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WHITE BLACK LEGAL is an open access, peer-reviewed and refereed journal providededicated to express views on topical legal issues, thereby generating a cross current of ideas on emerging matters. This platform shall also ignite the initiative and desire of young law students to contribute in the field of law. The erudite response of legal luminaries shall be solicited to enable readers to explore challenges that lie before law makers, lawyers and the society at large, in the event of the ever changing social, economic and technological scenario.

With this thought, we hereby present to you

“LABOUR MIGRATION: THEIR HUMAN RIGHTS ISSUES, AND LEGISLATIVE FRAMEWORK IN INDIA”

AUTHORED BY – T. SRITHIGA

ABSTRACT

Labour migration has long been an active part of any economy when there are fluctuations in financial stability. Humans need to find way to survive and have a better lifestyle, which pushes them out of their homeland and travel in search of well-paid employment, good standard facilities towards an individual and family. Migrating labours are in search of identifying a stable environment where both life and financial development would occur, the global economical shift demands highly skilled and cheap labour which creates several vacuums left unaddressed where the modern problems keep piling up, out of all the challenges, the struggle to achieve basic human rights is still a work in progress all through the world. The basic morality ethical principles applies to everyone, along with the legally abiding human right law and, humanity practices. Migrant labour are inclusive in this radar and that their work nature and the place of work must be in par with human right legal framework. This Article focuses on the human rights challenges faced by the migrant workers.

India being populated and welcoming of migrant labourers, all through the seasons, is still learning its lessons in trial and basis, even with efficient legislative frameworks the struggle to identify workable patterns is mandatory, to move ahead with building a sustainable work force, and healthy employment environment, where every issues are acknowledged and addressed in fast track. There are areas of issues for labour migrants such as transit, discrimination, unequal pay, slavery, bonded labourers, unhygienic workplace, dangerous or fragile stay places, shadowed legal aid and misinformed work rules are some. This Article also emphasizes on the legislative framework available for the workers. Finally, the article summarizes the human rights issues of the migrant labours and the legislative framework available for them and also suggest the ideas to create the labour friendly environment.

Keywords: Labour migration, Human rights, Legislative framework, Labour friendly environment.

INTRODUCTION

Migration is often a need based. When there is no adequate means to find employment and improve the standard of living. The socio-economic situation of a geographic location is the primary factor for the increase in migration. Labour migration is a process, and involves various stages, from searching, applying and moving out and settling down, in a different place. All through this process their right as a human being, and worker shall never be compromised. The financial pressure and the desperation for a good standard life, has often today led into multiple human rights violations towards labourers. International organisations, like International labour organisation, International organisation of Migration, United Nations, and other affiliated, works in assisting the labour migrating all through globe to get access with rightful information, protection, transportation healthcare, etc. A migrant worker is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which they are not a national. Migrant labours are those individuals, families or communities who have moved from abroad. Migrant workers contribute towards the growth and development in their 'host' countries or regions, while countries or regions of origin benefit from the skills these workers gather while away, and from any taxes or remittances sent 'home', that are slowly accrued by employments.

The Universal Declaration of Human Rights has addressed the rights and regulations for labour migrants. Migrant workers often have no protection or safety and are vulnerable to discrimination, poverty, and social and cultural handicaps. Disabled migrant workers are doubly disadvantaged. In order to protect migrant workers, the United Nations, the International Labour Organisation and regional organizations have given special attention to this issue. This has resulted in the adoption of some important international and regional standards concerning migrant workers. The research is to attempt and identify the human rights issues that the labour migrants face internationally with India as specific area of study to understand the available legal mechanism and sectors to work on for labour friendly future.

RESEARCH OBJECTIVES

- ❖ To identify the human rights issues faced by migrant labours in India.
- ❖ To examine the legal framework addressing the labour migrants.
- ❖ To suggest measures to built labour friendly future.

LABOUR MIGRATION

The definition for migrated labour in general is where due to economic need the working class takes a long or short travel, in search of better employment and fair payment system. As per the International Organisation of Migration (IOM), labour migration is defined as, movement of persons from one state to another, or within their own country of residence, for the purpose of employment. One of the key factors that leads to migration is the lack of respect for human rights in the countries of origin, along with a significant prevalence of discrimination based on gender and other factors.

