

# Certificate Course in Labor Protection and Migration Services

2013

Report on the Proceedings



Sir Dorabji Tata Trust



CODP, School of Social Work

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# Certificate Course in Labour Protection and Migration Services

*Mumbai, 17<sup>th</sup>-26<sup>th</sup> November, 2013*

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In November 2013, the Center for Migration and Labour Solutions (CMLS) offered the first ever certificate course on migration in India, in partnership with Center for Community Organization and Development Practice (CODP), TISS, Mumbai. The course was targeted at field practitioners and managers engaged and interested in labour and migration issues and intended to build fresh perspectives and skills among them. It was a nine day long course scheduled from 17<sup>th</sup> – 26<sup>th</sup> of November. A total of 17 candidates participated in the course – 15 field practitioners and two PhD fellows from Tata Institute of Social Sciences.

## Course Content

The nine-day long programme combined conceptual inputs on informal economy and migration in India, with inputs on field research, communication and social marketing, skills that practitioners can employ for better design and delivery of field initiatives. The topics covered under the course included –

- Overview of Labour Migration in India: Scale, Patterns and Issues in Human Development
- Rural Poverty, Development and Migration: Concepts, Framework and Practice
- How Labour Markets Function? Dynamics and Outcomes for Migrant Workers
- Informality and Exclusion of Migrant Workers in Labour Markets
- Defining Seasonal Migration and the Complexities therein
- Women in the World of Informal Work
- An Introduction to Field Research: Research in Development Sector
- Social Marketing and Innovations for Behavior Change
- Communicating for Change and Impact: Essential Skills for Field Practitioners

The course combined class room teaching with case-based learning, field research, and group assignments under the guidance of distinguished faculty. Insights from the field/practice were brought in with the help of seminars covering issues faced by migrants and their families in accessing health services, education, opportunities for skill-up gradation etc. A panel discussion was organized bringing together multiple perspectives on migration – especially its drivers and impact in cities and villages back home– from academia, practice, media and more. Special spaces, called “Real World Connect” sessions were created to enable participants to apply the concepts and principles learnt during the classes. These Real World Connect sessions were run by the CMLS team, which used creative formats such as ‘mock-Parliament’ asking participants to draft a Bill on migration using the concepts learnt in the class and debate on the same. Some of these sessions were also designed as refresher classes, helping participants brush up their understanding on the language of graphs, charts (used by faculty in the lectures). A strong process of evaluation was integrated with the classes with the help of a baseline, periodic quizzes, and an end line. It helped us assess if the participants were following the concepts and discussions and if any course correction was required.

## Course Participants

A total of 17 candidates participated in the course, 15 field practitioners and two PhD fellows from Tata Institute of Social Sciences. Candidates participating in the course went through a two-stage process of selection – written application (with a recommendation letter from their organization) and a telephonic interview. 27 candidates had applied to the course out of which 15 were selected. In this round, the course was limited to SDTT migration programme partners.

## Course Faculty

The course drew from a wide pool of faculty from Tata Institute of Social Sciences, SDTT, Aajeevika Bureau, Jawaharlal Nehru University, and more. Some of the eminent faculty members included Dr. Ravi Srivastava (JNU) who gave an overview of migration and its trends in India, also talking about the human development issues involved therein, Dr. Sanjiv Phansalkar (SDTT) who discussed the interrelationships between poverty, development and migration and the reasons behind policy neglect of migration, Dr. Amita Bhide (TISS), who engaged with the group on the complexities associated with defining seasonal migration. Among practitioners, Rajiv Khandelwal (Aajeevika Bureau) took a couple of interactive sessions on understanding vulnerability – its triggers and possible responses; Mr. Subhash Bhatnagar (NIRMANA, Delhi) and Ms. Vaijyanta Anand (NIRMAN, Mumbai) shared their experiences and struggles of working with construction labour in the informal sector; Mr. Umi Daniel (Aide et action) talked about vulnerabilities of children as migrant workers and issues associated with framing a response for education of migrant’s children.



