

# **Impact of Gulf Migration on Working and Living Conditions of Migrant Workers and Their Families: The North Indian Experiences**

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**Acknowledgement to the ICSSR:** *This paper is based on findings of a major project of Indian Council of Social Science Research (ICSSR) titled "Impact of Migration in North Indian States: A Study of Gulf Migration from Uttar Pradesh, Bihar and Rajasthan. Huge thanks and gratitude are due to the ICSSR for financially supporting this project. Apart, findings of this research paper are also taken from the submitted thesis of Dr Mohammed Taukeer, titled "Cross-Border Migration: An Analysis of Migration from India to Gulf Countries by Processes and Consequences" in G B Pant Social Science Institute, University of Allahabad.*

## **Abstract**

*North Indian states play an important role in internal and international migration but recent phenomena of labour migration are being led by Gulf migration. Therefore, the major research question is based on answering unfolding facts of the impact of Gulf migration on migrant labourers. The objective of this research paper is to find out the socio-economic and cultural facts about the effects of Gulf migration on the working and living conditions of migrant labourers. Therefore, the study covered North Indian states namely -Uttar Pradesh, Bihar and Rajasthan. The paper's methodology is based on multiple round field surveys where first round field survey was conducted in Lucknow district of Uttar Pradesh in 2018 and Uttar Pradesh,*

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*Bihar and Rajasthan from 2023 to 2024. The findings of the study show that there is a significant impact of the socioeconomic and cultural impact of migration on the working and living conditions of migrant labourers under the agenda of Sustainable Development Goals (SDGs) 2030 of the United Nations.*

## **1. Indian Migration in Gulf**

There is huge tendency of labour migration from India to the Gulf Co-operation Council (GCC) in the context of globalisation of Gulf migration in North Indian states namely- Uttar Pradesh, Bihar and Rajasthan (Overseas Employment division, Ministry of External Affairs, 2014-2015). The tendency of labour migration from North India in Gulf countries is based on unskilled and semi-skilled labour migration compared to skilled/professional labour migration from Kerala to Gulf countries due to the positive role of vocational training institutions in Kerala compared to the lack of vocational training institutes in North India (Zachariah & Rajan, 2012,pp.12). The entire function of labour migration is being led by a well-developed social network system of migration through unregistered recruitment agencies in North India (Sasikumar & Thimothy, 2015). These consequences determined the huge flow of remittances from Gulf countries to North India due to huge trends of unskilled and semi-skilled labour migration (Rajan et al., 2017,pp.85-94). Migration from India to Gulf countries is shifted from Southern India to North Indian states namely- Uttar Pradesh, Bihar and Rajasthan due to the huge demand for unskilled and semi-skilled migrant labourers in Gulf countries (see Table 1).

**Table 1:Trends of labour migration from top five states**

Year	Total Emi- gration Clear- ances of Migrant Labour- ers	1 <sup>st</sup> rank	2 <sup>nd</sup> rank	3 <sup>rd</sup> rank	4 <sup>th</sup> rank	5 <sup>th</sup> rank
		States	States	States	States	States
2019	353126	U.P. (31.9)	Bihar (15.09)	Rajasthan ( 8.1)	West Bengal (7.2)	Tamil Nadu (7.01)
2020	90602	U.P. (31.1)	Bihar (14.6)	Kerala (9.3)	West Bengal (7.2)	Tamil Nadu (6.43)
2021	129442	U.P (25.9)	Bihar (18.1 )	Rajasthan ( 8.7)	Kerala (8.0)	West Bengal ( 7.5)
2022	356383	U.P (33.7)	Bihar ( 16.3)	Rajasthan ( 8.0)	West Bengal (7.7)	Tamilnadu (5.4 )
2023	380012	U.P. ( 36.9)	Bihar ( 17.3)	West Bengal (7.5)	Rajasthan ( 6.4)	Tamilnadu (5.0)

**Source:** Computed by author from emigration clearance data of labour migration from India to Gulf countries. Accessed from <http://www.emigrate.gov.in>

The dual labour market system is a responsible factor for huge migration

from South Asia to the Gulf countries (Calton, 2010, p.35). *Kafala*(sponsor) based labour market work as a pull factor for unskilled and semi-skilled migration from South Asia to Gulf countries. These unskilled and semi-skilled migrant labourers work in the bottom segmentation of the labour market under the *Kafala* (sponsorship) system as well as accept low wages due to the identity of unskilled and semi-skilled migrant labourers (Winckler, 2010,p.11; Khadria, 2010,p.68). South Asian migrant labourers are deprived of basic human rights in Gulf countries because these South Asian migrant labourers work in the bottom segment of the labour market (Rahman, 2010, pp. 16-18). These unskilled and semi-skilled migrant labourers face the problem of wage inequality and the crisis of identity due to their engagement in the bottom segment of the labour market (Zachariah et al., 2004; Rajan & Rajan, 2019). Beyond it, a huge presence of South Asian migrant labourers developed their South Asian culture to sustain themselves in the environment of Arabic culture in the United Arab Emirates as well as social and cultural integration between Indian migrant labourers and Arabians determined the socioeconomic and cultural behavior of migrants in the form of confluent culture (Taukeer, 2023, pp.103-105).

South Asian countries are the largest origin of migrants in GCC states because South Asian countries account for 60.4 per cent of the total migrants in GCC states and India is the largest origin country of migrants in GCC states. Apart, trends of migration from India to GCC states have continuously inclined from 1990 to 2020 due to the globalisation of migration (see Table 2).

