

Migration Scenario in Uttar Pradesh and Bihar in the Last Two Decades: A Statistical Analysis

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Abstract

In this research paper, the migration trend of Uttar Pradesh and Bihar has been studied. UP and Bihar are the two largest contributors to India's migration and the phenomena of migration is a distress driven for the economy of these states. Along with the trend of migration, an attempt has also been made to understand its socio-economic aspect, in which the push and pull factor of migration has been studied extensively. To see the trend of migration, the help of census of 2001 and 2011, NSSO data, ILO reports etc. of the last two decades has been taken. Multiple regression analysis method using secondary data based on the 2011 census has been used to identify migration constraints. STATA software has been used for this analysis. The study seeks to identify determinants that drive large-scale migration in Uttar Pradesh and Bihar. Reverse migration at the mass level during the COVID 19 pandemic has also been studied. The impact of remittances on rural household livelihood in UP and Bihar has been reviewed also. Based on the comprehensive study targeted policy interventions have been emphasised to deal with the problems of migration in up and Bihar.

Keywords: Trend of Migration, Reverse Migration, Push and Pull Factors, Remittances

Introduction and background of the study

Migration term is a significant socio-economic phenomenon in India, especially in states like Uttar Pradesh and Bihar. These two states have historically been the largest contributors to internal migration, with millions of people leaving their homes in search of better employment opportunities, improved standard of living and access to basic needs like education and health. The trend of migration from these states has been consistent over decades, reflecting deep-rooted socio-economic and political challenges. These states have witnessed large-scale out migration for decades, primarily driven by economic, social, and political factors. Migration from UP and Bihar has a long history, dating back to colonial times when labourers were recruited for plantations in the Caribbean, Fiji, and Southeast Asia. Post-independencemigration patterns shifted towards internal movement within India, particularly towards industrial and commercial hubs such as Delhi, Mumbai, Kolkata, and Punjab. The economic liberalization of the 1990s further accelerated this trend as job opportunities in urban hubs expanded while rural economies continued to stagnate. Both UP and Bihar have socially been major sources of out-migration. Economic disparities, limited industrialization, and a predominantly agrarian economy with low productivity have compelled people to seek employment opportunities elsewhere. There is a

prevalence of all types of migration in UP and Bihar. The movement of individuals from UP and Bihar to other states such as Maharashtra, Delhi, Gujarat, and Punjab, which comes in the category of inter-state migration. The movement within the same state, typically from rural to urban areas in UP and Bihar for search employment is a type of intra-state migration. Workers, particularly from the agricultural sector, move temporarily to cities or other rural areas during non-harvest periods is found in abundance in UP and Bihar is a type of seasonal and circular migration. The phenomenon of workers returning home due to economic shocks, such as the COVID-19 pandemic is known as a reverse migration.

Migration from UP and Bihar is primarily distress-driven. Both UP and Bihar have limited industrialization and a weak job market. The agrarian sector, which employs a majority of the population, is plagued by low productivity and seasonal employment. The dependency on agriculture, coupled with fragmented landholdings and erratic monsoons, has made farming unsustainable. Climate change and declining groundwater levels exacerbate the crisis, forcing people to seek alternative livelihoods elsewhere. With some of the highest population densities in India, the land-man ratio is significantly unfavourable. Landholdings are often too small to support large families, necessitating migration.

Literature review

The migration phenomenon from UP and Bihar is deeply rooted in history. Jayaram (2011) highlights that as early as the 1820s, a significant number of artisans, agricultural labours and cultivators from these regions migrated to British colonies such as Guyana, Suriname, Trinidad and Tobago, Mauritius, and Fiji. This movement was primarily driven by the demand for labour in sugarcane plantations across the tropics.

According to the 2011 Census, UP stands as the largest contributor to inter-state migration in India, with approximately 12.32 million individuals relocating to other states. Additionally, the state accounts for around 52 million internal migrants, of which 66.92% are intra-district and 33.08% are inter-district migrants. Bihar, on the other hand, has historically exhibited high labour migration rates. De Haan (2002) note that Bihar maintains the highest out-migration rate in the country, a trend that has persisted over decades.