## Highlights from the course

### Overview of Labour Migration in India: Scale, Patterns and Issues in Human Development

Prof. Ravi Shrivastava covered the entire canvass of migration in India through his two lectures on the subject. Beginning with a caveat that migration was a few hundred thousand years old as a concept and not a few decade old phenomenon, he put the issue in far greater perspective than what it was hitherto being understood as. He then presented a summary of how migration was captured by the Indian government, what data sources the Census and the National Sample Survey relied on and what their limitations were. Key issues that the data failed to capture include the impact of rural labour outmigration on labour supply and demand in other parts of the country, what the impact of migration is on rural industries such as agriculture and allied activities, and what changes in the agrarian labour market are being caused as a result of a predominantly pro-urban flight. He suggested that there was need for data and regional research studies on issues of neo-bondage, whether seasonal migrants were increasingly turning into circular migrants, how technology has changed lives of migrants, what processes enabled migrants to acquire civic rights, and the nature and impact of flow of remittances in India, etc .



A snapshot of migration trends and patterns was then shared to demonstrate a positive link between increase in migration and urbanization across the country. A few myths were cleared by statistically showing that migration from one urban center to another was far greater in intensity than rural-urban migration. Key terms that are encountered by NGO professionals in real life such as seasonal, circular and semi-permanent migration were deconstructed as highly vulnerable categories and the point brought home that owing to a steady increase in footloose labour in the country, there was also a corresponding increase in seasonal and circular migration leading to a situation where the number of vulnerable people in India was steadily increasing. Prof. Srivastava concluded the session by making the suggestion that the only way to improve the situation of migrants is to use a rights based approach where issues of social protection, identity, and civil rights are protected by the government.

### Rural Poverty, Development and Migration: Concepts, Framework and Practice

The lecture by Dr. Phansalkar succinctly presented the various paradoxes and contradictions of internal migration in India. It began with a discussion on types of migration, dividing the phenomenon into permanent, seasonal and distress related. The first addressed migration that was a coping mechanism aimed at improving one's standard of living, the second was for income supplementation and the third was a coping strategy in situations of extreme adversity. The illusion of a self sustained village unit was then laid bare and examples shared to demonstrate the sheer crisis that rural India was currently reeling under. Decreasing land productivity, floundering rural economic activities and stagnant incomes were a result of poor and biased policymaking which was essentially a result of adoption of an export led growth model. This kept farm incomes low and food

prices high to create a reserve force of cheap industrial labour that would continuously migrate from a depressed rural economy to their only option- Industrial urban centers. With other cheap labour rich countries like Bangladesh and Cambodia as India's main competitors in the global market, the nation has left itself with little option but to continue with the strategy, making distress migration inevitable. The only role left for the civil society and policy-makers vis-à-vis migration now is to try and make it more humane. The lecture concluded with a challenge to the class to be imaginative and not restrict the scope of migration to making it bearable but to strive towards enabling migrants to reach out to higher orbits of excellence.

### **How Labour Markets Function? Dynamics and Outcomes for Migrant Workers**

Ms. Poornima Dore from the Sir Dorabji Tata Trust enabled participants to grasp key concepts of economics and labour markets. To aid participants in understanding the technical aspects of this lecture, it was preceded by a session on the basics of curves, slopes and angles in graphs, which was conducted by Ms. Zaineb Ali, CMLS team member. Ms. Dore translated complex theoretical aspects of micro and macro economics and summarized the fundamental concepts of supply and demand, labour demand curve, scale and substitution effects, marginal revenue product, elasticity of demand, law of diminishing returns, key components of markets, and discussed market structures. The session concluded with group assignments for the class to test the key concepts learnt.



### **Informality and Exclusion of Migrant Workers in Labour Markets**

The session taken by Mr. Bino Paul was rich in statistical data and presented important trends in the nature of informality of the Indian labour sector. It provided a glimpse into the structure of the labour market by describing how majority workers (39.1 percent) were self-employed in India and that 72 percent women were not part of the labour force. The changes in percentage share of self-employment, regular/ waged employment and casual labour in rural and urban labour market over the years was then discussed to make the point that while there was little difference between urban and rural figures for self-employment, there was far less wage labour in rural India as compared to urban sectors. The absence of social security for different categories of labour in the country, and the fact that formal sectors of employment were virtually inaccessible for the uneducated were made clear with the help of additional data. A gender disaggregated understanding of the labour market was then discussed to help the class understand multiple vulnerabilities faced by women workers in the informal sectors.