**Table 2: Stock of south Asian migrants in GCC states from 1990 to 2019**

Origin countries	1990	2000	2010	2020
South Asian Countries	Per Cent of Total	Per Cent of Total	Per Cent of Total	Per Cent of Total
Afghanistan	2.1	1.8	1.5	1.6
Bangladesh	10.6	11.0	11.8	11.1
India	23.9	27.2	32.3	31.08
Nepal	2.2	1.9	2.0	2.6
Pakistan	11.0	11.2	11.6	11.04
Sri Lanka	3.7	2.9	2.6	2.8
Subtotal of South Asian in GCC states	53.6	56.0	61.7	60.4
Subtotal of rest of world in GCC states	46.4	44.0	38.3	39.6
Total	8166375 (100.0 %)	10060368 (100.0 %)	19912836 (100.0 %)	30001514 (100.0 %)

**Source:** Compiled and analyzed by author from United Nation migrant stock by origin and destination, 1990-2019

The table shows that there is a huge presence of South Asian migrant labourers in the UAE where migrants from India, Pakistan and Bangladesh accounted for a total of 63.8 per cent of the total South Asian migrants in the UAE (see Table 3).

**Table 3: Number of south Asian migrants in the United Arab Emirates**

Origin countries	Number of migrants as per cent of total
India	39.8
Pakistan	11.4
Bangladesh	12.6
<b>Total South Asian Migrants</b>	<b>63.8</b>

Total numbers of migrants of rest world	36.2
Total migrants	8587256

**Source:** Computed and analyzed by Author, United Nation, migration data, 2020

## 2. Impact of Gulf migration on working and living conditions of migrant labourers

Migration from India to the Gulf countries is based on unskilled and semi-skilled migrant labourers; those migrate to the Gulf countries due to higher wages compared to low wages in India (Taukeer, 2020, pp.123-138). Therefore, the matter of wage differential is the major cause behind the huge trend of unskilled and semi-labour migration from India to the Gulf countries (Taukeer, 2021, pp. 313-329). There is wage inequality between skilled and semi-skilled, unskilled migrant labourers due to the function of the dual labour market system in the Gulf countries (Taukeer, 2022, pp.365-373). The consequence of wage inequality creates a crisis of identity because unskilled and semi-skilled migrant labourers find themselves in very precarious working and living conditions compared to the luxurious working and living conditions of skilled migrant labourers (Taukeer, 2023, pp.45-58; Taukeer, 2022, pp. 292-305 &Taukeer, 2024, pp. 442-454).

The result of wage inequality determines the perception of unskilled and semi-skilled migrant labourers as inferior compared to the superiority of skilled /professional migrant labourers in the environment of Arabic culture in Gulf countries (Ahamed & Rahman, 2023, pp., pp. 94-104). The matter of gender inequality is also associated with male-based structure of the labour market because female migrants are a little bit invisible in male-

based labour market in GCC states due to the huge trend of male-based labour migration in GCC states (Naweed, 2023,pp.205-222). Consequences of inequality lead to the mental exploitation of unskilled and semi-skilled migrant labourers under the *Kafala* (sponsorship) system because *Kafeels* (sponsor) retain the passport as well as hold the salaries of unskilled and semiskilled migrant labourers in GCC states (Taukeer, 2022,pp.33-43; Taukeer, 2022,pp.48-62).

Therefore, unskilled and semi-skilled migrant labourers work and live with mute questions about themselves in the UAE because migration works as a source of bread and butter as well as the strategy of survival of their left behind family members at root in South Asia (Taukeer, 2023,pp.45-58). These unskilled and semi-skilled migrant labourers find themselves in a “safe zone” because these migrant labourers work and live with their cultural perception of Dubai as a “dream city” where they face lots of pain with emotional attachment to their cultural roots in the form of narratives and story (Taukeer, 2024,pp.71-87).

### 3. Methodology

Based on the above concise critical description, the major argument of this research paper is based on trying to fill the existing gap in the review of literature about the impact of Gulf migration on the working and living conditions of migrant labourers under the agenda of sustainable development goals (SDGs) 2030 of United Nation. Secondly, this research paper also raises a question before the pre-established mechanism of well-being of migrants with a new approach for improving the new knowledge-building ca-

pacity in the field of the impact of Gulf migration on the working and living conditions of migrant labourers. Therefore, the major research question of this research paper is focused on answering mute and unfolding questions about the nexus of the impact of Gulf migration and its role in determining to working and living conditions of migrant labourers. Therefore, the objective of this research paper is to find out the socio-economic and cultural impact of Gulf migration on the working and living conditions of migrant labourers.

Based on the above argument, research question and objective, this research paper is based on empirically based primary field surveys in Lucknow district in March 2018 and seconds multiple round field surveys were conducted in selected North Indian states namely – Uttar Pradesh, Bihar and Rajasthan in 2023. The sampling study zone is based on analysis of secondary sources of migration stock data of emigration clearance data of labour migration of overseas employment division, ministry of External Affairs, Government of India. Therefore, sampling of study zone is based on the purpose of compiling two similar studies in different time and space contexts.

