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Role of the Protective Factors in The Resilience of The Migrant Workers in Tamil Nadu

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Abstract

This research explores the complex influence of various protective elements on the resilience levels among Tamil Nadu's migrant labour force, focusing on the ways through which social, economic, psychological, and legislative factors bolster their capacity to endure, adapt to, and rebound from migration-induced hardships Data collection was carried out using a structured survey distributed to 411 migrant labourers in the Tiruchirappalli district of Tamil Nadu. This survey included questions about demographic details and various dimensions of protective factors like mobility, Informal entrepreneurship, structural adaptation, language acquisition, labour market, and optimism, rated on a seven-point Likert scale. Through Structural Equation Modelling (SEM) and Confirmatory Factor Analysis (CFA), the analysis revealed that the most significant predictors of protective factors on the well-being of migrant workers were the ease of structural adjustment(structural adaptation) and the potential for engaging in informal entrepreneurship(Informal entrepreneurship), supplemented by language proficiency(Language Acquisition), mobility access(mobility), and the ability to compete in the job market (labour market) By providing new insights into the specific conditions of Tamil Nadu's migrant workers, the research informs policy-making and practical interventions aimed at enhancing their quality of life and work, promoting effective integration, and ensuring their overall mental and physical well-being in the face of migration challenges. The findings advocate for a comprehensive strategy towards migrant welfare, highlighting the essential role of governmental bodies, NGOs, and community initiatives in creating a supportive framework for this demographic.

Keywords: *Migration, Resilience, Protective factors, Risk Factors, Well-being, SEM, CFA.*

1. Introduction

The resilience of migrant workers is essentially their ability to adapt and navigate through the challenges presented by their new environments in host cities(Warren & Hale, 2020). Urban centres are marked by varying degrees of resilience, influenced by socio-economic and infrastructural disparities(Adger et al., 2020). Some cities enjoy economic prosperity, while others face challenges due to weaker economic situations (Vale, 2014). In India, the diversity across cities extends to culture, language, and culinary practices(Kaul, 2014; Qureshi, 2022). Studies on rural-to-urban migration indicate a predominance of short-distance relocations over longer ones(Mu, 2010). However, recent trends show an increasing number of migrations from the northern regions to the southern parts of

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India(M. Singh & Shandilya, 2013). This rise in migration may be attributed to the advancements in transportation, communication, and better industrial opportunities in the southern cities(Pandit, 2013). A significant portion of these migrants are from impoverished backgrounds, with poverty acting as a major driving force behind their decision to relocate, especially from rural areas to urban centres or from the north to the south(Roy et al., 1992). Upon arrival in new settings, these individuals encounter various forms of cultural shock, including differences in urban lifestyle, language, food, attire, social behaviours, and employment opportunities in the destination city(Mckinlay et al., 1996). This situation raises critical questions about the resilience of these economically disadvantaged groups(Harvey & Delfabbro, 2004). Resilience becomes a key indicator of progress when it directly contributes to improving the living conditions of vulnerable groups, such as migrant workers in informal sectors (Wu et al., 2018). Facing these challenges, migrant workers develop various coping mechanisms as protective strategies to mitigate their vulnerabilities and successfully adjust to their new environments(Identifier et al., 2010). These elements encompass, among others, the capacity for structural adaptation, participation in the labor market, involvement in informal business activities, acquiring language abilities, and the opportunity for mobility. (Fofanova et al., 2020; Isphording, 2015; Maria Hagan & Wassink, 2016). The interplay of these dimensions not only aids migrant workers in coping with the immediate challenges of migration but also in achieving long-term stability and success in the host community(Keimigrasian, 2011; Knollenberg et al., 2019; Murniati, 2020). Given the complex nature of migration and the diverse backgrounds of migrant workers, this research adopts an extensive methodology, using a structured survey to collect information on demographic details and the different aspects of protective factors. The examination, carried out using Structural Equation Modelling (SEM) and Confirmatory Factor Analysis (CFA), seeks to pinpoint the primary determinants of resilience in migrant workers within the Tiruchirappalli district. By focusing on these protective factors, the study seeks to contribute to the broader understanding of migration dynamics in Tamil Nadu and to inform the development of targeted interventions that support the resilience and integration of migrant workers into their new communities.

2. Review of literature

2.1. Migration, Risk Factors and Resilience: Migration represents a complex journey that individuals and groups undertake, moving across different regions in pursuit of enhanced life prospects, job opportunities, or safety from conflicts(Hayduk, 2020). This process inherently brings about a series of challenges and potential hazards that significantly influence the migrants' ability to adapt and thrive in new environments(Matveevskaya & Pogodin, 2018). Delving into these challenges, it's critical to identify the various risk factors associated with migration, such as economic instability, social exclusion, cultural disorientation, and environmental concerns, which can undermine migrants' well-being(Adger et al., 2020). Economic difficulties might include precarious employment conditions and exploitation, leading to financial insecurity and restricted access to vital services(Beer et al., 2016). Socially, migrants often face isolation, discrimination, and hostility, contributing to their sense of alienation and psychological stress(Hossen, 2023). Cultural challenges involve adjusting to new languages and social practices, which can hinder effective integration, while environmental risks may encompass substandard living conditions and health hazards(Vissandjee et al., 2005). Against these adversities, the concept of resilience emerges as a pivotal aspect of the migrant experience, encapsulating the capacity to endure, adapt, and rebound from the trials encountered during migration(Willans & Stewart-Brown, 2021). Resilience is shaped through interactions with the surrounding social and physical environment and is bolstered by various protective factors(Luthar et al., 2006; Masten, 2015; Ungar, 2008). These factors include the support gleaned from family connections and community groups, economic

opportunities that offer stable work and equitable pay, educational initiatives that support language learning and skill acquisition, and inclusive policies that safeguard migrants' rights and facilitate access to essential services(García-Ramírez et al., 2005). The dynamic between the challenges of migration and the resilience of migrants plays a crucial role in shaping their experiences and outcomes(Okeke-Ihejirika et al., 2021). While the presence of risk factors poses significant obstacles, the cultivation of resilience through supportive networks and inclusive practices can mitigate these challenges, promoting successful adjustment and integration(Alamdari et al., 2022).

