# Motivational Factors of Migration among Brick Kiln Laborers: A Study of Numaligarh, Golaghat District, Assam

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**Abstract**
*Migration is an observable fact occurring all over the world and is considered the third component of population change, with mortality and 'fertility' being the first two. Migration, being a response of human organisms to economic, social, and political changes in society, poses a number of challenges as well as opportunities to the area concerned. However, if the process continues beyond a certain extent, it becomes a nuisance and acts as an obstacle to the prosperity of the region by posing numerous socio-economic difficulties. In some parts of the country, especially in the northeastern part of India Migration has become a matter of great concern. In Assam, especially in places like Numaligarh, Golaghat district, this phenomenon of movement of people has contributed largely to the rapid growth of the state population, leaving both the migrants and the residents of the area in an unwanted and malicious situation. The present study deals with the District of Golaghat, where there is a large concentration of brick kilns and a remarkable increase in migrants are seen in the area who are mainly working in the brick kilns.*
**Objective:** *The main objectives of the study are as under*
*1)   To examine the socio-economic characteristic of migrants in bricks factories of Numaligarh, Golaghat*
*2)   To determine the pull and push factors of migration in Numaligarh, Golaghat.*
**Findings:** *Principal Component analysis was used to extract factors, and the number of factors to be extracted was finalised based on variables with eigenvalues greater than 1. Five factors were extracted from the present analysis which together accounted for 71.372 per cent of the variance. The average migrant working in brick kilns belongs to the middle age group with a mean age of 36 years, and 72% of them are male. The majority of them are illiterate (57%), and most of them are engaged in brick baking (60%). Most of the labourers were married (87%) and belonged to Assam (68%), whereas about 31% of the respondents migrated from Bihar, and only 1% of the respondents. The escape problem was the second factor, with 14.212 % of the variance. The analysis shows that migrant labourers moved out to get rid of the burden of debt. Because people are migrating from their native places owing to the lack of certain facilities and the existence of a number of problems, the government must take measures for the further development of such areas. They should be provided with basic amenities and needs through the proper implementation of various schemes and policies. migrated from Nepal. Policymakers, stakeholders, and organisations working with brick kiln labourers should inform policies and interventions to improve the lives of migrant brick kiln labourers.*
*Assessing the effectiveness of policies and interventions aimed at improving the lives of brick kiln labourers, including those related to labour rights, education, and health.*
**Methodology:** *This empirical study is based on primary data. Additionally, internet facilities were used to generate useful secondary data. Primary data were collected through an interview schedule from the kiln workers. This study attempts to identify the factors responsible for their migration to clarify employment opportunities.*
**Sample Size:** *A total of eight brick kilns have been covered from the study area, namely, Numaligarh, Badulipara, Dhoria, Rangamati, Ulutoli, Halmira, Kanaigahat, and Bishnupur. From each kiln, 10 migrants were interviewed personally, resulting in a total of 80 respondents.*
**Data Collection Period:** *The data have been collected during April 2025*
**Policy Implications:** *The present study will be helpful in different directions, such as ensuring social protection schemes, establishing migrant resource centres to provide information and support services, and offering vocational training to enhance the skills of brick kiln labourers by the government.*
**Future Research Directions**:*Push and pull factors, impact of child labour, socio-economic conditions, policy and intervention evaluation, and focus on sustainable practices.*
**Keywords: Migration, Brick Kilns, Pull and Push Factors, Factor Analysis. Motivation, Aspects, Socio-economic, Labourers**

