.4)	(16.1)	(8.6)	(0)	(0)	(13.6)	(17.2)	(7.2)	(0.6)	(11.2)
Storekeeper	0	2	0	5	4	0	8	8	0	2	10	0	6	11	1	19	43	2	0	0	40	78	3	121
	(0)	(2.8)	(0)	(6.7)	(4)	(0)	(10)	(5.5)	(0)	(1.5)	(10.8)	(0)	(2.4)	(2.3)	(1.4)	(2.8)	(6.6)	(4)	(0)	(0)	(3)	(5)	(1.9)	(4)
Driver	4	19	0	8	24	1	5	31	3	10	12	0	41	153	3	27	101	3	1	2	96	342	10	448
	(3.8)	(26.4)	(0)	(10.7)	(24)	(6.7)	(6.3)	(21.4)	(21.4)	(7.6)	(12.9)	(0)	(16.3)	(32.6)	(4.3)	(4)	(15.4)	(6)	(10)	(9.1)	(7.2)	(22)	(6.2)	(14.7)
Electrician	4	4	1	2	10	1	0	7	0	4	7	0	5	21	0	40	41	0	1	1	56	91	2	149
	(3.8)	(5.6)	(16.7)	(2.7)	(10)	(6.7)	(0)	(4.8)	(0)	(3.1)	(7.5)	(0)	(2)	(4.5)	(0)	(5.9)	(6.3)	(0)	(10)	(4.5)	(4.2)	(5.9)	(1.2)	(4.9)
Plumber	2	3	0	0	4	0	0	3	0	1	2	0	3	10	1	10	17	0	1	0	17	39	1	57
	(1.9)	(4.2)	(0)	(0)	(4)	(0)	(0)	(2.1)	(0)	(0.8)	(2.2)	(0)	(1.2)	(2.1)	(1.4)	(1.5)	(2.6)	(0)	(10)	(0)	(1.3)	(2.5)	(0.6)	(1.9)
Welder	0	3	0	1	3	1	0	4	0	2	1	0	3	14	1	2	9	0	0	0	8	34	2	44
	(0)	(4.2)	(0)	(1.3)	(3)	(6.7)	(0)	(2.8)	(0)	(1.5)	(1.1)	(0)	(1.2)	(3)	(1.4)	(0.3)	(1.4)	(0)	(0)	(0)	(0.6)	(2.2)	(1.2)	(1.4)
Technician	1	4	0	1	4	2	0	4	2	5	4	1	3	38	21	11	50	7	0	2	21	106	33	160
	(0.9)	(5.6)	(0)	(1.3)	(4)	(13.3)	(0)	(2.8)	(14.3)	(3.8)	(4.3)	(14.3)	(1.2)	(8.1)	(30)	(1.6)	(7.6)	(14)	(0)	(9.1)	(1.6)	(6.8)	(20.4)	(5.3)
Beautician	0	0	1	0	0	0	3	5	0	0	2	0	0	3	0	1	4	0	0	0	4	14	1	19
	(0)	(0)	(16.7)	(0)	(0)	(0)	(3.8)	(3.4)	(0)	(0)	(2.2)	(0)	(0)	(0.6)	(0)	(0.1)	(0.6)	(0)	(0)	(0)	(0.3)	(0.9)	(0.6)	(0.6)
Professional occupation	0	2	0	0	2	1	2	4	2	1	1	1	1	13	8	4	9	9	0	0	8	31	21	60
	(0)	(2.8)	(0)	(0)	(2)	(6.7)	(2.5)	(2.8)	(14.3)	(0.8)	(1.1)	(14.3)	(0.4)	(2.8)	(11.4)	(0.6)	(1.4)	(18)	(0)	(0)	(0.6)	(2)	(13)	(2)