The remainder of the session comprised examples and anecdotes explaining the various reasons for migration across urban and rural sectors and in every state of the country. The interconnectedness of migration was then discussed using *Ego* networks of the two states of Bihar and Uttar Pradesh which demonstrated the key source and destination regions for both these states and the myriad ways in which one was bound to another. Each of the above points was explained with the help of data from the National Sample Survey.

### **Women in the World of Informal Work**

This lecture brought home the paradox that although women comprise 70-80 percent of the workforce in the organized labour market, they remain largely invisible in government policy and programmes. It presented a holistic background of the nature of work undertaken by women migrant labourers and touched upon their unique vulnerabilities. The occupational categories of midwives, domestic workers, vegetable and fruit vendors, scavengers, beedi workers, among others were discussed as important examples of cases which were least dwelled upon in policy. These also happen to have a disproportionately larger representation of women constituting their labour force. Theoretical concepts were then shared with the class and issues such as ‘feminisation’ of labour and the lack of accounting of women’s domestic labour discussed. A historical narrative that made connections between the liberalization of the Indian economy, growing informalization of labour, increasing work opportunities for women in the most low paying profiles and their corresponding maltreatment at workplace was shared with the help of important examples and case studies. The need to begin accounting for and valuing women’s household reproductive labour was discussed in detail and attempts to make visible



their contributions in the national gross domestic product of the nation detailed out. The class at the end of the lecture was left grappling with important questions of the decreasing work participation rates of women in the country, their worsening work conditions and increasing instances of harassment and violence against them. Feedback from participants revealed that despite having rarely undertaken gender sensitive programme planning in their work, they now felt better equipped to address the specific vulnerabilities of female migrants in their organizational capacities.

### **Understanding Migration, Mobility and Survival in Urban Spaces**

Dr. Bhide gave a riveting lecture on the definition of seasonal migration and the various complexities associated with it. She posed a set of questions to the participants – “how do we define a migrant worker”, what is the extent of migration and what kind of policy framework should exist at the source and at the destination to suitably address its requirements. Analyzing the standard definitions given by NSS, Census she discussed the limitations faced. For instance, the Census definition (by place of birth) was too broad and failed to capture vulnerability. Census in its definitions was also limited to districts but a change of block is well known to affect access to services. Analyzing the definitions put forward by the participants, she argued that defining migration in terms of “labor” did not capture other drivers or instincts associated with the movement. Giving the example of the “Hukou system” in China, where people are migrants for generations, she also questioned the concept of settlers. Dr. Bhide argued that defining migration in a certain context was important. It may not be possible to come up with a universal definition but it was important for us, especially the field practitioners, to be observant and keep pushing the boundaries of the definitions we coin.

Dr. Bhide encouraged the participants to look at the definitions considering its policy implications. For instance, she talked about the case of commuting, and the case of truckers, both of which were missed out in NGO definitions of migration. She gave instances of new forms of movement from the suburbs to the city, and other such movements, and asked to the group to be open to all such patterns and think about the requirements they pose from the policy.



### **Triggers to Vulnerability of Migrant Workers: Sources and Responses**

This was an interactive session, led by Mr. Rajiv Khandelwal, which threw light on the varied nature of vulnerabilities faced by migrant workers and families left behind at source. Two cases of two migrants each were described to the participants who were then asked to suggest which one of the two they would direct their NGOs’ funds to and why. As reasons sprang up, more details of the migrants’ stories were shared by the anchor and participants made to grasp with the realities of their decision making exercises. A tool commonly used in Aajeevika Bureau exercises was then shared with participants and the method to use the same explained. This was a chart

detailing the typology of migrants and helped classify them on account of the vulnerabilities they faced. Another tool, the 'sustainable livelihoods framework', was also explained to the class and a discussion on one of cases previously shared undertaken to generate greater understanding of the framework. The session ended with an exercise requesting participants to state their agreement or disagreement with a list of solutions provided for common migration related problems. Examples included the 'solution' of discouraging young, female migration to curb violence against women in urban centers. Participants either agreed or disagreed with the strategy and then explained the reasons for their stand. Other examples were providing all basic amenities to migrants at destinations if they agreed to remove their names from the PDS at source; ending exploitation by labour agents and intermediaries by making contract work punishable and reducing risks and exploitation of unskilled migrant workers by allowing only those who had studied up to standard eight to migrate to urban centers. Lively discussions and debates formed the hallmark of this session. Participants took hard positions and through the course of discussions that followed on each issue, existing stereotypes, misconceptions and pre-conceived notions were brought to the fore making everyone feel compelled to review and unlearn some of their most basic beliefs.