## Introduction

Migration is a complex socioeconomic process often driven by the interplay of economic necessity, demographic factors, and personal aspirations. Understanding the level of satisfaction among migrant workers is critical, as it not only impacts their productivity and well-being but also informs broader labour and welfare policies (Kansal Shilpa et al.,) Migration is a global phenomenon. Brick Kiln has been rapidly growing sector worldwide. It accounts for the highest migration across nations. It also generates millions of opportunities and improves living conditions. Their native places are their migratory locations. This poster depicts the continuous movement of migration in the country (Ahlawat. Vanita and Devi.Soni). Uneven economic development, inter-regional disparity, and differences in living standards between socioeconomic groups are some of the important reasons for migration. Avenues of better employment and higher wages serve as pull factors, whereas the non-availability of employment opportunities in backward regions, drought, and scarcity conditions are some common push factors. Labour migration is an important feature of India's development process. Macro-level surveys show that there has been an increase in the magnitude of labour migration over the years. It is more prevalent among males for employment-related reasons and occurs prominently in certain backward regions of the country. The two macro data sources on migration which are the Census and The NSSO show that rural to rural migration is the most dominant stream. ( Borhade et al. reported that)) migration of persons within national borders is far greater in magnitude than migration across international borders and has enormous potential to contribute to economic prosperity, social cohesion, and urban diversity. Migration in developing countries, such as India, is still viewed as a survival strategy. In India, internal mobility is critical to the livelihood of many people, especially those from rural areas. The percentage of the urban population in India which was only 17 per cent of the total population in 1951, was expected to jump to around 42.5 per cent of the total population by 2025. All this will happen because large number of people will leave rural area for urban area in search of better opportunities.(Mamidi. Anupama)

According to the Cen (2018),tral Pollution Control Board there are at least 1,40,000 functioning brick kilns in India, with an annual brick production of 240-260 billion and the employment of 9-10 million employees. According to the National Sample Survey Organization (NSSO), brick kilns employed more than 5 per cent of India's 460 million workers in 2017-2018. This implies that there are more than 23 million brick kiln workers in India (Meathel. Sameer). Several studies have revealed that in India, the majority of brick kiln workers have migrated internally from poorer states.

The brick kiln sector is particularly vulnerable to forced and bonded labour due to the employment of a workforce that has predominantly migrated internally, the majority of whom are from socially excluded and economically marginalised communities. The brick kiln industry, which involves the moulding and fusing of bricks from clay, is a significant employer of women and children. Brick kilns are located in small-scale manufacturing units on the outskirts of urban areas. The work, which is seasonal, attracts migrant labourers from surrounding rural areas and from a large bulk of inter-state as well as inter-district migratory labour force. The season of migration depends on the agro-climatic features of the areas of origin of migration and fits into the October to June cycle when the kilns operate all over India. The kilns were shut down during the monsoon.

## Research Gap

In the present study, many researchers have reviewed and studied the migration of labourers of brick kilns and more in this line. This study highlights the gaps in the limited research exploring the in-depth understanding of the push and pull factors driving migration. More research is needed on the role of social network influences on migration decisions. Few studies have examined the impact of migration on the mental health of brick kiln labourers. Thus, this study provides important points for exploring the complex issues surrounding migration among brick kiln labourers.

## Problem Statement

The study's problem is the key motivational factors that impact driving migration among brick

kiln labourers and how these factors impact their socio-economic well-being and quality of life in the study areas. The problem statement highlighted the need to understand the complex factors influencing migration decisions among brick kiln labourers.

**Profile of the Study Area**

The study area, Numaligarh, was primarily a village located in the Golaghat district of Assam state, India, but has now been converted to a town. The village was established in 1942. The founder of the village was a Kachari living in Golaghat a long time ago. Numaligarh is located in the middle of the Numaligarh Refinery Limited (NRL). To the east lies the Kamargaon village, to the west lies the Dhanshari River, to the north lies Bisnupur village, and to the south lies Bocha Pathar village.

**Objective of the Study**

The main objectives of this study are as follows:
- To examine the socio-economic characteristics of migrants in the brick factories of Numaligarh.
- To determine the pull and push factors of migration in Numaligarh.

**Methodology**

This study is empirical and mainly based on primary data. Additionally, the Internet was used to generate useful secondary data. Primary data have been collected though interview schedule from the labours of kiln. Data collection was performed in July 2025. Although the respondents' first language was their own language, communication was done with them in Hindi, and the data were compiled for analysis.

