

Migrant Workers and their Challenges: How the Crisis went from Bad to Worse

Ashish Pathak¹

Neha Purohit²

Abstract

A migrant worker is a person who travels from one place to the other in search of a job for earning his livelihood. In India, the problem of these workers has reflected the fact that the governments have not taken enough measures for their safety, health, and working conditions. The COVID-19 pandemic which originated from the Wuhan Institute of Virology in China and spread around the world, has described their pathetic condition when many of the migrants while returning to their homes, were seen walking on highways, roads, etc. Their day-to-day earning and eating process forced them to leave for their hometowns when the government imposed the lockdown due to the outbreak of the deadly virus. In this paper, the researchers have tried to come up with practical and possible measures that the governments can take in near future for helping the migrant workers, in case of lockdown/s imposed and more importantly, chalking out potent and permanent solutions to their problems so that they don't have to leave their home towns except in emergencies. The Research Method adopted is doctrinal including the principles of fundamental research. Research Questions focus on the poor condition of migrant workers and how they can be given fruitful remedies. The authors have analyzed the write-ups of eminent authors reflecting their views profoundly.

Keywords: Migrant, Worker, Livelihood, Pathetic, Doctrinal

Introduction

“No one leaves home unless home is the mouth of a shark” - Warsan Shire

The issue of migrant workers has been a hot topic in the present Indian scenario where they go from one place to the other for earning their livelihood. It is a global phenomenon involving most nations of the world. Inter-State migration where groups of people move to different places for earning money and raising their standard of living is common at present time. In a country like India, it is often seen that people from not so well-developed States migrate to other States to get a job, either on a daily or monthly basis. In doing so, they have to cope with a lot of hardships like getting a good place of living, sanitation facilities, water suitable for drinking purposes, etc. Their need to earn money sometimes creates problems for them on a large scale like they do not get a decent standard of living, ultimately compromising their basic needs and requirements like food, clothing, shelter, etc. Not only this, they are vulnerable to human trafficking as well. The migrant workers often witness difficulties like problems in finding good means of livelihood, etc. Earlier, say some thirty years back, there were not many problems for them as the population of the nation was not this high (135 crores). The population growth has played a major role in creating more demands ultimately leading to vast-scale migration in presence of limited resources, resulting in hardships for the migrants. The need to earn money for

¹ Assistant Professor, Alliance School of Law, Alliance University, Bengaluru

² Assistant Professor, CHRIST (Deemed to be University), Delhi NCR

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the survival of the family compels them to move from one place to the other (which may not be suitable for them) and this whole vicious process makes their lives miserable. It won't be wrong to say that the condition of migrant workers has gone from bad to worse, as in the present time, despite having so many laws in their favour; workers are sometimes, devoid of basic facilities. Article 21 of the Indian Constitution, which talks about the Right to Life and Personal Liberty, gives them the right to have a decent standard of life, working conditions, etc.³. The question that arises here is 'What is the need of migrating from one place to the other'? The answer to this question is not objective. The basic reason for migration by workers is the lack of infrastructure and job opportunities in their States. It would be correct to say that many States in India have not taken sufficient and fruitful steps for ensuring the stay of their people in their home towns. According to the 2011 census, 5.4 crore people had migrated from one place to the other throughout the nation in search of work, with Bihar and Uttar Pradesh sending the most number of migrants⁴. Undoubtedly, the need to earn money forces a person to move from one place to the other and if this problem is solved by the State government of the concerned State from where a person is migrating; there would not be any big-scale need for migration. Migration from one place to the other may benefit (in terms of earning money) the workers but it also overburdens the State to which they have migrated. Overburdening, here, should not be interpreted in a literal manner, but it is important to understand the fact that a large-scale migration sometimes, disturbs the geographical and economic balance of different States which should be avoided. Let us try to understand the various reasons for the migration of people from one place to the other in a nation like India.

Objectives of the Study

Primarily, the objectives of this research paper can be listed below as follows:

To understand the reasons for migrant workers leave their native home towns for earning purposes, and traveling to different parts of the country.

To explain the problems faced by migrant workers in India and the conditions in which they have to work.

To formulate policies and steps that the governments and NGOs can take for the upliftment of workers who are forced to leave their place.