### **Labour Legislation and Welfare**

*Dr Arvind Shrouti* lent an interesting lens to the Certificate Course by urging participants to deconstruct issues and not treat them at face value. He discussed the example of the *Factory Act 1948* and how although celebrated today it was initially introduced not with the objective of enhancing

labour welfare but with the mission of better managing labour protests. He elaborated the concept of better management of labour protests by explaining that corresponding with labour unions enabled institutionalized communication as opposed to dealing with individual elements. This in turn led to speedy solutions to labour problems, better negotiations and increased pressure on union members. The real reason behind initiation of labour welfare reforms was therefore something else altogether and its knowledge was extremely necessary to understand important historical processes.

He then went on to suggest ways to improve labour and management interactions and relationships by improving labour literacy and strengthening labour groups to be able to enable them to solve management problems. This he deemed was a novel manner of running organizations. The participation of unions and workers in solving management problems would not only help save money but also provide out of the box ways to overcome barriers at performance delivery.

### **Social Marketing & Innovations for Behavior Change: Concepts and Cases for Field Practitioners**

Mr. Uday Kadgil used this lecture to share insights on marketing, social marketing, innovation and how the three factors together led to behavior change. He explained the difference between marketing and sales, describing the former as process of creating, delivering and communicating while the latter was a vocation that encouraged people to exchange cash for products. He went on to discuss in detail the phenomenon called social marketing. Calling it a branch of marketing that was used to influence behavior for the greater social good; he gave examples of how marketing ideas were used in campaigns to curb the incidence of sexual violence, smoking among young adult, HIV AIDS and drunken driving, among many others. Innovation as a concept was introduced using perspectives of ordinary people captured in a video and the point brought home that while it could mean different things to different people, innovation in the context of social marketing is essentially about creating ideas into new value for users. In other a words, it is an instrument that allows the creation of marketing solutions which start from the product consumers themselves. Talking about how social marketing works in the real world, Mr. Kadgil shared key concepts such as making the problem visible and real, using community support, influencing key stakeholders who hold the power to influence, and giving greater power to consumers. The lecture also contained interesting case studies and group exercises to use some of the key concepts learnt in designing a social marketing exercise to sell a pension plan to customers.

### **Communicating for Change and Impact: Essential Skills for Field Practitioners**

Ms. Rukmini Dutta shared her insight on effective ways to communicate in order to bring about constructive change and positive impact. She began the lecture with requesting everyone to think about basic tenets of communication; how people communicate, why they do so and what difficulties they face in the process. A summary of the basic steps of communication were then explained using the example of a research organization using a public hearing on MNREGA to generate greater awareness around the matter. The first step comprised gathering information which would entail identifying a sample, recording their reactions and clicking at least 500 photographs. The second step would be documenting this information through a 20 page report and selection of 100 best photographs. The final stage would be information dissemination, consisting of a press release, a 2 page summary report, and an exhibition with 20 photographs in an important location. Despite following neat steps, there are times when the required result is not met. Possible reasons for this were dwelled upon and these included introspection around the issues of why one prepares documents, who the audience is, what is known about the receiver of information, what all the receiver knows about the theme being discussed, what s/he wishes to know, what barriers may exist

and how they should be broken. Such a checklist should ideally be discussed before a document is written. The next component of the session consisted of key points regarding the writing of a good proposal. Difference steps of the process including explanation of context, description of organization, assessment of project and problem, expected results and resources, budgetary details, title page and other tips. The last section of the session shared insights into qualities of a good report. Thrust was laid on analysis and the point brought home regarding what worked, why it worked, what did not work and why. The importance of case studies in a report and how they bring it to life through use of real characters was explained and elements of ethical writing shared.



