

A Study on International Migration of Skilled Women in Christian Community from Pathanamthitta District, Kerala (Semi-Structured Qualitative- Study)

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Abstract:- It is not always, international migration from developing countries is a male subject, but women too have a significant business in that. That is not just women go behind men as housewives or housemaids, but the migration with autonomy. Yes, we are talking about the Malayalee women emigrants those are skilled enough to take home a mass amount of remittance. The approach here is to understand the socio-economical and the motivational factors about migration at the place of origin and the lifestyle outcomes of the place of destination from the respondents those are in destination countries. The study comprises 30 semi-structured scheduled interviews with professional women labours. To be a successful emigrant, the family and the community is impacting their decision making, and they are teaching the required skills by timely.

Keywords:- Women Emigration; International Migration; Skilled Labour Force; Christian Women; Push-Pull; Lee's Theory

I. INTRODUCTION

Skilled labour emigration has been a communal phenomenon in Christian society of Kerala especially to women who worked overseas as professional jobs. The desire of women to migrate and their parents desire to send them abroad is ever-increasing. The growing desire for migration is due to the various socio-economic factors. The approach here is to understand these socio-economical and the motivational factors about migration at the place of origin and the lifestyle outcomes of the place of destination from the respondents that are in destination countries. The by-product of this female labour migration triggers the vast amount of remittance to the country, and at the same time, many are living with persistent homesickness being away from all their dear circumstantial.

International migration has become an essential feature of globalized labour markets, especially in health care. Many industrialized countries have opened their doors to highly skilled professionals, a significant number of which come from Kerala. Migration literature specifies that those women who are migrating from Kerala are usually highly specialized.

➤ Background

According to the United Nations (2015), Women comprised nearly half of all international migrants worldwide with 48 percent in 2015. Almost half of the four million Indian emigrants to the Gulf are from Kerala. Among them, 16 percent are women, a growing number since they were only 9 percent a few years ago. (Rajan & Percot, 2007) As per KMS 2016, there are 340,000 female emigrants from Kerala. Women from Kerala are from a different sector. Some of them are housewives who followed their husband in migration, some others employed as a secretary or other office jobs, some others are servants, but a large number of them, since they are estimated to be between 40,000 to 60,000, are working in the Gulf as nurses. (Percot, 2005)

If the trend of Kerala emigration follows, the majority of the emigrants were Muslims, and the primary destination is the Islamic countries of the Gulf. But it is not the case of skilled women migrants from Kerala. The majority of the skilled women are Christians, and they focus not merely the Gulf but also curious to migrate to the western countries. Ninety percent of the nurses interviewed in the Gulf were Keralites and that too Christians.

➤ Area of Study

This study is undertaken from the emigrant women population of Pathanamthitta district, Kerala. The Pathanamthitta district is showing the largest percentage growth rate of female emigration in the last five-year interval (2011-2016). The district has shown the third largest (9.64) proportion of female emigrants in KMS 2016 preceded by Kottayam (20.04 per cent) and Thiruvananthapuram (11.91 per cent). Seeing the emigration rate of women, the districts Kottayam and Pathanamthitta are running much ahead than the other districts. When 18 out of 1000 women going abroad from Kerala, it is 41.6 for Pathanamthitta district. The sex ratio of emigrants from the district, is 33 females for 100 male emigrants which is much higher than the state average 18 females/ 100 males.

II. REVIEW OF LITERATURE

The majority of the literature gives economic reasons for migration, Kumar, (2012)says that the reason for women migration is mainly social rather than the economic motives like their male counterparts.Gulati, (1993), Zachariah et.al (2003) supports this by stating that Women appear in work foremost as wives of migrants to avoid the process of painful separation with their partners. But in a while, the perception changes as Osella, (2010) has discussed women are more connected towards their family, especially to their children. As like migration within the country Zachariah et al. (2003) says that It is a relatively new phenomenon and the trend portends an acceleration woman following their husbands in a familial context, as simple housewives.