To analyse some of the statutory laws that regulate working conditions of the workers coming from the marginalized section of the society.

Research Method

The study is based on doctrinal research and the data required for the research is primary including the interpretation of texts of different laws related to the subject as well as secondary like analysis of books, articles, etc. A perusal of existing laws on the issue has been done to chalk out the lacunas if any. The principles of fundamental research have been used aiming better understanding of the existing literature and coming out with viable solutions.

Statutory Laws: An Analysis

The Indian Parliament has played an important role in coming up with policies regulating the issue of migrant workers. It has framed statutory laws dealing with the problems of migrant workers in India.

The Minimum Wages Act of 1948

In India, many a time it has been seen that employers don't pay timely wages to their employees, workers, etc., or pay them inadequately which causes financial hardships to them. For curbing these kinds of problems, an Act named Minimum Wages Act was formulated to helping the workers get a fixed and defined rate of wages. This Act protects the interests of migrant workers who are working in unorganized sectors. The Act has transparently and clearly defined the term 'wages' by including all remuneration, capable of being expressed in terms of money, which would, if the terms of the contract of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, but has failed to include traveling allowance which in my opinion shouldn't have been done. Excluding traveling

³ INDIA CONST., art. 21.

⁴ Drishtiiias.com, <https://www.drishtiiias.com/daily-updates/daily-news-analysis/2011-census-data-on-migration> (last visited April 30, 2022)

allowance from the definition of wages is not appropriate as it is difficult for the employee or the worker to spend on traveling from his pocket and by keeping it out of the purview of 'wages' it is left for the employer to decide whether the worker should be given traveling allowance or not. It is the discretionary power of the employer. Section 3 of the Act has very well defined the minimum rates of wages which the appropriate government will decide, to be paid to the workers⁵. An analysis of this statutory law gives us an impression that migrant workers do have legal backing in case their employers decide to exploit them by not paying sufficient amounts for their services. However, it has to be noted that proper and transparent implementation of this Act is the need of the hour so that the workers who have migrated from one place to the other don't face any kind of problems related to money.

The Maternity Benefit Act of 1961

The female workforce has steadily increased in almost every sector of India. To lay down easy conditions for them, the Parliament of India came up with an important law describing the conditions in which a woman worker won't do any job or industrial work. An analysis of this law will reflect the fact that it has helped women workers to get maternity benefits before and after childbirth for a certain period. The provisions of this Act are beneficial for migrant women workers who have left their home towns for earning purposes and have settled in big cities. Section 4 of the Act stops an employer from employing a woman during the six weeks immediately following the day of her delivery and also a woman from working in any establishment during this period⁶. Section 5 of the Act makes an employer liable for paying maternity benefits to the pregnant woman at the rate of the average daily wage for the period of her actual absence immediately preceding and including the day of her delivery and for the six weeks immediately following that day⁷. The benefit of these provisions is that the female workforce won't hesitate in helping their male counterparts in working and will support the economy of the nation by being a direct partner in its growth. But, the problem is that

there are not sufficient resources in the home State of these women workers which compel them to leave their place. There should be enough opportunities for these female workers in their respective States so that they don't have to migrate. Migration is easier for men as compared to women. This migration of the female workforce has created family problems as their children have to accompany them compromising their education, livelihood, etc. Earlier, when male members used to go out for earning purposes and females used to be at their homes, the chances of female labour exploitation (in form of paying fewer wages, harsh conditions for them to work, etc.) by the employers were minuscule. It is to be noted here that it doesn't mean that female workers don't have the right to earn but their conditions and circumstances should not be compromised at any cost. Efforts should be made not only by the government but also individuals living in the society, to take all those necessary steps that are required to be taken for ensuring that the female workforce is not deprived of easy and suitable conditions for working.

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Central (Amendment) Rules of 2017

They were originally framed in 1979 and have helped in regulating the conditions of service of inter-state workers. It has helped them in showing their skills to an employer of the other State who could not find skilled workers in his State and it would be correct to say that had the provisions of the Act applied in true letter and spirit during the inter-state migration of workers in March 2020, due to lockdown so imposed, the lives of many of the migrant workers could have been saved. The condition of migrant workers during the pandemic was pathetic as they were left with no option other than to go back to their native places. The report published by UNESCO and UNICEF on 'Social Inclusion of Internal Migrants in India' in 2013 advocated for developing a potent governance system for internal migration in India chalking out strong policies and rules and regulations for ensuring smooth and safe migration of workers like coming up with insurance schemes, etc.

