

The background of the journal cover features a top-down view of a desk. On the left, a pair of black leather brogue shoes is partially visible. In the center, an open notebook with lined pages and a silver pen lies on a light-colored wooden surface. To the right, a black leather bag with a zipper and a black leather watch with a silver face are also visible. A large, semi-transparent white rectangular box is centered over the notebook, containing the journal's title and ISSN information.

INTERNATIONAL LAW
JOURNAL

**WHITE BLACK
LEGAL LAW
JOURNAL**
**ISSN: 2581-
8503**

Peer - Reviewed & Refereed Journal

The Law Journal strives to provide a platform for discussion of International as well as National Developments in the Field of Law.

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INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) AMENDMENT BILL, 2011

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1. ABSTRACT:

My research project is meant to be as the “Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Amendment Bill, 2011”. In which it is considered to be as essential regulation of the workers who migrates from one place to another in orderly to regulate their living. Whereas they are meant to be receiving the salary, wages, etc. Accordingly, they are meant to be received their wages in daily basis, weekly basis and monthly basis.

ARTICLE 14 - RIGHT TO EQUALITY; I define to be each and every citizens of our county should be treated equally in orderly they should not be discriminated on any of the basis likely as colour, caste, sex, religion, community, race, language etc. Through by which the migrant workers who are from the other states and the workers going from Their own state Should not be discriminated with the above factor. In which This research project Is meant to Safeguard the workers who are from Interstate Whereas they are from the other states and the ones going from their own state to other state. ARTICLE 21 - RIGHT TO LIFE; This article defines to right to life which each and every citizens of our country have the right to live and regulate their livelihood. Accordingly, that should not be any violation or discrimination by making any other severe Damages to the citizens Like As the workers from the other state Should not be Injured Or damaged with any of the Causes. They should be treated equally and give an equal opportunity to participate in each and every activities conducted in States For the workers. In which, my research project It’s meant to be as the interstate Migrant workers “Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Amendment Bill, 2011 “. He’s meant to safeguard the workers from the other states, by delivering the right and

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duty by our country for the ‘‘WORKERS’’. In which it abides each and every man and woman rather than the Workmen status. It is considered to be as ‘‘WORKERS’’ as my project follows.

KEY WORDS: Article 14, Citizens, Damaged, Migrant, Workers.

2. INTRODUCTION:

My research project is meant to be named as the ‘‘Interstate migrant workmen (Regulation of employment and conditions and service) Amendment Bill, 2011.

Accordingly, as mentioned it is right and duty about the migrant workers who are meant to be migrated from one state to another state for the working purpose in the circumstances. Through by which they are considered to be as Migrant workers as they are been changed their conditions of working and regulations from one state to another state.

Through by which they are regulated from one state to another state, in which they are been migrated from one state to another state. Whereas my project tends to be delivering a particular information s and detailing regarding the livelihood of each and every workers been migrated from one state to another. In which it is clearly to be mentioned that it speaks about the regulations of the workers with a legal identity and permit for a particular work they have been placed under the circumstances Thus, my project tends to be mentioning about the workers living, regulations, duty, rights, legal methods, identity, etc.

Accordingly, the workers Are meant to be Working in Various conditions, state, areas etc. Through by which Workers are been Appointed to work in various working conditions in various states. Edna research project I had mentioned Regarding the Certainty of the workers in the interstate of our country. Whereas, I had mentioned the workmen Should be regulated and changed to workers as it concludes with both the men and women. The migrant workers are generally from the other states Who does not even Know about Basic regulation of each state How and how it functions. It is considered to be as a barrier In Which a common barrier is meant to be as the language. Through by which the migrant workers are Working Without Any guarantee of their livelihood Making a certain home, Food and the basic needs have to be constructed by the migrant workers rather than the government³. Even though the government makes certain Needs for the migrant workers the maximum Regulations and works for the needs have to be maintained by the migrant workers itself. As the main reason to be is Population of our country, Poverty is meant to be as a main element for the migrant workers

³ Livelihood

etc. These both plays a vital role Indirectly or indirectly with the economical balance of our country.

This reach is considered to be as Safeguarding the migrant workers from the other state in which the workers from any two or more states Should be identified and they should be verified in which they can withstand the Conditions of other state. Through by which the particular worker should be physically and mentally Eligible to work in the other state whereas the other states It's not same as their own state because of their climatic conditions, language criteria, and the basic need as the food Consume in their own state is may be different from other state.⁴In which these are the Certain barriers the workers face When they are meant to be state eligible to with a particular state.

My research project Is defined to make a particular worker Is eligible to work in a particular state Which should Be maintained and verified with the Appointed officials in the both states or other more states. Because it may reduce the population Where if a particular person is not eligible, they are not able to work in a particular state It's considered to be as to safeguard their lives. Through by which my research project is defined to be making the migrant workers a certain identification where they should be treated as equal with the other sector working people, with the certain verifications and regulations maintained by our government.