Kalani (2016) discussed the year 1970 as a major transition point where the main domestic work emigration tends to end and started a new migration of semiskilled and skilled workers towards the Gulf for hospitals, companies and other IT constructive site. It facilitated by enhanced connectivity including the better flow of information,

communication and reduced costs of travel. Mohan (1990) says that most of these women migrants are from the Christian community of Kerala which gives to the state 90per cent of its nurses and a majority of the nurses all over India.

As per Lum (2012) the majority of the nurses under the jurisdiction of the Kerala Nursing Council are heading towards English-speaking destinationslike UnitedStates of America, United Kingdom, and Australia. Fatima & Sultana (2017) saysthe lack of policies for protection of women reasoned majority of labour forceengaged in informal sector or in the low-paid work.Priyansha, & Rohini adding to this that migrant women mostly find work in the 'care industry' and are usually employed in domestic work, child rearing, care of the elderly etc. Osella, (2010) observes Gulf countries as a minority at home, but giving tremendous chances to use their education, save money and find a steppingstone towards further migration to European Countries or United States of America.

➤ Theoretical Framework

Place	Push Factors	Pull Factors
At Origin	<ol style="list-style-type: none"> 1. Low wages (Percot, & Rajan (2007) 2. Unemployment (Ghosh, 2009). 3. Poor economic background 4. Marriage (Osella, 2010) 	<ol style="list-style-type: none"> 1. Exposure with migrants Fleury, A. (2016) 2. Migration History (Percot, & Rajan 2007) 3. Skills Acquired (Percot, Marie. 2006a) (IOM/OECD, 2014) 4. Early preparation of migration Percot, &Rajan (2007)
At Destination	<ol style="list-style-type: none"> 1. Violence, conflicts (ethnic, religious, political) (Sharma, 2011, IOM, OECD, 2014) 2. Home Sickness, Separation with family members (Osella, 2010) 3. Trafficking. (Sharma, 2011). 	<ol style="list-style-type: none"> 1. Better standard of living 2. High wages (Percot, & Rajan 2007) 3. Better social Security (Percot, & Rajan 2007) 4. Better Working Space 5. Privilege to take family members. (Osella, 2010) 6. Opportunities they offer for migration of men (Kodoth, & Varghese,2011) 7. Worth on the marriage market (Kodoth, & Varghese,2011) 8. Autonomous life of a working woman. (Percot & Marie, 2006).

➤ Objectives

This research is aimed to understand the factors associated with the area of origin and the area of the Destination of skilled women to work overseas.

This research is also will analyse the motivation of migration and the life satisfaction to work overseas and identify the channeling process. This research is expected to describe the whole process of migration and to find out the push and pull factors of female migrant workers to migrate.

III. METHODOLOGY

For this primary data, one district of Kerala namely "Pathanamthitta" was chosen in which the district has the second highest women emigration rate, third highest sex ratio among emigrants and the largest percentage growth rate of female emigration in the last five years. Respondents were selected using the snowballing technique, and a thematic analysis was employed. The samples are collected online with the help of Google survey form. The researcher has asked 34 semi-structured questions including multiple choice, checkboxes, and short answer type. The homogenous purposive sampling has been used to select 30

respondents from the district as the researcher-maintained homogeneity in gender, caste and employment status. The study is comprising 30 semi-structured scheduled interviews with 23 Malayalee Nurses, two teachers, two engineers, and one each accountant, speech therapist and one admin assistant who had migrated to the Arab countries and western countries. Notably, Pathanamthitta district is the third least populous district in the state with 38 percent of the Christian population and sex ratio of 1129. As we know that the Indian women, mainly Kerala women are visible internationally especially in the medical sector. This study has explored some significant characteristics of the skilled emigrant women from Kerala. Though the sample size is very less, it could explore necessary information about Christian competent emigrant women.¹

➤ *Factors associated with the area of origin*

The limited opportunities for professional development in Kerala, the lack of economic opportunity, the unsafe working condition of women and the family pressure over the professional girls for wealth acquisition, etc are the major factors associated with the origin of women migration. More than family sentiments, women choose to migrate abroad spread their wings towards the large socio-economic prosperity.