A migrant worker is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which they are not a national. Migrant labours are those individuals, families or communities who have moved from abroad. Migrant workers contribute towards the growth and development in their 'host' countries or regions, while countries or regions of origin benefit from the skills these workers gather while away, and from any taxes or remittances sent 'home', that are slowly accrued by employments.

HUMAN RIGHTS ISSUES OF LABOURERS

The migration of workers within India is a prevalent phenomenon that highlights the country's developmental scenario. While this movement of people provides fresh job prospects and work options for numerous individuals, thereby generating new opportunities, it also subjects many to inequitable and extremely oppressive work conditions, highly exploitative.¹

Migrant laborers undergo an ordeal of meager remuneration, unpredictable job opportunities, perilous work environments, and scarcity of vital amenities. The eligibility for state-provided privileges in India hinges on proof of domicile, which is unlikely for migrants to furnish. This leads to their disqualification from subsidized provisions such as food grains, lodging, medical assistance, and other advantages that are accessible to indigenous inhabitants.² In an unorganized and disorderly

¹ Labour Migration in India: Advanced Perspectives for Practice-<https://azimpremjiuniversity.edu.in/certificate-courses/labour-migration-in-india-perspectives-for-practice#:~:text=Internal%20labour%20migration%20is%20an,and%20highly%20exploitative%20work%20regimes>. Accessed on 01-07-2024.

² Aajeevika Bureau on Labour and Migration, <https://www.aajeevika.org/labour-and-migration.php> accessed on 01-07-2023.

employment market, migratory laborers frequently encounter clashes and disagreements on job sites. The typical problems they confront are non-remittance of salaries, bodily harm, mishaps, and even unfortunate death. The prevailing legal system is not perceptive to the type of legal disagreements in the unstructured domain. Several conflicts in the casual sector never reach the labor tribunal or stay stagnant in courts due to insufficient evidence.³

The Human rights issues challenges and violations can be identified in several layers of the migrant workers life day to day. For each sector of the work, the issues differs but overall every migrant workers suffers in some similar issues.

Work place issues:

Migrant laborers frequently encounter difficulties and violations of their human and employment rights while working, owing to discriminatory attitudes towards them. This can manifest in various forms, including:

Unjust hiring policies, such as levying charges, mandating that migrants pledge a bond, or providing false or inaccurate information about a guaranteed position. Transporting or moving employees across national boundaries for employment, and/or coercing the worker into involuntary servitude in the new location, by trafficking or smuggling.

Discrimination or bias in the workplace based on race or ethnicity

Apart from this regarding the work times often the workers are overworked in heat temperature without much break or any supplementary breaks. There were misinformation regarding the wage payments, possibilities of loan, leave, job security and trade union information, and less freedom to make any decision. Prevalence of exploitation of workers is a negligence of human rights, which needs to be identified and prevented earliest.

Payment of wages issue:

Paying at right time is significant part of the migrant workers as their livelihood and their families depend on their earnings, they need to plan as well send it out to their awaiting family outside or

³ World Economic Forum, India has 139 million internal migrants. They must not be forgotten, Oct 1- 2017. https://www.weforum.org/agenda/2017/10/india-has-139-million-internal-migrants-we-must-not-forgetthem/?DAG=3&gclid=EAIaIQobChMik6vwuZuL_wIVRDRyCh3esgAEEAMYASAAEgL7ofBwE accessed on 01-07-2023.

far away place. Only few areas or around two third get their payments on time, other have no other go but to await and fall into financial burden, by themselves as well putting their family into the same risk, a worst human right violation in work culture, none labour must be treated this unfair.

Further the promises regarding the festival allowances are not followed in most areas, over 70% and above have seemed to not receiving their festival holidays or the allowances or bonus that was promised during the recruitment process.⁴

Holiday issue:

The hardest struggle of the migrant workers are that they are already away from home and hometowns, family friends. And their work most times involves many risk factors, leading to possibility of accidents and major injuries often, especially in the constructions, machinery, agriculture, heavy manufacturing industries etc., There is never enough ways to avail sick leaves even after continues attempted to contact employers for both treatments and the rest during any problems in health is not much allowed for migrant workers.

