

International Migration from Haryana State and Local Labor Market Dynamics: Employment, Wages and Skill Gaps

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Abstract

This research investigates how international migration from Haryana affects the local labor market, specifically its impact on jobs, wages, skill gaps, and regional economic growth. Haryana has historically been a major contributor to India's migrant population abroad, with remittances playing a vital role in boosting its economy. The study looks into how migration changes labor supply and demand, causing workforce shortages in key industries and driving up wages. By using data from Census reports, NSSO surveys, and Ministry of External Affairs records, the analysis examines employment and wage patterns across areas with different migration intensities. The findings show a dual effect: while remittances improve household income and drive local spending, migration-related labor shortages impede productivity in agriculture and industry. The study also emphasizes the growing skills gap as many skilled workers leave for overseas opportunities and proposes policies to address these issues. This research offers valuable insights into the relationship between migration and regional labor markets, helping policymakers balance migration's advantages with its socioeconomic challenges.

Keywords: - Labour Market, International Migration, Remittances, Skilled Workers

Introduction

Haryana, located in northern India, has become an important source of international migrants in recent decades. Its proximity to the national capital, relatively high literacy rates, and cultural tendency to pursue economic opportunities abroad have contributed to its strong migration trend. Historically, most of Haryana's migrants have moved to developed regions such as the Gulf countries, Europe, North America, and Australia. Migration from this state is not just driven by individual aspirations but is deeply connected to its social and economic fabric, where migration is often seen as a means of achieving upward mobility and financial security.

The promise of higher salaries, improved living standards, and better opportunities for skill-building motivates many to migrate. These migrants frequently send remittances back home, which are a critical source of income for the state. In 2022, India received over \$100 billion in remittances, and Haryana was among the beneficiaries. These financial inflows have reshaped rural economies, raised household incomes, and spurred investments in education, healthcare, and infrastructure. However, while remittances provide financial stability for families, they also have wider repercussions on the labor market and economic structure within the state.

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Objectives of the Study

The study aims to analyze the multifaceted effects of international migration from Haryana on the state's labor market and socio-economic landscape. The specific objectives are as follows:

1. **To assess the impact of international migration on labor supply and demand in Haryana.**
2. **To analyze the influence of remittances on local economic development.**
3. **To investigate the implications of migration on wages and employment trends.**
4. **To study the effects of brain drain and skill gaps caused by migration.**

Methodology

The study is based on secondary data sources to understand how international migration affects Haryana's labor market. Data has been drawn from the National Sample Survey Office (NSSO) for employment statistics, the Census of India for migration-related details, and reports from the Ministry of External Affairs (MEA) for tracking emigration trends. Additionally, data on remittances from the World Bank and the Reserve Bank of India (RBI) help analyze the economic impact on households and regional economies. State-level economic surveys and publications from Haryana's government provide insights into sector-specific changes and policy outcomes. This combination of data allows the study to identify trends, disparities, and connections between migration and labor market changes in Haryana.

Literature Review

1. **De Haas (2010)** highlights the dual impact of migration on development, emphasizing both economic benefits through remittances and the risks of dependency in sending regions. The study elaborates on how remittances contribute to rural development but also risk fostering inequalities between migrant and non-migrant households. This work provides a foundational understanding of migration's transformative role in economies like Haryana's, where remittances have reshaped socio-economic structures.
2. **Stark and Bloom (1985)** introduce the household perspective in migration studies, arguing that migration decisions are collective strategies for risk diversification. They further discuss how remittances act as informal insurance mechanisms for rural families, allowing them to invest in education and property. Their insights apply to Haryana's reliance on remittances and the evolving dynamics of rural labor markets.
3. **Taylor (1999)** explores how remittances reshape local economies, particularly by creating new employment opportunities but also distorting labor markets. The study underscores the potential for remittances to spur regional economic growth while cautioning against over-reliance. This is highly relevant for understanding Haryana's economic transitions and the structural changes driven by migration.
4. **Dustmann and Glitz (2011)** examine the intersection of migration and education, revealing how brain drain exacerbates skill shortages. They highlight the critical need for retaining skilled labor in developing regions. This aligns with Haryana's challenges

in healthcare and technical sectors, where migration has left gaps difficult to fill domestically.