The interviewees had asked them the question "what was your ambition when you were in 10th class?" to determine the depth of their decision of emigration. The half (N=16) of the respondents revealed that the present job is different from their ambition when they were in the school. From the nurses, six of them wanted to be a teacher, four of them aspired to be a doctor and one each wanted to be an engineer and a BDS respectively. The data says that the thirteen nurses and two engineers got the same job that they aspired, in school. A teacher, the speech therapist, and the accountant said they wanted to be a college professor, an air hostess and a job in India, respectively. Thirteen emigrants including nine nurses have told that it was their own decision to choose this career; fourteen got insisted by their parents to select, and the remaining three of them chosen this career by personal choice with parent's insistence.

➤ *Why does she emigrate? (Reasons)*

It is necessary to discuss the pull factor of emigration as we consider migration as a social phenomenon. Here, the survey had two questions regarding the reasons for

¹Personal characteristics

The interviews have taken with 23 Malayalee Nurses, two teachers, two engineers, an accountant, a speech therapist, and one admin assistant. All the respondents belong to the Christian community and origin from Pathanamthitta. The majority (N=17) was between 20-30 years old, and the remaining thirteen were over 30. The youngest was 25 years old, and the most former was 45 years. Twenty-one interviewees were working in Gulf countries (UAE-8, SA-7, Kuwait-3, and Qatar-3), four from the United Kingdom, three from the USA and one each from Australia and Canada.

relocation and the criteria followed for the country selection. The vast majority (N=29) of them have mentioned that better income is one of the reasons and in that, five nurses from Gulf chosen only the income caused their emigration. Another one-third (N=11) revealed that their immigrant family member (husband or parents) caused their migration. For the country selection criteria also the majority of them (N=28) have said the same reason "better income and social security" as the answer. So, we can assume that income is the main reason, as because it received strong support from the respondents and all the other reasons like climate, socio-economic characteristics of the country, etc are reported decidedly less.

➤ *Factors associated with the area of Destination*

According to Lee, both origin and the Destination have pluses and minuses. Better salary package and improved working conditions, job security, access to better health care facilities, Better standard of living in the Destination, When the factors in destination country like Better salary package and improved working conditions, job security, access to better health care facilities, Better standard of living in the Destination, etc act as optimistic to her but the same time, some factors like climate change, language, etc may not be so easy to her. The homesickness that she goes across being away from the origin especially far from their dear and near ones, children, husband, parents and all would give her pain.

➤ *Family and lifestyle behaviour of Emigrant women*

The time duration of women being a migrant may affect their lifestyle such as the tendency to adopt the culture and practices in the destination country, expenditure on salary, the frequency of the home visit, etc. In the sample, emigrant women are showing an average duration of 4 years with a maximum of 31 years and a minimum of a single year in the Destination. From among total samples, the majority (N=24) of interviewees are visiting home every year, six of them going every two years and the remaining two from Canada and USA are visiting back not less than three years. The Other-Gulf emigrants are not going to Kerala every year, but at least in a two-year interval. Coming to the cultural aspect majority (N=20) of the women says, they did not adopt the custom, tradition and the lifestyle of the country, seven of them said that they have exposed to the countries lifestyle. The last two are not approved both the answers. Two women from the Gulf, two from the UK and one each from Australia and USA had agreed that they are enjoying the lifestyle.