Harassment issues:

The evident human right violation in migrant workplace is the harassment faced by them, by their employers or peer groups, or native persons of the geography. Harassment are in different ways both female and male. Female suffer with poor mentors, unsafe team heads, who can rely their troubles, sexual harassment, loan bondage etc, male suffer with overload and extra time works leaving them no time to rest. When escalated no actions were taken and there is no statistics on these violation as there is no regulations or surveys done often, due to which it goes unnoticed or unheard, but the sufferings are very clear.

Trade Union issues:

The migrant workers are getting more aware about what is their right and duties, but have no place to bring it up, and fight for their justice. Trade unions are there to help them during their struggles to ease the process, or fight for their violated situations, or even hold the employers liable for the mistakes. But there are many migrant workers who are not aware of the trade union membership and

⁴ Field Survey in 2013, by National Human Rights Commission New Delhi, Dr Jomon Mathew.

processes, there is no guiding pamphlets, or step wise guidance documents or oral to guide them. Above all there is very less time for them to access these avenues. Trade unions too work for huge sectors labours, but leaves out migrants due to various reasons, including data or details regarding their work life and number of workers. This is also a serious human rights issue as there is less or no aid to reach out for their troubles or challenges in the workplace or with employers.

Accommodation and food issues:

The facilities provided for the migrants show that their living style is more reduced, the basic human rights that everyone deserves are not even present in most stay accommodations. Most often the place of stay of migrants are small for many members, with no privacy or even a limited comfort resting place. The toilets, bath areas, resting space and clothes handling facilities were all shared, leaving to more disease prone situations. Also most of the migrant workers stay in the work site itself, putting them in heavy risk of getting sick or accidents. Temporary tents are on available most areas, where migrants need to suffer the weather situation, rains, floods, or heavy heat waves, without any shelter place arranged.

The food aspect was mostly a common in nature, where they need to adjust with whatever is provided. Migrants allergies, or food tastes are not respected, most migrants adapt towards the availability, both quantity and quality. The nutritional aspect has often never considered for the migrants food aspect, most food are been local third party options, where cheap products are opted than expensive and nutritious. So without a quality food option migrants are losing the option to live a humane life, a human rights violation of the system and employer in most situations.

Water and Sanitation issue:

Pathetic situation of the overcrowded migrants place, or workplace stay would be, no connected toilet facilities from rooms. They all depend and share a common bathroom and toilet place, which are often one place to 10 to 15 or more persons. Sometimes even 40 share this common space depends on the work nature, work site, and stay area. All of these are unhealthy, unhygienic, and temporarily constructed toilets in most situations, without proper outlets leaving in dirty workplace and stay areas, with fragile or no rooftops in many instances.

The drinking water and cooking waters are also very poor. The pipe water being used in construction

or manufacturing sites are often used for cooking and drinking; a risky and inhumane treatment anyone would go through. Migrants need to work in spite of the inadequate toilet facility, poor quality water, lack of sanitation and bad or unstable accommodations, which is a clear human rights violation issue which needs to be checked and regulated by the law, as most migrants hesitate to come up and complain against all this due to the fear of job security.

Covid-19 The Pandemic Struggles:

The sudden declaration of the lockdown resulted in the closure of factories, hotels, and other establishments, leaving countless interstate migrant laborers in a precarious situation. Numerous small industries, factories, offices, malls, shops, and construction sites shut down, leaving a significant number of migrant laborers defenseless without their usual wages or access to essential services and sustenance. Numerous domestic workers were dismissed by homeowners to avoid the spread of the illness. Up until the point when the migrants opted to return to their place of origin during the period of lockdown, the governing system displayed minimal concern for their predicament. Despite the fact that the lockdown was declared on March 24, 2020, the present Union Government of India failed to consider the dire circumstances that these migrants would face when all activities, including their livelihoods, came to a halt due to the shutdown.

The government hastily awoke to the plight of migrant workers when reports emerged in print and digital media of them trudging some 500 kilometers or more to return to their hometowns. By then, the crisis had reached its zenith as most laborers had lost their paltry daily wages, leaving them destitute; many could barely afford a single meal a day and many more were homeless, unable to pay rent. The situation had become so dire that, even before the onset of the pandemic, the workers were at risk of dying from starvation and mental anguish due to their lack of resources. Without the means to buy train tickets, they set out on foot, fully aware that they would have to walk for miles without any food, shelter, or public health precautions. The outbreak of the pandemic has emerged as a significant peril to the existence and sustenance of the migrant labor force, thereby creating a crisis for the migrant community.

