



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.

[WWW.WHITEBLACKLEGAL.CO.IN](http://WWW.WHITEBLACKLEGAL.CO.IN)

### **DISCLAIMER**

No part of this publication may be reproduced or copied in any form by any means without prior written permission of Editor-in-chief of White Black Legal – The Law Journal. The Editorial Team of White Black Legal holds the copyright to all articles contributed to this publication. The views expressed in this publication are purely personal opinions of the authors and do not reflect the views of the Editorial Team of White Black Legal. Though all efforts are made to ensure the accuracy and correctness of the information published, White Black Legal shall not be responsible for any errors caused due to oversight or otherwise.

WHITE BLACK  
LEGAL

## **EDITORIAL TEAM**

### **Raju Narayana Swamy (IAS) Indian Administrative Service officer**



Dr. Raju Narayana Swamy popularly known as Kerala's Anti-Corruption Crusader is the All India Topper of the 1991 batch of the IAS and is currently posted as Principal Secretary to the Government of Kerala. He has earned many accolades as he hit against the political-bureaucrat corruption nexus in India. Dr Swamy holds a B.Tech in Computer Science and Engineering from the IIT Madras and a Ph. D. in Cyber Law from Gujarat National Law University. He also has an LLM (Pro) (with specialization in IPR) as well as three PG Diplomas from the National Law University, Delhi- one in Urban Environmental Management and Law, another in Environmental Law and Policy and a third one in Tourism and Environmental Law. He also holds a post-graduate diploma in IPR from the National Law School, Bengaluru and

a professional diploma in Public Procurement from the World Bank.

### **Dr. R. K. Upadhyay**

Dr. R. K. Upadhyay is Registrar, University of Kota (Raj.), Dr Upadhyay obtained LLB, LLM degrees from Banaras Hindu University & PHD from university of Kota. He has successfully completed UGC sponsored M.R.P for the work in the Ares of the various prisoners reforms in the state of the Rajasthan.



## **Senior Editor**

### **Dr. Neha Mishra**



Dr. Neha Mishra is Associate Professor & Associate Dean (Scholarships) in Jindal Global Law School, OP Jindal Global University. She was awarded both her PhD degree and Associate Professor & Associate Dean M.A.; LL.B. (University of Delhi); LL.M.; PH.D. (NLSIU, Bangalore) LLM from National Law School of India University, Bengaluru; she did her LL.B. from Faculty of Law, Delhi University as well as M.A. and B.A. from Hindu College and DCAC from DU respectively. Neha has been a Visiting Fellow, School of Social Work, Michigan State University, 2016 and invited speaker Panelist at Global Conference, Whitney R. Harris World Law Institute, Washington University in St. Louis, 2015.

### **Ms. Sumiti Ahuja**

Ms. Sumiti Ahuja, Assistant Professor, Faculty of Law, University of Delhi,

Ms. Sumiti Ahuja completed her LL.M. from the Indian Law Institute with specialization in Criminal Law and Corporate Law, and has over nine years of teaching experience. She has done her LL.B. from the Faculty of Law, University of Delhi. She is currently pursuing PH.D. in the area of Forensics and Law. Prior to joining the teaching profession, she has worked as Research Assistant for projects funded by different agencies of Govt. of India. She has developed various audio-video teaching modules under UGC e-PG Pathshala programme in the area of Criminology, under the aegis of an MHRD Project. Her areas of interest are Criminal Law, Law of Evidence, Interpretation of Statutes, and Clinical Legal Education.



### **Dr. Navtika Singh Nautiyal**

Dr. Navtika Singh Nautiyal presently working as an Assistant Professor in School of Law, Forensic Justice and Policy Studies at National Forensic Sciences University, Gandhinagar, Gujarat. She has 9 years of Teaching and Research Experience. She has completed her Philosophy of Doctorate in 'Inter-country adoption laws from Uttarakhand University, Dehradun' and LLM from Indian Law Institute, New Delhi.

### **Dr. Rinu Saraswat**



Associate Professor at School of Law, Apex University, Jaipur, M.A, LL.M, PH.D,

Dr. Rinu have 5 yrs of teaching experience in renowned institutions like Jagannath University and Apex University. Participated in more than 20 national and international seminars and conferences and 5 workshops and training programmes.

### **Dr. Nitesh Saraswat**

E.MBA, LL.M, PH.D, PGDSAPM

Currently working as Assistant Professor at Law Centre II, Faculty of Law, University of Delhi. Dr. Nitesh have 14 years of Teaching, Administrative and research experience in Renowned Institutions like Amity University, Tata Institute of Social Sciences, Jai Narain Vyas University Jodhpur, Jagannath University and Nirma University. More than 25 Publications in renowned National and International Journals and has authored a Text book on CR.P.C and Juvenile Delinquency law.



### **Subhrajit Chanda**



BBA. LL.B. (Hons.) (Amity University, Rajasthan); LL. M. (UPES, Dehradun) (Nottingham Trent University, UK); PH.D. Candidate (G.D. Goenka University)

Subhrajit did his LL.M. in Sports Law, from Nottingham Trent University of United Kingdoms, with international scholarship provided by university; he has also completed another LL.M. in Energy Law from University of Petroleum and Energy Studies, India. He did his B.B.A.LL.B. (Hons.) focussing on International Trade Law.

## ***ABOUT US***

WHITE BLACK LEGAL is an open access, peer-reviewed and refereed journal provide dedicated 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

# **A RESEARCH ON THE IMPACT OF THE NATIONAL HUMAN RIGHTS COMMISSION ON THE PROTECTION AND PROMOTION OF MIGRANTS IN INDIA**

AUTHORED BY - T. RIHAASH

B.A. L.L.B. (Hons.) 5<sup>TH</sup> year

SAVEETHA SCHOOL OF LAW

SAVEETHA INSTITUTE OF MEDICAL AND TECHNICAL SCIENCES (SIMATS)

CHENNAI 600 077

## **ABSTRACT:**

*Migrants, or migrant workers, are people who move from one place to another, frequently across national borders, in search of work. The National Human Rights Commission (NHRC) helps protect and promote the rights of migrants in its area by pushing for preventive measures to make them less likely to be victims of human rights violations. These include making migration processes safer, making hiring practices fairer, and protecting migrants from trafficking and exploitation. The study's goal was to look into the problems that national human rights commissions face when dealing with migrant rights and to find out if these commissions deal with issues that affect more than one group, like violence against women and discrimination against migrants, in order to see how well they are doing at improving migrant rights. The method used was empirical, using convenient sampling for both independent and dependent variables. Graphs are used in this study to do important analysis. The conclusions are on what the national human rights commission does to protect and promote the rights of migrants. The National Human Rights Commission (NHRC) is very important for safeguarding and promoting the rights of migrants. The NHRC has a thorough plan for keeping an eye on and looking into rights violations, providing legal support, pushing for policy changes, and raising public awareness.*

**KEY WORDS:**

Exploitation, Discrimination, Job Opportunities, Political instability, Awareness campaigns

## INTRODUCTION

Migration has been a social and economic phenomenon for hundreds of years and continues to affect human progress around the world. People in India have moved around the country in the past because of differences in jobs, schools, and living circumstances in different areas. Over time, things like industrialisation, urbanisation, natural disasters, and wars have sped up migration trends. Migration greatly boosts economic growth in both the host and origin regions. However, it also exposes migrants to systemic vulnerabilities such as poor working conditions, lack of housing, lack of healthcare, and social exclusion. India set up the National Human Rights Commission (NHRC) in 1993 to protect the rights and dignity of all citizens, including migrants. This was in reaction to the growing number of human rights challenges that migrants were facing.

Over the years, the Indian government has taken several steps to deal with the problems that migrants face. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, and the Unorganised Workers' Social Security Act, 2008, are two examples of laws that try to improve working conditions and make sure that workers are protected. The One Nation One Ration Card (ONORC) and PM Garib Kalyan Yojana were put in place in response to the COVID-19 migration issue to make sure that food and money benefits could be moved around. The E-Shram portal, which opened in 2021, is a big step forward in registering unorganised workers, including migrants, to create a national database that will help make better policies. The NHRC has been very important in judging how well these activities work, sending out notices, and making policy changes to protect the well-being of migrants.

There are still a lot of structural and systemic problems that make it hard for migrants in India to have their human rights respected. Migrants are especially vulnerable to exploitation because of the economic gap between rural and urban areas, a lack of understanding of their legal rights, a lack of correct paperwork, and informal job relationships. Women, children, and people from marginalised groups who are migrants often endure prejudice in many ways, including as violence against women and being invisible in society. Also, problems with cooperation

between states and inefficiencies in government make it hard for this mobile people to get their rights and benefits.

Recent events show that people are becoming more aware of and concerned about the rights of migrants. This is especially true after the 2020 lockdown, which showed how weak the support system is for this group. During this time, the NHRC started suo motu recognising a number of infractions and stressed the need for a unified national migration policy. The Commission has worked with civil society groups, held meetings with stakeholders, and sent out advisories to improve the legal and social protections for migrants. Even with these efforts, the execution is still not consistent, and many recommendations have not yet been added to the policy framework.

India's approach to migrant rights is more reactive than proactive as compared to countries like Germany, Canada, and the Philippines. Germany has made migrant protection part of its federal system by offering legal help, integrating programs, and language support. In Canada, there are rights-based ways to settle down and get a job. In the Philippines, on the other hand, there are strong organisations like the Overseas Workers Welfare Administration (OWWA) and the Commission on Human Rights that carefully watch over and help migrant workers abroad. These cases from other countries give India and the NHRC good examples of how to improve institutional accountability, legal enforcement, and policies that include everyone in preserving the rights of migrants.