As we know, one of the major pull factors towards abroad is nothing but the high wages for skilled labours. So, the survey tried to find out the expenditure behaviour of emigrant women as well. The vast majority (N=25) of emigrant women are sending money to their family, and exactly half (N=15) of them are saving a part of their income as well. From the first group, five nurses from Gulf have said that they are sending all the money to home and from the second group, three women are sending to the house also, and one woman has saved all her income. Besides this. Nearly half of the women are giving their salary to their husband, twelve of them spending for

children's education/other personal needs/home expenses and more than one-third (N=11) are giving a salary share for religious or charity activities. There is only one case reported by saying that all the income is spending just for a luxurious life.

➤ *Do skilled emigrant women have problems in destination country...!*

We have asked four questions to find out the problems of skilled women migrants in the destination countries connected to gender, ethnicity, work-related issues and one about the help received from the society to adjust with the new environment. The data shows that skilled labour women are not facing any racial and gender issues abroad. From among 30 interviewees, the majority (N=25) of them said that they did not experience any racial problems and they had not encountered any sexual violence (N=29) in the destination country. It is an elated situation, especially for Indian women, who used to face various types of exploitations in our country. Though the situation for women is very peaceful, very few have reported the other side. One nurse each from Gulf have said for both ethnical violence, and sexual abuse and another five including four from Gulf and one from Australia² have answered "Maybe" for ethnic issues.

Coming to the work-related problems, one (10 per cent) nurse each from Gulf, Australia, and the United Kingdom have declared that they do not have any issues. Then precisely half (N=15) of the women said that they were having problems with communicating language, more than one-third (N=13) have climate problems, and another eight each have the problem with lifestyle (N=8) and workload (N=8). Very few nurses from Gulf countries have reported the food (N=2) and accommodation (N=3) problem. From the other three emigrants from the UK, three of them faced climate, workload problems and another one added the language problem as well. Apart from the climate problem, two of the USA emigrants had the problem with their lifestyles. One nurse each from Australia and Canada admitted the climate problem and revealed further the issues of lifestyle and language in Canada. The language is the leading problem in gulf countries with nearly half (N=14) of the overall interviewees, and seven emigrants each revealed that climate and workload also are the problems for them. Besides this, four nurses and one teacher from the Gulf do not like the lifestyle of the Gulf countries, and the other two nurses have accommodation problem, and one is not enjoying the available food.

Adapting to the new working environment is not easy for many, and sometimes it may lead to a vulnerable situation, if the workplace, destination country, language, culture, and society are different. Here in the study, the respondents were asked to recall the people who have supported them at the initial stage of the emigration. The people from the same origin always would have some attachment and would support each other in problems. Here, half of the women have mentioned that their Malayalee

colleagues have helped them to adopt the new environment. Apart from these ten, others accepted that they had received support from other Indian colleagues as well. The one-third of the interviewees acknowledged the care enjoyed by the colleagues who belong to the destination country or other countries. It shows the social acceptance of Malayalee skilled women globally. Unlike these, six of the respondents have disclosed that they did not get any support from anybody, but they have managed themselves to adjust to the environment of the new Destination.

➤ *Intervening obstacles*

Here we can see the intervening obstacles and the opportunities. The channeling process of emigration has been taking place in different steps. In most of the cases, the decision or dream of migration from the candidate or their parents would start from the early stage. As because of their awareness and the exposure of migration at the origin place, they know about the golden opportunity of migration.

Moreover the candidates, it is their parent's determination most of the times to educate them a professional course, if possible, BSc nursing, which is the most demanded job in abroad or any other courses which help them to fly abroad. So firstly, it is their parents' hassle to find the fund to send her for professional courses. In many cases, they will send their daughters to the neighboring states, where the parents think their daughter get better *exposure*, language proficiency and the easy admissions for the courses. Though Kerala has an adequate number of professional, degree, nursing colleges, etc, the parents and their daughters have preferences going outside the state.