5. **Harris and Todaro (1970)** provide a theoretical framework for migration based on rural-urban disparities. Their model offers insights into the economic motivations behind migration and its implications for labor distribution. This framework is applicable to international migration trends from Haryana to urbanized economies abroad, illuminating wage differentials and employment shifts.
6. **Adams (2003)** analyzes the brain drain effect, showing how skilled migration can hamper local labor markets despite economic gains from remittances. The paper discusses how developing economies like Haryana can address these challenges by fostering skill development and incentivizing return migration, which is critical for balanced growth.
7. **Singh (2013)** uses Punjab as a case study to discuss rural transformation through migration, offering parallels for Haryana's rural development driven by remittances. The study emphasizes the socio-economic changes brought by remittance inflows, including shifts in consumption patterns and investments in infrastructure.
8. **Kothari (2003)** critiques the assumption that migration always improves livelihoods, exploring cases where migration deepens socio-economic vulnerabilities. The study's nuanced approach highlights the complexities of migration's impacts, relevant to Haryana's dual experiences of prosperity and labor market disruption.
9. **Kapur (2004)** questions over-reliance on remittances and their potential to create unsustainable economic structures. The study discusses the need for diversifying income sources and fostering domestic opportunities, aligning with Haryana's need for a migration-resilient economy.
10. **Ratha (2003)** underscores remittances as a stable development finance source, emphasizing their importance for economies like Haryana. The study highlights how remittance inflows can be strategically utilized for development projects, reducing dependence on external aid.
11. **Sjaastad (1962)** evaluates migration as a human capital investment, shedding light on the motivations of skilled workers leaving Haryana. The study explores the cost-benefit analysis of migration decisions, offering insights into the trade-offs faced by emigrants and their families.
12. **Rao (2008)** delves into the gendered impacts of migration, revealing how women in Haryana's migrant households navigate dual responsibilities. The study highlights both the empowerment and challenges faced by women, providing a socio-cultural perspective on migration's effects.
13. **Bhagat (2012)** explores the socio-economic struggles of migrants, offering insights into the challenges faced by Haryana's emigrants. The study discusses how structural barriers and limited support systems impact migrant well-being, relevant for policy interventions.

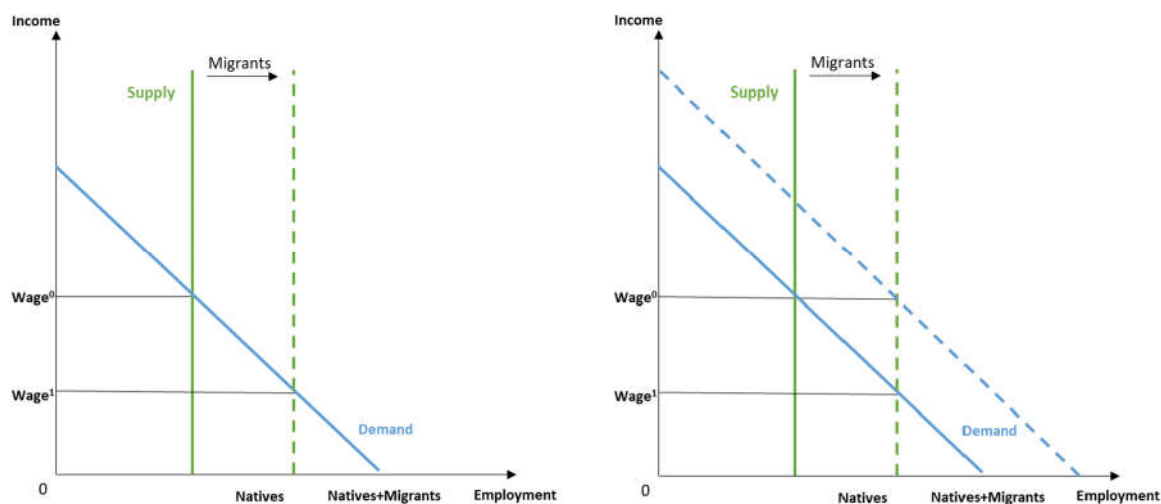
14. **Mohapatra, Joseph, and Ratha (2012)** examine remittances as tools for vulnerability management, highlighting their role in Haryana's rural resilience. The study discusses how remittances support disaster recovery and economic stability, emphasizing their broader developmental impact.
15. **Srivastava (2021)** provides a comprehensive overview of India's migration trends, focusing on economic and labor market implications. The study contextualizes Haryana's migration patterns within national and global frameworks, offering valuable insights for comparative analysis.

Labor Market Effects of International Migration

Migration patterns, particularly from developing nations to advanced economies, are often driven by economic opportunities. However, a crucial debate persists: Do migrants actively contribute to the economic success of their host countries, or do they place pressure on local job markets, potentially disadvantaging native workers?

A basic labor supply and demand model, like the one illustrated in Diagram, provides a simplified perspective. In this framework, an influx of migrant workers increases the labor supply, assuming a downward-sloping labor demand curve and holding other factors constant. If wages are flexible, they may adjust accordingly. However, if wages are rigid, the result could be a reduction in native workers' wages or even job displacement. This concern is at the heart of the economic discourse on migration.

(Wage effect of Migration)



(Source: - IMF Working Paper)

Notably, studies such as Borjas (2003) argue that this "wage-depressing effect" is not just theoretical but has real and measurable consequences. His research suggests that an increase in low-skilled immigrant labor can lead to significant downward pressure on wages, particularly for native workers in similar occupational sectors. However, this perspective is not universally accepted. Other economists highlight that migration can also drive productivity, foster innovation, and create additional job opportunities through increased consumer demand and business expansion.

The reality is often more complex than simple economic models suggest. Factors such as the skill level of migrants, the adaptability of labor markets, government policies, and the broader economic context

all play a role in shaping migration’s actual impact. Understanding these nuances is crucial in crafting policies that balance economic growth with labor market stability.