LEGAL FRAMEWORK IN INDIA

India is one of the founding members of the International Labour Organization (ILO). The country has approved a total of 37 out of 181 agreements. The Indian constitution safeguards all essential

principles outlined in the seven key global labor standards. Out of the seven core labour conventions, India has ratified three, they are; forced labour No.29, equal remuneration No.100. and discrimination No.111.

The government of India has ratified some conventions such as hours of work industry convention 1919, night work (women) convention 1919 , minimum age convention 1919, Right to Association (Agricultural workers),workman's compensation in 1925, Equal Remuneration convention 1951. However, freedom of association and Right to collective bargaining (convention No.87 and 98) both conventions are not ratified by India due to technical difficulties, involving the trade union rights for civil servants. Freedom of association is guaranteed as a fundamental right in the Indian Constitution, Trade Union Act 1926 meets with the part of the objectives of the convention.⁵

Constitution of India

It is crucial to understand that migrant laborers' rights are safeguarded by the Indian Constitution, which is the supreme law of the country. This is circumscribed by the Preamble, the Fundamental Rights [Articles 14-16, 19(1)(c), 23, 24 and 38], and the Directive Principles of State Policy (Articles 41 and 43A).⁶ It acknowledges the reality that the holistic progress of a nation can only be achieved when laborers are granted their just entitlements.

Humans right Act 1993- Clearly states and protects everyone with equal treatments and by the act “Human Rights” include the right to life, liberty, equality, and dignity, as guaranteed by the constitution. And this applies to migrant workers too.

The few other legislation which deal with the protection of rights of laborer including migrant workers are:

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979⁷

This legislation is of utmost importance as it governs the movement of people between states. Its

⁵ Nath, G.B. (1998), Linking International Labour Standards with trade implications for India, The Indian Journal of Labour Economics, Vol. 41, No.4.

⁶ Chitranjali Negi, Human Rights Violation of Migrant Workers in India During COVID-19 Pandemic, SSRN, 18 June, 2020

⁷ The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, Act 30 of 1979, India

purpose is to prevent migrant workers from being treated unfairly by contractors and to ensure that they are provided with fair working conditions. The legislation mandates that contractors must provide details of all workers to the relevant authority. Workers are entitled to receive wages that are comparable to those of other workers performing similar tasks, as well as journey and displacement allowances, and payment of wages during travel time. In addition, contractors are required to provide regular wages, suitable accommodation, and free medical facilities. These regulations make it difficult for contractors to comply, resulting in poor implementation. It is necessary to streamline the legislation and provide incentives for contractors to comply with the requirements.⁸

Unorganized Workers' Social Security Act, 2008

The objective of the Act was to ensure the social welfare of unorganized laborers and establish a National Social Security Scheme. The Act requires the Central Government to design programs for life and disability insurance, elderly care, healthcare benefits, or any other benefit specified by the Government.⁹ An important provision of the Act is that it directs the states to distribute identification cards to unorganized workers to generate a database of migrants in various cities, as more than 90% of India's workforce is engaged in the unorganized sector. The existence of such a database could have been advantageous in providing assistance to migrants during the present crisis, but it was not feasible due to challenges in the Act's implementation.

Payment of Wages Act, 1936¹⁰

The purpose of this legislation was to require employers to pay their employees on a regular and timely basis. Furthermore, it safeguards workers from unauthorized wage deductions and arbitrary fines. Due to the lockdown, numerous migrant workers were compelled to head back home because their employers did not guarantee payment of their wages. Employers in the unorganized sector, in particular, deducted wages for "absence of duty," ignoring the fact that production had ceased due to government notifications. The current Act does not include any provisions for wage payment during extraordinary circumstances such as the pandemic.¹¹ Consequently, the Act is unable to ensure wage payment during the present situation, exacerbating the workers' plight.