2.2 Relation between protective factors, Well-being and resilience:

The intricate interplay among protective factors, individual well-being, and resilience forms a dynamic framework crucial for understanding how people effectively navigate through adversities(Hossen, 2023; Manning & Bouchard, 2020). Protective factors act as critical buffers that mitigate risks and enhance an individual's ability to deal with stressful situations, thereby safeguarding against negative outcomes(Garcini et al., 2021). These factors, encompassing both personal competencies like coping skills and external supports such as community resources, are instrumental in fortifying individuals against challenges. Well-being, a comprehensive measure of one's physical, mental, and emotional health, reflects the overall quality of life and satisfaction with personal circumstances(Kalimo et al., 2002). It's deeply influenced by a variety of elements ranging from social connections to economic conditions and personal health(Ulmer, 1984; Wen et al., 2003).

Resilience, the capacity to endure, adapt, and bounce back from adversity, is essentially nurtured by the presence of protective factors(Yates et al., 2015). This adaptability is not a mere trait but a process that evolves through interaction with one's environment, leveraging protective factors to overcome obstacles(Southwick et al., 2014). The synergy between protective factors and well-being is significant; as protective factors enhance an individual's resilience; they simultaneously contribute to their sense of well-being by equipping them with the means to manage stress and maintain optimism(Heinsch et al., 2022b).

Considering the migration scenario, for example, the role of protective factors such as robust social networks, effective language skills, and stable employment becomes evident(Deumert et al., 2005; Miyar-Busto et al., 2020). These elements not only facilitate the adaptation process for migrants but also serve as crucial buffers against the psychological strain of relocating, thereby supporting their mental health and aiding in social integration(Cheng & Chang, 1999; Záleská et al., 2014). Thus, the cyclic relationship between protective factors, resilience, and well-being underscores a vital aspect of human adaptability, illustrating how bolstering protective factors can significantly uplift an individual's capacity to thrive amidst adversities, thereby enriching their overall life quality.

2.3. Conceptual framework:

Examining mobility,strucrural adaptation, livelihood diversification, informal entrepreneurship , labour market, language acquisition, and optimism reveals that improved well-being are key motivators for migration, both domestically and internationally, supported by many studies(Bak-Klimek et al., 2014; Gina Görgens-Ekermans & Riana Steyn, 2016; Haagh, 2011; Honkaniemi et al., 2015; Kenneth Cole, 2006; Nikolaev et al., 2019; Shir et al., 2019; Tay & Harter, 2013). The impact of protective factors like, mobility, informal entrepreneurship, and optimism on the well-being has been analysed(Bak-Klimek et al., 2014; Gina Görgens-Ekermans & Riana Steyn, 2016). Furthermore, the connection between protective factors and well-being was explored by(Heinsch et al., 2022a).

By exploring how migrant workers' well-being is influenced by different protective factors (encompassing both housing and workplace factors) in the Tiruchirappalli district of Tamil Nadu, this study aims to contribute to the existing body of research, illustrated in Figure 1 as a conceptual framework on the subsequent page. In detail, this study hypothesizes that aspects of protective factors, such as mobility, structural adaptation, livelihood diversification, informal entrepreneurship, labour market, language acquisition, and optimism are linked to workers' well-being in Tiruchirappalli, in alignment with the literature reviewed.