5 Minimum Wages Act, 1948, §.3, Acts of Parliament, 1948 (India)

6 The Maternity Benefit Act, 1961, §.4, Acts of Parliament, 1961 (India)

7 The Maternity Benefit Act, 1961, §.5, Acts of Parliament, 1961 (India)

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for them⁸. In India, the conditions in which migrant workers have to work are pathetic and poor for their health. An analysis of the current situation gives us an idea of unhygienic conditions for the working of migrant workers, non – timely payment of workers leading to frustration (it was seen that the employers had not paid remuneration or paid fewer salaries to their workers during the pandemic) and improper care.

The Unorganized Workers' Social Security Act of 2008

It was made to provide social security to unorganized workers and make schemes for their welfare. The question that arises here is what could have been the need for coming up with legislation like this? The answer is that they are vulnerable not only to accidents but crimes as well due to their poverty. Section 3 of the Act has made it mandatory for the Central Government to come up with suitable welfare schemes for the workers of the unorganized sector on matters relating to life and disability cover, health and maternity benefits, old age protection, etc. from time to time and the State Governments to formulate from time to time, schemes related to provident fund, housing, employment injury benefit, etc. for the workers of the unorganized sectors⁹. However, the practical process to claim all these benefits is quite tiresome and irritates the applicant. The den of corruption is a hindrance to availing of these benefits in a timely and prolific manner. The definition of the unorganized sector given in Section 2 (I) of the Act includes an enterprise which is owned by individuals or self-employed workers who are engaged in the production or sale of goods or providing service of any kind and puts a limit of ten on the number of workers where the enterprise is employing workers¹⁰.

So, we can say that the statutory laws of India have helped migrant workers in getting their rights enforced. The laws have somewhere played an important role in filling the gaps that were present in the social legal system of India. They have laid down emphasis on the

duties of the employers while dealing with migrant workers and have talked about the human rights of the workers at large. Their impact can be seen from the benefits which the migrant workers get in form of remuneration, leaves, allowances, compensation, etc. from their employers for the maintenance of their standard of living. However, it doesn't mean that all the problems of migrant workers have been resolved. A careful study of the present scenario will reflect the fact that practical problems for these workers are still lingering in the form of untimely wages, insufficient compensation, improper means of livelihood, poor health facilities, etc. The pandemic has exposed these hidden issues, up to some extent, and it is required that they should be resolved at the earliest.

Pandemic and its Impact on Migrant Workers

The COVID-19 pandemic has wreaked havoc on migrant workers who travel from one place to another for earning purposes. All of us had indeed witnessed migrants moving from one place to the other compromising their human rights. I am using the word 'compromising' because they were devoid of basic facilities and means that are needed to support livelihood. Many of them had died while returning to their homes due to the lockdown imposed by the government. Their poor condition had not only created problems for them but also showed that India was not ready for the pandemic and it has not done enough for building basic infrastructural facilities for ensuring proper living for migrant workers.

The government's response to the migrant crisis at that time was delayed and partial, said those who work in the migration sector. About 84 percent of the migrant workers were able to return to some form of employment in August 2020, with different experiences depending upon their age, gender, the industry of employment, etc. after the lockdown was lifted and nearly 133 million people demanded work through the rural jobs programmes or the MGNREGS¹¹. International Labour

8 Sidharth Sivaraman, 'Is the Inter-State Migrant Workmen Act 1979, a dead letter'? ORFONLINE.ORG (April 21,2020,11:20 AM), <https://www.orfonline.org/expert-speak/inter-state-migrant-workmen-act-1979-dead-letter-64979/>

9 The Unorganized Workers' Social Security Act 2008, §.3, Acts of Parliament, 2008 (India).

10 The Unorganized Workers' Social Security Act 2008, §.2 (I), Acts of Parliament, 2008 (India).

11 Shreehari Paliath, *A year after the exodus, no reliable Data or policy on migrant workers*, Indiaspend.com, (March 24,2021,12:09 PM), <https://www.indiaspend.com/governance/migrant-workers-no-reliable-data-or-policy-737499>