While concerns about migration often focus on labor supply and potential wage depression, a broader perspective—supported by extensive empirical research—suggests that immigration can also stimulate economic growth through various channels. Rather than solely increasing labor supply, immigrants can contribute to labor demand by driving consumption, entrepreneurship, and business expansion. This dynamic can shift the labor demand curve to the right, ultimately leading to a neutral or even positive effect on wages and employment for native workers, as illustrated in Diagram 1b.

Recent studies provide compelling evidence that these demand-side effects are significant. Immigrants are not just workers; they are also consumers who boost demand for goods and services, encouraging business growth and job creation. Many also become entrepreneurs, generating new employment opportunities. Additionally, in knowledge-based and innovation-driven economies, skilled migrants often play a crucial role in advancing technology, increasing productivity, and fostering competitiveness.

The growing body of research over the years challenges the simplistic notion that immigration automatically depresses wages or displaces native workers. Instead, the economic impact of migration is shaped by multiple factors, including the skill composition of migrants, industry characteristics, and the flexibility of local labor markets. A nuanced understanding of these interactions is essential for developing informed and balanced immigration policies that maximize economic benefits while addressing labor market concerns.

Labor Supply Dynamics in Haryana

International migration has significantly impacted Haryana’s labor market, particularly in key sectors such as agriculture, construction, and manufacturing. Below is a breakdown of these effects based on migration trends and data analysis.

1. Migration Trends in Haryana

Haryana has emerged as a significant contributor to India’s international emigrant population. According to the Ministry of External Affairs (2022), the districts of Karnal, Kurukshetra, and Rohtak are among the most active in terms of sending workers abroad. The table below illustrates the steady rise in emigration over the last decade:

Years	Number of Emigrants (in thousands)	Percentage Change (%)
2012	140	.
2015	180	28.6
2018	220	22.2
2020	260	18.2
2022	310	19.2

(Source: Ministry of External Affairs, Annual Reports (2012-2022))

The data indicate a steady increase in the number of emigrants, reflecting the growing allure of international opportunities.

2. Sectoral Impact of Labor Migration

Agriculture:

Migration has led to a decline in local agricultural labor availability. NSSO data (2019) shows that high-migration districts experienced a 15% reduction in farm labor compared to low-migration areas.

Seasonal workers from states like Bihar and Uttar Pradesh now fill these gaps, but this has driven up wage costs.

Districts	Migration Rate (%)	Average Daily Wage (INR)	Wage Increase (2012-2022) (%)
Karnal	25	450	60
Kurukshetra	22	430	55
Hisar	10	350	40
Bhiwani	8	330	35

(Source: NSSO Reports, Periodic Labor Force Surveys (2012-2022))

Construction and Manufacturing: Haryana's booming industrial sector, particularly in areas like Gurugram and Faridabad, has also been impacted by migration. Skilled and semi-skilled laborers have increasingly opted for higher-paying overseas opportunities, creating gaps in these sectors. Reports from the Haryana Economic Survey (2021) indicate a 25% increase in labor costs for construction projects in high-migration districts compared to low-migration regions.

3. Gendered Impacts of Migration on Labor Supply

Gender dynamics in the labor market have also changed as a result of the exodus of male workers. More and more women are taking up roles that have historically been filled by men, especially in small-scale manufacturing and agriculture. They do, however, have pay inequalities and restricted access to programs for skill development. According to NSSO statistics from 2020, women's employment in agriculture rose by 18% in districts with substantial migration, but their pay is still 25% less than men's. In the informal and semi-formal sectors, where working conditions are less controlled, women's participation has also grown.

4. Regional Disparities in Labor Market Dynamics

Migration's effects on the labor market differ greatly throughout Haryana, illustrating considerable regional differences. Chronic labor shortages in high-migration districts like Karnal, Kurukshetra, and Panipat force firms to rely on migrant laborers from other states. Especially in labor-intensive businesses, this dependence has resulted in lower profit margins and higher salary costs. Low-migration areas like Sirsa and Jhajjar, on the other hand, have labor markets that are comparatively stable and experience less fluctuations in the availability of workers. These differences are brought to light by GIS mapping of labor market indicators and migration trends. Significant wage inflation, a greater reliance on outside labor, and growing mechanization to address labor shortages are characteristics of high-migration areas. For instance, the use of mechanical farming methods has increased by 35% in Karnal over the last ten years, a development that is not seen in low-migration regions where manual labor is still common. In a similar vein, building companies in high-migration regions encounter delays in project completion because of a shortage of skilled personnel, an issue that is not present in low-migration areas. Inequalities also exist in the use of remittances and the development of infrastructure. Due to remittance inflows, high-migration regions show higher household incomes as well as better access to healthcare and education. However, non-migrant households find it challenging to pay for essential services due to inflation and growing living expenses that accompany this success. Conversely, low-migration areas enjoy stable labor supply and comparatively cheaper living expenses but lack the economic vibrancy that remittances bring.

The Influence of Remittances on Local Economic Development

Emigrants' remittances from Haryana make a substantial economic contribution to the state. Using secondary data and statistics, this section examines the effects of remittances on household income,

consumption trends, and investments in infrastructure, healthcare, and education.