Occupation	Name of the country you returned from																													
	Bahrain			Kuwait			Qatar			Oman			Saudi Arabia			United Arab Emirates			Iraq			Total								
	<20,000	20,000-50,000	50,000-above 1,000,000	<20,000	20,000-50,000	50,000-above 1,000,000	<20,000	20,000-50,000	50,000-above 1,000,000	<20,000	20,000-50,000	50,000-above 1,000,000	<20,000	20,000-50,000	50,000-above 1,000,000	<20,000	20,000-50,000	50,000-above 1,000,000	<20,000	20,000-50,000	50,000-above 1,000,000	<20,000	20,000-50,000	50,000-above 1,000,000	<20,000	20,000-50,000	50,000-above 1,000,000			
Hotel services	1	0	1	4	1	1	5	0	1	3	1	2	11	3	8	31	6	0	2	14	57	11	82							
	(0.9)	(1.4)	(0)	(4)	(6.7)	(1.3)	(3.4)	(0)	(0.8)	(3.2)	(14.3)	(0.8)	(2.3)	(4.3)	(1.2)	(4.7)	(12)	(0)	(9.1)	(1.1)	(3.7)	(6.8)	(2.7)							
Sales person	1	1	3	10	2	1	13	1	2	6	0	6	30	6	12	40	8	0	1	25	101	18	144							
	(0.9)	(1.4)	(16.7)	(4)	(10)	(13.3)	(9)	(7.1)	(1.5)	(6.5)	(0)	(2.4)	(6.4)	(8.6)	(1.8)	(6.1)	(16)	(0)	(4.5)	(1.9)	(6.5)	(11.1)	(4.7)							
Painter	0	1	0	0	0	0	0	1	1	0	0	0	6	0	6	2	0	0	0	7	9	1	17							
	(0)	(1.4)	(0)	(0)	(0)	(0)	(0)	(7.1)	(0.8)	(0)	(0)	(0)	(1.3)	(0)	(0.9)	(0.3)	(0)	(0)	(0)	(0.5)	(0.6)	(0.6)	(0.6)							
Tailoring	0	1	0	0	0	0	2	0	0	1	0	4	6	0	5	4	0	0	0	9	14	0	23							
	(0)	(1.4)	(0)	(0)	(0)	(0)	(1.4)	(0)	(0)	(1.1)	(0)	(1.6)	(1.3)	(0)	(0.7)	(0.6)	(0)	(0)	(0)	(0.7)	(0.9)	(0)	(0.8)							
Any non-agricultural labour	2	0	1	2	3	3	11	2	9	1	0	20	13	5	31	35	2	1	3	71	65	13	149							
	(1.9)	(0)	(16.7)	(2)	(20)	(3.8)	(7.6)	(14.3)	(6.9)	(1.1)	(0)	(8)	(2.8)	(7.1)	(4.6)	(5.4)	(4)	(10)	(13.6)	(5.3)	(4.2)	(8)	(4.9)							
Work not available	0	0	1	0	0	1	0	0	3	0	0	1	0	0	7	0	0	0	0	13	0	0	13							
	(0)	(0)	(1.3)	(0)	(0)	(1.3)	(0)	(0)	(2.3)	(0)	(0)	(0.4)	(0)	(0)	(1)	(0)	(0)	(0)	(0)	(1)	(0)	(0)	(0.4)							
Security guard/supervisor	0	1	1	0	0	0	6	0	1	1	1	0	7	3	6	16	4	0	0	7	31	9	47							
	(0)	(1.4)	(16.7)	(0)	(0)	(0)	(4.1)	(0)	(0.8)	(1.1)	(14.3)	(0)	(1.5)	(4.3)	(0.9)	(2.4)	(8)	(0)	(0)	(0.5)	(2)	(5.6)	(1.5)							
Office boy	5	2	0	2	0	1	1	0	3	2	0	3	4	0	13	18	1	0	0	28	29	1	58							
	(4.7)	(2.8)	(0)	(2)	(0)	(1.3)	(0.7)	(0)	(2.3)	(2.2)	(0)	(1.2)	(0.9)	(0)	(1.9)	(2.8)	(2)	(0)	(0)	(2.1)	(1.9)	(0.6)	(1.9)							
Carpenter	0	1	0	0	0	0	1	0	1	0	0	1	2	0	5	8	0	0	0	7	12	0	19							
	(0)	(1.4)	(0)	(0)	(0)	(0)	(0.7)	(0)	(0.8)	(0)	(0)	(0.4)	(0.4)	(0)	(0.7)	(1.2)	(0)	(0)	(0)	(0.5)	(0.8)	(0)	(0.6)							
Butcher	0	0	1	0	0	0	1	0	1	0	0	2	12	1	0	2	0	0	0	4	15	1	20							
	(0)	(0)	(1.3)	(0)	(0)	(0)	(0.7)	(0)	(0.8)	(0)	(0)	(0.8)	(2.6)	(1.4)	(0)	(0.3)	(0)	(0)	(0)	(0.3)	(1)	(0.6)	(0.7)							
Others	0	4	0	3	1	2	3	0	1	6	1	1	24	11	4	22	6	0	0	8	62	19	89							
	(0)	(5.6)	(0)	(3)	(6.7)	(2.5)	(2.1)	(0)	(0.8)	(6.5)	(14.3)	(0.4)	(5.1)	(15.7)	(0.6)	(3.4)	(12)	(0)	(0)	(0.6)	(4)	(11.7)	(2.9)							
Total	106	72	6	75	100	15	80	145	14	131	93	7	251	469	70	676	654	50	10	22	1,329	1,555	162	3,046						
	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)	(100)						