The primary obstacle of migration would be the *cost* they bear for their higher education as well as for the emigration process. Usually, students have to spend 4 to 8 lac rupees for the entire course. After that the amount which the candidate pays for the emigration for a visa, the agency fees, flight ticket, etc. The travel agencies who arrange contracts in the Gulf ask between Rs 70,000 and Rs 1,00,000 and sometimes corresponding generally to three months of salary in the Gulf. (Rajan & Percot, 2007)

Despite these all obstacles, women do have some opportunities too as they get migration exposure and the awareness about the destination country. The higher contact with the migrant relatives and friends empowers them to make decisions and raise their confidence to migrate. The strong migration network in the area gives more chances and opportunities to women, and their parents would have more trust and courage to send their daughters alone. Another aspect of migration is the migration experience which they already received, during their education. As we discussed above, many are going outside the state for higher education, so that their self-esteem, autonomy improves and develop communication skills, especially in another language like Hindi and English. And finally, the cost of emigration matters.

²3-Nurses, 1-Engineer, 1-Speech Therapist

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➤ *What will decide her emigration? – Emigration process.*

Emigration process of women is not as natural as men, depending on various factors. The age of the women, the exposure of information, family support, financial support, marriage, etc., are associated.

Time: It is noticeable that all the women have migrated at the age of 24 to 30 years. It would be a perfect time for them after completing the graduation and having a few years of experience at the average age of 25. Here, the lowest age reported for age at migration is by a teacher and a nurse of 24 years old and the highest by a nurse at 30 years old. The exactly half of the women responded that they had decided to emigrate when they started working in India. The ten have opted to migrate after the marriage, and a few others (N=4) determined to emigrate while pursuing their professional degree or just after the completion of their graduation.

Family support: From the 30 respondents, seventeen of them migrated with the help of an agency and remaining thirteen with the aid of a family member, mostly their husbands. In the collected data, it shows that one-third (N=10) of the total respondents have gone abroad with the help of their husband and three of them with the help of some relatives. Here, we can see that whoever depended on agencies to emigrate are nurses. From the total 21 nurses, eighteen of them crossed the border with the help of an agency and the only speech therapist either. Agencies could send them to all the destinations without any east-west regional differences. With the husband's support, eight of them crossed to the Gulf countries, one each emigrated to the USA and Canada. Those include all occupation with six nurses, two engineers, one each Speech therapist and a teacher. Financial support also matters for emigration, especially the emigrants who depend on private agencies. The financial aid is mostly received from their family, either husband or by their parents. While half (N=14) of the respondents revealed that their own husband supported the expenditure of the emigration process, one-third (N=10) of them received financial support from their parents. Only a few (N=3) of them said that they went abroad by own earnings and only one had taken bank loans for this.

Expense: Considering the costs of emigration, many of the women reported on an average of 125000 rupees for their first migration without adding the flight ticket expenses. For the gulf emigrants, four of them said the cost below 10,000 and eight had spent the amount between 10000 to 15000, seven spends between 50000 to 100000 and one each reported 200,000 and 500,000 respectively. Here, we can see that the non-nursing staff spends comparatively less amount than the nurse emigrants. Notably, they have not gone with

the support of an agency, but with the help of their husband or any other relatives. In the case of nine, other-gulf emigrant women, four women spend more than 150000 rupees, 3 devote the amount between 100,000 to 150000, and the other two paid less than 100,000 rupees. The paradoxical thing here is the women who spend maximum, and the minimum amount is nurses in the Gulf countries. So, it can be assumed that exploitations are not only the case towards domestic workers but also to the skilled workers.

➤ *Factors preparing her Emigration*

The tendency of emigration has always been there in the Malayalee Christian community of Pathanamthitta district. The survey is giving evidence by youth migration for higher education in other states. Here, the vast majority (N=28) of the interviewees responded that they had done their professional course outside Kerala. They were migrants during their graduation in various south Indian cities like Bangalore, Mysore, Chennai, Hyderabad and few were in Delhi and Maharashtra. So, the migration is not a new process for these women, but they are exposed to it earlier. All of them except two have done a professional course, including nursing, engineering, MASLP³, and MBA. Except for one respondent, all others recorded at least one year of experience with a maximum of 7 years' experience. Most of the nurses are emigrating after one or two years of experience. In the above paragraph, we had discussed that most of the emigrants were decided to go abroad when they were working in India.