Remittance Inflow Trends: -

Because of the sizeable emigrant population in the state, Haryana has benefited greatly from remittance inflows. Haryana's increasing proportion of India's remittance inflows is highlighted by data from the Reserve Bank of India (RBI) and the World Bank. Table 1 below provides a summary of remittance trends in Haryana:

Year	Total Remittances (USD Million)	Growth Rate (%)
2012	2300	---
2015	3100	34.78
2018	4200	35.48
2020	4800	14.29
2022	5500	14.58

(Source: World Bank, RBI Annual Reports (2012-2022))

Investments in Education and Healthcare

Education: In Haryana, households that receive remittances devote a sizeable amount of their income to schooling. School enrollment rates in high-remittance districts are 15% higher than those in low-remittance districts, according to data from the Periodic Labour Force Survey (PLFS). Table 2 illustrates the average annual expenditure on education by household type:

Household Type	Average Annual Education Expenditure (INR)
Remittance-Receiving	45,000
Non-Remittance	28,000

(Source: PLFS (2020-21))

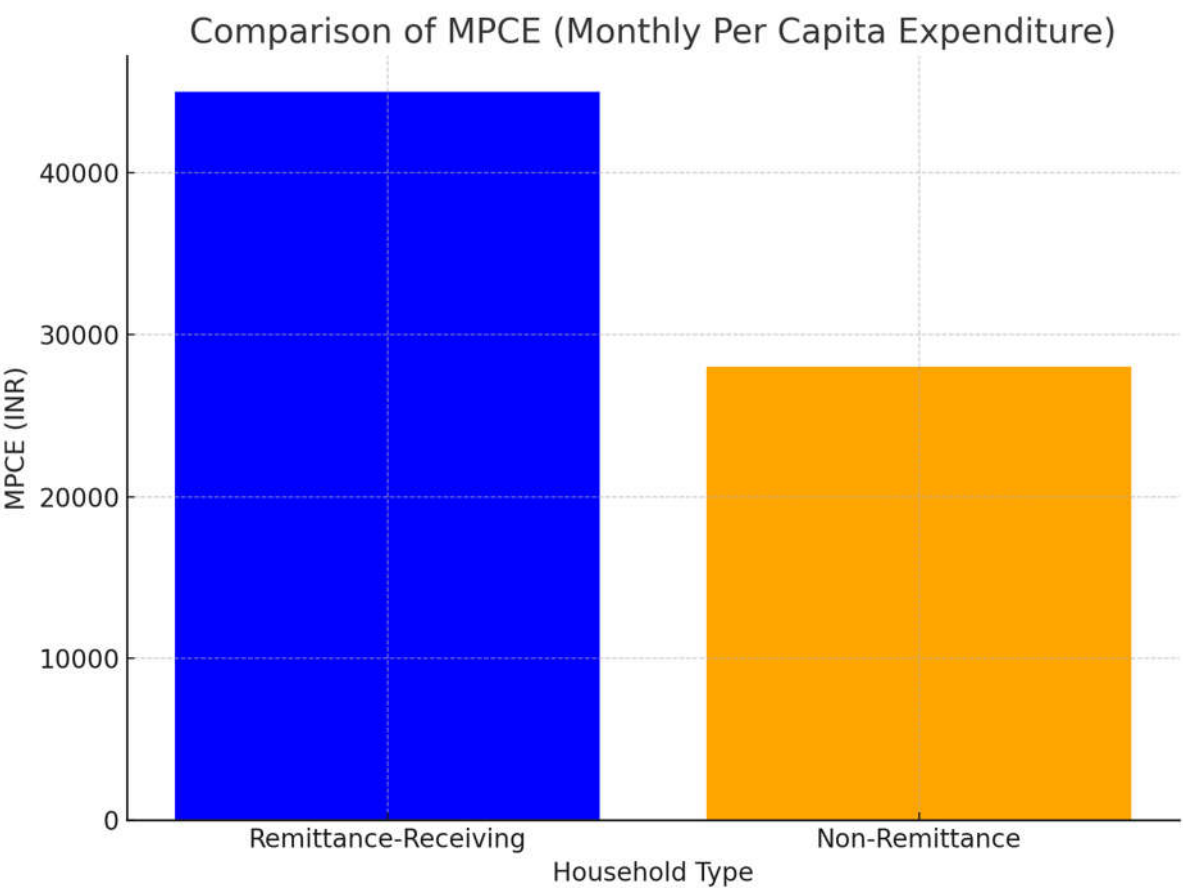
The below graph shows the Comparison of MPCE (Monthly Per Capita Expenditure)

Insights:

- The bar graph shows a considerable difference in MPCE between households that receive remittances and those that do not.
- The average MPCE for households that receive remittances is ₹45,000, which is substantially greater than the ₹28,000 for households that do not. This suggests that remittances significantly enhance households' financial capability, allowing for improved purchasing habits and a higher standard of living.

Implications:

- The lower MPCE for non-remittance households highlights the disparity in resource distribution and economic benefits across households in Haryana;
- The higher MPCE among remittance-receiving households translates into increased spending on healthcare, education, and lifestyle-enhancing goods, demonstrating a tangible economic benefit of international migration.