Source: Field survey.

Note: Figures in parentheses are percentages.

Table A7. List of officials and agencies interviewed

Mr S Srinivas, District Employment Officer, Employment Exchange, Nizamabad
Ms B Satyamma, District Employment Officer, Employment Exchange, Jagtial
Ms Mythri Priya, District Employment Officer, Employment Exchange, Hyderabad
Mr M Umesh, Mahatma Gandhi National Fellow, Ministry of Skill Development, Nizamabad
Ms Navya, Mahatma Gandhi National Fellow, Ministry of Skill Development, Jagtial
Ms Ruth Siddenki, Mahatma Gandhi National Fellow, Ministry of Skill Development, Hyderabad
MRC Teams in Hyderabad and Nizamabad
Mr Trilok Chandan Goud, PhD, IOM
Ms Jalaja Bandakavi, IOM
Manager, District Industries Centre, Nizamabad
Manager, District Industries Centre, Jagtial
Manager, District Industries Centre, Hyderabad
Training Coordinator, RSETI, Nizamabad
Representatives of TOMCOM

Table A8. Number of units and number of employees in surveyed districts

No.	Sector	Number of units			Number of employees		
		Jagtial	Nizamabad	Hyderabad	Jagtial	Nizamabad	Hyderabad
1	Food processing (rice mills, flour mills, oil mill and spices grinding)	345	277	5	3,316	7,450	245
2	Agro-based including cold storages, storage and transportation of food grains	285	110	2	1,169	742	5
3	Engineering and fabrication incl automobile servicing/repairs	170	173	35	508	738	1,917
4	Paper and printing (cardboard and corrugated products)	15	23	9	101	411	156

No.	Sector	Number of units			No. of employees		
		Jagtial	Nizamabad	Hyderabad	Jagtial	Nizamabad	Hyderabad
5	Plastic and rubber	6	30	1	38	358	20
6	Granite and stone crushing	37	20	2	461	299	71
7	Cement, cement and concrete products, fly ash cricks	115	33	4	634	250	60
8	Pharmaceuticals and chemicals	2	9	3	16	233	68
9	Beverages— mineralized water and ice cream	75	30		310	148	
10	Wood and leather (carpentry, furniture, saw mills)	25	31		112	127	
11	Fertilizers organic and inorganic, pesticides, insecticides and other related	0	1		0	50	
12	Electrical and electronic products	2	2	2	7	15	70
13	Textiles including hosiery, powerlooms	7		2	47		50
14	Industrial parks and IT buildings			2			13,600
15	Solar and other renewable energy			1			15
16	Others	14	21	6	141	173	108
	Total	1,099	760	73	6,870	10,994	16,385

Source: Field survey.