All the women who migrated to other-gulf countries state that they paid nothing to the agency to emigrate, but only their service fee. The agency has done all the required formalities, including the documentation of personal and legal documents, arranged the interview for getting a job, arranged accommodation in the destination country, given proper guidelines, etc. Concerning gulf emigrants, it has estimated that an average of 180000 rupees was paid to an agency to emigrate. However, compared to the agencies for western countries, we can take as these agencies are not that good to give services. Very few have answered that their agencies did all the required formalities, but they acknowledged one or two services such as arranged the accommodation, interviewed for a job, helped to fulfil the legal requirements, etc.

➤ *Personal Factors- Marriage*

From the seven women who emigrated before their marriage, four⁴ of them conveyed that, they helped their husbands also to migrate, and in that three of them are working in the same destination country. In contrast to these 15 women who married before the migration, twelve of them are working in the same destination country, including five works in the same sector as well.

When seeing the marital status, 23 are married, and seven are unmarried, and all of them are working as nurses. Among the total 30 respondents, seven of them are living

³Master of Audiology and Speech-Language Pathology

⁴ 1-UK, 1-USA 1, 1-Saudi Arabia ,1-Kuwait

with their husband alone, other seven with husband and children, and two of them living with siblings and parents. In that, seven out of twenty-three married women are living away from their husband. Moreover, all of them are nurses working in Gulf countries except one in the USA, among married couples. From the occupational distribution, we can see that nurses are everywhere without any regional biases, but still more in gulf countries, their recruitment process is more accessible.

❖ *Prospects*

➤ *What would be her plan?*

Few questions are asked to identify her plans as well. The half of the respondents (N=16) said that they would go back, after earning enough money to settle down at home but in another hand, six nurses working in Gulf countries disclosed that they would go back as soon as possible. From the total eight non-gulf emigrants, seven of them wanted to settle in the destination country only. Moreover, one person from Kuwait said that she must leave when her work visa expires. For the question "How many years at least you wish to work in this country?", from the Gulf three each responded 20 and ten years respectively, and the all the others said less than ten years with the average of 8 years and a minimum of 1 year. In contrast of this, the non-gulf emigrants are interested to live more years as we get answers "above ten years" "end of my life," "as many," "not decided," don't want to go back, etc.

While determining the reason to go back to Kerala, the majority (N=27) replied that to take care of their parents, and nearly half (N=14) of them chose the answer "I like to settle in Kerala as I am emotionally attached to its culture, food, environment, etc. Furthermore, six of them says that "If I get the same job, position, salary in India" and the last eight have said that, she will try her level best to settle there, though the country will not allow them to do so.

Finally, the respondents were asked two questions, one is about the overall satisfaction, and the other one was about citizenship. A very sizeable majority (N=25) of women said that they are satisfied with the current life situations, and the other few have not said they are dissatisfied but given the answer "neutral. In the question of citizenship, eleven Gulfs-women said that they do not want citizenship, but eight⁵ emigrant women said that they would take the citizenship. The remaining women are not sure about the citizenship plan and chose the answer "maybe" from the option.

⁵(UK-2, USA-2, Australia-1, Canada-1, and Gulf-2)

IV. DISCUSSION

This study identified significant factors associated with the area of origin and the area of the Destination of skilled women to work overseas. Lifestyle factors for the skilled emigrant women migration from Kerala concerning Christian women from Pathanamthitta district of Kerala have discussed. As same as our result (Kline, 2003) were identified Push factors as limited opportunities for professional development and unsafe working conditions, whereas pull factors described as incentives for migration, such as better salaries, and improved working conditions. Kodoth & Jacob, (2013) emphasized these factors as Indian nurses look for overseas opportunities because of the lack of opportunities for professional growth and skill development at home and because of poor working conditions and poor quality of training. But they also aspire to work and live overseas.