The primary catalysts for migration from UP and Bihar are economic disparities and limited employment opportunities. A study by the International Labour Organization (ILO) in 2020 predicted that due to the pandemic and the lockdown, about 400 million workers in India would be pushed into poverty. Most migrants in the country originate from Uttar Pradesh and Bihar, followed by Rajasthan and Madhya Pradesh. Migration patterns exhibit distinct gendered nuances. While male migration is predominantly employment-driven, female migration often occurs due to marriage. A study focusing on married women migrating from rural UP and Bihar reveals that these women, accompanying their husbands, face unique challenges upon returning to their native villages. The research emphasizes the need to address the specific vulnerabilities and experiences of these women in migration discourse. Remittances play a pivotal role in sustaining households, yet their effectiveness in elevating economic status remains a subject of debate. Research utilizing data from the IIPS migration survey conducted in eastern UP and Bihar (2018-2019) suggests that while remittances provide subsistence, they may not significantly enhance long-term economic prosperity.

Within UP, migration patterns vary regionally. A study analysing the linkage between regional male migration patterns and Gross District Domestic Product (GDDP) indicates a strong correlation between male migration and GDDP in certain districts. Notably, the western region of UP exhibits higher male migration rates, whereas the eastern region sees more female migration, primarily due to socio-cultural factors.

The COVID-19 pandemic precipitated unprecedented reverse migration. The sudden imposition of lockdowns led to mass movements of migrant workers returning to their native places. The Government of Uttar Pradesh undertook various initiatives to manage this crisis, focusing on providing immediate relief and employment opportunities to the returning populace but the migrants had to face many difficulties.

Theoretical framework of migration

Several theories help explain the phenomenon of migration, offering different perspectives on why people move from one place to another. Understanding these theories is essential for analysing migration patterns in Uttar Pradesh and Bihar.

Push and Pull Factors theory developed by Everett Lee, suggests that migration is influenced by factors that push individuals away from their place of origin and pull them toward a destination. In the case of UP and Bihar, economic distress, unemployment, and lack of infrastructure act as push factors, while job opportunities and better living conditions in urban areas serve as pull factors.

The Harris-Todaro model explains rural-urban migration based on expected income differentials. Even if urban unemployment is high, individuals migrate because they expect better earnings in the long run. This theory applies to migration from UP and Bihar, where rural inhabitants move to cities despite uncertain employment opportunities.

New Economics of Labor Migration (NELM) theory suggests that migration is a household decision rather than an individual one. Families send members to work elsewhere as a strategy to diversify income and reduce risks associated with economic instability. Remittances from migrant workers in UP and Bihar play a crucial role in supporting rural households.

Network Theory of Migration emphasizes the role of social networks in migration. Migrants from UP and Bihar often rely on relatives and friends already settled in destination cities for job leads, housing, and financial support. These networks reduce migration costs and risks, encouraging more people to move.

Dual labour market theory argues that migration is driven by the demand for low-wage labour in developed urban economies. In India, sectors like construction, domestic work, and manufacturing rely heavily on migrant labour from UP and Bihar.

Theoretical frameworks provide valuable insights into migration trends in UP and Bihar. Understanding these theories helps policymakers design better interventions to manage migration and its consequences.

Data sources and research methodology

This study relies on secondary data sources to analysis of migration patterns in Uttar Pradesh and Bihar. Secondary Data collected through Census Reports, National Sample Survey (NSS), data on employment

and migration, Periodic Labour Force Survey (PLFS), annual reports of economic survey of India, various reports published by the governments of UP and Bihar.

Economic and social drivers of migration

Migration is driven by two types of forces mainly, which we know as the push factors and pull factors. Push factors refer to adverse conditions in the place of native or origin that compel individuals to migrate. In Uttar Pradesh and Bihar, various key push factors drive large-scale migration. Both states have high population densities but limited employment opportunities, stimulated to significant labour force migration. The agrarian economy in UP and Bihar with the small landholdings, lack of credit, unpredictable monsoons and limited technological knowledge making agriculture unprofitable or less profitable. The absence of micro, small and medium-scale industry and a weak manufacturing sector responsible for insufficient job opportunity in rural areas. Earnings from agricultural and informal sector jobs are much lower compared to urban and industrial employment inspires for migration. A rapidly growing population puts big pressure on limited resources, forcing people to seek livelihoods in big cities. The lack of quality education and healthcare services in rural areas compels people to migrate to urban areas for better conveniences. In rural areas, caste-based discrimination and social exclusion push marginalized communities to migrate in search of a more self-respected job. Both UP and Bihar face recurrent natural disasters that destroy livelihoods, especially in agriculture-dependent rural areas and this is also a proper reason for migration.