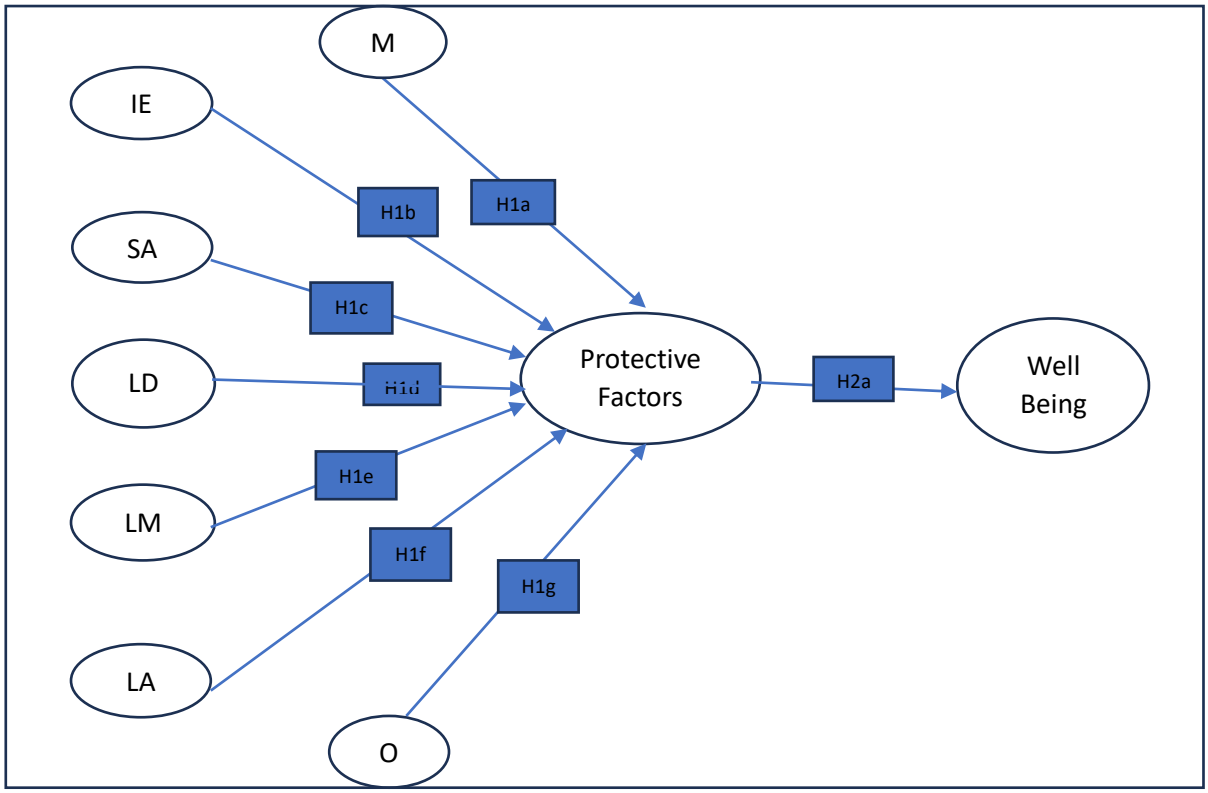

Fig1: Conceptual framework for relationship between protective factors and well being

NOTE: M=Mobility, IE= Informal Entrepreneurship, SA=Structural Adaptation, LM=

Labour Market, LA= Language Acquisition, O= Optimism

2.4. The objective of the study:

1.To develop a conceptual model to well-being and protective factors.

2. To find out the impact of protective factors on well-being.

2.5. Operationalization and hypothesis formulation

Migrant workers' resilience is shaped by factors such as migration stress, the significance of migrating, and the support from social and personal networks(Fu et al., 2016; Van Der Ham et al., 2014). Their ability to integrate and maintain connections across locations influences their adaptation(Porst & Sakdapolrak, 2018). Economic shifts prompt their mobility, aiding in labour market balance, yet access to job market information remains a challenge(Basso et al., 2019; Tian & Xu, 2015) This resilience is thus a complex interplay of individual, social, and economic elements.

Migration is traditionally understood through theories such as the push-pull model, which explains movement based on the push of adverse conditions in the home country and the pull of favourable conditions in the destination country(Prilleltensky, 2008). This framework helps contextualize the multifaceted challenges faced by the migrant workers

after migration, including economic, social, and policy-related factors that influence their decision to migrate.

Protective factors, as defined in resilience theory, These are traits or factors within individuals, families, communities, or wider societal levels that, if present, reduce or negate risk, boosting a person's capacity to manage through tough times(Ascherio & Munger, 2007; Girgis, 2020; Ruiz-Castell et al., 2017). For migrant workers, these include structural adaptation, labor market competitiveness, and mobility, which are essential for navigating the challenges of migration and enhancing their resilience in the face of adversity(A. Singh et al., 2022).

Well-being, from a psychological perspective, encompasses aspects of happiness and fulfilment, and is often described in terms of subjective well-being, psychological well-being, and social well-being(Diener et al., 2003; Khammat, 2022). The well-being of migrant workers is influenced by a complex interplay of individual, social, and policy-related elements(Abuhussein et al., 2021). Theoretical models such as the social determinants of health framework underscore how social factors (e.g., employment conditions, legal status, social support) and policy environments (e.g., labour market institutions, access to healthcare) shape the health outcomes and overall well-being of migrants(Garcini et al., 2021; Mai et al., 2021; Prilleltensky, 2008)

In this context, the welfare effects of labour migration highlight the nuanced impacts migration can have on both source and destination countries, with theories such as the brain drain/gain debate exploring how migration affects human capital distribution globally (Fan & Stark, 2007; Ngoma & Ismail, 2013). Furthermore, the reliance of undocumented immigrants on intrinsic motivation, family support, and community cohesion can be linked to the conservation of resources theory, which suggests that individuals aim to preserve, safeguard, and accumulate resources to deal with stressors(Hall et al., 2022; Hobfoll et al., 2016).

Labor market institutions and employment protection policies can be analysed through institutional theory, which examines how structures, norms, and rules shape the behaviour of actors within the labour market and impact migration patterns (Shyu, 2016). Lastly, the significant health implications of dangerous and precarious jobs for migrant workers, along with barriers such as language proficiency and access to healthcare, underscore the importance of integrating theories of occupational health and health disparities to fully understand and address the complex well-being challenges faced by this population(Benach et al., 2016; Quinlan et al., 2001).

By connecting these elements with relevant theories and definitions, we can better understand the multifaceted experience of migrant workers and the critical role of protective factors in promoting their well-being amidst the challenges of migration.

H1a: Mobility is a significant determinants of protective factors

Benton-Short (2008) discusses the obstacles migrants encounter when trying to use transportation and assimilate into new urban environments(Short, 2008). Burkert (2019) and Næss (2010) suggest solutions, including initiatives for sustainable transportation and strategies for urban planning, aimed at overcoming these issues and developing transportation systems that are more inclusive and accessible(Næss & Andrade, 2010). Transportation infrastructure in cities hosting events plays a crucial role in enhancing health, safety, and sustainable growth. The development and improvement of roads and transportation systems contribute positively to health outcomes and sustainability efforts (Ali et al., 2021).