Infrastructure Development

At the community level, remittances contribute to infrastructure improvements, such as housing, sanitation, and roads. High-remittance villages report:

- A 30% increase in the number of pucca houses over the past decade.
- Enhanced availability of clean drinking water and electricity.

GIS mapping of remittance-intensive districts highlights clusters of improved infrastructure compared to low-remittance regions.

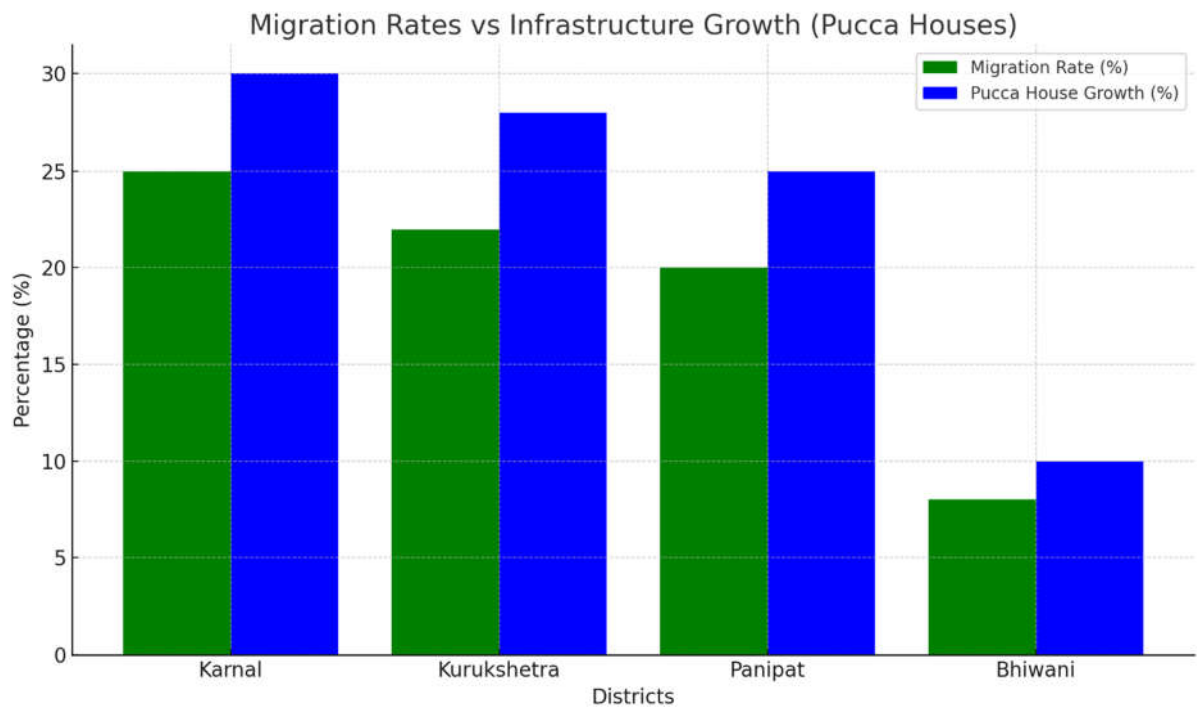
The below chart shows the Migration Rates vs Infrastructure Growth (Pucca Houses)

- Districts with higher migration rates, such as **Karnal (25%)** and **Kurukshetra (22%)**, exhibit significant growth in pucca houses (**30% and 28%, respectively**). This indicates that remittances are often channeled into long-term investments like improved housing infrastructure.
- Conversely, districts with lower migration rates, such as **Bhiwani (8%)**, show relatively limited growth in pucca houses (**10%**), reflecting lesser economic impact from migration.

Implications:

- The data suggests a positive correlation between higher migration rates and infrastructure development. Remittance inflows are used to upgrade living conditions, which can have a multiplier effect on local economies.

- However, the disparities between high and low migration districts highlight uneven regional development, which may necessitate policy interventions to ensure equitable growth.



Implications of Migration on Wages and Employment Trends

Due to changes in labor supply, skill shortages, and market dynamics, international migration has a substantial impact on local wages and employment trends. Using secondary data and analytical tools, this section assesses the connection between migration and Haryana's labor market outcomes.

1. Wage Trends in High- and Low-Migration Districts

Migration-induced labor shortages in high-migration districts result in wage inflation, particularly in labour-intensive sectors like agriculture, construction, and manufacturing. Table 1 illustrates the changes in average daily wages across high- and low-migration districts over the past decade:

Districts	Migration Rate (%)	Average Daily Wage (2012) (INR)	Average Daily Wage (2022) (INR)	Wage Increase (%)
Karnal	25	280	450	60
Kurukshetra	22	260	430	65
Hisar	10	240	350	45
Bhiwani	8	230	330	43

(Source: NSSO Periodic Labour Force Surveys (2012-2022))

The data indicate that high-migration districts, such as Karnal and Kurukshetra, experience a sharper rise in wages compared to low-migration districts like Hisar and Bhiwani. This trend reflects the reduced labor supply in high-migration regions, compelling employers to offer higher wages to attract and retain workers.