Telangana State Industrial Project Approval & Self-Certification System (TS-iPASS)



GOVERNMENT OF TELANGANA

R6.2 Sector wise Abstract

Report Generated On :15-09-2023

S.No	Sector-Major	No of Industries	Investment (Rs. in Cr)	Total Employment
1	Industrial Parks and IT Buildings	184	62716.14	908167
2	Thermal Power Plant	16	61374.41	12760
3	Pharmaceuticals and Chemicals	1569	25625.77	130949
4	Solar and Other Renewable Energy	247	22950.91	10391
5	Plastic and Rubber	1657	12855.80	43304
6	Food Processing	4731	8945.49	88299
7	Fertilizers Organic and Inorganic, Pesticides, Insecticides, and Other Related	189	8807.05	5651
8	Engineering	4507	8160.04	81918
9	R&D	427	7187.86	43890
10	Others	861	5795.29	42297
11	Textiles	683	5693.67	216942
12	Cement, Cement & Concrete Products, Fly Ash Bricks	2104	5533.28	25418
13	Granite and Stone Crushing	1736	5499.80	33224
14	Paper and Printing	740	5120.73	18431
15	Beverages	636	4136.90	13596
16	Agro based incl Cold Storages	2540	3570.60	32418
17	Automobile	41	3035.71	21497
18	Electrical and Electronic Products	473	2875.73	26214
19	Aerospace and Defence	8	2838.33	5775
20	IT SERVICES	4	2479.60	22150
21	DEFENCE EQUIPMENT	1	268.22	400
22	Wood and Leather	479	242.07	5939
	Total	23833	265713.40	1789630



Telangana State Industrial Project Approval & Self- Certification System (TS-iPASS)



GOVERNMENT OF TELANGANA

R6.1 District wise Abstract Report

Report Generated On :15-09-2023

S.No	District	No of Industries	Investment (Rs. in Cr)	Total Employment
1	ADILABAD	274	98.17	1967
2	Asifabad	206	154.69	2055
3	BHADRADRI KOTHAGUDEM	433	22962.86	11125
4	Bhupalpally	155	2054.45	3368
5	GADWAL	119	2331.78	2194
6	Hanumakonda	843	1564.82	11391
7	Hyderabad	73	581.51	16385
8	Jagtial	1102	442.56	6870
9	Jangaon	443	3680.40	5144
10	Kamareddy	458	3844.71	8132
11	Karimnagar	1657	4186.24	19421
12	Khammam	950	1326.01	10701
13	Mahabubabad	448	649.03	4023
14	Mahbubnagar	428	9968.27	28061
15	Mancherial	436	6211.33	4826
16	Medak	651	6604.36	29062
17	Medchal	4989	20837.26	145680
18	Mulugu	82	58.28	703
19	Nagarkurnool	264	1954.36	4537
20	Nalgonda	629	28870.57	19203
21	Narayanpet	96	1254.55	1968
22	Nirmal	260	658.36	2089

S.No	District	No of Industries	Investment (Rs. in Cr)	Total Employment
23	Nizamabad	765	823.54	13028
24	Peddapalli	515	13719.70	5358
25	Rangareddy	1830	84613.51	988107
26	Sangareddy	1945	24062.98	156309
27	Siddipet	549	4218.01	19195
28	Sircilla	712	737.30	8099
29	Suryapet	308	5603.82	9591
30	Vikarabad	580	1555.37	6659
31	Wanaparthy	151	1948.38	4100
32	Warangal	550	2035.52	203389
33	Yadadri	932	6100.73	36890
	Total	23833	265713.43	1789630

Annex II

QUESTIONNAIRE

International Organization for Migration (IOM) and Centre for Economic and Social Studies (CESS)

Telangana returnee migrants survey

(A research project sponsored by IOM, under the GOALS Programme)

Oral Consent: _____ (Yes / No)

Block 1: Returnee migrant's personal information (all data to be collected from returnee migrant only)