**Descriptive Data Analysis**

Under descriptive analysis, some of the socio-economic characteristics of the respondents, that is, migrants, are depicted in the form of mean, range, frequencies, percentages, etc., with the help of tables. To determine the motivational aspects of the migrant labourers of the Numaligarh brick kiln, factor analysis was used. To obtain the perceptions of the migrant labourers and identify the pull and push factors in migration, 13 statements were presented before them in the form of a Likert scale. The reliability of the scale was checked using Cronbach's alpha, and the value was found to be 0.566 which implies that factor analysis can be applied. Moreover, the Kaiser-Meyer-Oklin Measure of Sample Adequacy (KMO) was calculated and found to be 0.586 which allowed the study to proceed with factor analysis.

These interviews are the most effective way to communicate with them about their everyday lives and the issues they face daily. The interview questions are based on the following interrelated themes: reason for migration and socio-economic conditions, migrant income, change in livelihood after migration, labour working conditions, and experiences. In brief, an interview schedule was prepared covering personal data, job characteristics, and motivational aspects of labour migration. Eight brick kilns were covered in the study area, namely Numaligarh, Badulipara, Dhoria, Rangamati, Ulutoli, Halmira, Kanaigahat, and Bishnupur. From each kiln, 10 migrants were interviewed personally resulting into a total of 80 samples of respondents. With due permission from the Union Secretary of All Kiln Union Numaligarh Golaghat, the study and interviews were conducted. Interaction with the workers while collecting data provides a commentary on the everyday lives of the workers that the study tried to investigate. It also assisted the study in further exploring the migration picture at the Kiln.

**Sampling Technique**

For the present study Due to the hard-to-reach nature of migrant labourers in the study areas, the researcher used a stratified random sampling technique. Through this technique, the whole population was divided into strata based on factors such as age, gender, and type of work, and then 80 samples were randomly selected from each stratum.

**Data Validation**

For the purpose of data validation in the present study, pilot testing was undertaken for testing with a structured questionnaire with a small group (10-20 labourers) to ensure clarity and relevance. Multiple data collection methods were used to validate the findings and for respondent validation. The study shared the findings with the participants to verify their accuracy.

## Factor Analysis

For the analysis, the study used factor analysis. This method was used to determine the motivational factors of migration among brick kiln labourers. Factor analysis is a data reduction method. It takes many variables and explains them with a few "factors" or "components". By then, correlated variables were grouped together and separated from other variables with low or no correlation. Designated as the queen of analytical methods because of its power and elegance, the general purpose of factor analytic technique is to find a way to condense (summarise) the information contained in a number of original variables into a smaller set of new, composite dimensions (factors) with a minimum loss of information, that is, to search for and define the fundamental constructs or dimensions assumed to underlie the original variables (Singh, 2011). Statistical Package of Social Science (SPSS) version 21 for Windows was used to conduct the statistical analysis. A tabular analysis was conducted to examine the socioeconomic profile of migrants.

## Review Literature

Baruah, Nikhil (2023) in his paper 'Ergonomic Evaluation of Task performed by Workers in Manual Brick Kiln" emphasised that the brick industry is the second largest producer of bricks in the world, next to that of China. The brick Industry in India falls into the small-scale and unorganised sector. The common jobs in brick kiln companies include pushing, pulling, bending, lowering, standing, walking, and carrying. This stressful situation can be worsened by physical discomfort in the workplace. Prolonged stress and strain caused during various activities under different load conditions are the causes of work-related MSD's. His study focused on assessing physical risk factors among workers engaged in different processes of brick manufacturing through discomfort during job hours. Furthermore, the study found that brick kiln workers adopt various activities. His findings also stated that posters. The findings also revealed that the posters demonstrated that female workers assume a variety of abnormal postures. The findings showed that among the respondents, 94.12% reported low back pain, 97.7% reported knee pain, followed by shoulder pain. It was observed that 66% of the workers always felt pain, whereas 28% of workers sometimes experienced pain.