Mobility is defined by three elements: I am comfortable in moving from one place to other, I am facing problem in transportation., Transport facility is available all time.

H1b: Informal Entrepreneurship is a significant determinants of protective factors

Various research has underscored the crucial impact of informal entrepreneurship on resilience following migration. Black (2009) and Williams (2018) discovered that international work experience and familiarity with the host country enhance the likelihood of entrepreneurial endeavours among migrants returning home(Black & Castaldo, 2009; Williams & Krasniqi, 2018). Additionally, Marchetta (2012) demonstrated that experiences gained from migration contribute to the longevity of entrepreneurial ventures(Marchetta, 2012).

Informal Entrepreneurship is determined by two items; I am allowed to open my own shop or some work according to my skill, I feel here is more opportunity to start my own business.

H1c: Structural Adaptation is a significant determinants of protective factors

Studies on resilience factors for migrants' post-migration emphasize the criticality of structural adaptation. Singh (2022) and Fofanova (2020) highlight how structural elements, like access to essential services and economic assimilation, play a pivotal role in fostering resilience and overall well-being(Fofanova et al., 2020; A. Singh et al., 2022). The importance of mastering the local language and understanding cultural nuances in the adjustment process is further emphasized by Moussaoui (2010) and Miglietta (2009). Kureková (2011) and Campion (2017) delve into how changes in the countries of origin and the influence of social networks respectively contribute to career flexibility(Campion, 2018; Miglietta & Tartaglia, 2009; Moussaoui & Agoub, 2010). From a wider angle, Moilanen (1998) and Berry (2021) discuss how strategies of acculturation and the long-term impacts of migration shape outcomes(Berry, 2022). Together, these studies advocate that structural adaptation, encompassing resource accessibility and economic incorporation, is crucial for enhancing resilience among migrants following their relocation.

Structural Adaptation is defined by three items; I feel comfortable to live here, I feel physically and emotionally comfortable, I can get ration card easily.

H1d: Livelihood diversification is a significant determinants of protective factors

Diversification of livelihoods plays a crucial role in enhancing protective measures for migrant laborers, especially amid the impacts of climate change and environmental risks(Biswas & Mallick, 2021; Hayduk, 2020). This strategy bolsters resilience and diminishes susceptibilities, acting as a buffer for workers against economic and social adversities(Ellis, 2000). Nonetheless, the success of these protective measures largely depends on the existence of supportive labor market frameworks and social protection programs (Bazilliery & Moullan, 2010; Zhang, 2012). Although migration holds the promise of numerous advantages, it may also lead to increased disparities, particularly when the associated costs and benefits are not equitably shared(Black & Castaldo, 2009).

Livelihood diversification is defined b,y two items: I find here more opportunity for my career growth and increment in my household income, I find my living standards raise compare to my native place.

H1e: Language acquisition is a significant determinants of protective factors

Language acquisition have been shown to enhance job opportunities and income levels ((Dustmann & Fabbri, 2003). Nonetheless, certain populations, including women, older migrants, and migrants with lower levels of education, might face barriers in accessing educational resources (Adamuti-Trache, 2013).

Language acquisition is defined by three items; I take help of my friends in communication with colleagues, My colleagues help me in communication at my work place, My contractor help me in communication.

H1f: Labour market is a significant determinants of protective factors

The susceptibility of labour markets to economic disturbances is shaped by policies related to the labour market, including measures like unemployment benefits and the establishment of a minimum wage(de Serres & Murtin, 2014). A positive employment atmosphere and elevated levels of job stability correlate with improved health outcomes(Barnay, 2016), while factors related to job stress, such as employment protection, have an impact on the health and efficiency of workers(Dollard & Neser, 2013).

Labour market is defined by two items; I feel less competition in getting job opportunity in this city, I am satisfied with the wage rate of this market.

H1g: Optimism is a significant determinants of protective factors

Numerous studies underscore the significance of optimism as a critical factor in enhancing protective mechanisms for migrants. Bak-Klimek (2015) and Tjaden (2017) both highlight the crucial role that traits like optimism play in boosting migrants' overall well-being and influencing their educational decisions(Iverson & Dervan, n.d.; Tjaden & Hunkler, 2017). Further corroborating this, Cebolla-Boado (2020) and Gao (2010) provide additional evidence, with the former attributing immigrant optimism to the effects of positive selection, while the latter identifies hopeful expectations as a fundamental component of happiness among migrant workers in China(Cebolla-Boado et al., 2021; Gao & Smyth, 2011). These insights align with the wider positive psychology view regarding immigrants, focusing on their resilience and positive mental health (Cobb et al., 2019).

Optimism is defined by three items; I am able to manage myself in any circumstances, One day I will able to make my house in my native place, One day I will give good life to my family.

H2a: There is a positive relationship between well-being and protective factors

Research consistently shows a beneficial link between well-being and various protective elements for migrants. The significance of social support, such as that from partners and colleagues, in enhancing psychological health has been underscored(Jung & Kim, 2020). Additionally, Research has revealed that social support can mitigate the negative impact of stress related to migration on mental health(Wong & Leung, 2008). Other factors contributing to protection include self-confidence, behaviours that foster health, and the ability to recover from adversity (Cho, 2020; Veraart, 2005; Wong & Leung, 2008). Conversely, occupational stress is found to detract from well-being, especially its more detrimental facet. These findings collectively emphasize the critical role protective measures play in supporting migrant workers' mental and emotional health.