No.	Particulars			
1.1	Respondent's name	Mobile No.		
1.2	Name of the state	Telangana		
1.3	Name of the district	Hyderabad-1 Jagtial-2 Nizamabad-3		
1.4	Name of the mandal			
1.5	Name of village/locality/ward			
1.6	House number			
1.7	Religion (Hindu-1, Muslim-2, Christian-3, Sikh-4, Jain-5, Buddhist-6, others-7)			
1.8	Caste (Scheduled Castes-1, Scheduled Tribes-2, OBC-3, general-4, others-5)			
1.9	Name of the sub-caste/sub-tribe:			
1.10	Name of the country you returned from (Bahrain-1, Kuwait-2, Qatar-3, Oman-4, Saudi Arabia-5, United Arab Emirates-6, Iraq-7, others specify-98)			
1.11	Year/month and age at first migration	Year_____	Month_____	Age_____
1.12	Year/month and age at last migration	Year_____	Month_____	Age_____
1.13	Year/month and age at return	Year_____	Month_____	Age_____
1.14	Marital status (married-1, unmarried-2, divorced-3, widowed-4)			
1.15	Education level (illiterate-1, literate but below primary-2, primary-3, upper primary-4, secondary-5, intermediate-6, ITI/polytechnic-7, graduate-8, post-graduate and above-9, non-formal-10, other specify-98)			

1.16. Details of household members (other than respondent)

No.	Name	Relationship with respondent (Code 1)	Sex (Code 2)	Age in completed years	Marital status (Code 3)	Education (Code 4)	Main occupation/activity (Code 5) (income criterion)	Ever migrated to GCC? Yes = 1 No = 2	If Yes, currently in GCC-1, returned -2
1	2	3	4	5	6	7	8	9	10
1									
2									
3									
4									
5									
6									
7									
8									

Code 1: Father-1, mother-2, wife-3, husband-4, brother-5, sister-6, son-7, daughter-8, daughter-in-law-9, father-in-law-10, mother-in-law-11, any other specify-98.

Code 2: Male-1, female-2.

Code 3: Married-1, never married-2, unmarried-3, widow/widower-4, divorced/separated-5.

Code 4: Illiterate-1, literate but below primary-2, primary-3, secondary-4, intermediate-5, ITI/polytechnic-6, graduate-7, post-graduate and above -8, non-formal-9, any other specify-98.

Code 5: Self-employed in agriculture-1, tenant-2, self-employed in allied agriculture (dairy/livestock/fisheries)-3, casual labour in agriculture-4, Self-employed in non-agriculture (shop/ business)-5, casual labour in non-agriculture-6, semi-skilled (electrician, carpenter, plumber)-7, gig worker-8, mechanic-9, driver-10, regular salaried in private sector-11, regular salaried in public sector/ government-12, housemaid/domestic work-13, home maker-14, student-15, dependent-16, unemployed-17, others specify-98.

Gulf Cooperation Council (GCC) countries: Bahrain-1, Kuwait-2, Qatar-3, Oman-4, Saudi Arabia-5, United Arab Emirates-6, Iraq-7, others specify-98.

Current Gulf migrant details

No.	Current migrant details fill serial number as in 1.16 (if yes, in column 10)	
1.17	Which country did he/she migrate to? (Bahrain-1, Kuwait-2, Qatar-3, Oman-4, Saudi Arabia-5, United Arab Emirates-6, Iraq-7, others specify-98)	
1.18	When did he/she migrate to the Gulf country? (Year and month)	
1.19	What is his/her current employment in the Gulf country? (Construction worker-1, domestic worker-2, herder-3, farm labour-4, sanitary worker-5, storekeeper-6, driver-7, electrician-8, plumber-9, engineer-10, teacher-11, professional worker-12, semi-government employee-13, nurse-14, chef/cook-15, hotel management-16, others specify-98)	

Block 2: Gulf return migrant's particulars

2.1	Have you borrowed money for out-migration? (Yes-1, No-2)	
2.2	If yes, amount: _____	
2.3	Which country did you return from? (Bahrain-1, Kuwait-2, Qatar-3, Oman-4, Saudi Arabia-5, United Arab Emirates-6, Iraq-7, others specify-98)	
2.4	Why did you return? (Contract over-1, contract termination-2, VISA termination-3, problems with employer-4, low salaries-5, want to settle in the village-6, work available in the village-7, health problems-8, old age-9, family problems-10, setting up business-11, for retirement-12, due to Covid-19-13, others specify-98)	
2.5	Employment in the Gulf country before your return to the village? (Construction worker-1, domestic worker-2, herder-3, farm labour-4, sanitary worker-5, storekeeper-6, driver-7, electrician-8, plumber-9, engineer-10, teacher-11, welding operator-12, AC technician-13, Beautician-14, semi-government employee-15, nurse-16, chef/cook-17, hotel management-18, others specify-98)	
2.6	Earning per month before your return? (Rupees 10,000–15,000-1, rupees 15,000–20,000-2, rupees 20,000–25,000-3, rupees 25,000–30,000-4, rupees 30,000–40,000-5, rupees 40,000–50,000-6, rupees 50,000–75,000-7, rupees 75,000–1,00,000-8, above rupees 1,00,000-9)	
2.7	Apart from wages, have you received any other benefits? (Yes-1, No-2)	