Singh, Gurusharan. Kainth, (2010) in his research "Push and pull factors of migration: A case study of brick kiln Migrant workers in Punjab" his study revealed that migration is a global phenomenon caused not only by economic factors but many others like social, political, cultural, environmental, health, education etc. It generally takes place from areas with fewer economic opportunities and social development to developed or fast-developing areas. This study attempted to fill these important gaps and make a modest contribution to understanding the socio-economic conditions of brick kiln migrants. The study found that the majority of the migrant workers were young, illiterate or had a low level of education, and belonged to SSIST, many of whom came from large families. The study also mentioned that most workers migrated with their families.

Islam, Baharul (2024) in his article "labour Migration and its Economic Impact in Source Region: A study of Rural Assam" emphasised that in the context of household young adult members absorb the household labour while contributing liquidity through the inflow and impact of activity choice and activity income. He found that the positive effect of labour migration on non-farm activities mentioned that the migration of family members enables households to overcome entry barriers resulting from missing and imperfect markets. The study found some interesting insights while assessing the level of insurance coverage through migrant remittances. OLS estimates show that migrant remittance compensated crop income losses ranging from 13.5 to 47.4 percent, and such level of insurance provided by migrant remittance is far from full insurance.

Lakshman Swamy. J.T (1990) I n his paper "Family survival Strategy and Migration, An analysis of return to migration stated that process of migration and remittances modernize the rural sector both directly and indirectly by changing the production increasing technological and institutional setup in the agricultural sectors

Devi. Mridula (2020) in her paper " Migration Employment and working condition of the workers in Brick Industry in Assam. A study of Barpeta and

Kamrup Districts has focused on migration factors and encouragement by neighbours, relationships, and reference groups, which play a significant role in migration in the brick kilns industry. It was found that economic factors were the main reasons for the migration of men, women, and child labour.

Saha. A (2006) in his research paper " The labour of love: Seasonal Migration from Jharkand to the bricks Kilns of other States in India" emphasised that seasonal casual labour migration in India has conventionally been understood as the result of extreme poverty whereby villagers are forced to become migrants for the dry six months to subsist. The study was conducted in a village in Jharkhand and brick kilns in West Bengal. The study explores a new country, gaining independence from parents, and living out prohibited amorous relationships. According to his study. Jharkandi activities and policy-makers, the construction of such migration as a problem is as much about their vision of how the new tribal state ought to be as about exploitation. The study concluded that migration to the kilns was seen as a threat to the purity and regulation of the social and sexual tribal citizen.

Kharche, Jayshree V. (2011) in her paper 'Child labour and Rights Issues among Kakari Brick-Kiln Labourers and Bhil Sugar-Cane Cutters: A sociological study" have emphasized the population of the village of katkari brick labourers migration problem such as they seek to escape the world through an alcoholic haze. The labourers drunkenness increases the double burden of women, who, true to their reproductive role, try to get the male power back or have their power broken by their feet. The study also observed and found that both young and old women among the Kathkari as Bhil migrant labourers work vigorously by managing commercial labour, household activities, as well as the responsibility of reproductive roles.

Ray. S. N.(2020) in his paper " A study on Migrant Women Workers" stated that migrant women workers are not employed in belonging to schedule Tribe, schedule, and other underprivileged groups. The study found that poor women migrate to distant areas or outside the state in search of employment opportunities, but middlemen and labour agents allure tribal women to far-off places to work on brick kilns in Uttar Pradesh, Haryana,  and Punjab, and tea gardens in Assam, Manipur, and Tripura. They are paid meagre wages, and no proper arrangements for their stay are made. The study concluded that the state government of Bihar recently decided to enlighten them through creating awareness and training to protect the migrant labourers against such exploitation.