Wellbeing is defined by three items; Sometimes I feel following health conditions like Stress, anxiety or nervousness, Tiredness or exhaustion, I'm happy living here, I am satisfied with the support, and resources provided to me as a migrant worker.

3. METHODS AND ANALYSIS

3.1. Methodology

A descriptive research methodology was implemented to collect data about the demographic. Random sampling techniques were utilized to reach out to participants. A preliminary survey was designed and a pilot study executed to assess its effectiveness. Items that passed validity and reliability assessments were included in the data collection instrument. The field researcher distributed the survey to participants. The criteria for participation included individuals who migrated from the north to the south for employment. The research focused on migrant labourers in the Tiruchirappalli district of Tamil Nadu, India, predominantly engaged in informal sectors like construction, street

vending, small industries, services, and the garment and textile sectors. The participant pool comprised 411 individuals. The research utilized a structured interview format with closed-ended questions, aiming to collect quantitative information. The survey consisted of 21 questions, utilizing a seven-point Likert scale ranging from strongly disagree (1) to strongly agree (7), to gather data. The period of data gathering spanned from September 2021 to July 2022. Data analysis was conducted using SPSS 21 and AMOS 21 software. Methods like factor analysis and structural equation modelling (SEM) were utilized to validate the constructs' reliability and validity and to investigate the connections between the constructs.

3.2. Measurement Model for first lower order construct

The research evaluated the framework used for measurement to investigate the credibility of the constructs utilized, adhering to the methodology described by(Ahire & Devaraj, 2001; Janadari et al., 2016). The assessment initiated with an examination of the factor loadings, then progressed to confirming the validity and reliability of the construct, critical aspects of evaluating quality standards, as recommended by (S. W. Kim & Lee, 2008; Talavera, 2004).

3.3. Assessing the Reliability and Validity of Lower-Order Construct Measurement Models.

The study utilized various indicators to assess the precision of the "measurement model," including "construct reliability," "convergent validity," "critical ratio (t-value)," "standardized factor loadings," "composite reliability (CR)," and "average variance extracted (AVE)," as shown in Table 4.30. This table outlines the outcomes for reliability and convergent validity. (Malik & Garg, 2018). These measures were statistically analysed to ensure precision. Standardized factor loadings, which assess reliability, are expected to exceed a minimum threshold of 0.7, ranging from 0.592 to 0.877 in this study. Additionally, to indicate significance, critical ratios (t-values) must exceed 1.96 ($p < 0.001$). (Hair Jr & Sarstedt, 2021). Validity, on the other hand, requires that the measures accurately reflect the underlying latent constructs they are intended to measure(Coates, 1995; McGrath, 2005). This involves two statistical evaluations for validity determination. Firstly, CR values in this study, varying from 0.877 to 0.592, indicate both validity and internal consistency across the latent constructs(Hair et al., 2011). Secondly, examining the AVE values for each construct, which should exceed 0.5, aids in assessing convergent validity. The study found AVE values ranging from 0.505 to 0.585, indicating strong convergent validity and internal consistency for all constructs(Hair et al., 2011). Table 1 offers insights into the confirmatory factor analysis for structures derived from AMOS outputs.

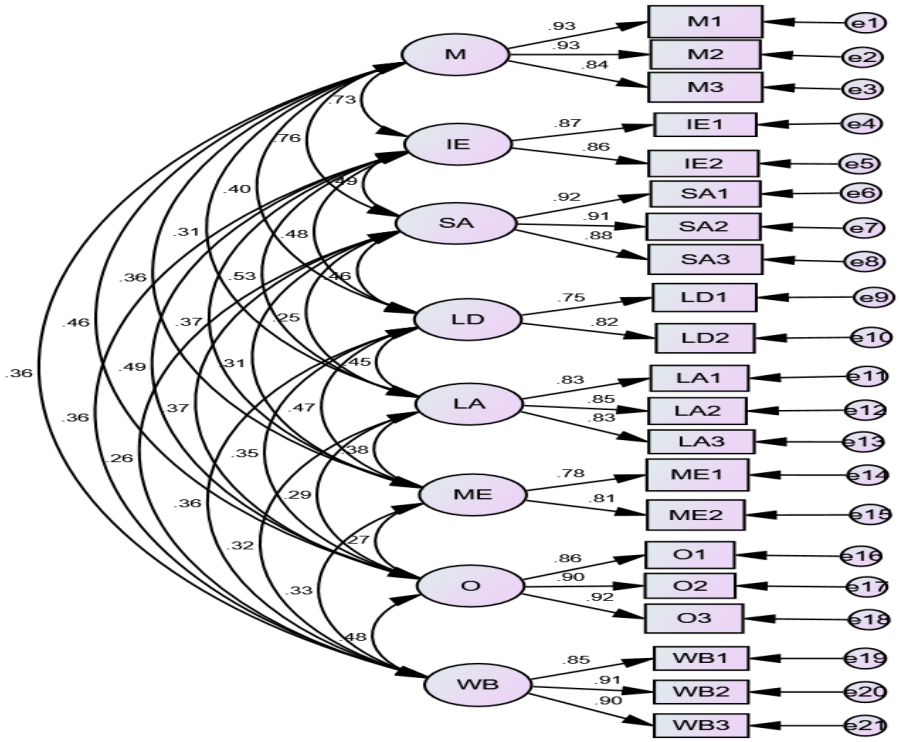

Fig.2: CFA model for Protective factors

Source: AMOS Output

Table.1: The results of the measuring model's reliability and validity for all constructs