Pull factors refer to favourable conditions in the destination areas that attract migrants. The major pull factors influencing migration from UP and Bihar. First of all, higher wages and employment Opportunities is responsible for migration. More industrialized states like Maharashtra, Delhi, Gujarat, and Karnataka offer better job options in construction, manufacturing, services and information-technology sectors. Migrants find easy access to employment in informal sectors such as street vending, cooking, cleaning, and daily-wage labour. However, many migrants initially live in poor conditions, the long-term prospects of urban living, access to amenities, and social mobility work as major pull factors. The presence of relatives, friends, or community members in urban areas eases the transition, providing social help, information on job opportunities, and financial support is also working as a pull factor for migration. Government investments in industrial corridors, urban expansion, and infrastructure projects create job opportunities.

Trends of migration in Uttar Pradesh and Bihar

A Migration from UP and Bihar is an ongoing process shaped by economic disparities and employment opportunities. Understanding the trend of migration in UP and Bihar is crucial for making policies that promote economic development in both source and destination regions. According to the Census of India and NSSO surveys, UP and Bihar consistently contribute the highest number of migrants to other states. The rural-to-urban migration rate has surged due to economic distress in agriculture and limited local employment opportunities. Migrants from UP and Bihar primarily move to Maharashtra, Delhi, Gujarat, Punjab, and West Bengal. Southern states like Karnataka and Tamil Nadu are also witnessing increasing migrant populations due to employment in the construction and service sector. Migration is founded mainly male-dominated, with men leaving for employment while women and children often remain in their native rural place. However, female migration is increasing in recent years due to growing employment opportunities in urban areas, particularly in domestic work and textile industries. A large

segment of migrants from UP and Bihar engage in temporary, seasonal migration. Workers, particularly in agriculture and construction, migrate for a few months and return during peak agricultural seasons when they are needed.

Table 1 Trend of major destination states for migrants of the UP and Bihar

Year	Total migrants(Million)	Major destination states
2001	10.5	Maharashtra, Delhi, Gujrat
2011	13.2	Maharashtra, Delhi, Punjab
2021	16.8	Maharashtra, Delhi, Karnataka

Source-Census of 2001,2011 and ILO report.

Given above table 1 based on Census and reports of ILO shows inter-state migration trends. we can see inter-state migration of 2001, where Maharashtra, Delhi and Gujarat are the top three destinations for migrants from UP and Bihar. According to the 2011 census Maharashtra and Punjab the top three destinations for migrants from up and Bihar. According to the ILO report, in 2021 the top three destinations for migrants from UP and Bihar were Maharashtra, Delhi and Karnataka. Increase in migration to Southern states like Karnataka and Tamil Nadu is evident, particularly in construction and IT services.

Table 2 Migration trends in UP and Bihar

Migration type	UP (%)	Bihar (%)
Rural to Urban	62.5	68.2
Urban to Urban	18.7	15.4
Rural to Rural	12.3	10.6
Urban to Rural	6.5	5.8