#### **REVIEW OF LITERATURE:**

- 1. Kumar (2021)** has analysed the fundamental and economic rights bestowed upon the domestic migrant workers and other labourers under the labour laws and constitution were breached extensively during the lockdown which worsened the conditions of the domestic migrant workers and it also discussed the basic rights of migrant workers.
- 2. Connell (2009)** has analysed the key issues related to migrant workers, work, public policy were this indications make some economies which are beginning to slow were the migrant flows will also slow or reverse. However, the influxes of migrant labour there are a number of challenges that are need to be met at the organisational and policy levels.
- 3. Alberti (2013)** has examined the integrating universalistic and particularistic approaches to the union organising and recruitment strategies which is critical to

promote the successful involvement of vulnerable migrants into trade unions by exploring the ways in which unions organise and recruit low-paid, vulnerable migrant workers for their works.

4. **Wickramasekara, (2008)** has discussed the gaps between policy and practice in the current discourse on international migration and its links with development. There is an imperative need for fresh approaches and bold initiatives to promote international labour mobility for the welfare of the global community.
5. **Arjande Haan (2010)**, has analysed ways in which public policies can support migrants by making migration less costly and more secure, by reducing discrimination and enhancing access to health care and other services. It also concerns the social processes within which migration for manual work is located and which are influenced by that same migration.
6. **Taran, (2002)**, has analysed the initiatives regarding recognition and extension of protection of human rights of migrants. Resistance to recognition of migrant's rights is bound up in exploitation of migrants in marginal, low status, inadequately regulated or illegal sectors of economic activity. Unauthorized migrants are treated as reserve of flexible labour outside the protection of labour safety, health, minimum wage and other standards, easily deportable.
7. **Mattila, (2002)** has analysed the protection of migrants through the active defence of migrants and their rights are politically difficult where anti-immigrant factions are influential. To bridge this protection gap, specifically targeted International Convention on the Protection of All Migrant Workers and Members of their Families created and adopted by the United Nations in 1990. This treaty is not yet in force, but the States Parties are increasing.
8. **Lesser, (2010)**, has discussed the role of special procedures mechanisms of the United Nations Human Rights Council in the promotion of the human rights of migrants, with a focus on thematic mandates. The building of a national capacities framework applicable to migrants, incorporating the specific needs of women and girls in the migration context and engaging in advocacy at the community level with a conflict-prevention perspective.
9. **Asma Khan (2021)** examined about Challenges of reverse migration in India: a comparative study of internal and international migrant workers in the post-COVID economy through this research it was found that the nationwide lockdown and sealing of inter-state, international borders to control the pandemic triggered the reverse

migration of informal migrant workers that requires the central and state governments to collectively strategies to enable their reverse migration and smooth reintegration in the post-COVID economy.

- 10. Martin, (2009)** has analysed the Forum proceeded with the assumption that migrant rights are a development issue, as well as a fundamental human rights issue. These initiatives have been implemented in an ad hoc manner, necessitating a more systematic approach at the national level to the protection of migrant rights.
- 11. Crépeau,et.al (2016)** has discussed the positive advances in the courts and worthy national initiatives. The EU's governance of migration and borders has had disastrous effects on the human rights of migrants. These effects of criminalisation of migrants pushes them towards more precarious migration routes were the widespread use of administrative detention and the processing of asylum claims under the Dublin system
- 12. Ashok,(2014)** examined about A study on issues of inter - state migrant labourers in India, through this research it was found that Migrant labourers are forced to live in polluted environments and poor housing conditions during their stay at destination place. They also lack identity of who they are, where they are from and what they exactly do. But, no state can restrict any Indian Citizen from entering a state/ region/ place in India.
- 13. Satterthwaite, (2005)** has discussed the impact of the migrant workers convention on the human rights of women migrants where the adoption of a convention targets the abuses against migrant workers which is a significant development in international human rights law and it considers the panoply of standards which set out the instruments.
- 14. Nafziger, (1991),** has analysed the relationship between the Migrant Workers Convention and the principal general instruments of human rights law. The Convention's vocabulary and complexity invite a measure of uncertainty. It suggests several alternatives for supplementing existing instruments in order to extend their protections more simply and explicitly to migrant workers.
- 15. Justin Wong, (2019),** has analysed the Global Compact for Safe, Orderly, and Regular Migration which was guided by human rights law and standards in recognition of the rights of international migrants which are protected by overlapping patchwork of treaties and international law. The international consensus on protection of core set of migrants rights which helps in prioritise the work necessary to implement the GCM.

- 16. Murphy, et.al (2019)** has analysed the building and application of human rights based on the model of migrant integration policy were the domestic integration policy and practice ensures equal access to rights such as education, employment and housing for migrants and also made observations of treaty monitoring bodies, argue in favour of international law.
- 17. Ilango (2013)** examined Occupational Health Problems of Women Migrant Workers that heat stress, noise, dust related problem, vibration and stress problem are prevalent in the workplace and majority of stated that the problems of lighting, radiation, renal, liver and occupational cancers are less due to work. Migrant women workers are not having any basic facilities. They are deprived of their basic rights and are exploited by the contractors. There is an urgent need for the protection of migrant women workers to overcome these problems.
- 18. Rao Penna, et.al,(1993)** has examined the scope of important human rights in the Convention and also evaluates the efficacy of the Convention in safeguarding the migrant workers during armed conflicts such as the 1990. awareness on the exploitation of migrant workers particularly illegal immigrants adapted the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families 1990.
- 19. Susan Thieme, et.al (2005)** examined Addressing the Needs of Migrants and their families lack information about safe migration procedures, host countries, their rights as migrants, and awareness about HIV/AIDS. The present article examines two projects that address these migrants' needs in their home country and in one destination. it provides information on migration issues. The second is a community outreach project based in Delhi, India, focusing on education of migrants.
- 20. Suresh, (2020),** examined Migrant Workers at Crossroads–The Covid-19 Pandemic and the Migrant Experience in India, the research was conducted through a survey method it examines the response of the government and its impact in mitigating and addressing the crisis. it aims to provide insights for more comprehensive, inclusive, and effective migrant policies and operations involving multiple stakeholders at all levels.

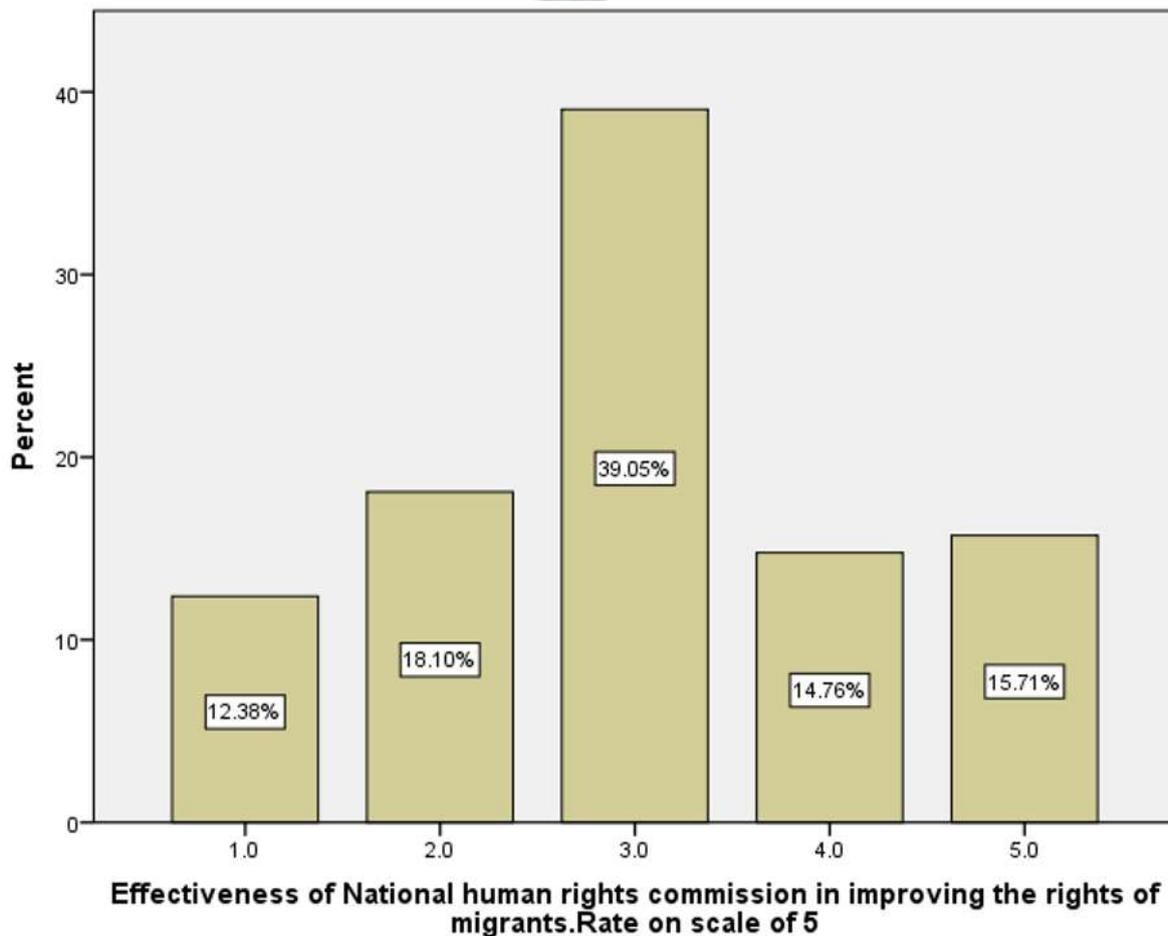
#### **METHODOLOGY:**

The research method used is the Empirical method with the convenient sampling. The total Sample Size is 210. The Sample Frame was taken around Chennai, Tamil Nadu, The independent variables are gender, age, marital status, Place of living, occupation. The

dependent variables are The national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights, The challenges faced by national human rights commission in addressing the rights of migrants, whether it provide legal assistance to migrants for protecting their rights, address intersectional issues such as gender-based violence, discrimination faced by migrants, Effectiveness of it in improving the rights of migrants. This study uses graphs for meaningful analysis.