2.8	If yes, what benefit? (EPF-1, medical insurance-2, paid leave-3, terminal benefits-4, any other specify-98)	
2.9	Did you send remittances during your last period of migration? (Yes-1, No-2)	
2.10	If yes, how much did you send (remittances) during the year before your return? (INR<50,000-1, INR 50,000–1,00,000-2, INR 1,00,000–2,00,000-3, INR 2,00,000–5,00,000-4, above INR >5,00,000-5)	
2.11	How was the income earned from the Gulf country spent? (Constructed house-1, renovated house-2, conducted the marriage of daughter/son-3, repaid debts-4, purchased land-5, purchased plot-6, purchased tractor-7, purchased auto-8, purchased car-9, purchased gold-10, purchased heavy vehicle-9, started a business-10, invested in banks-11, invested in agriculture-12, children education-13, health of family members-14, consumption needs-14, allied agriculture-15, no money to spent-16, others specify-98)	

Block 3: Current employment of returnee emigrants in the local labour market

3.1	Nature of occupation? (Self-employed in agriculture-1, self-employed in allied agriculture (dairy/livestock/ fisheries)-2, casual labour in agriculture-3, self-employed in non-agriculture (shop/ business)-4, casual labour in non-agriculture-5, regular salaried in private sector-6, regular salaried in public sector/government-7, unemployed-8, not working-9, any others specify-98, NA-99)	
3.2	What is your current work? (Dairy-1, fisheries-2, Kirana shop -3, tea shop-4, hotel -5, mobile canteen-6, auto shop-7, electric shop-8, construction worker-9, plumber-10, electrician-11, carpenter-12, welding worker-13, mechanic-14, auto driver-15, heavy vehicle driver-16, cab driver-17, gig worker-18, domestic worker-19, hospitality (hotels/travel/transport)-19, real estate-20, any others specify-98)	
3.3	Is there a written contract for your current work? (Yes-1, No-2, NA-99)	
3.4	If yes, duration of the contract? (Less than 1 year-1, 1 to 2 years-2, 2 to 3 years-3, 3 to 5 years-4, 5 and above-5)	
3.5	Location of your current work? (In the village-1, nearby town-2, district headquarter-3, other district-4, Hyderabad-5, other states-6)	
3.6	How long was the gap from the time you returned and joined job or started your own business? (Less than three months-1, three to six months-2, one year-3, two years-4, three years-5, four years-6)	
3.7	How many jobs have you changed after your return from Gulf countries? (Not changed-1, changed one job-2, changed two jobs-3, changed three jobs-4, changed four jobs-5, NA-99)	

3.8	Earning per month in current job? <i>(INR 10,000–15,000-1, INR 15,000–20,000-2, INR 20,000–25,000-3, INR 25,000–30,000-4, INR 30,000–40,000-5, INR 40,000–50,000-6, INR 50,000–75,000-7, INR 75,000–100,000-8, above INR 100,000-9)</i>	
3.9	Are you getting any other benefits? (Yes-1, No-2)	
3.10	If yes (EPF -1, medical insurance-2, paid leave-3, any other specify-98)	
3.11	How did you find the work? <i>(Self-1, friends-2, relatives-3, co-villager-4, contractor-5, previous work contact-6, private agency-7, government agency-8, online search-9, social media-10, newspaper/TV adds-11, others specify-98)</i>	
3.12	If self-employed in non-agriculture (Code 4 in 3.1) Did you get any bank loans to start the business? (Yes-1, No-2)	
3.13	Did you get any subsidy for starting the business? (Yes-1, No-2)	
3.14	Did you face any problems while starting the business? (Yes-1, No-2)	
	If yes, name three major problems faced (i) _____ (ii) _____ (iii) _____	