⁸Unorganized Workers' Social Security Act, 2008, Act No. 33 of 2008, India

⁹ Animesh Upadhyay and Shashank Pandey, Labour Laws and Migrant Workers during COVID-19, SCC

¹⁰ Payment of Wages Act, 1936, Act 4 of 1936, India

¹¹Kingshuk Sarkar, Payment of Wages and Retrenchment in Lockdown Times, News Click, May 24, 2020.

Employee Compensation Act, 1923¹²

The legislation was implemented to promote societal well-being and requires employers to pay workers in specific job categories, as well as provide compensation for work-related injuries. Additionally, it allows for compensation to be given to the family members of a worker in the event of their death. Part A, Schedule III of the Act specifies that any job with a risk of contamination is eligible for compensation.¹³ Therefore, any organization operating during the pandemic is at risk of their workers contracting an "infectious disease" and potentially creating liability for the employer. However, the interpretation of this provision has been open to debate.

Other few Acts that speak about the migrants and their human rights issues are:

Minimum wages Act of 1948- to determine the minimum wages in industry and trade where labour organisations are non-existing or being ineffective.

Contract Labour (Regulation and Abolition) Act 1970- applies to every establishment in which 20 or more workmen are employed. The act laid down amenities to be provided by the contractor and to make arrangements for sufficient supply of drinking water, latrines and urinals, washing facilities and first aid facilities.

Equal Remuneration Act of 1976- which stipulates payment of equal remuneration to men and women workers for same or similar nature of work.

Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act of 1996- its meant for regulation of employment and conditions of service of building and other construction workers as also their safety, health and welfare measures in establishments employing ten or more building workers, under this employer have to provide free or charges temporary living accommodation to all building workers.

GOVERNMENT OF INDIA SCHEMES

National Database of Unorganized Workers (NDUW)

The Ministry of Labour and Employment intends to establish the National Database of Unorganized

¹² Employee Compensation Act, 1923, Act No. 8 of 1923, India

¹³ Animay Singh, Employee Compensation Act and COVID-19, Simpliance, June 29, 2020.

Workers (NDUW), an extensive record of the Unorganized Workers, including the Migrant Workers and Building and other Construction Workers, integrated with Aadhaar. The database will contain information such as name, address, occupation, type of occupation, educational qualifications, skill sets, and family details, among others. This will ensure that they are appropriately employed and have access to the advantages of social security schemes.¹⁴

Pradhan Mantri Garib Kalyan Yojana

Following the imposition of lockdown, the Pradhan Mantri Garib Kalyan Yojana, which included a monetary assistance of Rs. 1.7 lakh crore, was initiated to provide support to the impoverished, deprived, and unregulated laborers in the nation.

Pradhan Mantri Garib Kalyan Rojgar Abhiyan

Pradhan Mantri Garib Kalyan Rojgar Abhiyan was launched in Mission Mode across 116 districts to enable and facilitate the employment of migrant laborers who have returned to their home state.

State migrant cell: A special unit for migrant laborers is being established to compile a comprehensive list of migrant workers in each state, along with mapping their locations.

eShram database: A nationwide database has been established to record the details of informal workers across the country, including migrant laborers.

National migrant worker policy: NITI Aayog has been assigned the responsibility of developing a policy for migrant workers at the national level, with the aim of enhancing their social security and employment prospects.

Adopting Public private partnership models: There are three primary domains where DPI can empower collaborations between public and private sectors in providing social welfare to migrants.

¹⁴ Press Information Bureau Government of India Ministry of Labour & Employment <https://pib.gov.in/Pressreleaseshare.aspx?PRID=1705415> accessed on 01.07.2024

Sarva Shiksha Abhiyan (SSA)

The Indian government has made it mandatory to offer free education to children between the ages of 6 and 14 under the Right to Education Act. This provision extends to the children of migrant workers who move between states.

Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979: was implemented by the federal administration. This Act has now been subsumed with inside the Occupational Safety, Health and Working Conditions Code, 2020 and the Code has been notified on 29.09.2020. The above mentioned code usually called OSH Code, offers for respectable running conditions, minimal wages, grievances redressal mechanisms, safety from abuse and exploitation, enhancement of the competencies and social safety to all class of organised and unorganised employees which include Migrant employees.