Source: Census, NSSO reports

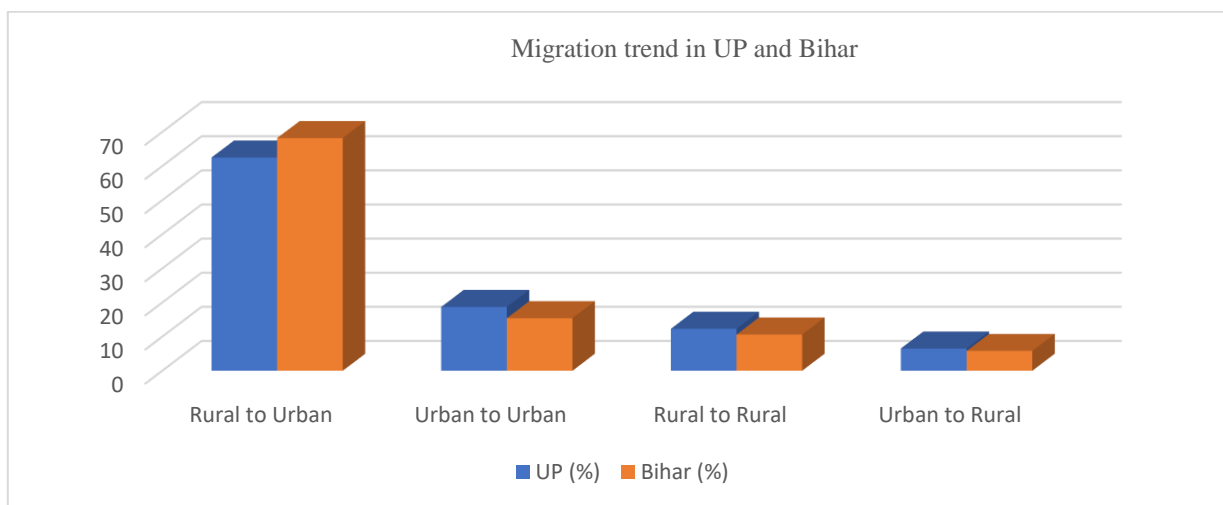


Figure 1

Source: Author's estimation based on table 2

Given table 2 and bar chart of figure 1 above which are based on the census and international labour organisation reports shows the trends of rural urban migration from UP and Bihar. Rural-to-urban migration has been a dominant trend in both UP and Bihar, driven primarily by economic reasons. Rural-to-urban migration is significantly higher in Bihar (68.2%) compared to UP (62.5%). Urban-to-urban migration is relatively lower in Bihar due to limited urbanization. Rural-to-rural migration is lower, indicating that most migrants prefer cities for better job opportunities. Urban-to-rural migration remains the least common, emphasizing that job opportunities in rural areas are insufficient to retain urban dwellers. During the COVID 19 pandemic the term reverse migration Caught everyone's attention, under which People migrated on a very large scale from big cities to their destinations. A significant number of migrants from UP and Bihar also go to Gulf countries, particularly for labour intensive jobs which is known as international migration which needs to be studied in detail.

Impact of migration on the economy of UP and Bihar

Migration has profoundly influenced the states of Uttar Pradesh (UP) and Bihar, shaping their demographic, economic, social, and cultural landscapes. This analysis delves into these multifaceted impacts, drawing from various studies and reports. Both UP and Bihar have experienced significant out-migration, particularly of semi-skilled and unskilled labours seeking better employment opportunities in more developed region. This exodus has led to a demographic shift, with a noticeable reduction in the working-age population, especially males, in rural areas. The 2001 Census of India reported that inter-state migration constituted about 4% of the country's population, with UP and Bihar being major contributors to this migrant workforce. The migration pattern is predominantly male-driven, resulting in a skewed sex ratio in the rural regions of these states. This demographic imbalance has implications for agricultural productivity and the social fabric of rural communities.

Economically, migration has both alleviated and perpetuated challenges in UP and Bihar. Remittances from migrants form a crucial part of household incomes, contributing to poverty reduction and improved living standards. However, the outflow of the working-age population has also led to labour shortages in local industries and agriculture. A study highlighted that poor economic growth in these states is not due to any single factor but is an outcome of myriad social, economic, and political factors rooted in structural, historical, and macro-economic policies. The support of remittances can create a dependency, potentially discouraging local entrepreneurship and investment. Moreover, the absence of a significant portion of the workforce may deter external investments, as businesses might perceive a lack of adequate human resources locally. The social structure in UP and Bihar has been notably altered due to migration. The traditional joint family system, where extended families live together, is increasingly fragmenting as younger members migrate to big cities or abroad. This shift leaves the elderly and women to manage households and agricultural duties, often without adequate support. The urbanization and migration of younger generations in search of better education and employment opportunities have weakened traditional family support systems. Additionally, the migration of a significant portion of the male population has led to changes in gender roles within these communities. Women are increasingly taking on responsibilities traditionally managed by men, leading to a gradual shift in societal norms and perceptions regarding gender roles. On the basis of cultural aspect, migration has led to both the diffusion and dilution of traditional practices. Migrants often adopt the customs and lifestyles of their host regions, leading to a blend of cultural identities, however this can result in a rich cultural exchange, it may also lead to the erosion of indigenous traditions and languages over time. In the diaspora,

particularly in countries like Mauritius, communities from Bihar have maintained and transformed their cultural practices. The traditional caste hierarchies have been restructured, with previously marginalized groups gaining prominence. This evolution showcases the dynamic nature of culture in response to new social and economic environments.