Block 4: Skill levels of returnee migrants in the local labour market

4.1	What skills did you have before migration? (i) _____ (ii) _____	
4.2	Did you acquire any skills while working in the Gulf country? (Yes-1, No-2)	
4.3	If yes, what skills did you acquire while working in the Gulf? <i>(Construction skills-1, driving-2, electrician-3, plumber-4, sanitary skills-5, hotel management-6, hospitality-7, business-8, computer operation-9, farm expert-10, improved existing skills-11, others specify-98)</i>	
4.4	If yes, how useful are your skills in your current employment? <i>(Very useful-1, useful-2, not so useful-3, NA-99)</i>	
4.5	Did you find work according to your skill levels? (Yes-1, No-2)	
4.6	Are you getting wages/income suitable to your skills (Yes-1, No-2)	
4.7	Were you able to get current work based on your skills? (i) within the village (Yes-1, No-2) (ii) within the mandal (Yes-1, No-2) (iii) within the district (Yes-1, No-2) (iv) outside the district (Yes-1, No-2)	

4.8	If not found within the district what are the reasons? (Not available-1, low wages-2, not suitable to my skills-3, others specify-98, NA-99)	
4.9	How long have you waited to get the current work? (Not waited at all-1, one–two months-2, two–four months-3, four–six months-4, six to twelve months-5, above one year-6)	
4.10	If working outside the district/state, are you provided with? (Accommodation-1, travel allowance-2, accommodation and travel allowance-3, any other specify-98, NA-99)	

Block 5: Challenges in the local labour market

5.1	Did you face any difficulties while finding work in the local labour market? (Yes-1, No-2)	
5.2	If yes, what difficulties have you faced? (No regular work available-1, information not available-2, not having required skills-3, suitable work not available-4, others-98, NA-99)	
5.3	Do you think you required new skills to enter the domestic labour market? (Yes-1, No-2)	
5.4	Did you get any skill training after your return? (Yes-1, No-2)	
5.5	If yes, where did you get training from? (Travel agency-1, training Institute-2, private company-3, government department-4, local NGO-5, migrant association-6, others specify-98)	
5.6	Specify the training fee? (Free of cost-1, less than rupees 5,000-2, rupees 5,000–10,000-3, rupees 10,000–15,000-4, rupees 15,000–20,000-5, rupees 20,000–30,000-6, above rupees 30,000-7)	
5.7	Did you get a job after the training? (Not waited at all-1, one–two months-2, two–four months-3, four–six months-4, six to twelve months-5, above one year-6)	
5.8	If yes, how long did it, took you to get a job after the training? (Not waited-1, one month-2, two months-3, three–six months-4, 6 to twelve months-5, above one year-6)	
5.9	What are the problems you faced in the labour market? (Difficult to find job-1, reference needed-2, middlemen fee-3, no information-4, lack of required skills-5, work not available as per skills-7, low wages-8, poor working conditions-9, no social security-10, no benefits-11, others specify-98)	
5.10	Are you aware of TOMCOM? (Yes-1, No-2)	
5.11	Did you get training from TOMCOM? (Yes-1, No-2)	
5.12	Did you get any help from TOMCOM? (Yes-1, No-2)	

5.13	Any government schemes helped you to settle after your return? (Yes-1, No-2)	
5.14	If yes, what are the government schemes? (i) _____ (ii) _____ (iii) _____	
5.15	Do you think government schemes for migrants are adequate? (Not adequate-1, moderate-2, adequate-3)	
5.16	Are you planning to migrate again? (Yes-1, No-2)	
5.17	If yes, why do you want to migrate again? (Not finding job-1, for better job-2, higher salary-3, for regular job-4, debts-5, poverty-7, to support family-8, others specify-98)	
5.18	Which country do you want to migrate to again? (Bahrain-1, Kuwait-2, Qatar-3, Oman-4, Saudi Arabia-5, United Arab Emirates-6, Iraq-7, others-98)	
5.19	What work conditions do you expect to stay back (If no, answer write NA-99) 1 _____ 2 _____ 3 _____	

Date of interview: _____ Duration of interview: _____

Investigator name: _____