The procedure of collection of primary data is based on a mixed method approach under the QUAL and QUAN approach where quantitative data is followed by qualitative data for better interpretation of the result. The sampling of migrant labourers in Lucknow was based on stratified random sampling among 180 return migrant labourers through a structured schedule under a cross-sectional study design while qualitative data was collected in the framework of informal interview. In North India (Uttar Pradesh, Bihar and Rajasthan), primary data was collected from returned 1500 migrant labour-

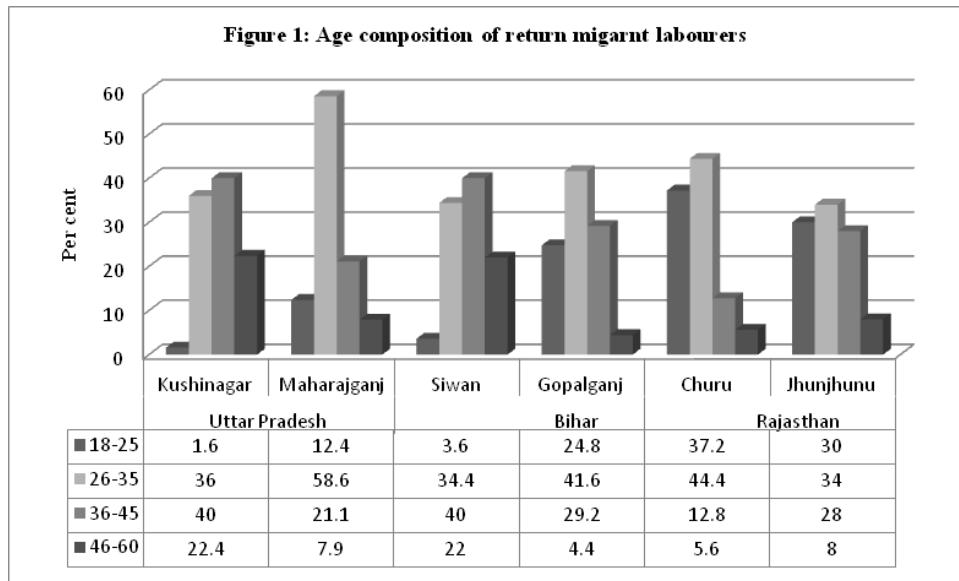
ers including 500 return migrant labourers in Bihar followed by the same number of return migrant labourers selected in Uttar Pradesh and Rajasthan. In every state, there were purposively selected two districts namely -Siwan and Gopalganj districts in Bihar; Kushinagar and Maharajganj districts in Uttar Pradesh; Churu and Jhunjhunu districts in Rajasthan. Therefore, the sampling of migrant labourers was based on stratified random sampling where 250 return migrant labourers were selected in each district. Therefore, primary data is collected through a structured schedule in the framework of a cross-sectional study design and situation recall method among 1500 return migrant labourers.

Both qualitative and quantitative data are analysed by appropriate analytical techniques where quantitative data is analysed by descriptive statistics and the “Kruskal Wallis Test” for measuring the impact of skills of occupation on income, remittances and expenditure of migrant labourers. Collected qualitative data is analysed by narrative, description and case studies. Therefore, both qualitative and quantitative data are analysed in the context of a mixed method approach for better justification of the objective and measurement of hypotheses.

#### **4. Result and Discussion**

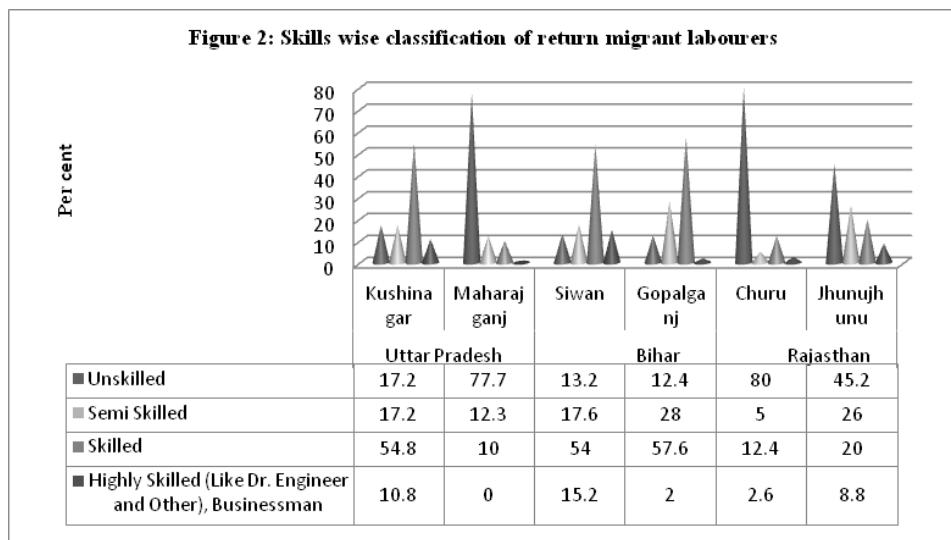
##### **Socio-economic profile of return migrant labourers**

A vast majority of the return migrant labourers were in the age group between 18 and 45 years due to the explicit impact of the “demographic dividend” in India (Figure 1).