IDENTIFICATION: The migrant workers from the other state and the people from one particular state to other state Should be given a particular Identity card which is meant to be as a verification Card As they are eligible Unverified to work in a particular state. In Which they are meant to be as Eligible Person To work in the state as they are being delivered a particular identification card Defines as they are as they are the one who can work in these conditions. This identification card helps us to identify the person who are eligible to work in a particular state Whereas it promotes transparency method and procedures Which avoid the fraudulent activities and it can avoid the weaker persons in the state Where they are not eligible to work. This not eligible people are Verified with the physical and mental health test to be regulated by both the states for the workers from one state to another state to the state. Because it helps to enhance the Number of working people and it can make an easy mark to the workers in a limited criterion. As women in their maternity Progress Women also should be Concern with safer and more educated consigns. Because, in a particular woman Is defined to be at the maternity. when they have been eligible to work Should be given a maternity leave for a concerned Work. And when a person particularly dies in a working conditions Unfortunately

⁴ state

Insurance method should be implemented with each and every worker who are been working and should finished over the identification process.

3. LITERATURE REVIEW:

As the literature review for the research is meant to be as the particular information regarding the recent or existing Articles, books, reviews, comprehensive surveys, critical analysis on a specified concentrated topic. Through by which they are been taken as the informative review source in orderly for the literature source for the betterment of the economy of our country. In which they are meant to reviewed for a purpose. ___

Accordingly, in the migrant workers the literature review as mentioned as follows:

1. ARTICLE14:

RIGHT TO EQUALITY Each and every citizens are to be treated equally, whereas they are meant to be equal before the society in our country. None should be discriminated on the basis of colour, caste, sex, religion, language, race, community etc. ⁵

2. ARTICLE 15:

Prohibits discrimination on grounds of religion, race, caste, sex, place of birth. In which no one should be discriminated on the above grounds where everyone has their own right to live in our country. Whereas no one should be separated in our society.

3. ARTICLE 39(d):

Directs the state to ensure equal pay for the equal work. Whereas in order to avoid the fraudulent activities, to maintain transparency in the working areas in our country.

4. ARTICLE 43:

Guarantees a living wage and decent living conditions. Where the article defines that there should be a living Installment of houses in orderly for the workers. Whereas decent installing of houses to be engaged and allocated.

5. ARTICLE 43A:

It promotes the participation of workers, whereas there should be regulation of intent

⁵ Article 14

participation for the purpose of working.

i. INTER-STATE MIGRANT WORKMEN (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICES ACT, 1979):

This act is meant to be for the welfare of the workers who had migrated from states. Accordingly, they are been moved from other state in order to work and regulate their livelihoods. I up hold the registration of establishments, licensing of contractors by allocation of the workers to be placed in a particular working place, it also defines the equal pay for equal work, by delivering the suitable housing for a particular place to reside and providing of medical facilities.

The establishment and recruitment of the migrant workers are being done by the contractors. A particular contractor can employ five or more interstate migrant workmen by not exceeding about it. A migrant worker is recruited by the contractor In one state to another. Particular mandatory benefits are Passbook Containing details of the employment wages and the journey they are being taken, Journey allowance Which is far from their work place Which is a particular fare from the home to the workplace it also includes the wages during the journey. Suitable residential conditions, accommodations should be taken properly, medical facilities and protective clothing.

CONTRACTOR / EMPLOYER RESPONSIBILITY: The contractors must obtain the license and principal employers must register their establishments.

As of, India had over 4.14 crore interstate migrant workers with major influxes into Maharashtra, Tamil Nadu and Uttar Pradesh. Th main reason for the migration is for work /employment. In which 46% are male migrants. Accordingly, government had launched the e-SHRAM portal in order to track the unorganized works including migrants.⁶

ii. THE MAJOR DESTINATION STATES ARE:

1. Maharashtra 7.6 million
2. Tamil Nadu 3.48 million
3. Uttar Pradesh 3.15 million

⁶ 2011 Census

1. INDUSTRIAL DISPUTES ACT, 1947:

In which the industrial dispute act is meant for the settlement of disputes in interstate migrant workers. Whereas if any conflict arises between the workers the industrial dispute act follows accordingly to it.

2. MINIMUM WAGES ACT, 1948:

The minimum wages act is meant for the fair pay for the workers in the working place. Because, through this act it ensures minimum wages payments been delivered to the workers accordingly allocated. If not delivered, in which illegal activity's been arisen without paying the wages; MINIMUM WAGES ACT 1948, will be marked as crucial and quoting the act the workers should be paid with the legal wages without been denied.