**ANALYSIS:**

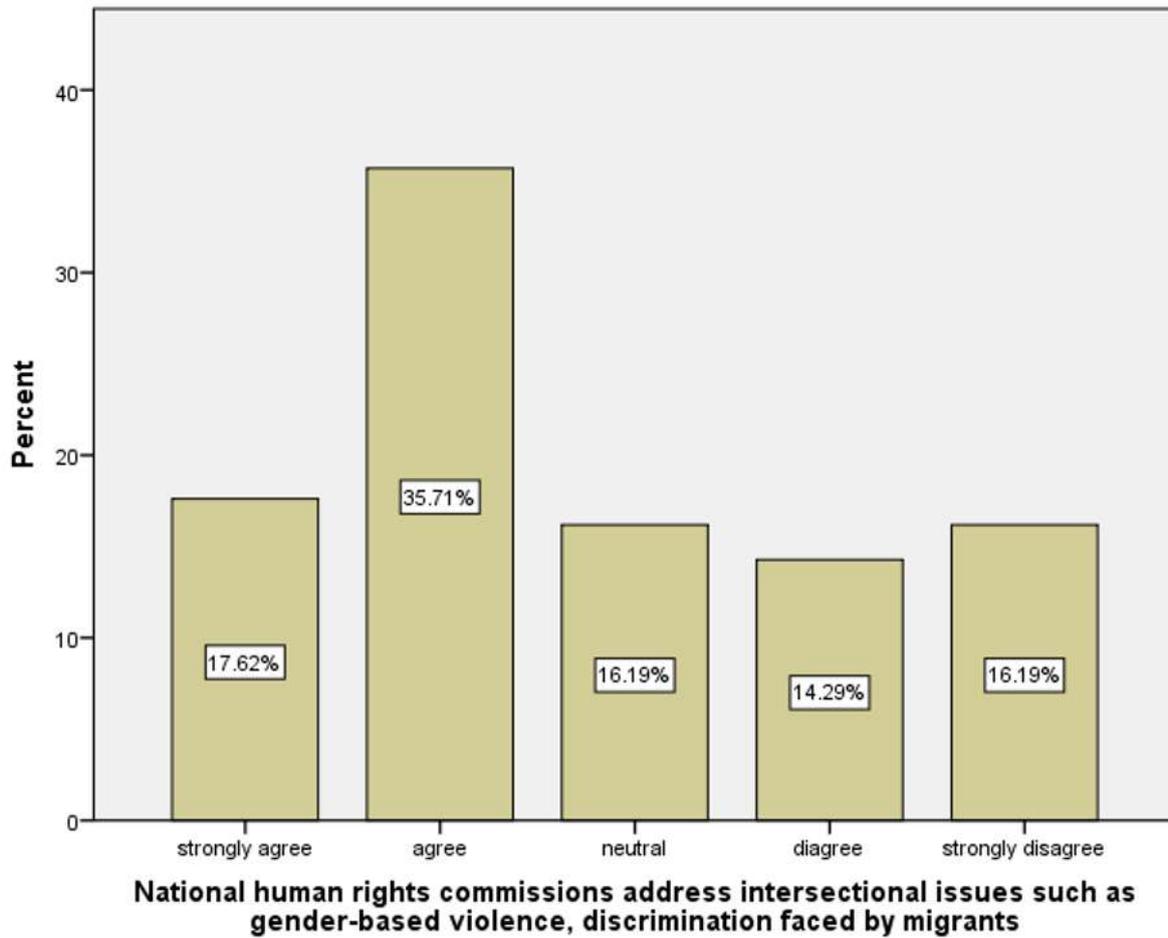
**FIGURE 1**



**LEGEND:**

Figure 1 shows the respondents view on “Effectiveness of national human rights commission in improving the rights of migrants. Rate on scale of 5”.

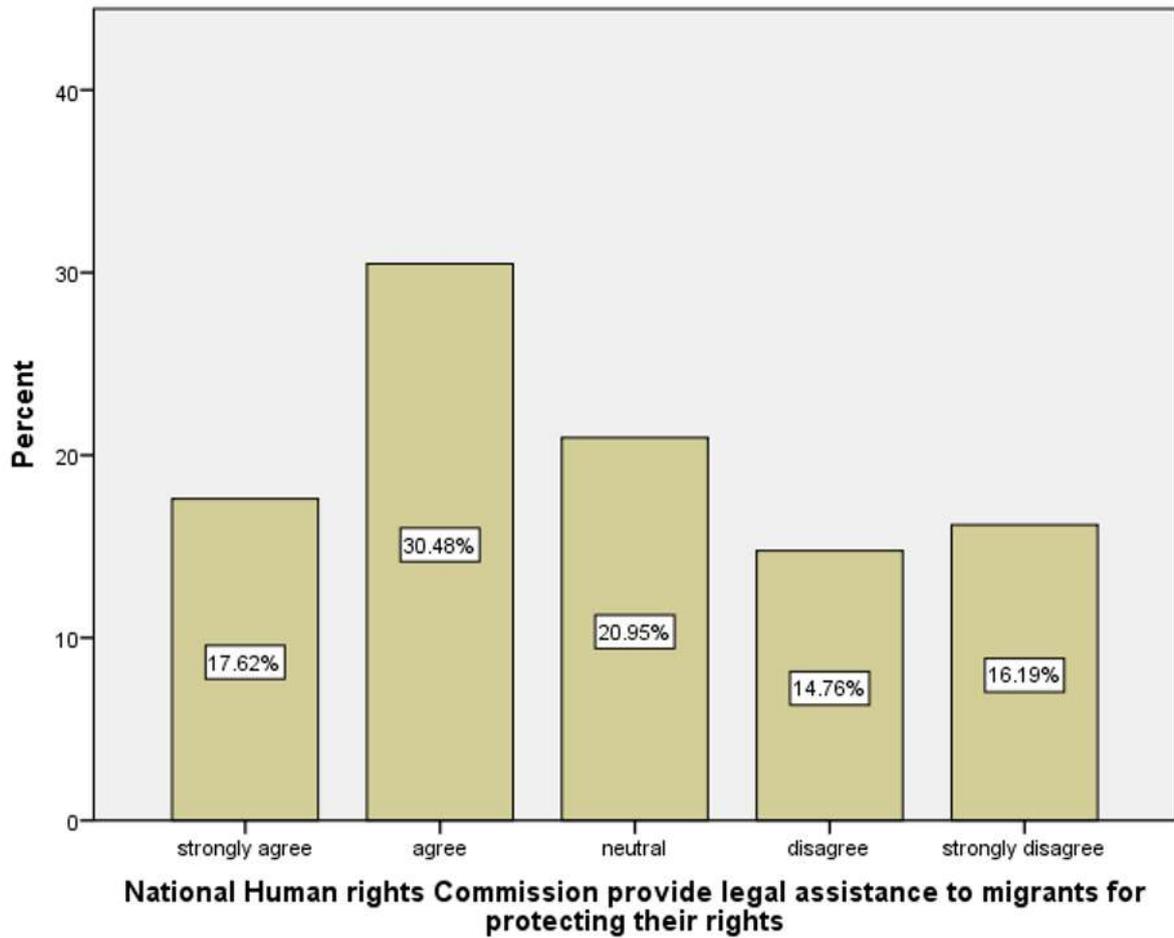
**FIGURE 2**



**LEGEND:**

Figure 2 shows the respondents view on “National human rights commission address intersectional issues such as gender-based violence, discrimination faced by migrants”