Ghoshal, Pallav Kanti (2008) in his article " Prospect and problem of Brick Industry found that for the development of the brick industry, the use of raw material is to be done in such a way that it does not hamper other areas of economy like agriculture, forestry, or agro-forestry. For this purpose, alternative raw materials such as fly ash, agricultural and industrial waste, steel slag, and red mud can be used. The study concluded that the fixation of wages in the brick industry does not always conform to some accepted guidelines, whereas a group of workers may be provided with higher wages and another worker group may be paid lower wages for the same work done by them.

Panda. Shilpi Smita (2018) in his paper " Factor affecting temporary labour migration for sasanul work: a review have emphasized on scabrel labour migration where  the migrant labour depends on seasonal conditions. The study found that new aspects of seasonal migration areas were identified, such as the role of labour contractors, inter-generational mobility, social neglected labour registration process, market interaction, and civil society intervention.

Mahanta Koumudi (2018) in his paper " Migrant labour in Assam's brick Kiln Industry: A study in Jorhat and Kamrup" have stated on a study on the overall socio-economic status of seasonal migrant labourers in bricks industries, particularly in the state of Assam. The study found  that looking at the various  dimensions of their work environment, the consequences of advanced money on their economic situation, and their health and education status. Further,more the study found that a few acts and legislations were formulated by the state to ensure some sort of protection for migrant industry workers, such as those working in brick kilns. The study

concluded that literacy rate was found to be 36.8 % among them which is comparatively very lower than that of Jorhat district (83.42 % ) level, state level (73.18%) and national level (74.04%). The sex ratio was 145 males per thousand male workers among the seasonal migrant workers.

## Result and Discussion
### Result

In this section, all the gathered data are presented as results. Under descriptive analysis, some of the socio-economic characteristics of the respondents, that is, migrants, are depicted in the form of mean, range, frequencies, percentages, etc., with the help of tables.

### Table 1 Socio Economic Variable of the Respondent

| Age, Sex, Marital Status, Education, Income, Mother Tongue, Native Place | | |
|---|---|---|
| **Variables** | | **No. of Respondents** |
| Age | 36 (mean) | |
| Sex | Male | 58 (72.5%) |
| | Female | 22 (27.5%) |
| Marital Status | Married | 70 (87%) |
| | Single | 10 (13%) |
| Education | Illiterate | 46 (57%) |
| | Below matriculation | 32 (40%) |
| | Matriculation and above | 2 (3%) |
| Income | 5581 (mean) | |
| Type of work | Baking | 48 (60%) |
| | Burning | 16 (20%) |
| | Picking/car-rying | 16 (20%) |
| Native place | Assam | 54 (67.5%) |
| | Bihar | 25 (31.2%) |
| | Nepal | 1 (1.2%) |
| Mother tongue | Assamese | 50 (62.5%) |
| | Hindi | 25 (31.2%) |
| | Nepali | 2 (2.5%) |
| | Others | 3 (3.7%) |

## Factor Analysis

In order to find out the motivational aspects of the migrant labours of the brick kiln of Numaligarh, factor analysis has been used. To obtain the migrant labourers' perceptions and identify the pull and push factors in migration, 13 statements were presented before them in the form of a Likert scale. The list of these statements is presented in table-2. The reliability of the scale was checked using Cronbach's alpha, and the value was found to be 0.566 which implies that factor analysis can be applied. Moreover, Kaiser-Meyer-Oklin, Measure of Sample Adequacy (KMO) was calculated, and it was found to be 0.586 which allowed the study to go ahead with factor analysis.