3. KEY SURVEYS:

Key surveys indicate that high informality, with 84% lacking written contracts, 53% working over 8 hours daily by making a followed guideline. In which it results in the significant vulnerability to exploitation. Primary reason for the migrant workers is for the employment. Whereas employment is the primary driver (46% of cases) holds up as the main reason. Migrant workers are generally 18-45 age group people where predominantly male, though female migration is been increasing on it. They are often driven by marriage which holds up to 42% or economic necessity.

iii. GOVERNMENT AND INSTITUTIONAL SURVEYS:

1. ALL INDIA SURVEY ON MIGRANT WORKERS (LABOUR BUREAU):

It is launched by the Ministry of Labour and employment this study covers the all states to gather the data on socioeconomic conditions employment and due to the impact of Covid 19.⁷

2. PERIODIC LABOUR FORCE SURVEY (PLFS) (2020 -2021):

Report made the total migration rate in India was 28 .9 percent with a high representation in rural to urban shifts.

3. TAMIL NADU STATE PLANNING COMMISSION REPORT (2024-2025):

In the Tamil Nadu State Planning Commission report 2024 to 2025 had examined the life of the migrant workers in Chennai region focusing on living condition migration reasons and working hours Accordingly in it.

⁷ Covid 19

4. **STATE-LEVEL SURVEYS (KERALA):**

Studies in Kerala suggested Interstate migrant workers are often termed as the second-class citizens and face a significant wage differences and problems in it.

Therefore, the literature lived view and surveys are we Mentioned in how facts and information's Where Migrant workers from the interstate Within our country are facing a very Critical problems like the basic needs wages conflicts Settlement and allowance issues Etc. Throw by which the interstate migrant workers are been forced to do the workers allocated Which exceeds the daily working limits. This may result in their mental and physical issue Where they can be a injury to their damage in their health. Health is meant to be a major Effective element for a human being In In interstate Migrant workers Health concern has been overviewed Less comparatively to other works.

4. **AIM OF STUDY:**

The aim of the study in my research project Which is the interstate migrant workmen regulation of employment and Condition of service amendment bill 2011 Defines The main aim of the study is to treat the migrant Who are the Interstate migrant workers Equally Accordingly to the Article 14 (RIGHT TO EQUALITY) they also have the right to live The conditions of the workplace Accordingly to the ARTICLE 21 (RIGHT TO LIVE). The basic game of the study is to avoid Major population in particular area Which is the particular state M harassment a particular workman Transfers or migrates from one state to another Without any verification and only with the verified procedures between the contractors Does not Make any fully Desired results. Whereas when there is Supervisor officials Between two states Verifies the physical and mental Abilities and other criteria for the migrants to transfer from one place to another and also a verification of background cheque also helps them to avoid Legal complications. Whereas as particular background cheque makes a Limitation of workmen to transfer from one place to another which is the migration Will be limited and countable Easy to access between the Interstate migrant workers Contractors And the appointed officials. In Which population will be reduced and it will be balanced accordingly Without any overload or over crowd of a Particular interstate workman's Documentation and registration should be overviewed carefully by the contractors an appointing each and every interstate migrant worker should be Legally maintain without making them or joining any other more person Apart from the appointment of the migration process of the migrant workers. Whereas, through the appointment of these officials the migration process will be carried out easily and by the

verification process they can also identify them and appoint and allocate them accordingly. Through by which Basic needs such as food water shelter and other instalments should be Given to the migrant workmen Without any Discrimination or denial. In which It results to the Economy balance Directly or indirectly Population plays an important role in our country Which also makes a limitation of Opportunities Whereas They should be Balanced Accordingly⁸. The name Workman Should be changed to workers Because both men and women Are treated equally to the law Add to the interstate migrants. Ask the identity Verification Should be treated equally to the other sectors of workers Working in Other places. It should be strictly followed Nod To avoid poverty Between the workers Because when a More workers are being engaged in a particular working state or a place Poverty plays a major role Where some of the working people cannot afford or attain the basic needs such as food water and shelter This is because of Over crowd or Appointment of workers Beyond the limitations And apart from the Appointment of workers in the registration.

Through by which Aim of the study of my research project Interstate migrant workers to enhance their living Dignity For the enhancement of their work in the specific purpose.⁹Through By which the migrant workers Should make a betterment with the limitations and with the freedom allocated state to work for their living.

This aim of study defines in orderly to make the interstate migrant workers Equally treated with the limited population in a specific state Which they have been allocated. Accordingly, they should also Feel the freedom of the living In the Society of our country Rather than the workers. Because even the interstate migrant workers are meant to be as citizens of our country, they have all the rights and duties to live and attain the needs.