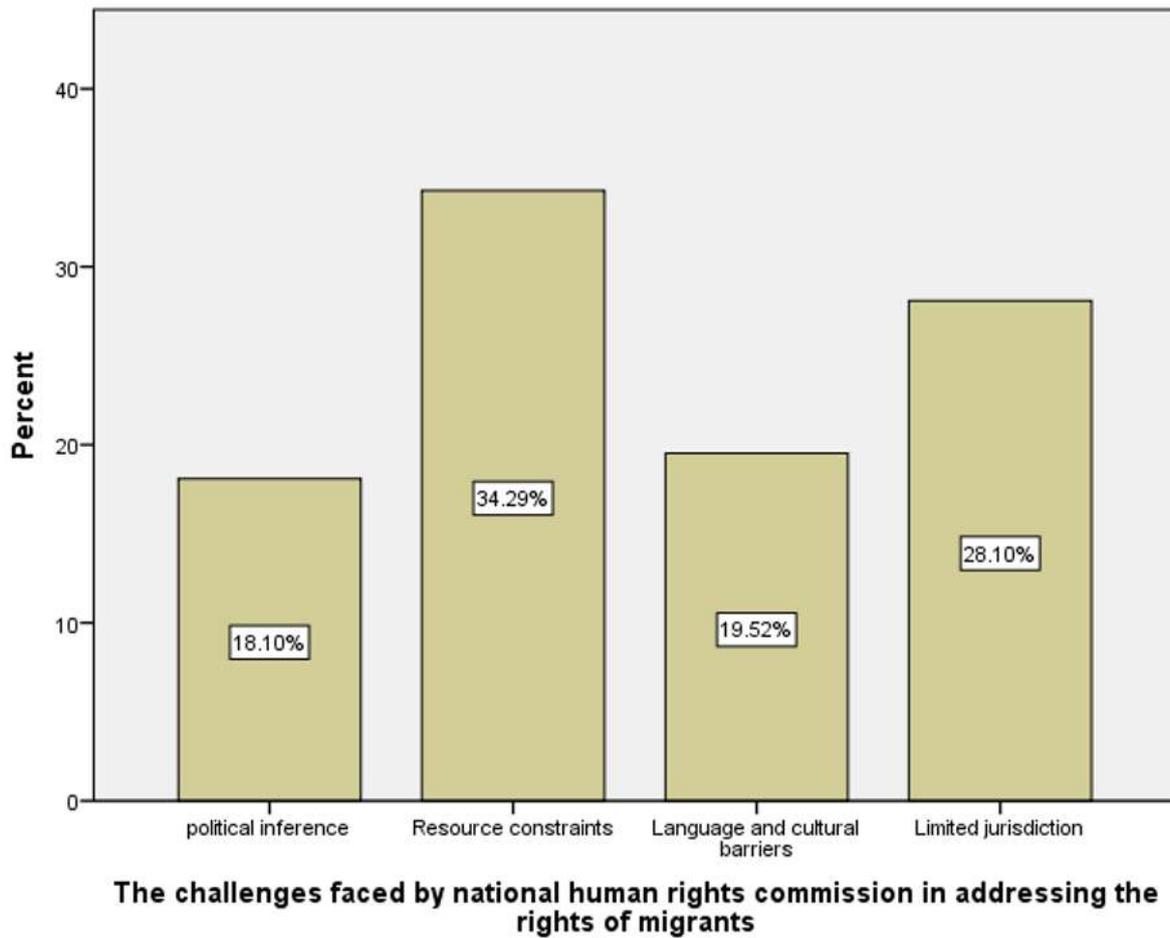
**FIGURE 3**



**LEGEND:**

Figure 3 shows the respondents view on “National human rights commission provide legal assistance to migrants for protecting their rights”

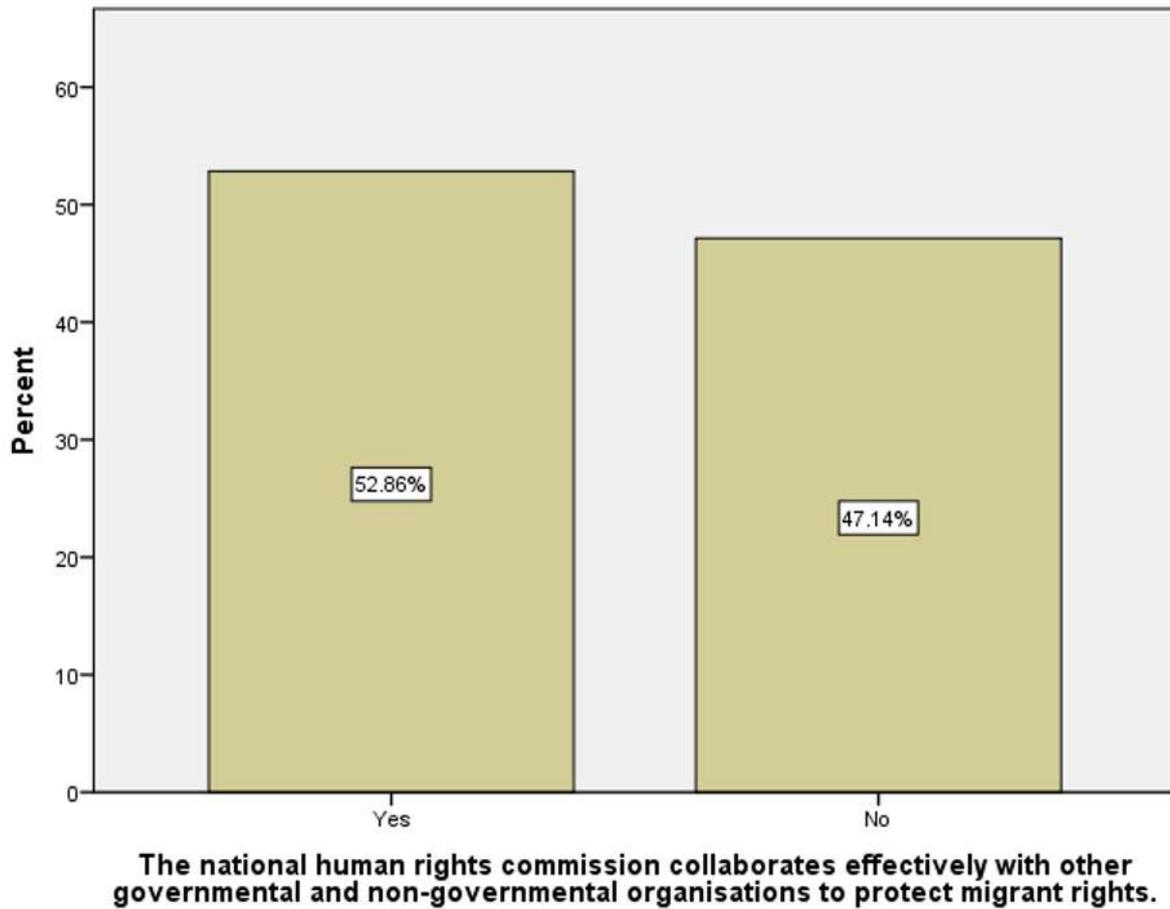
**FIGURE 4**



**LEGEND:**

Figure 4 shows the respondents view on “The challenges faced by national human rights commission in addressing the rights of migrants”

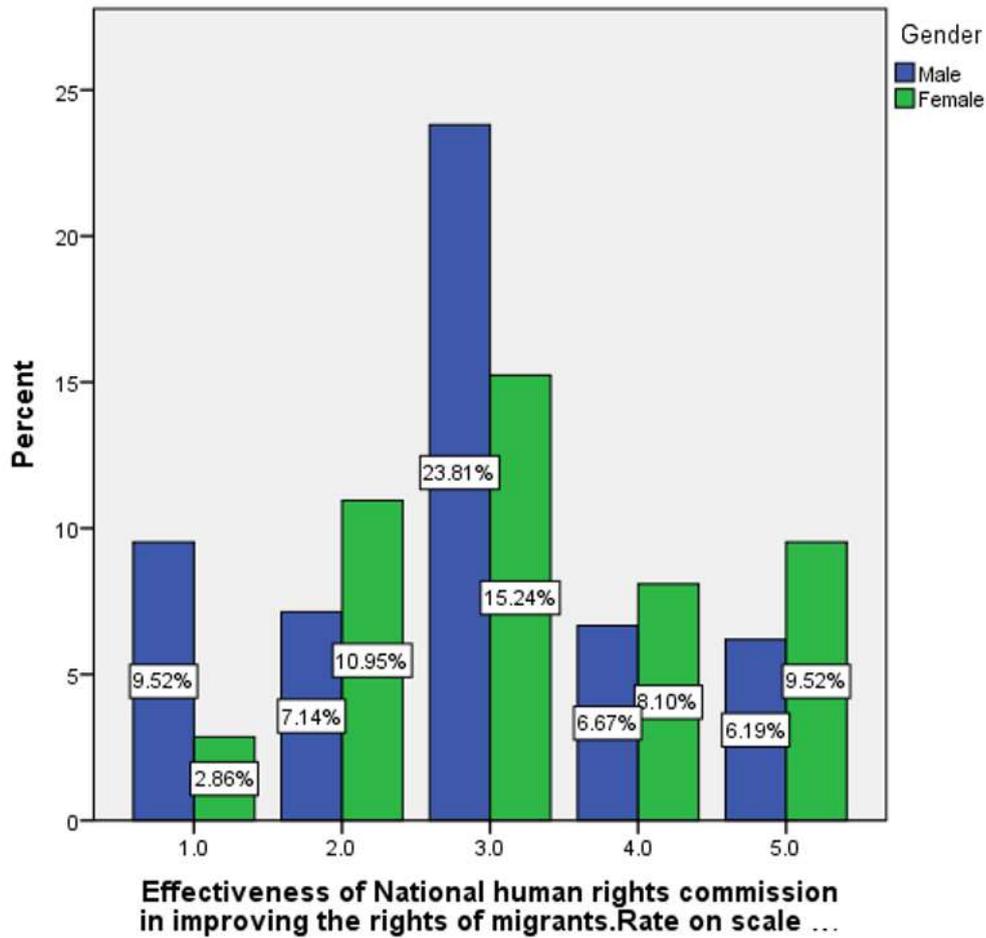
**FIGURE 5**



**LEGEND:**

Figure 5 shows the respondents view on “The national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights”