Constructs' Name	Item Label	Measurement Model Outcomes (Confirmatory Factor Analysis)			Validity and Reliability Test Value	
		Standardized Factor Loading	Critical Ratio (t-value)	Sig.	Composite Reliability (CR)	Average Variance Extracted (AVE)
Mobility					0.928	0.812
	M1	.934	1.000	------		
	M2	.925	32.937	***		
	M3	.841	25.696	***		
Informal Entrepreneurship					0.859	0.752
	IE1	.872	1.000	------		
	IE2	.862	19.671	***		
Structural Adaptation					0.929	0.814
	SA1	.918	1.000	------		
	SA2	.905	28.954	***		

	SA3	.883	27.352	***		
Livelihood Diversification					0.765	0.621
	LD1	.751	1.000	------		
	LD2	.823	11.410	***		
Language Acquisition					0.876	0.702
	LA1	.833	1.000	------		
	LA2	.846	18.946	***		
	LA3	.834	18.690	***		
Labour Market					0.776	0.634
	LM1	.782	1.000	-------		
	LM2	.810	9.766	***		
Optimism					0.923	0.800
	O1	.862	1.000	------		
	O2	.901	24.647	***		
	O3	.920	25.385	***		
Well Being					0.923	0.800
	WB1	.848	1.000	------		
	WB2	.909	23.693	***		
	WB3	.899	23.387	***		

Source: By the Authors from Primary Data

3.4. Discriminant validity

Discriminant validity is evaluated by contrasting the square roots of the Average Variance Extracted (AVE) for every construct with the correlations among constructs.(Fornell & Larcker, 1981). Within the correlation matrix, off-diagonal figures indicate correlations among various constructs, while diagonal figures display the square roots of the AVEs for each construct. The examination of variance correlation outcomes revealed that all correlations between pairs of constructs were lower than the square roots of their corresponding AVEs. Moreover, in this research, the square roots of the AVEs invariably exceeded the inter-construct correlations, signifying robust discriminant validity among all latent constructs. These results are presented in Table 2.

Table :2 The Discriminant Validity for Lower Order constructs

	M	IE	SA	LD	LA	LM	O	WB
M	0.901							
IE	0.725***	0.867						
SA	0.764***	0.492***	0.902					
LD	0.405***	0.478***	0.461***	0.788				
LA	0.314***	0.529***	0.245***	0.448***	0.838			

LM	0.365***	0.374***	0.307***	0.474***	0.379***	0.796		
O	0.458***	0.494***	0.373***	0.352***	0.295***	0.268***	0.894	
WB	0.364***	0.358***	0.260***	0.361***	0.321***	0.326***	0.485***	0.886

Source: By the Authors from Primary Data

**M=Mobility, IE= Informal Entrepreneurship, SA=Structural Adaptation, LD=Livelihood Diversification, LA= Language Acquisition, LM= Labour Market, O=Optimism, WB=Well Being

3.5. Validating protective factors as a higher-order construct

Validating protective factors as a higher-order construct is a detailed process, drawing on established scholarly methods. Initially, the analysis focuses on the reliability of related lower-order constructs like living and working conditions, compensation, cultural differences, and well-being. This step relies on the criterion of having factor loadings exceed 0.50 for all indicators (Sarstedt et al., 2022). Metrics like Cronbach's alpha and composite reliability are used, with the anticipation that they exceed a threshold of 0.700 for complex constructs.

(Wasko & Faraj, 2000). Subsequently, to establish convergent validity, redundancy analysis is utilized, a method outlined by Chin (1998) for assessing the correlation strength between constructs and their variables(Chin, 1998). Cheah et al. (2018) point out that an alternative measure that effectively captures the construct's essence is typically adequate for validation purposes(Cheah et al., 2018). The importance of the route coefficient for the construct is highlighted, with a benchmark of .708 indicating a substantial explanation of variance, as per (Hair Jnr et al., 2010). Collinearity within the model is then scrutinized, with Variance Inflation Factor (VIF) values below 5 indicating an absence of collinearity issues, following the guidance of (García et al., 2015). The final step involves assessing the statistical significance and relevance of outer weights, a practice informed by (Fornell & Bookstein, 1982), to ensure the higher-order construct's statistical strength and its accurate representation of lower-order constructs. This rigorous and multi-step validation process affirms the reliability and validity of protective factors as a higher-order construct within the study's framework.

Table. 3. Validity of Higher Order Constructs

HOC	LOCs	T statistics	P values	Outer loadings	VIF
Protective factors	Mobility	1.000	***	.902	-------
	Informal Entrepreneurship	.715	***	.790	1.666
	Structural Adaptation	.839	***	.772	1.367
	Livelihood Diversification	.393	***	.548	1.415
	Language Acquisition	.378	***	.441	1.386
	Labour Market	.349	***	.458	1.242
	Optimism	.460	***	.539	1.304

Source: By the Authors from Primary Data

3.6: Hypothesized Second-Order Model of Living Condition on Subjective Well-Being