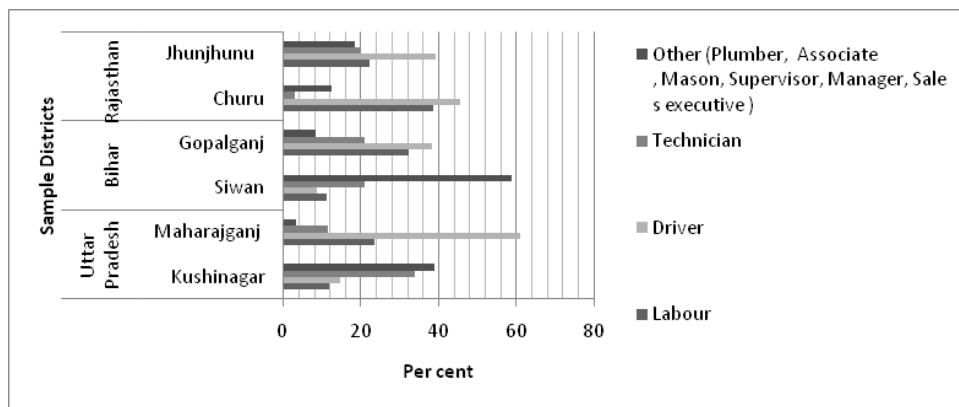
Source: Field survey 2023-2024

There was variation in the skills of return migrant labourers in Gulf countries comprising unskilled, semi-skilled and skilled migrant labourers according to the structure of the labour market under the “Dual labour market” system in Gulf countries (Figure 2).



Source: Field survey 2023-2024

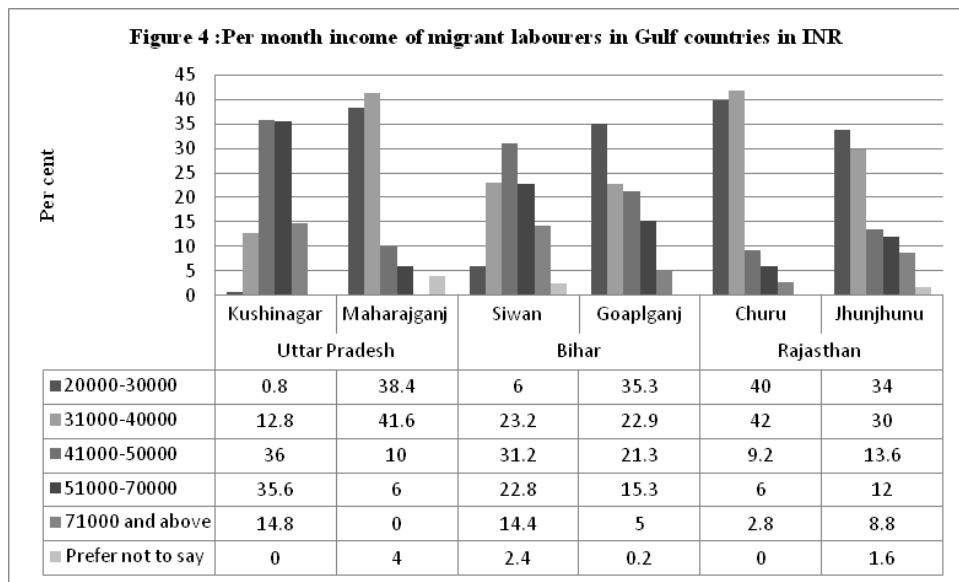
There was occupational variation among return migrant labourers including to labour, drivers, plumbers, associate masons, supervisor, managers, sales executives and technician due to the verified labour market in Gulf countries (Figure 3).

**Figure 3: Occupational classification of return migrant labourers**

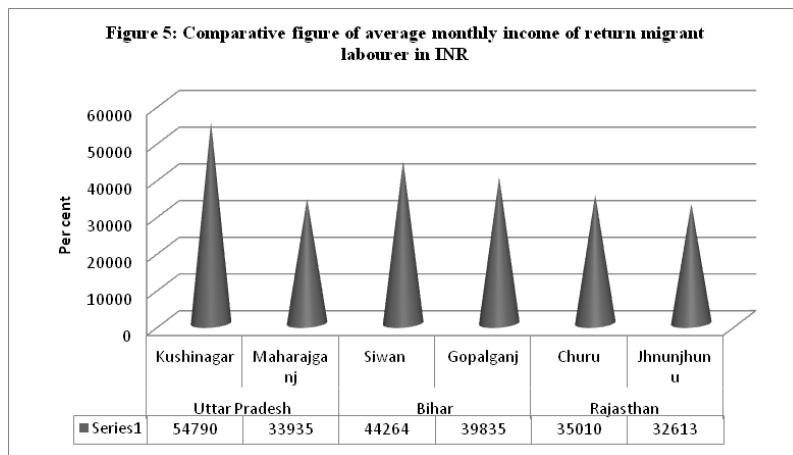
Source: Field survey 2023-2024

### Working and living conditions

There was variation in the per month income of return migrant labourers according to variation of skills and occupation in Gulf countries. The highest average per month income was measured as INR 54790 in Kushinagar followed by INR 44264 in Siwan, INR 39835 in Gopalganj, INR 35010 in Churu, INR 33935 in Maharajganj and INR 32613 in Jhunjhunu (Figures 4 & 5).