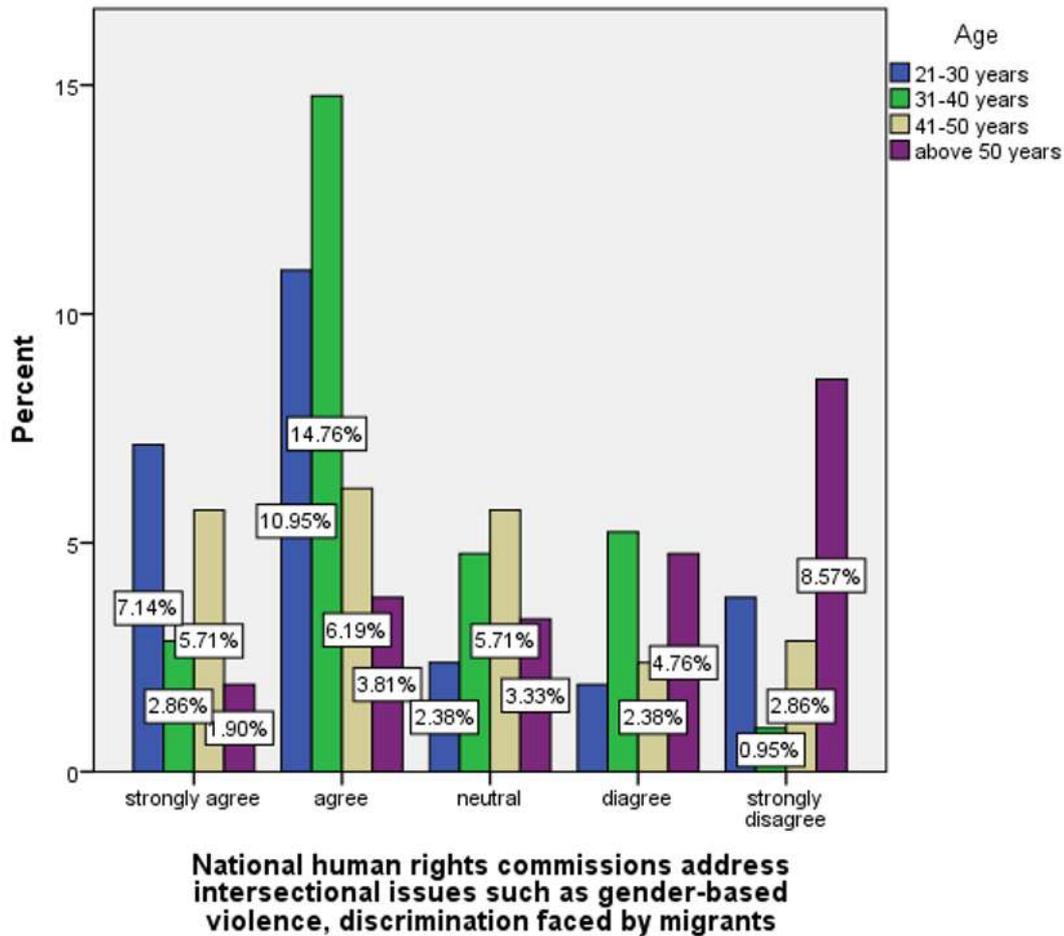
**FIGURE: 6**



**LEGEND:**

Figure 6 shows the respondents view on “Effectiveness of national human rights commission in improving the rights of migrants. Rate on scale of 5” which is based on “Gender”

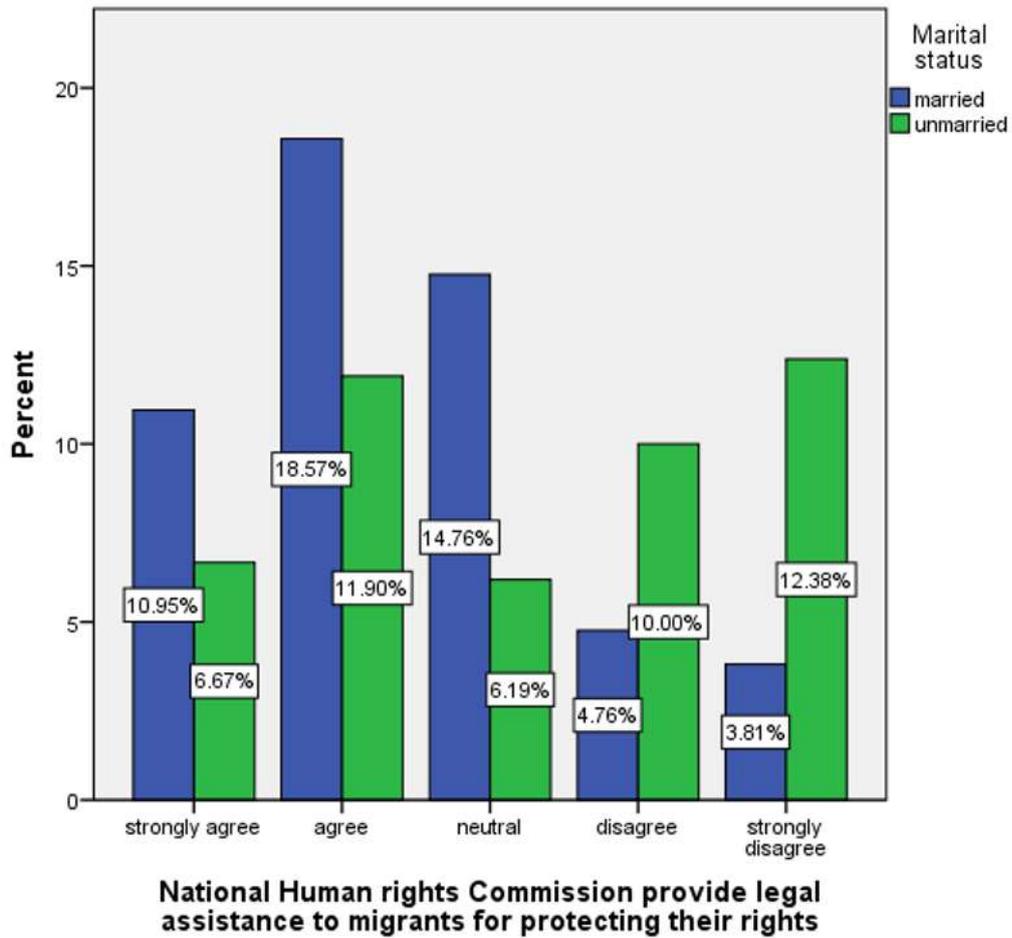
**FIGURE 7**



**LEGEND:**

Figure 7 shows the respondents view on “National human rights commission address intersectional issues such as gender-based violence, discrimination faced by migrants” which is based on the “Age”

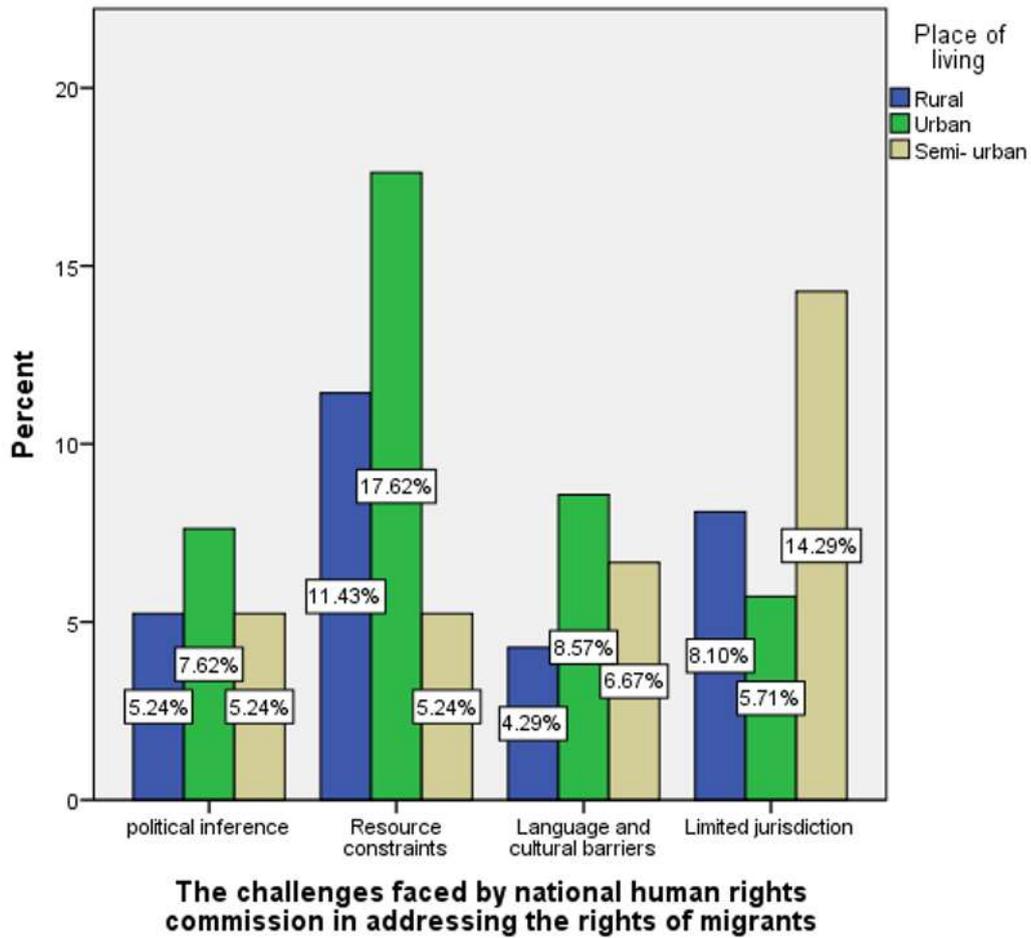
**FIGURE 8**



**LEGEND:**

Figure 8 shows the respondents view on “National human rights commission provide legal assistance to migrants for protecting their rights” which is based on “Marital status”