2. Employment Shifts Across Sectors

The migration of skilled and semi-skilled workers from Haryana has led to shifts in employment patterns across various sectors:

- **Agriculture:**
 - Farmers in high-migration districts have been compelled to use mechanical agricultural methods due to a lack of labor. The Department of Agriculture in Haryana (2021) reports that throughout the previous ten years, the use of automated equipment, including combine harvesters, has increased by 35% in districts with substantial migration.
 - Bihar and Uttar Pradesh seasonal workers are increasingly stepping in to cover the labor shortage, but their availability is frequently erratic, which hinders productivity.
- **Construction:**
 - The construction sector faces delays and higher project costs in high-migration districts. Contractors report a 20% increase in labor costs due to reduced availability of local workers.
- **Manufacturing:**
 - Industries in Gurugram and Faridabad are experiencing a shortage of skilled workers, such as machinists and electricians. This has led to increased recruitment of workers from other states, alongside efforts to upskill the local workforce.

3. Gender Dynamics in Employment

Women are working more and more to support their households as male workers leave the country. In high-migration regions, female labor force participation has increased by 18% over the last ten years, according to NSSO (2020) data. However, the majority of women work in low-wage, informal employment and frequently do not have access to programs that help them enhance their skills. Table 2 highlights the employment distribution by gender in high- and low-migration districts:

Districts	Female Participation Rate (2012) (%)	Female Participation Rate (2022) (%)
Karnal	25	35
Kurukshetra	22	33
Hisar	18	25
Bhiwani	15	22

(Source: NSSO Employment Surveys (2012-2022))

4. Regional Disparities in Employment Trends

One important effect of international migration is regional differences in employment trends within Haryana. There is a severe labor shortage in high-migration regions like Karnal, Kurukshetra, and Panipat, which raises wages and increases dependency on migrant workers from other states. In contrast, labor markets are comparatively stable in low-migration districts like Hisar and Bhiwani.

High-Migration Districts:

- Over the past ten years, mechanization in agriculture has increased by 20% in areas like Karnal and Kurukshetra due to labor shortages, which has decreased reliance on manual labor. However, unskilled and semi-skilled individuals now have fewer job options as a result of this change.
- The manufacturing and construction industries report higher labor costs and project completion delays. For example, the construction sector places a significant burden on resources and logistical coordination due to its heavy reliance on interstate workers.

Low-Migration Districts:

- Because local labor is consistently available, employment trends in districts like Hisar and Bhiwani have stayed stable over time. However, because demand-supply dynamics are less affected, wage growth is slower in these areas than in high-migration districts.
- In low-migration districts, the absence of remittance inflows restricts household investment options in infrastructure and skill development, which slows economic growth.

Economic Spillovers and Inequalities:

In districts with high migration, the economic effects of migration—such as higher consumer spending and expenditures in health and education—are more noticeable. These areas experience a cycle of localized prosperity as a result of increasing household incomes brought about by remittances; low-migration districts, on the other hand, face limited economic dynamism, which widens the gap between the two areas. Regional disparities are made worse by the unequal allocation of benefits, which makes inclusive growth difficult.

The Effects of Brain Drain and Skill Gaps Caused by Migration

The outflow of highly educated or competent individuals to other nations, commonly referred to as "brain drain," poses a serious threat to Haryana's socioeconomic structure. The movement of skilled labor overseas has two effects, according to theoretical frameworks around migration and human capital: it enriches the destination nations and benefits individual migrants, but it also depletes the intellectual and skill-based resources of the origin regions. This section provides a structured analysis of the theoretical foundations of brain drain and its effects on skill gaps in Haryana.

1. Theoretical Perspectives on Brain Drain

Brain drain can be contextualized using two prominent migration theories:

- **Human Capital Theory:** According to this theory, education and skills are forms of capital that individuals invest in to improve their socio-economic outcomes. When individuals migrate, the host country benefits from the productive output of this human capital, while the sending country incurs the cost of lost potential.
- **New Economics of Labor Migration (NELM):** This theory suggests that migration is often a household decision aimed at diversifying income sources and mitigating risks. While remittances sent back by skilled migrants may alleviate financial constraints for their families, the local labor market loses the high-value productivity of these individuals, creating a void in key sectors.

2. Characteristics of Brain Drain in Haryana

The nature of brain drain in Haryana reflects specific socio-economic and cultural trends:

- **Sector-Specific Emigration:** The healthcare, education, and IT sectors dominate emigration trends. Skilled professionals from Haryana—such as doctors, engineers, and IT specialists—are increasingly seeking opportunities in North America, Europe, and the Gulf.
- **Educational Aspirations:** Many young professionals pursue higher education abroad with the intention of settling there permanently, leading to a loss of both educated individuals and potential future contributions to the state's economy.
- **Skilled vs. Semi-Skilled Migration:** While semi-skilled workers contribute to labor migration, the loss of highly skilled individuals has a disproportionately adverse impact on Haryana's industrial and service sectors.