### Table 2 Motivational Factors of Migration

| Labels | STAMENTS |
|---|---|
| Q1 | Due to brilliant job opportunity in current place. |
| Q2 | Higher wage rate in the current place. |
| Q3 | My friend suggested this place. |
| Q4 | To enjoy the freedom of nuclear family and to be independent. |
| Q5 | Moved out to get rid of debt. |
| Q6 | To get rid of the problems of frequently occurring natural calamity in previous place. |
| Q7 | To avoid the discrimination on the basis of caste I migrated. |
| Q8 | I dislike the neighbour of my previous place. |
| Q9 | To be near to the school my son/daughter. |
| Q10 | To be near to my work place. |
| Q11 | Because of insecurity in previous place. |
| Q12 | Lack of proper infrastructure (electricity, road, etc.) |
| Q13 | Because of the lack of pure drinking water and sanitation facility. |

**Table 3 Total Variance Explained**

| Component | Initial Eigen Values | | |
|---|---|---|---|
| | Total | % of Variance | Cumulative (%) |
| | 3.724 | 28.643 | 28.643 |
| 2 | 1.848 | 14.212 | 42.856 |
| 3 | 1.540 | 11.843 | 54.698 |
| 4 | 1.099 | 8.455 | 63. 153 |
| 5 | 1.068 | 8.219 | 71.372 |
| 6 | .841 | 6.468 | 77.841 |
| 7 | .749 | 5.763 | 83.603 |
| 8 | .669 | 5.150 | 88.753 |
| 9 | .458 | 3.526 | 92.279 |
| 10 | .387 | 2.974 | 95.253 |
| 11 | .348 | 2.674 | 97.927 |
| 12 | .188 | 1.450 | 99.377 |
| 13 | .081 | .623 | 100.000 |

Extraction method: Principal component analysis

**Table 4 Rotated Component Matrix**

| | Component | | | | |
|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 |
| To be near to the school of my son/ daughter. | .857 | .098 | .154 | -.079 | .006 |
| To be near to my work place. | .846 | .075 | .127 | .153 | .134 |
| I dislike the neighbour of my previous place. | .771 | .230 | .167 | -.071 | -.099 |
| Lack of proper infrastructure (electricity, roads etc) | .629 | .006 | .031 | -.334 | .206 |
| Because of insecurity in previous place. | .617 | .283 | -.372 | .108 | .031 |
| Moved out to get rid of debt. | .117 | .908 | -.057 | .067 | .077 |
| To get rid of the problem of frequently occurring natural calamity in previous place. | .205 | .834 | -.058 | -.088 | -.023 |
| Due to brilliant job opportunity in current place. | .144 | .102 | .775 | -.062 | -.138 |
| Higher wage rate in the current place. | .087 | -.168 | .763 | .102 | .104 |
| To avoid the discrimination on the basis of caste I migrated. | .235 | -.044 | .093 | -.839 | .188 |
| Because of the lack of pure drinking water and sanitation facility. | .491 | -.092 | .272 | .614 | .171 |
| My friend suggested this place. | -.078 | .025 | .097 | .194 | -.828 |
| To enjoy the freedom of nuclear family and to be independent. | .075 | .460 | .173 | .362 | .571 |

Extraction Method: Principal Component Analysis
Rotation Method: Varimax with Kaiser Normalization.
A Rotation converged in 7 iterations.

**Table 5 Naming of Factors**

| Factors | Factor name | Statements | Loading |
|---|---|---|---|
| I | To avail modern facilities. | To be near to the school of my    son/daughter. | .857 |
| | | To be near to my work place. | .846 |
| | | I dislike the neighbor of my previous place. | .771 |
| | | Lack of proper infrastructure (electricity, roads etc). | .629 |
| | | Because of insecurity in previous place. | .617 |
| II | To escape problems. | Moved out to get rid of debt. | .908 |
| | | To get rid of the problem of frequently occurring natural calamity in previous place | .83 |
| III | Better employment opportunity. | Due to brilliant job opportunity in current place. | .775 |
| | | Higher wage rate in the current place. | .763 |

| IV | Lack of development. | To avoid the discrimination on the basis of caste I migrated. | -.839 |
| | | Because of the lack of pure drinking water and sanitation facility. | .614 |
| V | Fulfillment of self desire. | My friend suggested this place. | -.828 |
| | | To enjoy the freedom of nuclear family and to be independent | .571 |

Factor I: to avail modern facilities.