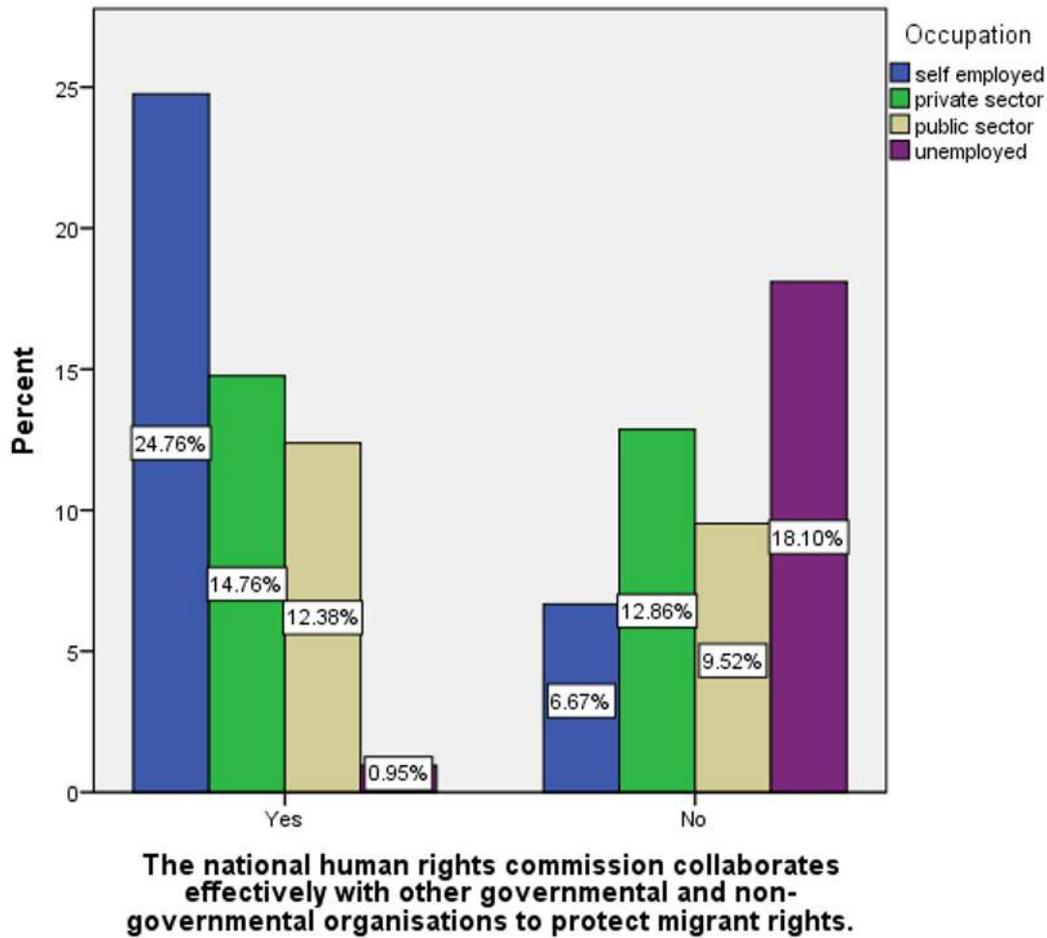
**FIGURE 9**



**LEGEND:**

Figure 9 shows the respondents view on “The challenges faced by national human rights commission in addressing the rights of migrants” which is based on “Place of living”

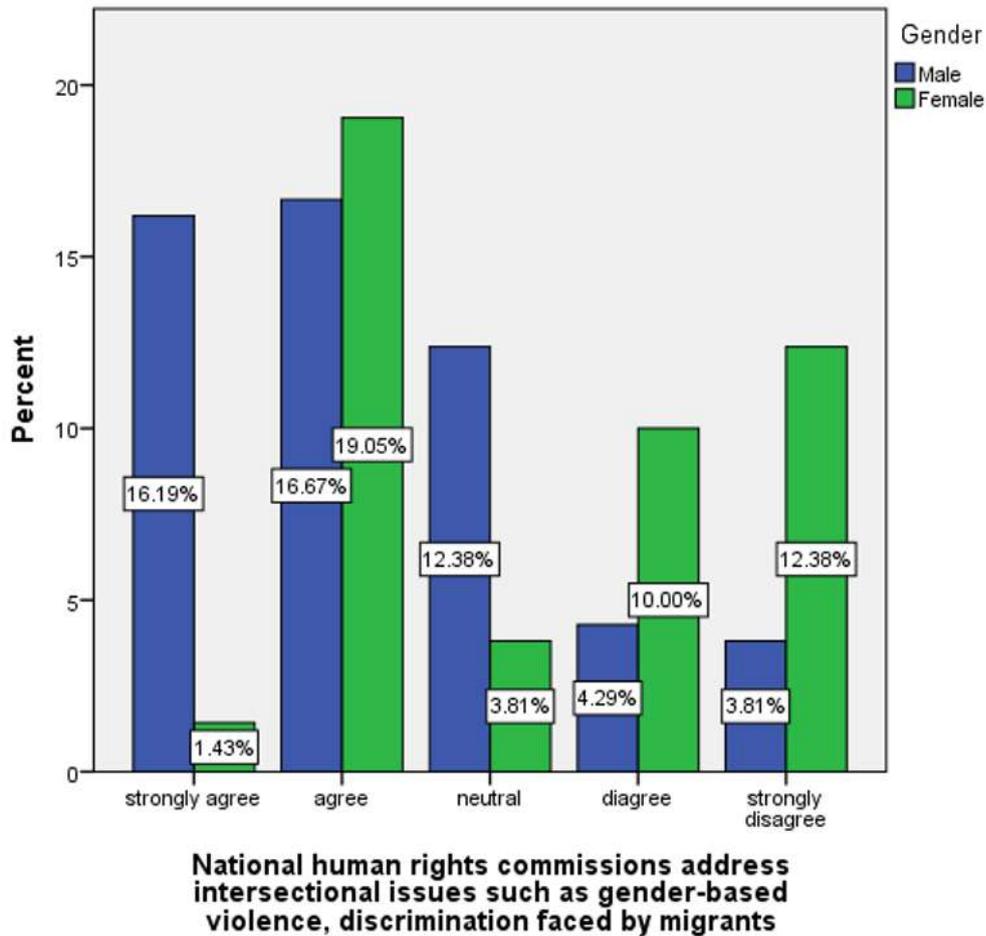
**FIGURE 10**



**LEGEND:**

Figure 10 shows the respondents view on “The national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights” which is based on “Occupation”

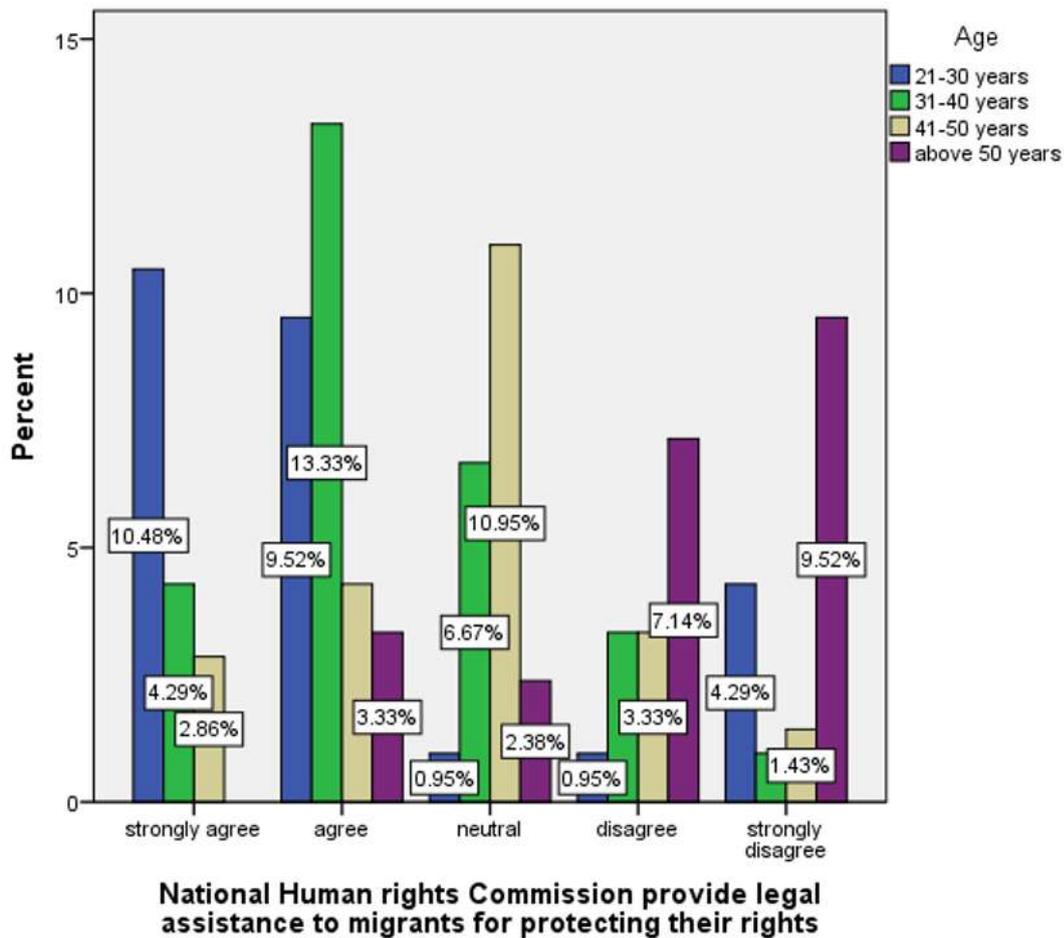
**FIGURE 11**



**LEGEND:**

Figure 11 shows the respondents view on “National human rights commission address intersectional issues such as gender-based violence, discrimination faced by migrants” which is based on the “Gender”