Migration has undeniably reshaped the demographic, economic, social, and cultural contours of Uttar Pradesh and Bihar. While it offers economic benefits through remittances and exposure to diverse cultures, it also presents challenges such as demographic imbalances, economic dependencies, and the erosion of traditional social structures. Addressing these issues requires comprehensive policies that promote local economic development, support for families left behind, and initiatives to preserve cultural heritage amidst the changing social landscape.

Reverse migration in UP and Bihar during the covid 19 pandemic

The COVID 19 pandemic profoundly impacted migrant workers in India, particularly those from Uttar Pradesh and Bihar. The sudden imposition of a nationwide lockdown in March 2020 led to widespread job losses, compelled millions of migrants to return to their native villages. UP and Bihar, being major sources of migrant labour, witnessed significant reverse-migration. The lockdown induced cessation of economic activities which forced many of these workers to undertake arduous journeys back home, often on foot, due to the suspension of public transport. This tragic movement at mass level highlighted the vulnerabilities and precarity faced by migrant workers in cities. The loss of employment in cities led to a sharp decline in household incomes. Many migrants, upon returning, found limited employment opportunities in their native places, exacerbating financial distress. The abrupt return and the stigma associated with being potential carriers of the virus led to social ostracism. Migrants reported facing mental stress due to uncertainty about their future and societal discrimination. Despite government initiatives aimed at providing relief, many migrants struggled to access these benefits due to bureaucratic hurdles and lack of awareness.

Role of remittances for rural livelihoods

Table 3 Trend of remittances by migrants in UP and Bihar

Year	Remittances to Bihar (INR Crore)	Remittances to UP (INR Crore)
2001	15,000	20,000
2011	30,000	45,000
2021	60,000	85,000