## Discussion

Table 1 shows various socioeconomic parameters of the respondents, where the maximum age of the respondents is 55 years and the minimum age is 17 years. While the average migrants working in brick kiln belongs to the middle age group with a mean age of 36 and 72% of them were male. Majority of them are illiterate which constitute 57% and most of them were engaged in baking of bricks (60%). Most of the labourers were married (87%) and belonged to Assam (68%), whereas approximately 31% of the respondents migrated from Bihar and only 1% migrated from Nepal. This shows that the majority of the labourers are from Assam. The average income of the respondents was Rs. 5581.25 with the minimum wage of Rs.2000 and the maximum wage Rs.10, 000 per month. Of these, 62.5% speak Bangali, followed by Hindi and others. Hence, it is clear that most of the migrant labourers are of Bengali origin and migrated from Assam.

Principal Component analysis was used to extract factors, and the number of factors to be extracted was finalised based on variables with eigenvalues greater than 1. Five factors have been extracted from the present analysis which together accounted for 71.372 percent of the variance (Table 3).

Table 4 shows five factors with high eigenvalues and many factors with relatively low eigenvalues. Thus, five factors were retained.

The entire set of variables was grouped into five categories (Table 5):  to avail modern facilities, to escape problems, better employment opportunities, lack of development, and fulfilment of self-desire.

Availing modern facilities has emerged as a significant factor, accounting for 28.643 per cent of the total variance. Five of the statements were loaded onto this factor. Of the five factors, 3 factors are push statement: I dislike the neighbour of my previous place, lack of proper infrastructure (electricity, roads, etc.), and insecurity in the previous place. Thus, it can be said that the push factors play dominating role in labor migration to Numaligarh brick kilns

### Factor II: To Escape Problems

To escape problem turned out to be the second factor with 14.212 % of variance. The analysis shows that the migrant labor moved out to get rid of burden of debt. Moreover, they moved out to escape the problems of frequently occurring natural calamities in their previous places. Thus, the study shows that because of the occurrence of certain natural calamities, households were not able to sustain their earnings and were compelled to undergo the burden of debt. Hence, it can be concluded that the migrant labourers paid off their debts with their earnings from the Numaligarh.

### Factor III: Better Employment Opportunities

The third important factor is better employment opportunities, with a variance percentage of 11.843. Two statements were loaded onto this factor. This shows that, in addition to the push factor, some pull factors are also responsible for migration. People migrate due to brilliant job opportunities because there are several brick kilns in the Kushiabill area with comparatively good wage rates.

### Factor IV: Lack of Development

The fourth factor consisted of two statements explaining 8.455 % of the variance. Both statements were significantly correlated with this factor. In addition, one statement is positive, while the other is negative. The negative loading of variable Q7 (Table 12) indicates that workers do not migrate to avoid discrimination based on caste. However, the study shows that most of them belong to the place of their own caste. Hence, there is no question of discrimination. On the other hand, labourers

migrate to escape the underdeveloped conditions of their vicinity, with no proper drinking water and sanitation facilities which forms another push factor of migration.

**Factor V: Fulfilment of Self Desire**

This factor is also loaded with two statements: one loaded negatively and the other positively. This shows that the fulfilment of self-interest also leads to migration. Some of the workers are motivated to leave their native places to live an independent life. Sometimes, to escape the burdens of joint families, people prefer to move to other places in search of freedom. This is another factor that pushes people to migrate. The negative loading of the variable Q3 (my friend suggested this place, Table 12) reflected that the workers do not migrate because of their friend's suggestion; rather, it has been seen that they were channelised by contractors.