5. **CONCLUSION:**

The conclusion ultimately evaluates Whether the amendment bill fulfils the constitutional mandate of ensuring justice equality and dignity for each and every workers who are the migrant workers and a huge level of suggestions and it suggests the need for the continuous legal reform and effective implementation in order to achieve their goals.

The interstate migrant workers constitute one of the most vulnerable sections of labour force in our country.

Where they are being largely employed in unorganized sections and sector such as the

⁸ Population

⁹ Dignity

construction agriculture brick Cleanse domestic work and small-scale industries accordingly. These workers migrate or move from Economically weaker states like Bihar Odisha Jharkhand and Uttar Pradesh to more industrialized states in search of better livelihood opportunities. However, this migration and moving from one place to another is often not a matter of choice. But it is meant to be as a compulsion driven by poverty unemployment independence and lack of local opportunities. Due to their socioeconomic background these workers frequently face exploitation.

Poor living conditions and denial of basic rights Making them highly dependent on middle men or contractors for the employment accordingly.

One of the key characteristics of the interstate migrant labour is the system of contractual recruitment. Contractors play a dominant role in hiring and transporting workers from one state to another and they have often advanced money to them which creates a procedure or situation similar to bonded labour Full In many cases workers are not informed about the terms and conditions of their employment Whereas including wages working hours and nature of work.

This lack of transparency leads to exploitation such as the underpayment of wages Excessive working hours an unsafe working conditions and lack of access to health care or Social Security benefits.

The dependence on contractors also makes it difficult for workers to seek legal remedies or asset their rights. Another major issue faced by the interstate migrant worker is the lack of proper identification and documentation procedures Since these migrant workers frequently move from one state to another, they often lack access to essential identity documents.¹⁰ and Procedures such as the ration cards and voter ids at their place of work. This exclusion prevents them from availing benefits under various government welfare schemes It includes food security healthcare housing and education for their children accordingly but although initiative.

Like the one nation and one racial card scheme aimed to address this issue Implementation gap still persist leaving many migrant workers outside the Social Security net. Language barriers and cultural differences are contributed significantly for the marginalization of Migrant workers.

When a particular workers move to a different state they often struggle to communicate with the employees' local authorities and communicates Due to differences in language and culture in which language is meant to be Superior barrier defence.

¹⁰lack access to essential identity documents

The migrant workers in order to make a understandable situation of information conveyed and attained from the other side Language plays a vital role. This isolation increases their vulnerability to exploitation and Discrimination Accordingly on the base of sex cast colour Community race.

As they are unavailable to effectively voice their exploitation and discrimination Where they voice their grievances And RC consistent is meant to be unavailable in addition migrant workers often live in the overcrowded and unhygienic conditions, where they lacking access to clean drinking water sanitation and basic healthcare facilities which are basically affects their health and well being.

The Covid 19 pandemic exp the harsh reality is faced by the interstate migrant workers in India During the nationwide lockdown millions of migrant workers lost their jobs at overnight and they were being left stranded without food shelter or transportation Mass exodus of workers returning to their home states on food highlighted the absence of Robust legal.

And administrative framework to protect the migrant labour during emergencies this crisis brought Renewed attention to the Need for comprehensive reforms in the labour laws and better coordination between the state governments to ensure the welfare of migrant workers.

Accordingly, from legal perspective although the interstate migrant workmen act 1979 provides several protections such as the wage parity displacement allowance and journey allowance is implementation has been largely ineffective.

Accordingly, whereas many establishments and contractors and officials failed to register under the act an enforcement mechanism remained weak.

Because of the lack of inspection and administrative inefficiency in our country for the interstate migrant workers.

Moreover, with the introduction of labour codes particularly the code on occupational safety health and working conditions 2020 the provision relating to migrant workers have been subsumed raising concerns About dilution of specific protections that were previously available under the 1979 act.¹¹

In the recent years the government has taken steps to improve the conditions of migrant workers through policy initiatives and technological interventions For example the development of national database for unorganised workers and migrant workers aim to facilitate Under the better identification and delivering of the benefits Similarly the schemes and procedures were been relatable For the affordable rental housing Social Security and Skill Development are

¹¹ 1979 act

intended to enhance the quality of life of migrant workers .

However, the success of this measure depends on largely on effective implementation and awareness among the workers and there is a coordination between the central and the state authorities.

In conclusion the interstate migrant workers play a crucial role in the economic development of the country by making a significant contribution to various sectors and another implementation they often continue to remain socially and economically marginalised.

By addressing the issues and requires not only a strong legal framework but also effective enforcement Such as the police support and the source here tile Societal Recognition of their rights and duties upon their dignity.

The holistic approach that combines legal reform administrative efficiency and the social inclusion is been meant to be as the essential and effectiveness to ensure the justice and the equality for the interstate migrant workers in our country.¹²



¹² Ensure the justice and the equality