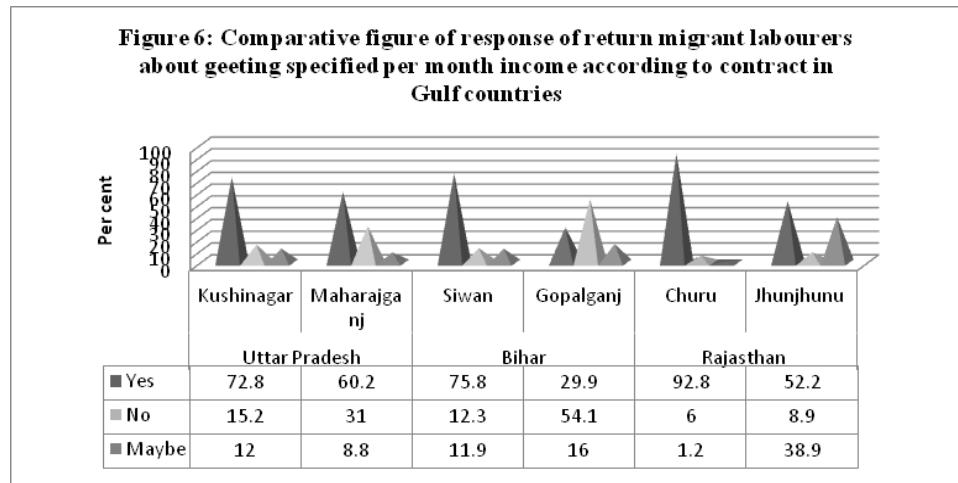


Source: Field survey 2023-2024



Source: Field survey 2023-2024.

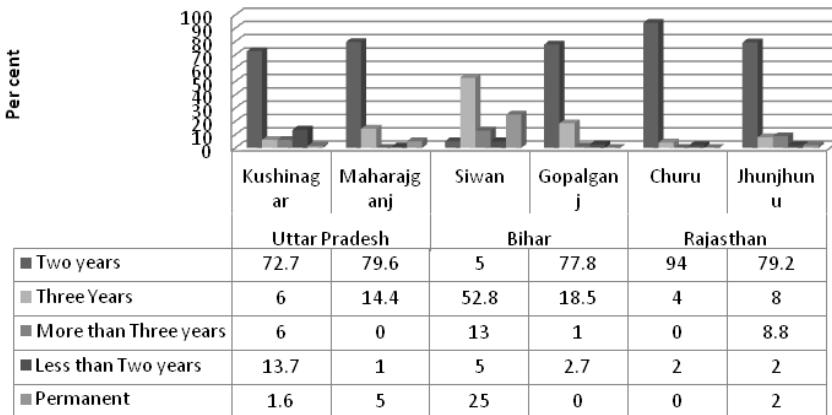
A vast majority of the return migrant labourers reported that they got specified per month income according to the contract of sponsorship system in Gulf countries (Figure 6).



Source: Field survey 2023-2024.

Return migrant labourers reported that they worked for a minimum two years contract to more than three years contract in Gulf countries according to the contract of agreement between them and their sponsors in Gulf countries (Figure 7).

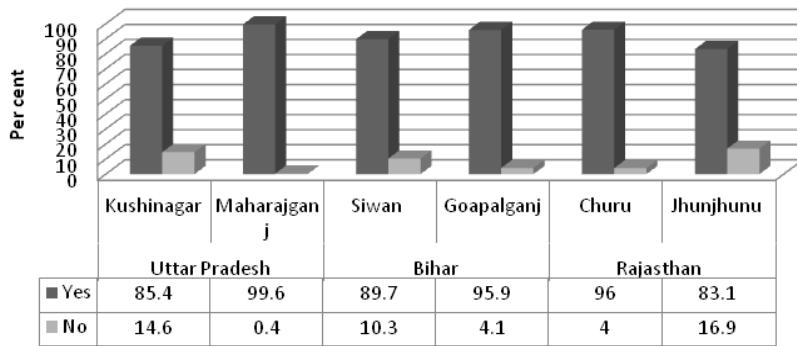
**Figure 7: Duration of contract of work of return migrant labourers in Gulf countries**



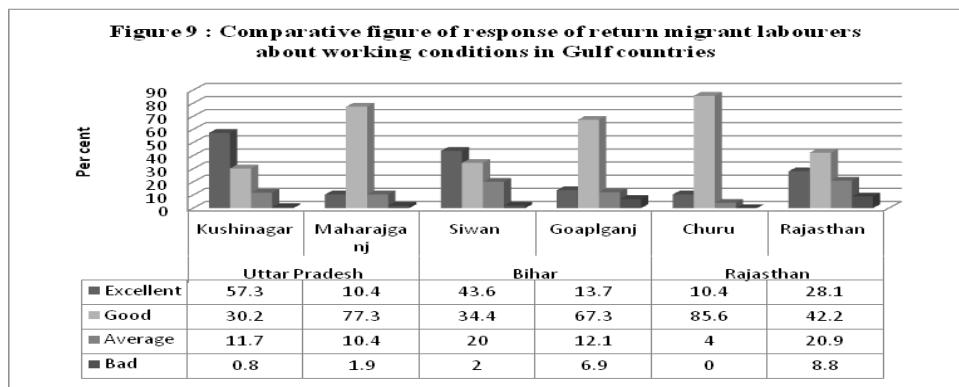
Source: Field survey 2023-2024.

Return migrant labourers reported that they did have accommodation facilities given by sponsors in Gulf countries (Figure 8).