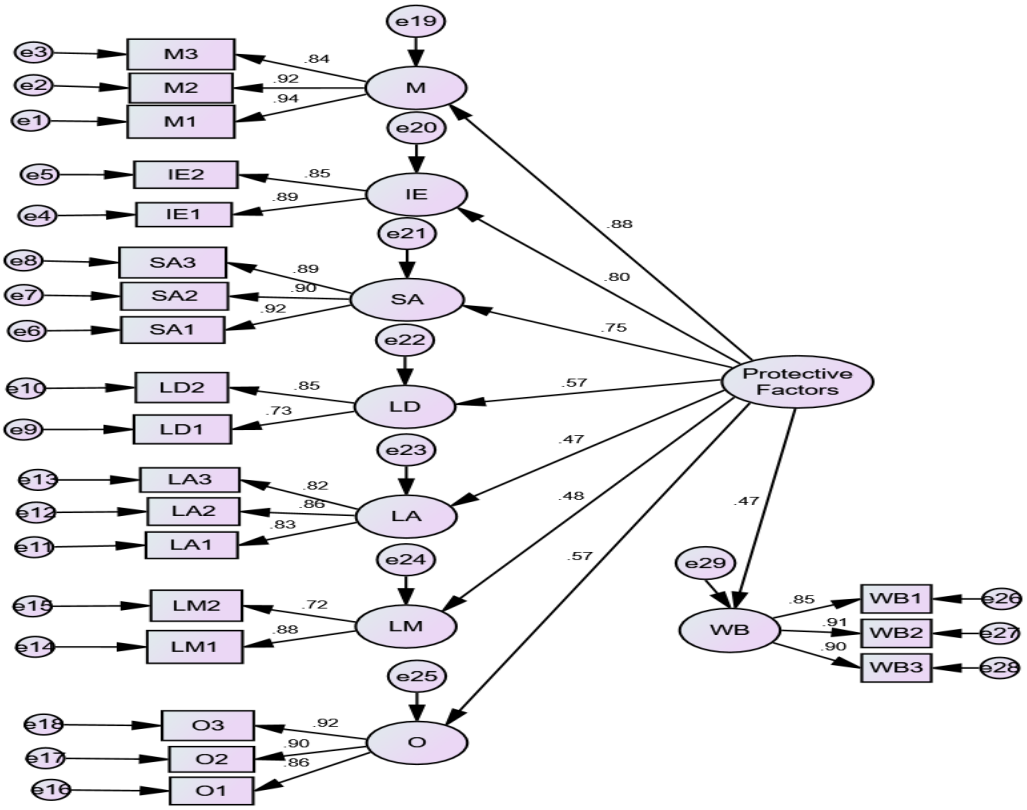

Fig .3: Hypothesized Second-Order Model of protective factors on Well-Being

Table. 4: Results of CFA for protective factors on well-being

Hypothesized relationship	Standardized Regression weight (β)	Standard error	Critical ratio	p-value	Decision on hypothesis
M<--- Protective Factors	.878	-------	--------	------	accepted
IE<--- Protective Factors	.800	.051	14.657	***	accepted
SA<--- Protective Factors	.750	.058	14.529	***	accepted
LD<--- Protective Factors	.573	.052	8.096	***	accepted
LA<--- Protective Factors	.469	.050	8.277	***	accepted
LM<--- Protective Factors	.479	.045	8.190	***	accepted
O<--- Protective Factors	.569	.048	10.460	***	accepted
Protective factors-□Wellbeing	.471	.046	8.565	***	accepted

Source: Primary Data, **M=Mobility, IE= Informal Entrepreneurship, SA=Structural Adaptation, LD=Livelihood Diversification, LA= Language Acquisition, LM= Labour Market, O=Optimism, WB=Well Being

Notes: Model researcher use an eight-factors model with 21 elements that include all scale components. Model II: Second-order eight-factor model suitable for well-being (21 items). Degrees of freedom, n = 411, ***p 0.001, chi-square discrepancy, the goodness of fit index, comparative fit index, and normalized fit index; Root Mean Square Approximation Error, or RMSEA.

3.7. Result of hypothesis testing for protective factors

After verifying the appropriateness of the Confirmatory Factor Analysis (CFA) and structural models, the focus shifted to examining the proposed relationships. Each of the eight latent variables demonstrated statistically significant path coefficients at a p-value less than 0.001, with t-values or critical ratios exceeding 1.96. Consequently, all hypothesized relationships—H1a, H1b, H1c, H1d, H1e, H1f, H1g, and H2a—were supported and statistically significant at the 0.001 level. The analysis revealed that all three models adequately fit the data, as indicated by satisfactory goodness-of-fit metrics across the board

Model I, a first-order eight-factor model, effectively captured the variance observed in the data related to the eight latent constructs: Mobility, Language Acquisition, Informal Entrepreneurship, Structural Adaptation, Livelihood Diversification, Labour Market, Optimism, Well Being. This model boasted the most favourable GFI, CFI, and NFI values, making it the most suitable for the data among the three.

Model II, a hypothesized second-order eight-factor model, posited a positive relationship between the seven latent variables and higher-order factors, with well-being additionally impacting protective factors. Despite its comprehensive nature, this model's fit was not as optimal as the previous two, as indicated by its comparative fit indices.

To summarize, the analysis of the three measurement frameworks—Models I and II demonstrated a strong congruence with the data, as indicated by metrics such as the goodness-of-fit and the Root Mean Square Approximation Error (RMSEA). Nonetheless, slight variations in fit indicators implied a favour towards the simpler first-order model (Model I) as opposed to the more elaborate second-order models (Models II).