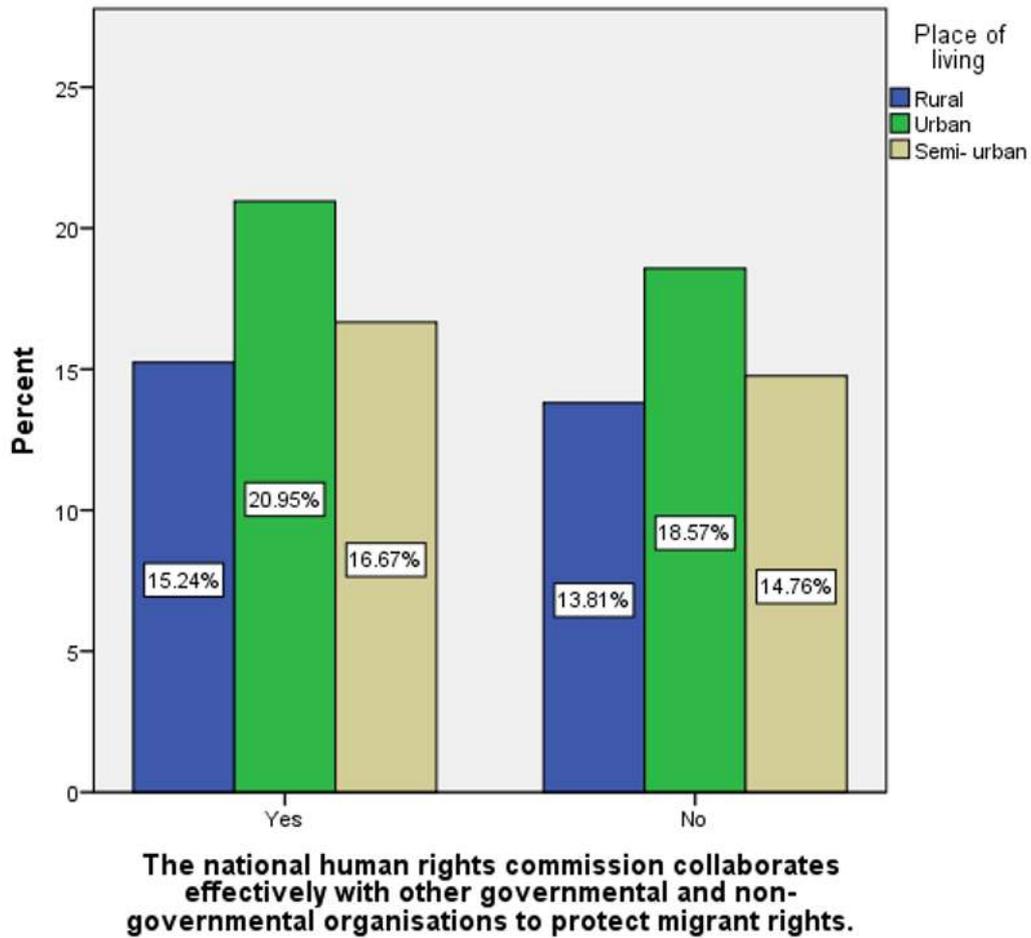
**FIGURE 12**



**LEGEND:**

Figure 12 shows the respondents view on “National human rights commission provide legal assistance to migrants for protecting their rights” which is based on “Age”

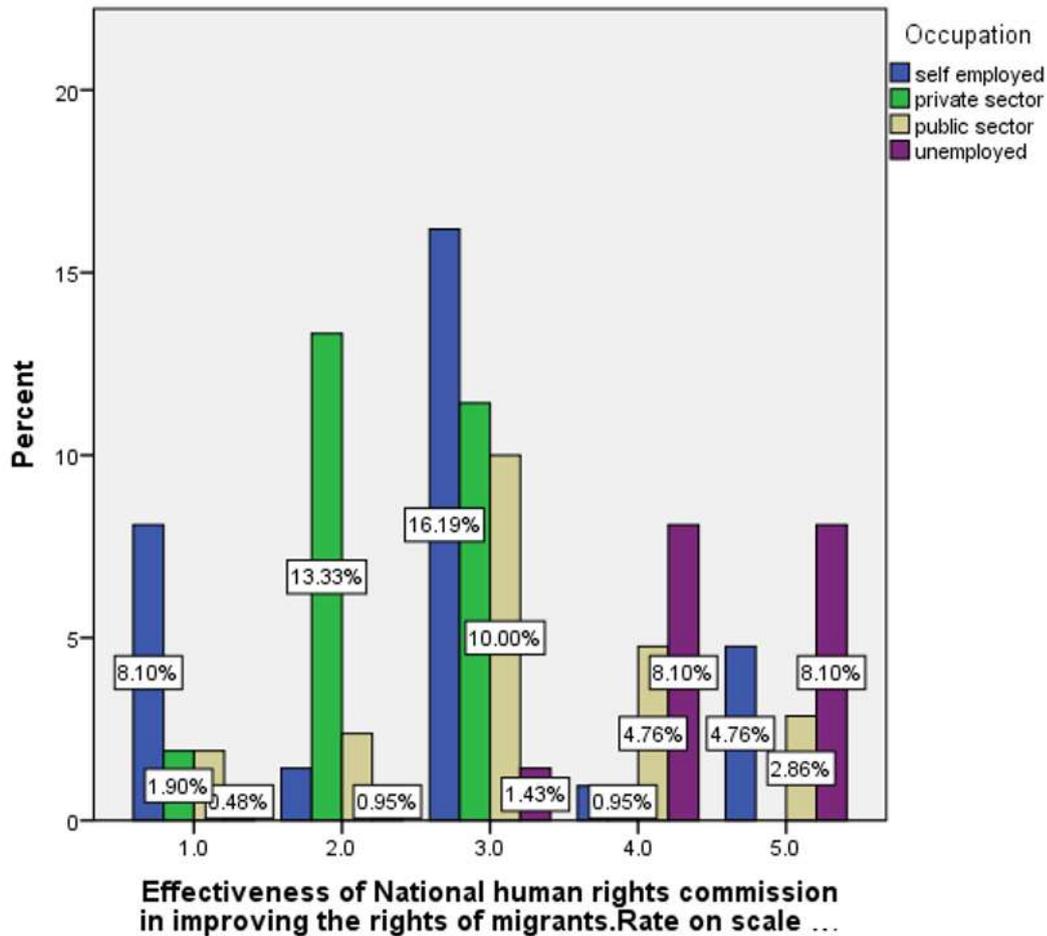
**FIGURE 13**



**LEGEND:**

Figure 13 shows the respondents view on “The national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights” which is based on “Place of living”

**FIGURE 14**



**LEGEND:**

Figure 14 shows the respondents view on “Effectiveness of national human rights commission in improving the rights of migrants. Rate on scale of 5” which is based on “Occupation”

**RESULT:**

It is clear from **Figure 1** that 39.05% of respondents rated 3 for the effectiveness of national human rights commission in improving the rights of migrants. It is clear from **Figure 2** that 35.71% of the respondents agreed that national human rights commission address intersectional issues such as gender-based violence, discrimination faced by migrants. It is clear from **Figure 3** that 30.48% of the respondents agreed that national human rights commission provide legal assistance to migrants for protecting their rights. It is clear from **Figure 4** that 34.29% of the respondents stated resource constraints are the challenges faced by the national human rights commission in addressing the rights of migrants. It is clear from **Figure 5** that 52.86% of the

respondents stated yes that the national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights. It is clear from **Figure 6** that 23.81% of the respondents from male rated 3 for the effectiveness of the national human rights commission in improving the rights of migrants based on their gender. It is clear from **Figure 7** that 14.76% of the respondents from 31-40 years agreed that national human rights commission address intersectional issues such as gender-based violence, discrimination faced by migrants which is based on the age. It is clear from **Figure 8** that 18.57% of the respondents from married agreed that the national human rights commission provide legal assistance to migrants for protecting their rights which is based on the marital status. It is clear from **Figure 9** that 17.62% of the respondents from urban areas stated resource constraints are the challenges faced by the national human rights commission in addressing the rights of migrants which is based on place of living. It is clear from **Figure 10** that 24.76% of the respondents from self-employed stated yes that the national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights which is based on the occupation. It is clear from **Figure 11** that 19.05% of the respondents from female agreed that the national human rights commission address intersectional issues such as gender-based violence, discrimination faced by migrants which is based on the gender. It is clear from **Figure 12** that 13.33% of the respondents from 31-40 years agreed that the national human rights commission provide legal assistance to migrants for protecting their rights which is based on the age. It is clear from **Figure 13** that 20.95% of the respondents from urban areas stated yes that the national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights which is based on the place of living. It is clear from **Figure 14** that 16.19% of the respondents from self-employed rated 3 for the effectiveness of the national human rights commission in improving the rights of migrants based on their Occupation

## **DISCUSSION:**

**Figure 1** Most of the respondents rated 3 for the effectiveness of the national human rights commission in improving the rights of migrants because they might not be fully aware of the commission's role or how to access its services. **Figure 2** Most of the respondents agreed that the national human rights commission addresses intersectional issues such as gender-based violence, discrimination faced by migrants. Through its policies, investigations, and recommendations, the NHRC is able to address intersectional challenges because of its express focus on these issues in its legislative framework and mandate. **Figure 3** Most of the

respondents agreed that the national human rights commission provides legal assistance to migrants for protecting their rights because it facilitates access to legal aid services through its own resources or by collaborating with legal aid organisations which ensures that migrants can seek and obtain legal support. **Figure 4** Most of the respondents stated resource constraints are the challenges faced by the national human rights commission in addressing the rights of migrants because the commission might be limited by insufficient funding, staffing, or resources, hindering its ability to fully address the needs of migrants. **Figure 5** Most of the respondents stated yes that the national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights because this collaboration includes joint initiatives, information sharing, policy advocacy, and support services aimed at addressing the challenges faced by migrants and ensuring their rights are protected. **Figure 6** Most of the respondents from male rated 3 for the effectiveness of the national human rights commission in improving the rights of migrants based on their gender. **Figure 7** Most of the respondents from 31-40 years agreed that national human rights commission address intersectional issues such as gender-based violence, discrimination faced by migrants which is based on the age because it actively promotes awareness of intersectional human rights issues and conducts advocacy campaigns and educational programs which highlight the various forms of discrimination which affect the different groups, including migrants. **Figure 8** Most of the respondents from married agreed that the national human rights commission provides legal assistance to migrants for protecting their rights which is based on marital status because it directly provides legal representation or advocate on behalf of migrants in legal proceedings. **Figure 9** Most of the respondents from urban areas stated resource constraints are the challenges faced by the national human rights commission in addressing the rights of migrants which is based on place of living due to Insufficient funding and staffing can hinder the NHRC's ability to effectively monitor and address violations of migrant rights. **Figure 10** Most of the respondents from self-employed stated yes that the national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights which is based on the occupation because this collaboration includes joint initiatives, information sharing, policy advocacy, and support services aimed at addressing the challenges faced by migrants and ensuring their rights are protected. **Figure 11** Most of the respondents from female agreed that the national human rights commission address intersectional issues such as gender-based violence, discrimination faced by migrants which is based on the gender because Through its policies, investigations, and recommendations, the NHRC is able to address intersectional challenges because of its

express focus on these issues in its legislative framework and mandate. **Figure 12** Most of the respondents from 31-40 years agreed that the national human rights commission provides legal assistance to migrants for protecting their rights based on age because it Advocates for legal reforms and policies that protect the rights of migrants. **Figure 13** Most of the respondents from urban areas stated yes that the national human rights commission collaborates effectively with other governmental and non-governmental organisations to protect migrant rights which is based on the place of living. **Figure 14** Most of the respondents from self-employed rated 3 for the effectiveness of the national human rights commission in improving the rights of migrants based on their Occupation