**Figure 8 : Comparative figure of response of return migrant labourers about accommodation facilities in Gulf countries**

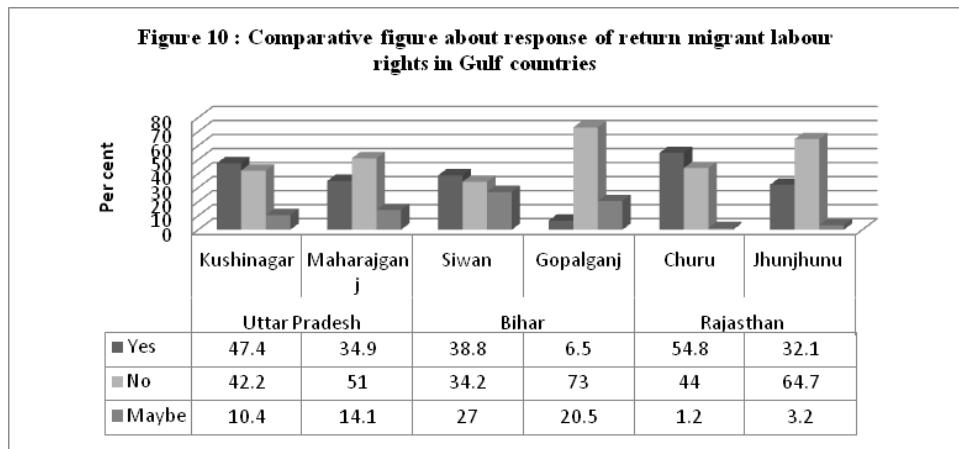


A vast majority of the return migrant labourers reported that working condition was good followed by excellent, average and bad. These consequences can be analyzed that migrant labourers developed their psychological perception about working and living conditions in Gulf countries (Figure 9).



Source: Field survey 2023-2024.

A vast majority of the return migrant labourers reported that they accessed labour rights in Gulf countries according to conditions of labour agreements in Gulf countries (Figure 10).



Source: Field survey 2023-2024.

## Hypothetical Test: Impact of Occupation on Income and Remittances

### Kruskal- Wallis Test

Kruskal – Wallis test is a non-parametric version of ANOVA in the case of categorized independent variables ( Pandya et al., 2014,p.154). Occupation is categorized independent variables while income and remittances are dependent variable.

### Impact of occupation on per month income of return migrant labourers

$H_0$ : There is no difference in the median income of migrant labourers according to skills of occupation.

$H_1$ : There is a difference in the median income of migrant labourers

according to skills of occupation.

The table shows that the average per-month income was 62,666 per migrant labourer where the minimum per-month income was INR 25,000 and the maximum per-month income was INR 150000 according to variation of skills of occupation of migrant labourers in Gulf countries (Table 4).

**Table 4: Descriptive Statistics**

	N	Mean	Std. Devia- tion	Mini- mum	Maxi- mum	Percentiles		
						25 <sup>th</sup>	50th (Medi- an)	75 <sup>th</sup>
Per Month Income Occupation	180	62666.6667	22531.17022	25000.00	150000.00	50000.0000	60000.0000	70000.0000
	180	2.5722	1.76569	1.00	7.00	1.0000	2.0000	3.0000

Source: Field survey 2018

The table shows that there is the highest mean rank of income of engineers followed by managers, electricians, welders, drivers, tailors and plumbers. These consequences can be analyzed that there was the highest mean rank of skilled migrant labourers (Managers and engineers) compared to the lowest mean rank of semi-skilled migrant labourers (Driver, tailor, welder, plumber and electrician) due to the function of upper segmentation and bottom segmentation of labour market in Gulf countries (Table 5).

**Table 5: Ranks**

Occupation	N	Mean Rank

Per Month Income	Driver	61	80.95
	Tailor	55	77.66
	Welder	23	85.22
	Plumber	11	65.59
	Electrician	9	104.67
	Managers	13	164.08
	Engineers	8	165.50
	Total	180	

Source: Field survey 2018

The table shows that the value of Chi-square is 53.621 and associate significance is .000, which is less than 0.05. There, it is rejected to the null hypothesis and says that there is variation in the mean rank of income of migrant labourers according to the variation of skills of occupation in Gulf countries (Table 6).

**Table 6: Test Statistics<sup>a,b</sup>**

	Per Month Income
Chi-Square	53.621
Df	6
Asymp. Sig.	.000

a. Kruskal Wallis Test

b. Grouping Variable: Occupation

Source: Field survey 2018

### **Impact of occupation on per month remittances of return migrant labourers**

**H<sub>0</sub>:** There is no difference in the median of remittances of migrant labourers according to skills of occupation.

**H<sub>1</sub>:** There is a difference in the median of remittances of migrant labourers according to skills of occupation.

The table shows that the average per month remittances was 51416 per migrant labourer where minimum per month remittances was INR 20,000 and maximum per month remittances was INR 120000 according to variation of skills of occupation of migrant labourers in Gulf countries (Table 7).

**Table 7: Descriptive Statistics**

	N	Mean	Std. Devia-tion	Mini-mum	Maxi-mum	Percentiles		
						25 <sup>th</sup>	50th (Medi-an)	75 <sup>th</sup>
Per Month								
Remittances	180	51416.6667	18416.92051	20000.00	120000.00	40000.0000	50000.0000	60000.0000
Occupation	180	2.5722	1.76569	1.00	7.00	1.0000	2.0000	3.0000

Source: Field survey 2018

The table shows that the mean rank of per month remittances was highest in the case of skilled migrant labourers (Engineers and managers) compared to the lowest mean rank of Electrician, welder, driver, tailor and plumber according to skills of occupation of migrant labourers in Gulf countries (Table 8).