**Major Findings**

Some of the major findings are

1. The study reveals that the maximum number of migrants are illiterate, that is, 57% are illiterate, whereas the minimum number of migrants have above-matric education, that is, only 3%.
2. More male migrants (78 %) than female migrants (28 %) were found.
3. Most migrants are not driven by choice but are compelled to do so as they are pushed out of their homes and villages due to a lack of opportunity or hardship due to large family size.
4. The study reveals that the majority of the migrants are from Assam, that is, approximately 68% of respondents are from Assam, whereas approximately 31% are from Bihar and only about 1% are from Nepal.
5. The study shows that because of the occurrence of certain natural calamities, households were not able to sustain their earnings and were compelled to undergo the burden of debt.
6. The study revealed that they earn and pay off their debts.

Apart from all these, the findings of factor analysis identified five major motivational factors behind the migration of people working in the Numaligarh brick kilns. The study found that it is mainly the push factor which forces them to migrate. The five factors are –

(a) To avail modern facilities: This shows that in today's world, people are undoubtedly craving modern facilities, and this push factor plays a dominant role in labour migration to Numaligarh brick kilns. Therefore, it has become very important to develop even the interior areas, allowing some modern facilities in day-to-day life.

(b) To escape the problem: The analysis shows that the migrant labour moved out to get rid of the burden of debt. Moreover, they moved out to escape the problems of frequently occurring natural calamity in previous place. Thus, the study shows that because of occurrence of certain natural calamities households were not able to sustain their earnings and compelled them to undergo burden of debt. Hence, it can be concluded that the migrant labourers paid off their debts with their earnings from Numaligarh.

(c) For better employment opportunities: this shows that besides the push factor, some pull factors are also responsible for migration. People migrate due to brilliant job opportunities because there are many brick kilns in the Numaligarh area with comparatively good wage rates.

(d) Lack of development: Labourers migrate to escape the underdeveloped conditions of their vicinity, such as lack of proper drinking water and sanitation facilities which form another push factor of migration.

(e) For Fulfilment of self-desire: this shows that the fulfilment of self-interest also leads to migration. Some of the labourers are motivated to leave their native places to live an independent life. Sometimes to escape the burdens of joint families, people prefer to move to other places in search of freedom. This is another push factor of migration. Therefore, it has been observed that the push factor is the main reason for migration to the Numaligarh brick kilns in Golaghat.

**Suggestion**

After discussing the findings and limitations of the present study, the following are some possible suggestions for future research areas of investigation

that can further understanding and applications in this field.

1. Future research on Push and Pull Factors which would Study the migration patterns and factors influencing workers decisions to work in brick kilns, including economic, social, and environmental aspects.
2. There should be provisions for studying the Impact of Child labour which emphasises the effect of child labour in brick kilns on education, health, and overall well-being, as well as strategies for prevention and mitigation.
3. Future research should examine the socio-economic conditions of brick kiln labourers, including women and children, to identify areas for improvement.

## Conclusion

The factors determining migration are numerous, complex, and interrelated. Poverty, irresponsibility, lack of opportunity, unemployment, and family disintegration are the major forces of migration. Today, rural-to-urban migration has increased, and the reason for migration may vary, but the economic factor stands out as the main factor that determines migration. The study shows that the push factor is the main reason for migration in Numaligarh as compared to the pull factor. The brick kiln workers here are deprived of ways to enhance their capabilities and livelihoods. Given the unavailability of employment in one's own native place, migration is the only option to earn a living. Since, it has been seen that due to lack of certain facilities and existence of number of problems people are migrating from their native places, measures must be taken on the part of the government for further development of such areas. They should be provided with basic amenities and needs through the proper implementation of various schemes and policies. Moreover, job opportunities must be created in these areas with proper awareness programs and training facilities. Policymakers, stakeholders, and organisations working with brick kiln labourers should inform policies and interventions to improve the lives of migrant brick kiln labourers and contribute to the development of targeted programs and services for them.

## The Limitations of this Study are as Follows

1. The sample selected for this study may not be representative of the entire population of brick kiln workers in Assam.
2. Although the data collected for the study were accurate and reliable, obtaining data from brick kiln labourers was difficult due to their vulnerable status and limited education.
3. The study was limited by time and resource constraints, which affected the scope and depth of the research.

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