FUTURE AGENDAS

Role of the Centre Government:

The Centre could greatly benefit and contribute migrants by taking an active approach, providing strategic policy direction and a forum for inter-State collaboration. Due to political and economic limitations at the State level, the Centre's involvement is vital in resolving matters concerning migrant workers across different 'destination States'.

Migration Policy to be in full force:

In the current scenario of pressing policy objectives such as economic revival and all-encompassing progress, delay in implementing migration policy is not an option. The Draft Policy on Migrant Workers by NITI Aayog is an encouraging move towards identifying policy objectives and proposing appropriate institutional structures, and should be released expeditiously. It is vital to sustain the impetus towards policies that support migrants by taking strategic measures to offer them safety nets irrespective of their location and enhance their capacity to migrate inexpensively and securely.

Recognition of Migrants:

Acknowledging and recognising circular migrants as a segment of India's urban populace could prompt officials to contemplate the potential repercussions of proposed policies on the migrant

groups.

Women Migration:

When implementing Special Measures, it is important to consider the unique circumstances of migrant women, who are primarily employed in household labor. Despite the policy's intention to encompass all marginalized migrants, it could benefit from explicitly acknowledging the obstacles faced by domestic workers. This population may easily be overlooked, especially given that India has yet to ratify the ILO Convention on Domestic Workers and the Domestic Workers Bill of 2017 has not been enacted.

Investment In Training And Re-Skilling the Labour Force

According to Oxford Economics, robots have led to 1.7 million job losses in manufacturing since 2000. Furthermore, McKinsey predicts that automation may displace 120 million Indians in the coming decade. However, technology also generates new, highly skilled employment opportunities. NGOs could collaborate with the government and businesses to train migrant workers with relevant skills and secure jobs for them. While reskilling for a better-paying job may take two years or longer, the government primarily allocates funds for foundational education, with only a small proportion devoted to adult education programs. To address this issue, migrant workers at risk of job loss due to technological disruption should be identified, similar to prioritizing candidates for COVID-19 vaccines. Co-funded models between the government and employers, pre-competitive coalitions of businesses, and special tax incentives could help bridge the financial gap.¹⁵

Decent Work For All:

In the upcoming decade, migrant laborers in India have the potential to become a crucial factor in India's progress, similar to how they contributed to China's growth over the past thirty years. To achieve this goal, it is necessary to supplement the immediate actions taken by the government and private organizations with more far-reaching policies. These measures will also aid India in fulfilling Principle 8 of the United Nations' Sustainable Development Goal (SDG), which emphasizes the

¹⁵ Strategies For Addressing Indian Migrant Workers' Challenges 11 December 2020-
<https://www.solidaridadnetwork.org/news/3-strategies-for-addressing-indian-migrant-workers-challenges/>
accessed 01-07-2024

importance of fostering sustainable, comprehensive, and sustainable economic growth, as well as promoting complete, productive employment and dignified labor for all.

CONCLUSION

Despite the universal applicability of international human rights principles, they are not always equally applied to both citizens and migrants. The data confirms that many migrants are vulnerable, with certain groups such as women, children, domestic workers, victims of smuggling, and migrant workers in exploitative employment being particularly at risk of abuses. It is often assumed that only irregular migrants experience exploitation, but this is not supported by the available data. While irregular migrants may be at the highest risk, even regular migrants can find themselves in situations of labor exploitation from which they struggle to escape, especially in the informal and unregulated economy. Authorities in nations that receive migrant workers and those that send them must collaborate to tackle the problem of unlawful migration. This can be achieved by implementing suitable policies that target the underlying issues and protect the fundamental rights of laborers, in line with global standards. The ultimate objective of governmental measures should be to establish a favorable atmosphere that minimizes the need for migration by generating employment prospects locally and motivating individuals to go back to their homelands.

Thus through this research study we can understand, there is enough socio legal assistance via legislation and systematic mechanisms, The steps to slowly identify, mitigate, and prevent the human rights violation would be the beneficial move ahead for a healthy work set up for the migrant workers. There must be positive agendas, and workable methods that shall help in respecting and protecting the dignity of migrant workers too as any other human being, for they are fighting a separate battle to strive, survive and live in a better improves standard of living even if it involves so much of movements and changes. A right action at the right time could save so many lives, to live with dignity, which every human being deserves, includes migrant labours.