Although women migration is part of the increasing global trend of the general movement, individual migrants appear to be moving countries to 'better' themselves and their families. Better income opportunity was the major factor as migrants were 'pulled' and 'pushed' by the family to find a job in the abroad. The girls are brought up in the community where the idea of emigration is deeply rooted, and it is helping her to teach the required skills to emigrate. The parents, husband and the relatives of the women have taken an interest to send them. In this social system, we can assume that moreover the ambitions, the anxious of socio-economic security of the women matters.

By doing higher education and job outside Kerala, most of them are getting knowledge and exposure on migration at the initial stage of their life. Furthermore, marriage with a migrant man also gives more chances to migrate. Notably, Kerala has an excellent Diaspora characteristic, which is primarily male-dominated. The study provides evidence for this, as a significant number of women decided to go abroad after the marriage. The opportunity to come home every year provides more comfortability to send them from family as well.

The private agencies also play a vital role in sending, skilled women abroad, but the scope of exploitation by them even exists. These challenges were often complex and occurred before, during and after the migratory process. Unethical recruiting practices by aggressive recruiters, becoming familiar with a differing scope of practice in a new country, and experiences of cultural differences and racism identified in the literature reviewed. (Garner, Conroy, & Bader, 2015)The family is willing to pay the high processing charges to the agencies because of the reasons to do all the required arrangements and formalities of the destination country and the handsome salary they are going to get in abroad. Despite this, the standard of living of the family is getting improved very fast and giving a better opportunity for marriage aligns as well. Not only a better marriage, but also the women would take their husband abroad. As she can get for him a visiting visa at first, which ends up generally in a work permit since, once in the Gulf,

the husband has three months to find a job. Migration chain has thus started, and other members of the in-laws may follow this path (Percot, 2005)

The working condition for emigrant women seems very good compared to India, as they have not encountered any sexual, racial issues, but only the mild problems that happen in a new environment. The colleagues and friends, especially from the same origin, have supported them to overcome the barriers and their presence is giving more confidence for freshers to emigrate. It has to be understood that nurses in the Gulf –and Indians in general- do not have a lot of relationships either with the locals or the other migrant communities (Percot, 2005)

The increasing number of nursing schools in Kerala and the emigration growth rate is high in the state. From the pattern of emigration, we can see that the nurses and midwives are migrating at a very young age between 20 to 30 years- and most of them had an essential degree. Globally migration of health workers, mainly from India or from other developing countries is common presently, and high-income countries accused of poaching skilled health workers from developing countries which are struggling to address their health challenges.

The major impact of skilled labour women is coming over the remittance which they bring to the country. According to RBI, Kerala had received Rs.850920 million rupees in the year 2017-18. The KMS 2018 says that among emigrants, females are having a much better education than

males. The 53.1 per cent of female emigrants have a degree, but it is only 24.6 per cent for males. The migration from Kerala is going through an amazing phenomenon, where the number of migrants reduces but remittance increases. The qualified migrants those having certain skills are replacing the unskilled less qualified migrants. These high skilled migrants are none other than the women those working as nurses or teachers around the globe. The women reported to send more money as the working women are more professionals like nurses; teachers etc. and comparatively remit more money than men. They are earning five times more remuneration than male counterparts. (Devasia, n.d.)

V. CONCLUSION

Here, we can conclude that the process of emigrating women is not a sudden decision, but the family and society is cultivating the aspiration early itself. To be a successful emigrant, the family and the community is impacting their decision making, and they are teaching the required skills by timely. Despite enjoying higher socio-economic advantages in the developing country, most of them are likely to come back, as they have enough emotional attachments and relationships in the place of origin. Still, a significant number of emigrants wanted to stay back there by enjoying the life with the current satisfaction.

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