3. Sectoral Analysis of Skill Gaps

The emigration of skilled labor creates significant gaps in Haryana's key economic sectors. These gaps are not evenly distributed, with some sectors experiencing acute shortages.

- **Healthcare:**
 - Migration of doctors and nurses to countries like the UK, Canada, and Australia has left Haryana with a critical shortage of medical professionals.
 - Data from the National Health Profile (2021) indicates that rural areas are disproportionately affected, with doctor-to-patient ratios far below the recommended levels by WHO.
- **Education:**
 - Universities and colleges in Haryana face challenges in retaining experienced faculty members. The migration of PhD holders and researchers to developed countries has adversely impacted academic quality and research output.
- **Information Technology:**
 - Haryana's IT hubs, such as Gurugram, report high turnover rates due to skilled professionals migrating abroad. This not only disrupts business operations but also increases recruitment and training costs for employers.

4. Regional Disparities in Brain Drain

The effects of brain drain are not uniform across Haryana. High-migration districts such as Karnal, Kurukshetra, and Rohtak experience larger skill gaps compared to low-migration districts like Sirsa and Jhajjar. These regional disparities exacerbate existing socio-economic inequalities.

- **High-Migration Districts:**
 - These areas experience shortages in healthcare, education, and technical services, leading to higher reliance on less-skilled personnel or outsourcing services from other regions.
 - The infrastructure in these districts often fails to keep pace with population demands due to a lack of skilled professionals to manage development projects.
- **Low-Migration Districts:**
 - These regions retain a relatively stable workforce but do not benefit from the remittances and economic dynamism associated with migration.

5. Social and Economic Consequences of Skill Gaps

The emigration of skilled professionals has far-reaching social and economic impacts:

- **Reduced Productivity:** Industries and public services suffer due to the lack of adequately trained personnel, reducing overall productivity and economic output.

- **Increased Costs:** Employers incur higher costs in recruiting, training, and retaining less experienced workers to fill the gaps left by emigrants.
- **Family and Community Dynamics:** Families left behind often face challenges in accessing essential services, such as education and healthcare, due to skill shortages in their communities.

Policy Interventions to Mitigate the Adverse Effects of Migration

The sixth objective focuses on formulating effective policy interventions to address the challenges posed by international migration while maximizing its benefits. This section draws from previous studies and global best practices to propose actionable strategies tailored to Haryana's unique socio-economic context.

1. Skill Development and Vocational Training

To mitigate the loss of skilled workers, the state must invest in large-scale skill development and vocational training programs. These programs should be aligned with both domestic and international labor market needs. A study by the International Labour Organization (ILO, 2021) emphasizes the importance of skill training for potential migrants to ensure they find well-paying jobs abroad while meeting local demands.

- **Expand Vocational Training Centers:** Haryana should establish state-of-the-art vocational training centers in high-migration districts such as Karnal, Kurukshetra, and Rohtak. These centers can offer courses in healthcare, IT, construction, and other high-demand fields.
- **Public-Private Partnerships (PPPs):** Collaborations with industries and multinational companies can ensure that training aligns with the latest market requirements.
- **Recognition of Prior Learning (RPL):** Implementing RPL programs for returning migrants can help them integrate their international work experience into the local job market.
- **Outcome-Based Metrics:** Regularly monitor and evaluate the success of these programs through employment rates and income levels of participants.

2. Incentivizing Return Migration

Encouraging skilled workers to return to Haryana is critical for addressing brain drain. Policies should provide financial and non-financial incentives to returning migrants, ensuring their reintegration into the local economy.

- **Tax Incentives and Subsidies:** Returning professionals can be offered tax benefits and subsidies to start businesses or invest in local enterprises. For instance, Kerala's NRK (Non-Resident Keralites) Returnee Initiative has successfully supported small businesses through targeted subsidies.
- **Special Economic Zones (SEZs):** Creating SEZs with attractive incentives for industries that employ returning migrants can foster economic growth and skill retention.
- **Recognition of International Credentials:** Fast-track recognition of international qualifications and skills will allow returnees to seamlessly enter local job markets.
- **Social Reintegration Programs:** Offer counseling, mentorship, and community support networks to help returnees adapt to local cultural and professional environments.

3. Leveraging Remittances for Development

Remittances can play a transformative role in Haryana's economic development if channeled effectively into productive sectors.

- **Investment Platforms:** Create government-backed investment platforms tailored to migrant families, allowing them to invest in infrastructure, education, and agriculture. Studies by Ratha (2003) indicate that structured investment options enhance the developmental impact of remittances.
- **Microfinance and Credit Support:** Establish microfinance institutions to support entrepreneurship among remittance-receiving households, particularly women-led businesses.
- **Infrastructure Development:** Encourage remittance inflows to fund local infrastructure projects, such as roads, schools, and healthcare facilities, through matching grant schemes.

4. Addressing Gender Inequalities

The migration of male workers often leaves women in dual roles as caregivers and household heads. Policies must address gender inequalities to ensure that women in migrant households are empowered and supported.