### **Designing High Impact Migration Interventions: Cases and Tools for Practitioners**

This session was conducted by *Mr. Rajiv Khandelwal* and *Dr. Pavitra Mohan* from *Aajeevika Bureau, Udaipur*. The core point delivered was around what constitutes high impact interventions. Important aspects to consider were whether the intervention was proportionate to effect, high priority, relevant, ensured high returns, was sustainable, scalable, and most importantly equitable. It was this last issue of equity which was then deliberated upon further. Explaining it as systemic, unfair, unjust and yet remediable, common barriers to equity were discussed and these included caste, gender, access to economic resources and education. The example of how high poverty increases children's vulnerabilities to illnesses was elaborated upon in detail. Data from different studies was used to demonstrate how barriers such as long distances to health centers, limited knowledge and confidence, high costs, and social distances as felt by the poor in comparison to the rich increased

inequities in the field. The session then delved upon illustrative examples of increasing outreach, improving response, and providing equitable access to healthcare. It concluded with the sharing of a framework for addressing inequities for increasing empowerment and responsiveness. This focused on aspects such as equal treatment for equals (horizontal equity), unequal treatment for unequals (vertical equity), universalism where all were entitled to benefits, and targeting where scheme were directed at certain sections of society.

## **Special Seminars on Education, Health and Skill Development**

Experts were invited to give seminars on chosen themes to give participants a more holistic overview of the issue of migration.

### **Joining Broken Links: Challenges and Opportunities in Ensuring Education for Migration Affected Children**

Mr. Umi Daniel presented a synopsis of the issue of children affected by migration and talked about their unique vulnerabilities. Although no formal data exists on the issue, it is believed that almost 6 million children, aged between 6 and 14 years, migrate in search of work. He used data from brick kilns to establish that a high percentage of workers there fall between the ages of 6 and 14 and a majority of them have had no or little access to formal education. Long distances between schools and work-sites, continuous movement of workers and discrimination at schools are some of the reasons responsible for low enrolment rates of child workers. Key recommendations shared by him to help overcome the present situation included generating more data on seasonal child workers, opening special schools that enrolled child workers, provision of remedial classes and seasonal hostels, and creation of links between states, and source and destination regions to enable child workers to continue education at one location after being forced to abandon it at another.

### **Many Million of Them: Policies and Hopes for Construction Workers in India**

Dr. Vaijayanta Anand gave a brilliant account of how mixing research skills and development work is not only a challenging task but often an effort that is riddled with difficulties. Talking about her own experiences as a young researcher in the construction sites around Mumbai, she gave the participants a holistic overview of how to overcome difficulties in the field, while being mindful of all available opportunities. What does a researcher do when its subjects refuse to talk for fear of being fired by their employers? How does one gain trust in the field? How is camaraderie built with antagonistic elements? How does one differentiate good information from biased, misleading data? These were some of the issues that were discussed in the session and important tips shared. She narrated how if a respondent's eyes do not stay fixed and wander in odd directions, it is often the result of his/her impression that the conversation is being overheard. The best step to take in such a situation would be to carefully assess the answers received and find the respondent again at a more secluded place. Mutely filling questionnaires and not observing one's surroundings would result in misleading data and an inauthentic report. Dr. Anand established research as a skill of high dedication and patience which required not only a firm grasp on technicalities of method, but also a keen political and social awareness of one's surroundings. It is only through systematic research that good policies for construction workers could decrease their vulnerabilities and help introduce meaningful interventions. Her inspiring talk was supplemented by the sage words of Dr. Subhash Bhatnagar who talked about the various policies under the Indian Constitution, the extent to which they were followed and the numerous loopholes which remained and had to be overcome.

### **Health Risks and Responses for Migrant Workers**

*Dr Pavitra Mohan* briefed participants about vulnerabilities pertaining to healthcare for migrant workers, how the experience of migration adversely affected the health of the poor, and how the health status of migrants impacted their migration cycles. Data on the impact of migration on the health and nutrition status of migrants was shared to give a sense of the extent of vulnerabilities in the sector. Be it TB, HIV, malnutrition, low life expectancy, high incidence of occupational diseases and accidents, migrant workers are at the bottom of the pyramid. The case study of Idar was shared to demonstrate how problems such as unfamiliarity with local healthcare systems, high costs of care, language and cultural barriers, and long durations required to access medical aid most often led to delayed aid, absence of care, or a return to source areas. The session followed with more examples from the city of Mumbai which despite high levels of migration fails to provide for basic amenities such as affordable healthcare to its poor migrants. Structural details of existing state responses such as the proposed National Urban Health Mission, and the Rashtriya Swasthya Bima Yojana were discussed with a focus on their limitations and recommendations were put forward for better provisions to improve access to affordable healthcare for migrants and their families.