#### **LIMITATION:**

The major limitation of the study is the sample size. The sample size is 210 for a metropolitan city the sample size is not sufficient to know the opinion of the people. Most of the Respondents are from students and the public. So the majority of the opinions of the students are reflected in the study. This study as a limited sample frame most of the opinions are collected from the urban peoples and it is recorded.

#### **CONCLUSION:**

Migrants, often called migratory workers, are people who move from one place to another, typically across national borders, to find work. The National Human Rights Commission (NHRC) plays an important role in protecting and promoting the rights of migrants in its area of responsibility. The goal of the study was to look into the problems that national human rights commissions have when it comes to protecting the rights of migrants and to see if these commissions deal with issues that affect more than one group, like gender-based violence and discrimination against migrants, and how well they do at improving migrant rights. The conclusions are about what the national human rights commission should do to protect and promote the rights of migrants. Suggestions are by teaming together with legal aid groups that help migrants get free or low-cost legal counsel, it makes sure that migrants can get justice and navigate the legal system to get help for violations of their rights. To raise awareness about migrant rights, including their rights, legal protections, and ways to get help, media outlets, community groups, and schools need to work together. Improve monitoring methods to thoroughly look into violations of migrants' human rights and regularly release reports with findings and suggestions. This would make the process more open and accountable. By setting up rules and ways to deal with calamities that affect migrants, including natural disasters or

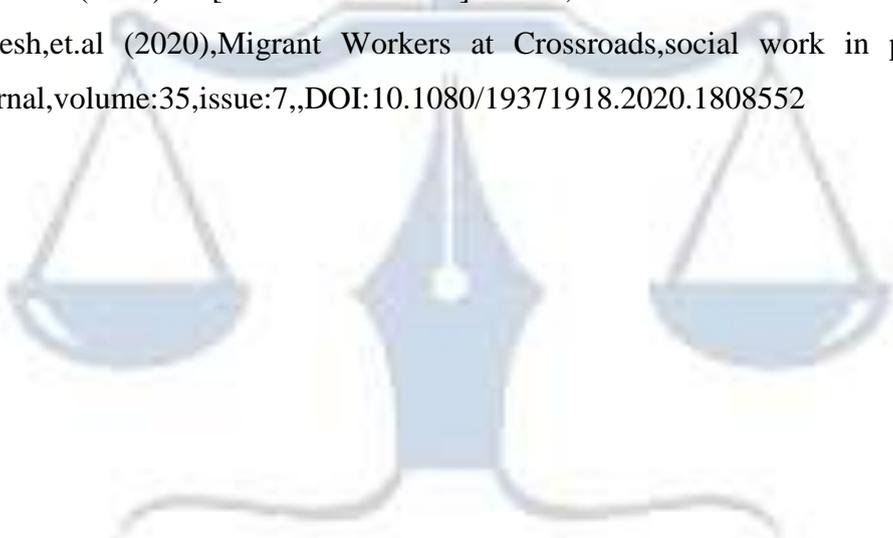
humanitarian crises that make sure that support and protection are given quickly and in an organized way. Future plans include making technology better, such as digital platforms and data analytics, to make it easier to monitor, report, and respond to violations of migrant rights. Make apps for phones or websites that make it easy for migrants to get information, get legal help, and get support. By putting into place educational projects that aim to improve policymakers', law enforcement agencies', civil society organizations', and the general public's understanding of migrant rights. By using intersectional tactics that recognize and address the weaknesses of certain migrant groups, such as women, children, and people with disabilities. Work together more with migrant communities, grassroots groups, and local governments to give migrants more influence and make communities stronger. Support measures to promote social cohesion, cultural exchange, and understanding between migrants and the communities they move to. The National Human Rights Commission (NHRC) is very important for safeguarding and promoting the rights of migrants. The NHRC uses a wide range of methods to keep an eye on and look into violations of rights, provide legal support, push for governmental changes, and raise public awareness. In conclusion, the NHRC holds the potential to play a transformative role in shaping India's approach to internal and cross-border migration. To fulfil this role effectively, it must be empowered with stronger enforcement capabilities, increased budgetary support, and greater public engagement. A human rights-based approach to migration must move beyond reactive interventions and focus on preventive, participatory, and sustainable solutions. Only then can India truly uphold its constitutional promise of justice, equality, and dignity for all—irrespective of their place of origin or migration status.

#### **REFERENCE:**

1. Kumar, et.al,(2021),Migrant workers and human rights: A critical study on India's COVID-19lockdownpolicy,SocialSciences&HumanitiesOpen,Volume-3,Issue1,DOI:10.1016/j.ssaho.2021.100130
2. Connell (2009),Migrant workers, migrant work, public policy and human resource management, international journal of manpower,volume-30,issue-5,ISSN: 0143-7720
3. Alberti (2013), Organising migrants as workers or as migrant workers? Intersectionality,tradeunionsandprecariouswork,internationaljournalofHumanResourceManagement,volume-24,issue-22,Pp-4132-4148,DOI:10.1080/09585192.2013.845429

4. Wickramasekara,(2008),Globalisation,InternationalLabourMigrationandtheRightsofMigrantWorkers,thirdworldsquarterly,volume-29,Pp-1247-1264,DOI:10.1080/01436590802386278
5. ArjandeHaan(2010),Introduction:MigrantWorkersandTheirRoleinRuralChange,journalofdevelopmentstudies,volume-38,Pages-1-14,DOI:10.1080/00220380412331322481
6. Taran,(2002),Human Rights of Migrants: Challenges of theNewDecade,InternationalMigration,volume-38,Issue-6,pp-7-51,DOI:10.1111/1468-2435.00141
7. Mattila,(2002),Protection of Migrants' Human Rights: Principles and Practice, International Migration, Volume 38, Issue 6, p. 53-71,DOI:10.1111/1468-2435.00142
8. Lesser,et.al (2010),The Role of United Nations Special Procedures in Protecting the Human Rights of Migrants, Refugee Survey Quarterly, Volume 28, Issue 4,Pages 139-164, DOI:10.1093/rsq/hdq007
9. AsmaKhan,(2021),Challenges of reverse migration in India, Springer Link journal,volume-9,issue-49.DOI:10.1186/s40878-021-00260-2
10. Martin(2009),Migrant Rights: International Law and NationalAction,InternationalMigration,volume-47,Issue-5,pp-115-138,DOI:10.1111/j.1468-2435.2009.00566.x%7C
11. Crépeau,et.al,(2016),Facilitating Mobility and Fostering Diversity: Getting EU Migration Governance to Respect the Human Rights of Migrants, CEPS Paper in Liberty and Security in Europe, No. 92,42 Pages
12. Ashok,(2014),A study on issues of inter - state migrant labourers in India, International Journal of Scientific & Engineering Research, Volume 5, Issue 7, July-2014 ISSN 2229-5518
13. Satterthwaite,(2005),Crossing Borders, Claiming Rights: Using Human Rights Law to Empower Women Migrant Workers, Hein online, volume 1,No-1
14. Nafziger,(1991),The Migrant Workers Convention: Its Place in Human Rights Law, International Migration Review, Volume 25, Issue 4,DOI:10.1177/019791839102500406
15. Justin Wong,(2019),Protecting and Benchmarking Migrants' Rights: An Analysis of the Global Compact for Safe, Orderly and Regular Migration, International Migration, Volume 57, Issue 6,p. 60-79,DOI:10.1111/imig.12635

16. Murphy,et.al(2019),Building and Applying a Human Rights-Based Model for Migrant Integration Policy, Journal of Human Rights Practice, Volume 11, Issue 3, November 2019, Pages 445-466, DOI:10.1093/human/huz032
17. Ilango(2013),Occupational Health Problems of Women Migrant Workers In Thogamalai, Karur District, Tamil Nadu, International Research Journal of Social Sciences,Vol.2(2),1-7,DOI:10.2139/ssrn.2389346
18. Rao Penna,et.al,(1993),Some Salient Human Rights in the UN Convention on Migrant Workers,Asian and Pacific Migration Journal,Volume 2, Issue 2,DOI:10.1177/011719689300200205
19. Susan Thieme,et.al (2005),Addressing the Needs of Nepalese Migrant Workers inNepalandinDelhi,mountainresearchanddevelopment,volu:25,issue:2,DOI:10.1659/0276-4741(2005)025[0109:ANTONYM]2.0.CO;2
20. Suresh,et.al (2020),Migrant Workers at Crossroads,social work in public health journal,volume:35,issue:7,,DOI:10.1080/19371918.2020.1808552



WHITE BLACK  
LEGAL