**Table 8: Ranks**

	Occupation	N	Mean Rank
Per Month Remittances	Driver	61	78.89
	Tailor	55	78.18
	Welder	23	93.72
	Plumber	11	65.23
	Electrician	9	101.17
	Managers	13	160.35
	Engineers	8	163.69
	Total	180	

Source: Field survey 2018

The table shows that the value of Chi-square is 50.467 and associate significance is .000, which is less than 0.05. There, it is rejected to the null hypothesis and says that there is variation in the mean rank of remittances of migrant labourers according to the variation of skills of occupation in Gulf countries (Table 9).

**Table 9: Test Statistics<sup>a,b</sup>**

	Per Month Remittances
Chi-Square	50.467
Df	6
Asymp. Sig.	.000

a. Kruskal Wallis Test  
b. Grouping Variable: Occupation

Source: Field survey 2018

## ***Well-being of migrant labourers under sustainable development goals (SDGs) 2030 of United Nation***

According to United Nation sustainable development goals (SDGs) report (2022), agenda of SDGs ensures well-being of world community through removal of poverty, hungry, inequality with improving better quality of education, health and eco-friendly economic function in the context of better utilization of nexus globalization and development across the globe with lesson of past to present function of economy and its implication in well-being of future. Recent reports of United Nation, Department of Economic and Social Affairs (2020), there is total 281 million of migrants across the globe and it accounted 3.5 per cent of world's population. According to International migration report of United Nation, Department of Economic and Social Affairs (2019), there was total 30.0 million migrants in GCC states, among them South Asian countries accounted 60.4 per cent of the total migrants where proportion of Indian migrants were accounted 31.08 per cent of total migrants in GCC states. According to World Bank (2023), GCC states are major remittances sending countries to India due to huge numbers of Indian migrant labourers. These migrant labourers send near about 50.0 per cent of the total remittances of India. Among them, Kingdom of Saudi Arabia and United Arab Emirates are major remittances sending countries to India. In the perspective of economic re-building and sustainable development goals in Saudi Arabia, agenda of vision 2030 gives broad issues about economic well-being of migrants under sustainable development goals (SDGs) 2030 of United Nation.

There is an important role in the migration in economic well-being of

migration-based communities because migration plays an important role in improving health quality, education and quality of life (Melzer, 2011, pp.73-92). The consequences of Gulf migration work as a safety valve for migrant labourers in South Asia because the impact of Arabian-based Gulf migration plays an important role in social well-being through social investment of remittances. These consequences lead to the mechanism of social well-being of migrants and their left behind family members at the root as well as create a social transformation in development from root to destinations under sustainability (Wickramasekara, 2016, pp.99-129). The impact of Arabian-based Gulf migration is generating the problem of human rights at the root because the consequence of remittances is generating problems in the way of balance development in the aspect of the implementation of sustainability in development practices regarding the nexus of migration and development. These consequences are major barriers in the aspect of the well-being of migrants and non-migrants due to a pattern of imbalance development (Sater, 2017, pp.224-245). The matter of human rights is the subject of discussion in the aspect of the nexus of migration and development from the perspective of sustainability and development (Mburu, 2020).

Return migrant labourers reported that they found an economic space in their working circumstances in the Gulf countries because they were considered “Guest labourers” under the rules of the contract labour system in Gulf countries. These return migrant labourers also expressed that they were economically responsible for their sponsors in Gulf countries as well as tied with rules, regulations and acts of labour migration of Gulf countries. These

return migrant labourers were also aware of their economic rights in the Gulf countries as well as the minimum referral wage of the overseas employment division, ministry of External Affairs Government of India. These return migrant labourers also responded that there was cordial economic bonding between them and their sponsors because both were responsible to each other by rules, regulations and acts of labour migration according to norms of GCC states. It is also realised that most return migrant labourers were engaged in the bottom segmentation of the labour market under a dual labour market system and these return migrant labourers were a little bit satisfied with the mechanism of economic scenario and function of the labour market. It was also found that these return migrant labourers did have lots of economic memories and economic narratives about their economic rights in Gulf countries. These return migrant labourers found themselves in the framework of the economic cultural environment in Gulf countries because economic facts create a culture and cultural lead economic facts of migration.

It is also observed that these return migrant labourers expressed that wage differential was the major cause behind labour migration from rural Uttar Pradesh, Bihar and Rajasthan to Gulf countries where the culture of internal migration led to a tendency of international migration to Gulf countries in the consequence of the globalisation of Gulf migration in rural North India in 21st century. These consequences can be analyzed that the economy played a crucial role in the function of migration and its role in the determining working and living conditions of Indian migrant labourers. These consequences can be analyzed as the role of economic factor of migration

where internal migration was continuously replaced by international migration and experiences of internal migration determined the working and living conditions of Indian migrant labourers in Gulf countries.

In the case of the social aspect of migration, return migrant labourers reported that there was a well-developed social mechanism of migration because these migrant labourers accessed social rights like rights of social well-being under the contract labour migration system in Gulf countries. These consequences can be analyzed that there was a cordial nexus between social and economic rights because both factors were assimilated and correlated to each other by social norms, values, and beliefs of return migrant labourers. It is also realized that these return migrant labourers did have their own social stories and myths concerning the Gulf migration due to its Islamic-based identity because Islamic-based migration paved the route of migration from rural North India to Gulf countries within specific social regions of migration. These return migrant labourers moved within the social region of migration where they developed a “mental region” of North Indian social region in the environment of Arabic society in Gulf countries. These consequences were positively associated with the long historical consequence of Gulf migration with its cost and benefit analysis of migration as well as its long-term social benefit of Gulf migration in rural North India. These consequences determined the social scenario of working and living conditions of Indian migrant labourers in the Gulf countries as well as determined the social image of Gulf migration as a safe zone of migration because aspects of migration were working as a source of livelihood for Indian migrant labourers in Gulf countries. These consequences can be analyzed as a nexus

of economic and sociological aspects of migration where migration creates culture and culture leads migration in the context of globalisation of Gulf migration because the matter of Gulf migration was deeply rooted with economic, social and cultural aspects of return migrant labourers in rural North India in 21st century. These consequences are positively associated with the matter social psychology of migrant labourers and its reflection on the socio-economic and cultural behaviour of migrant labourers in rural North India.