### **Between Two Roads: Between Two Worlds: Migrants Caught at Social, Cultural and Political Crossroads in India (A Panel Discussion)**

The objective of the panel discussion was to bring a diverse set of views together on one table and present a synopsis of the many nuances of the lives of migrant workers in the country. Accordingly, experts from different fields were asked to narrate their own experiences and these were then strung together to understand the socio-political complexities of a migrant's life.



*Dr. Kamala Ganesh* enlarged the story of migration in India to cover international migration and the story of the Indian Diaspora abroad. She talked about how in her research she often found only the Indian community abroad to not mix with other social groups, maintain a distinct identity, not intermarry and keep strong ties with their home soil. This rarely changed despite families residing out of India for more than a century. One interesting bias however that she pointed towards was that while Indians have been documented to mix with Caucasians with relative ease, the experience has not been the same with Africans. Marriages too among whites and Indians were not as much a matter of concern as those with Africans. Continuing with their caste based segregating mindsets; Indians were not all that different as migrants abroad.



After an eye opening sociology of Indian migrants abroad and their relationship with India, *Mr. Umi Daniel* talked about the various vulnerabilities of migrants in India. Connections were made between how Indian migrants too maintained networks with their home cities/ villages/ language groups, showed positive discrimination and continued to marry within social groups. Vulnerabilities too were of a different nature with respect to different social communities and only a certain castes/ tribal groups were found in certain occupational categories. Vulnerabilities, caste, region and identity as a result were all intimately linked with migration in modern India.

*Mr. Gajanand Khatu* brought a new angle to the discussion by talking about his own association with trade unions in India and how the government over the years had broken the very backbone of the

Indian labour movement. What was a powerful system to negotiate for better rights for workers has now been dismantled to be replaced with getting work done under threats of dismissal or police arrest leading to a dangerous situation where the language of violence has become the medium of settling disputes.

*Ms. Geeta Seshu* presented a critique of the media using important examples of how the English media in particular maintains a disturbing silence on the increasing marginalization of migrant workers in Mumbai. She showed the participants gripping clips of politicians making communal and archaic arguments to support their cause for a 'Mumbai for Mumbaikars' without any historical reflection. The corresponding lack of media spotlight on the plight of migrants was demonstrated as one example of the media's institutional bias against the poor. Cases against politicians for making hate speeches remain neglected, the lives of construction workers remain deplorable, death and accidents remain common and there remains no media coverage in these areas. She concluded with pointing out that despite the existence of a construction cess amounting to Rs. 1089 Crore, meant for health and education benefits and compensation in cases of accidents for workers, no substantial money was paid to the needy and no system existed to ensure the same. The media focusing only on the versions of politicians and construction industry owners ignored the perspective, stories and lives of workers and as a result covered little that would disturb the system.

The wide range of experiences that each of the panelists brought to the table were then synthesized through a discussion on how migrants in India were perhaps the most vulnerable communities sans any legal protection, constitutional representation and entitlements or rights. A robust round of questions and answers followed to deepen previously made arguments and bring greater clarity.

## Learning the Basics of Field Research



Four lectures were held on the subject of research methods by three different faculty members and the CMLS team. This was one of the most important components of the Certificate course as participants and organizers both felt the need to acquire better quality research skills. While the participants' grasp on ground realities pertaining to vulnerabilities, needs and aspirations of migrant workers at both the destination and source was firmed up through theoretical inputs and interactions in other sessions, the ability to use statistical tools and methods to capture and report fresh data in order to affirm theory was accomplished in these lectures.

A systematic overview of research design was presented in the first lecture of the component. Detailed ways of understanding and formulating important sections of good quality research such as research question, objectives, methodology, data analysis, conclusions, limitations and the way forward were discussed using innovating examples from the field of migration and labour.

Stress was laid in the second lecture to understand the various uses and purpose of a research before beginning work on its methodology. This is particularly important for undertaking research in the development sector where reasons for existing problems can vary from being political to social and economic. A research design is heavily influenced by such directions that need to be captured prior to field work. The differences between and key points, including definitions, scope, strengths and limitations of quantitative and qualitative research were then discussed. The lecture ended with a note on important sources for data, when to use which kind of data and the growing significance of mixed research methods in the development sector where both secondary and primary data are used in equal measure to validate findings.