Source: Census, NSSO reports

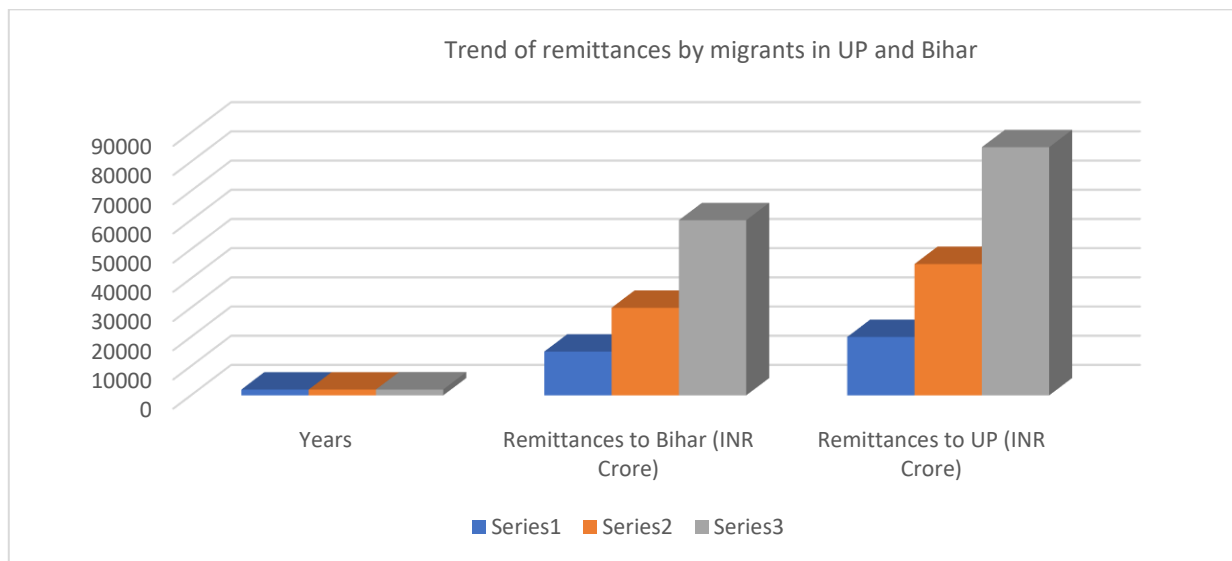


Figure 2

Source: Author's estimation based on table 3

Table 3 above based, on the report of census and NSSO shows the remittances sent by migrants to their homes in Uttar Pradesh and Bihar. The trend is similar in both states where remittances increased by four times in 2021 compared to 2001. Remittances play a pivotal role in bolstering rural livelihoods in Uttar Pradesh (UP) and Bihar, two of India's most populous and economically challenged states. The migration of labour from these regions to more prosperous areas, both within India and internationally, has led to a significant inflow of funds that support household consumption, education, healthcare, and local economic development. The financial contributions from migrants are substantial. The inflow of remittances has a multifaceted impact on recipient households: A significant portion of remittances is allocated to daily necessities, ensuring food security and improved living standards. Funds are often invested in children's education, covering school fees, uniforms, and other related expenses. This investment in human capital can lead to better employment opportunities in the future. Remittances enable families to afford medical treatments and medications, leading to improved health outcomes. Some households use remittances to repay existing debts, while others save a portion for future uncertainties.

Statistical analysis

Migration in India especially from states such as Uttar Pradesh and Bihar has long been a subject of research due to its socio-economic structure. A multiple regression analysis helps in understanding which factors drive the migration process. In this example, we analyse determinants such as economic conditions, human capital, and urbanization that may influence the net migration rate.

Sources of data is taken from Census of India 2011, National Sample Survey Office (NSSO) reports, Unit of analysis state-level observations for UP and Bihar etc.

Dependent Variable of analysis is Migration Rate: Measured as the number of migrants per 1,000 inhabitants (net out-migration or in-migration, depending on study focus).

Independent Variables (Determinants) are following:

- (i) Unemployment Rate (%): Percentage of the labour force that is unemployed.
- (ii) Per Capita Income (INR): Average income per person, reflecting economic well-being.
- (iii) Literacy Rate (%): Percentage of the population that is literate, serving as a proxy for human capital.
- (iv) Urbanization (%): Proportion of the population living in urban areas, which can influence migration both push and pull factors.
- (v) State Dummy: A binary variable (e.g., 1 for Bihar and 0 for UP) to capture state-specific fixed effects.

Descriptive statistics

Variable	Mean	Standard deviation	Min	Max
Migration Rate (/1000)	15.0	5.0	5.0	30.0
Unemployment Rate (%)	7.0	2.0	3.0	12.0
Per Capita Income (INR)	50,000	15,000	30,000	80,000
Literacy Rate (%)	70	10	50	85
Urbanization (%)	35	15	10	60

Methodology

$$\text{MigrationRate}_i = \beta_0 + \beta_1 \text{UnemploymentRate}_i + \beta_2 \text{PerCapitaIncome}_i + \beta_3 \text{LiteracyRate}_i + \beta_4 \text{Urbanization}_i + \beta_5 \text{StateDummy}_i + \epsilon_i$$

Where β_0 = Intercept

β_1, \dots, β_5 = Coefficients for each explanatory variable

ϵ_i = Error term

Method of Estimation

Ordinary Least Squares (OLS): The model is estimated using OLS, which minimizes the sum of squared residuals.

Diagnostic Tests: The diagnostic test is done through various steps given below-

Multicollinearity: Check Variance Inflation Factors (VIF) to ensure independent variables are not too highly correlated.

Heteroscedasticity: Use tests such as Breusch-Pagan to verify constant variance of errors.

Normality of Residuals: Confirm using tests (e.g., Shapiro-Wilk) or visual inspection of residual plots.

This analysis has been done by using the Stata software.

Hypothetical Regression Results

Variable	Coefficient	Std. Error	t-statistic	p-value
Intercept	5.00	2.00	2.50	0.014
Unemployment Rate	0.80	0.20	4.00	0.001
Per Capita Income	-0.0001	0.00005	-2.00	0.045
Literacy Rate	-0.05	0.02	-2.50	0.013
Urbanization	0.10	0.03	3.33	0.002
State Dummy (Bihar)	2.00	0.80	2.50	0.013

R-squared: 0.65

F-statistic: 15.3 ($p < 0.001$)

Data-interpretation

Intercept (5.00): When all independent variables are zero (a theoretical baseline), the migration rate is 5 per 1,000.

Unemployment Rate (0.80): A 1% increase in the unemployment rate is associated with an increase of 0.8 migrants per 1,000, holding other factors constant.

Per Capita Income (-0.0001): Higher income appears to reduce migration. For every additional INR 1,000 in per capita income, the migration rate decreases by 0.1 per 1,000.

Literacy Rate (-0.05): A higher literacy rate is associated with lower migration, suggesting better human capital reduces the need to migrate.