In the cultural aspect of migration, return migrant labourers reported that there was a cultural benefit of migration because these migrant labourers lived and worked in a multi-diversified cultural Diaspora in Gulf countries due to the huge presence of South Asian migrant labourers of Pakistan and Bangladesh in Gulf countries. These return migrant labourers did have sufficient knowledge about cultural practices of Arabian norms and traditions because these return migrant labourers properly followed the cultural norms of Arabian culture with their Indian culture by Indian languages, dialects, folk, music, movies and cuisines. These consequences gave them a cultural space with cultural bonding among Arabians. These consequences can be analyzed as the role of cultural rights of migrant labourers in the environment of Arabic culture in Gulf countries as well as paved the route of cultural migration from rural North India to Gulf countries within specific cultural regions of migration. Apart, return migrant labourers also reported that they analysed the cultural benefit of migration based on their cultural beliefs of migration in the form of migration as part of cultural practices in rural north India. These consequences determined the working and living

conditions of migrant labourers as a positive role in the cultural benefit of migration where cultural reflection was showing in the cultural behaviour of migrant labourers. These consequences were cordially associated with cultural phenomena of migration where culture determined the working and living conditions of Indian migrant labourers in the environment of Arabic culture in Gulf countries. It was also realized that return migrant labourers were showing their interest in “hybrid culture” because these return migrant labourers were following the Arabic culture with their native Indian culture in their roots in rural North India.

In this study, it is realized that there is a cordial nexus between sustainable development goals and migration regarding ensuring to well-being of migrant labourers for better enhancement of working and living conditions of migrant labourers in Gulf countries. It was also realized that there was a significant socio-economic and cultural impact of Gulf migration on the working and living conditions of migrant labourers under the approach of Sustainable Development Goals (SDGs) 2030 of the United Nations. These consequences are also reflected in the socio-economic and cultural behaviour of migrant labourers in the context of its impact on the working and living conditions of migrant labourers. In the case of the economic well-being of migrant labourers, it is realised that Indian migrant labourers benefited from the agenda of Sustainable Development Goals (SDGs) 2030 of the United Nations in their rights of migration in the Gulf countries. These consequences paved the pathway to the implementation of Sustainable Development Goals (SDGs) 2030 and Vision 2030 of the Kingdom of Saudi Arabia and *Viksit Bharat@2047*. From the perspective of the social

well-being of Indian migrant labourers, it is realized that there is a proper mechanism for ensuring the social well-being of migrant labourers in Gulf countries because migrant labourers access social benefits and social rights of migration in Gulf countries under vision 2030 of Kingdom Saudi Arabia. These consequences determine the positive aspect of the human rights of Indian migrant labourers as well as determine the pathway of the well-being of migrant labourers under sustainable development goals (SDGs) of the United Nations. Therefore, these consequences determined the socio-economic and cultural impact of migration on the working and living conditions of Indian migrant labourers in Gulf countries in the context of the globalisation of migration in the 21st century.

### **Conclusion and recommended policies**

It is realized that different perspectives occurred in the study of the impact of Gulf migration on the working and living conditions of migrant labourers in two similar studies in different time and space contexts, the pattern of skills of occupation determined the level of income, remittances and expenditure with its reflection in working and living conditions where migrant labourers faced socio-economic and cultural challenges. Return migrant labourers showed their intention as mute migrant labourers as well as considered Gulf countries as better for working and living perspective. These consequences showed that these return migrant labourers were positive about their labour rights compared to less satisfaction among migrant labourers at their destination in the Gulf countries. Both types of studies covered a broad aspect of facts of the well-being of migrant labourers under the Sustainable Development Goals (SDGs) 2030 of the United Nations under the approach

of retrospective to the prospective manner from its present to past with future implementation about the role of sustainability in the function of migration. Therefore, the compilation of two studies gives a platform for developing an understanding of the impact of Gulf migration on the working and living conditions of migrant labourers as well as replacing the traditional concept of the study of migration. Therefore, it can be recommended that there is a need to conduct an in-depth study about well-being of migrant labourers under the approach of Sustainable Development Goals (SDGs) 2030 of the United Nations.

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## **Endnotes**

1 Source: <https://www.un.org/en/global-issues/migration>

2 International migration report, UNDESA 2019. Accessed from: <https://www.undesa.org>

3 GCC states are based on Gulf cooperation council of six oil producing countries of Arabian Peninsula including Saudi Arabia, United Arab Emirates, Oman, Bahrain, Kuwait and Qatar. Cited from: <https://www.gcc-sg.org/en-us/CognitiveSources/GulfDatabases/Pages/GulfInformationwith-Categorization.aspx>

4 Source:<https://www.worldbank.org/en/news/press-release/2023/12/18/remittance-flows-grow-2023-slower-pace-migration-development-brief>

5 Source: <http://www.vision2030.gov.sa/en/>