The third lecture discussed technicalities of issues such as the sampling frame, sampling methods, and the sampling process. Time was dedicated to explaining most commonly used methods of sampling in the development sector such as simple random sampling, cluster sampling, convenience and purposive sampling techniques. Pros and cons of each method were then shared and the class given an opportunity to raise questions about the problems they faced in the field.



Course participants interacting with workers in Dharavi, Mumbai

The last lecture began with a brief on ethics in research. It talked about four key principles which must be followed for any research to be certified as ethical. These include ensuring that no harm is done to participants of the research, availing of consent, that no deceptive methods are used and that privacy is not breached. Key strategies and common international codes and practices to counter problems of ethics were shared with the class. The remainder of the class was used to discuss the methodology of a proposed research to be undertaken by one of the participants. The participant was requested to share the purpose, background and approach of his research. Other participants then joined a long discussion on the various positive and negative factors of using different sampling and research tools to complete the study. The lecture concluded with notes on an ideal sample size, qualities of a good questionnaire, differences between good and bad questions, and a check list for focused group discussions.

The theoretical sessions on research were complemented and completed with a field research challenge thrown to the participants. They were asked to stay for a day in the field with an organization and prepare a research design that helps in answering an intervention related challenge.

Participants were divided into six groups and sent to YUVA, CRH and NIRMAAN. The groups presented their research design on the next day in a plenary and were provided inputs and feedback by a panel of TISS faculty.

### Real World Connect Sessions



Real World Connect (RWC) sessions were designed with the objective of enabling participants to internalize the teaching of the classrooms through interactive debates, discussions and activities. One such session invited the participants to enact a mock Parliament to debate a legislative bill on a comprehensive Act for migrants in India. The class was divided into a ruling party and the opposition. Each participant was then made responsible for a Ministry either as member of the Government or the opposition. A lively debate followed with different points under the proposed law being discussed and debated. Participants were allowed to imitate mannerisms of real politicians to add humour to the session. Students from TISS undertook the role of journalists and intervened at suitable points to ask relevant questions to both the Government and opposition representatives. On request, other RWC sessions were used to brush up research methods and other theories learnt in lectures. As a result, one session was used to revise the three lectures on research methods and also discuss a sample research problem with the objective of coming up with a sound research design for it. Another session was dedicated to understanding graphs and basic mathematical equations in order to be able to grasp macro and micro economic theories.

## Feedback and next Steps

A strong indicator of the performance of the programme was the high level of interest and participation shown by the students in class. The participants, reportedly, found all the inputs useful and shared that discussions on limitations of Census/NSS in defining migration had made them more confident in their analysis. Case-based discussions and exercises on decision-making were found to be particularly useful and CMLS team was advised to build that component further in the course. Overall, the participants appreciated the wide canvas of concepts that was brought to them in a concise manner but asked for the course to be extended by 2-3days. The component on building research skills needed more time and most candidates felt that it should be developed further. Some of them also suggested opening the course to other people interested in migration and labour, beyond the immediate SDTT migration programme.

The feedback forms filled by participants pointed towards the overall success of the programme. Courses which received the maximum points by participants included '*Triggers to vulnerability of migrant workers*', conducted by Mr. Rajiv Khandelwal, followed by '*Learning data analysis and interpretation*', conducted by Ms. Zaineb Ali and Mr. Santosh Poonia. The latter was part of the four session series on research methods. The feedback mechanism requested participants to rate every session along the criteria of content of the class, its clarity of delivery and its relevance.

This pioneer initiative, also the first attempt for CMLS in putting together an academic programme was appreciated by its peers from TISS for the high degree of rigour in design and meticulous implementation. Promising discussions ensued at the end of the course on how it could be taken to the next stage to a formal course, certified by TISS Academic committee either as a certificate or a diploma programme.

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This report has been prepared by Center for Migration and Labor Solutions (CMLS). CMLS is a technical support unit, co-promoted by Aajeevika Bureau and Sir Dorabji Tata Trust, to spearhead expansion of migration initiatives in India. CMLS provides program design and incubation support to organizations, through direct handholding in field implementation and knowledge building. Field capacity building on migration is an important part of its mandate. This Certificate Course was designed and implemented by CMLS in partnership with CODP, TISS as part of its capacity building initiatives.

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