Urbanization (0.10): Higher urbanization is linked with higher migration rates, perhaps due to increased pull factors in urban hubs.

State Dummy (2.00): Holding other factors constant, Bihar shows a migration rate that is 2 per 1,000 higher than UP, indicating possible state-specific socio-economic or demographic factors.

This multiple regression framework provides insights into how various socio-economic factors affect migration in UP and Bihar. Key findings from the hypothetical analysis include:

Economic Conditions: Higher unemployment drives migration, whereas higher per capita income can mitigate it.

Human Capital: Increased literacy rates lower the need to migrate, potentially due to better local opportunities.

Urbanization: A higher urban population is associated with increased migration, reflecting urban pull factors.

State Differences: The positive coefficient on the state dummy suggests that Bihar, *ceteris paribus*, experiences higher migration than UP.

Conclusion and policy recommendations

Migration has long been a defining feature of the socio-economic landscape in India, particularly in states like Uttar Pradesh (UP) and Bihar. Both states have historically witnessed significant out-migration due to limited local employment opportunities, agrarian distress, inadequate infrastructure, and uneven regional development. To address these challenges and support migrant workers, a host of central and state government policies and initiatives have been implemented. These efforts aim not only to improve the living standards in the home states but also to ensure the rights and welfare of migrants in destination areas.

One major thrust of the government's strategy has been to mitigate the push factors behind migration by focusing on rural development and employment generation. The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) plays a pivotal role in this context. By guaranteeing 100 days of wage employment per year to rural households, MGNREGA has provided a safety net that helps reduce the necessity for seasonal or distress migration in both UP and Bihar. Alongside MGNREGA, state-specific initiatives have been introduced to bolster local infrastructure, improve agricultural productivity, and ensure better access to credit and markets. These measures are designed to stimulate local economies, thereby curbing the outflow of labour from rural areas.

Complementing rural development, the government has also focused on enhancing the skill sets of the workforce through training and capacity-building programs. Initiatives such as the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and the broader Skill India Mission have been integrated into the regional policies of both states. In Uttar Pradesh, state-sponsored vocational training programs, entrepreneurship development schemes, and placement support services are being offered to help workers transition into better-paying, formal sectors. Bihar, too, has emphasized skill development through state-run centres and partnerships with industry players, aiming to equip its young labour force with the competencies required to thrive in competitive markets. These efforts not only help reduce migration pressures by creating local employment opportunities but also ensure that those who do migrate are better prepared to secure dignified livelihoods.

Social security measures have been central to safeguarding the welfare of migrant workers. The One Nation One Ration Card scheme, for instance, allows beneficiaries to access subsidized food grains from any state in India, ensuring food security for migrants who may be far from home. This portability of benefits is crucial for workers from UP and Bihar who often find themselves in urban centres without the means to access their entitlements. During the COVID-19 pandemic, both states, in coordination with the central government's Pradhan Mantri Garib Kalyan Yojana (PMGKY), rolled out emergency relief packages. These included cash transfers, food distribution, and healthcare support, which were instrumental in protecting the lives and livelihoods of millions of migrant workers during a period of unprecedented crisis.

In addition to these welfare schemes, regulatory measures have been strengthened to protect the rights of migrant workers. Historically, the Inter-State Migrant Workmen Act of 1979 provided a framework for labour protection; however, evolving challenges necessitated modern, digital approaches. Both UP and Bihar have been exploring the establishment of integrated migrant registration systems. These digital platforms aim to track migrant workers more efficiently, ensuring timely delivery of benefits and enabling better monitoring of working conditions. Such measures not only address immediate needs but also contribute to long-term policy planning and resource allocation.

Bihar's Mukhyamantri Awas Yojana, which focuses on providing affordable housing, and Uttar Pradesh's various rural livelihood initiatives further exemplify the states' commitment to reducing migration by making home regions more attractive for settlement and economic activity. By investing in infrastructure, skill development, and social security, both states are working towards a balanced approach that addresses the root causes of migration while also protecting and empowering those who move in search of better opportunities.

In essence, the multi-layered policies and initiatives in UP and Bihar reflect a comprehensive strategy to manage migration. By simultaneously encouraging local development, enhancing employability, and securing social welfare, these efforts aim to create sustainable and resilient communities whether workers choose to remain in their home states or migrate in search of improved prospects.

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