4. DISCUSSION:

The discussion of the impact of protective factors on the resilience of migrant workers in Tamil Nadu, grounded in the findings and supported by the literature review, illuminates the multifaceted nature of resilience among this population. The significant statistical links between the proposed determinants (mobility, informal entrepreneurship, structural adaptation, livelihood diversification, language acquisition, labour market, optimism) and protective elements, along with the positive correlation between well-being and protective elements, offer a thorough insight into the underlying dynamics. The significant role of mobility as a determinant of protective factors underscores the challenges and opportunities migrant workers face in navigating new urban environments. The literature (Blumenberg & Pierce, 2014; S. Kim, 2009; Stanley & Stanley, 2017; Yan & Howe, 2019) highlights the obstacles in transportation and assimilation, pointing towards the need for sustainable and inclusive transportation systems. The presence of accessible transport facilities is crucial for enhancing migrant resilience, allowing for easier integration into urban settings and access to employment and essential services. Informal Entrepreneurship as a catalyst for Resilience, emerges as a critical component of resilience, offering migrants the opportunity to leverage international work experience and familiarity with the host country to engage in entrepreneurial ventures (Black & Castaldo, 2009; St. Amant et al., 2018). This pathway not only facilitates economic independence but also contributes to the longevity of migrants' entrepreneurial endeavours, enhancing their resilience and capacity to adapt to new environments. The findings on structural adaptation highlight the importance of access to essential services, economic assimilation, and cultural integration (Fofanova et al., 2020). Mastery of local language and cultural nuances, alongside economic incorporation, are pivotal in fostering resilience among migrants, enabling them to navigate and adapt to their new surroundings more effectively. Livelihood Diversification as a Protective Strategy; Livelihood diversification is identified as a significant determinant of protective factors, acting as a

buffer against economic and social adversities(Biswas & Mallick, 2021; Hayduk, 2020). This strategy supports migrants in enhancing their resilience by providing them with multiple income sources and career growth opportunities, thus reducing vulnerability to environmental risks and labour market fluctuations. Language acquisition is crucial for improving job opportunities and income levels, facilitating better integration into the labour market(Dustmann & Fabbri, 2003) . However, barriers to educational resources for certain groups highlight the need for targeted support to ensure that all migrants can benefit from learning new language. Optimism plays a crucial role in determining protective elements, enhancing migrants' well-being and decision-making processes(Bak-Klimek et al., 2014; Tjaden & Hunkler, 2017). The positive outlook and hopeful expectations of migrants play a significant role in their mental health and resilience, emphasizing the value of focusing on the strengths and positive attributes of migrant populations. The positive relationship between well-being and protective factors underscores the interplay between social support, self-confidence, health-promoting behaviours, and the ability to recover from adversity (Jung & Kim, 2020; Wong & Leung, 2008). This relationship highlights the essential role of protective measures in supporting migrant workers' mental and emotional health, mitigating the adverse effects of migration-related stress and occupational challenges. Make all these in paragraph.

Suggestions for Policy and Strategy.

These results indicate multiple recommendations for strategies and actions designed to enhance the resilience of migrant labourers in Tamil Nadu. There is a clear need for policies that promote accessible transportation, support informal entrepreneurship, facilitate structural adaptation through access to services and economic integration, encourage livelihood diversification, provide language training, and foster an optimistic outlook among migrants. Additionally, enhancing well-being through social support systems and mental health resources can further strengthen the protective factors contributing to migrants' resilience.

5. Conclusion:

The findings of this investigation into the role of protective factors in bolstering the resilience of migrant workers in Tamil Nadu reveal the complex and dynamic essence of resilience within this group. Through meticulous data analysis and comprehensive literature review, this research confirms that specific factors—such as mobility, informal entrepreneurship, structural adaptation, livelihood diversification, language skills, labour market dynamics, and optimism significantly contribute to strengthening protective factors for migrant workers. Moreover, the established positive linkage between well-being and protective factors underscores the crucial symbiosis between the psychological well-being of migrants and their socio-environmental conditions.

The study highlights the critical necessity for accessible and inclusive urban infrastructure, particularly in transportation, to enable migrant mobility and societal integration. It points out the importance of informal entrepreneurship as a mechanism for migrants to utilize their skills and experiences, thus promoting economic self-sufficiency and resilience. Access to essential services and opportunities for economic and social integration are vital for migrants' resilience and well-being, as shown through structural adaptation. Furthermore, livelihood diversification is showcased as an essential approach for economic security and vulnerability reduction, while language skills are imperative for effective labour market and societal integration.

A positive mindset and hopeful outlook are identified as fundamental to resilience, aiding migrants in navigating challenges and seizing opportunities for betterment. The investigation's insights into the positive interplay between well-being and protective

factors emphasize the role of social support, self-assurance, and healthy behaviours in counteracting the negative impacts of migration-related stress.

This research enriches academic discussions on migration and resilience and provides actionable recommendations for policymakers, city planners, and community service providers. It advocates for the formulation and execution of strategies tailored to meet the unique needs and obstacles migrant workers encounter. Such strategies should focus on enhancing transportation facilities, encouraging informal business ventures, supporting structural adjustments, fostering livelihood diversification, and offering language training. Creating an environment that nurtures optimism and well-being is crucial for improving migrants' resilience and life quality.

Ultimately, the resilience of Tamil Nadu's migrant workers depends on an intricate mix of personal attributes, economic factors, and supportive environmental and protective measures. Implementing comprehensive and inclusive policies to address these elements will not only boost the resilience and well-being of migrant workers but also contribute to the broader community's sustainable development and social harmony. This study emphasizes the need for a holistic approach to migrant welfare, highlighting the significance of cooperation among governmental bodies, the civil society, and the private sector in forging a more inclusive and resilient society.

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