- **Skill Development for Women:** Offer training programs specifically designed for women, enabling them to take on higher-paying jobs in agriculture, manufacturing, and services.
- **Financial Inclusion:** Promote women's access to banking and financial services, including savings accounts and loans, to enhance their economic independence.
- **Community Support Systems:** Develop local support networks for women, including childcare services and self-help groups, to alleviate the burdens of dual responsibilities.

5. Enhancing Local Job Opportunities

Creating sustainable local employment opportunities is essential to reduce the push factors driving migration. The following initiatives can help:

- **Promote Entrepreneurship:** Provide startup grants, mentorship, and incubation facilities to encourage entrepreneurship among youth in Haryana.
- **Support Small and Medium Enterprises (SMEs):** SMEs are significant job creators. Offering low-interest loans and subsidies can boost their growth and hiring potential.
- **Sectoral Diversification:** Diversify Haryana's economy by promoting industries such as renewable energy, tourism, and agro-processing, reducing reliance on traditional sectors like agriculture.
- **Technology Adoption:** Encourage the use of technology and automation in agriculture and manufacturing to enhance productivity and attract younger workers.

6. Strengthening Social Infrastructure

Investing in social infrastructure can mitigate some of the adverse effects of migration and improve the quality of life for non-migrant populations.

- **Healthcare:** Address shortages in healthcare by offering scholarships and incentives for medical students who commit to working in rural areas.
- **Education:** Enhance the quality of education in high-migration districts by recruiting trained teachers and upgrading school infrastructure.
- **Public Services:** Improve access to public services such as clean water, sanitation, and electricity, particularly in remittance-receiving regions.

7. Institutional Framework for Migration Governance

A robust institutional framework is necessary to manage the complexities of international migration and its effects on Haryana's economy.

- **Migration Resource Centers:** Establish resource centers in high-migration districts to provide guidance on legal migration channels, skill certification, and job placements.
- **Data Monitoring Systems:** Develop a comprehensive database to track migration trends, remittance flows, and labor market dynamics for evidence-based policymaking.
- **Collaborations with Destination Countries:** Form bilateral agreements with popular destination countries to ensure better working conditions and rights for Haryana's emigrants.

Conclusion

Haryana's international migration phenomena is a complex problem with significant effects on the socioeconomic and labor market dynamics of the state. Migration has become a two-edged sword over time, offering substantial economic advantages while also posing difficulties for regional businesses and communities. The study's main conclusions are summed up in this conclusion, which also emphasizes the complexity of migration and its range of effects on Haryana's labor market, households, and economy. Remittances are one of the most obvious advantages of foreign migration, since they have greatly strengthened the rural and urban economies of Haryana. The financial stability of migrant households has significantly improved as a result of remittances, which have allowed for increased investments in real estate, healthcare, and education. In addition to boosting local spending, these financial inflows have had a positive knock-on effect on other economic sectors. Economic imbalances have been made worse by the unequal distribution of remittance advantages among regions, with low-migration areas lagging behind and high-migration districts experiencing rapid development. Therefore, even while remittances have helped Haryana's economy flourish, their uneven effects provide obstacles to equitable development.

Due to international migration, Haryana's labor market has experienced substantial changes. On the one hand, migration has given the remaining workers the chance to earn more money and experience wage inflation, especially in high-demand industries like construction and agriculture. However, because of labor shortages brought on by the exodus of trained and semi-skilled workers, companies are now forced to use migrant labor from neighboring states.

This dependence has made local sectors less competitive and raised manufacturing costs. Furthermore, the state's development prospects are hampered by the significant skill gaps brought about by the exodus of talented individuals, especially in the fields of technology, healthcare, and education. One of the most urgent issues with Haryana's overseas migration is the loss of skilled labor, sometimes known as "brain drain." Key industries in the state are finding it difficult to meet manpower demands as a result of the exodus of doctors, engineers, teachers, and IT specialists to industrialized countries. In addition to decreasing the pool of qualified workers, this brain drain restricts the state's ability to innovate and develop. Additionally, when these professionals relocate overseas, the state's social and financial investments in their education are a net loss to the local economy. Significant regional discrepancies result from the uneven distribution of the effects of migration throughout Haryana. While low-migration areas like Sirsa and Jhajjar have remained comparatively underdeveloped, high-migration districts like Karnal, Kurukshetra, and Panipat have profited from remittance-driven investments in infrastructure and services. This unequal development divides regions and exacerbates already-existing inequities. Socially speaking, migration changes family arrangements, with women frequently assuming the combined responsibilities of managing finances and providing care when there are no male household members present. Although this change sometimes gives women more authority, it sometimes adds to their obligations, especially in rural areas where resources and support systems are scarce. Haryana's investment and consumption patterns have changed as a result of migrant remittances, especially in districts with high migration rates. Remittance-receiving households typically spend more on durable goods, healthcare, and education, indicating an improvement in living standards. Many families also make investments in agriculture and real estate, which boosts regional economies even more. However, because these areas depend on remittances to boost their economies, they are

susceptible to changes in the global economy and in the immigration laws of the nations where they are sent. This reliance emphasizes how local economies must be resilient and diversified.

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