Organization (ILO) report published in December 2020 said that migrant workers remain unrecognized at the local, regional and national levels¹². This is something that should concern the governments. Recognition plays an important role in laying down policies for the upliftment of a particular sector or group of people. We all saw the newspapers and TV channels flooded with scenes depicting the plight of migrant workers during the pandemic giving a message to the whole nation that their problems have been unaddressed for a long time as many of them were shunted by their employers due to the 'no work -no remuneration policy' which forced them to gravitate towards their hometowns. The situation was so grim that they were ready to take the risk of being infected by the virus during the journey as they had no food to eat and clothes to wear at their working place. They were heard saying that they might not die due to COVID but will surely die due to hunger¹³. The government cannot be blamed for imposing lockdowns but it should have taken adequate steps for ensuring the smooth and easy return of migrant workers, from the beginning itself. However, the State Governments and the Central Government did play an important role in helping the migrants by ensuring the movement of buses, trains, etc. but it was a step that was taken a bit late. By then, the damage was already done which could have been avoided if the governments were vigilant enough to foresee the circumstances in which the workers were leaving their place. Pregnant ladies were seen moving on highways and roads which is a failure of the government machinery. Generally, migrant workers face difficulty in earning their livelihood, and more often than not, they earn on a daily wage basis. So, it won't be wrong to say that they have been the section of the society which is worst hit by the pandemic as most of them have no savings and are dependent on daily earnings. The highly contagious nature of the virus had made things risky for those who were living in the places where these migrant workers were moving. But, despite these risks and problems, the workers working in cities decided to go back. The question that needs to

be answered here is could the governments have taken some important steps so that these migrants could be stopped at their place of work. The answer is yes as nothing stopped it from maintaining shelter homes, temporary houses, etc. for these workers where they could have been asked to reside with adequate facilities of food and clothing till the lockdown was lifted.

Reasons of Migration

As told earlier, one of the basic reasons for migration by workers is poverty and unemployment or failure to get the desired means of earning a livelihood at their place of living. It is known that a person will leave his home only in special circumstances. As per the International Labour Organization; the demand for unskilled labor has forced the workers to move from one place to the other in search of work. In its report, the ILO has said that total migrants around the world represent 3.3 percent of the global population, with women making up half of them¹⁴. This is the situation at the global level and as far as India is concerned, the condition is even worse. Lack of required infrastructure and the inability to work in certain conditions leave no option for them, other than to migrate. It would be correct to say that every person wants to get the basic needs of life and to attain them, decides to take some steps. In March 2020, a lockdown was imposed by the government to stop the spread of the SARS COV-2 virus which had wreaked havoc on the migrants where they lost their jobs due to the closure of industries, companies, etc. and the trains, buses, and other modes of public transport were halted. Apart from this, there are certain personal reasons also where a person decides to migrate from one place to the other. *Madhunika Iyer* in her article has cited 'marriage and moving with the family' to be important reasons for migration for a woman worker¹⁵. The complexities of marital relations force a woman to leave her home with her husband and accompany him for earning decent remuneration or wages. *Varun Krishnan* in his article published in THE HINDU newspaper has propounded

12 *Id.*

13 Anand Mishra, *Migrant workers in India on move as COVID-19 stalls world*, Deccanherald.com, (Apr.19,2022, 10:25 PM), <https://www.deccanherald.com/national/migrant-workers-in-india-on-move-as-covid-19-stalls-world-818723.html>

14 ILO.ORG, <https://www.ilo.org/global/standards/subjects-covered-by-international-labour-standards/migrant-workers/lang--en/index.htm>. (last visited April 6, 2022).

15 Madhunika Iyer, *Migration in India and the impact of the lockdown on migrants*, The Prs Blog (June 10, 2020,10:20AM),<https://prcindia.org/theprsblog/migration-in-india-and-the-impact-of-the-lockdown-on-migrants>,

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that marriage is one of the most common reasons for migration in India¹⁶. This was the finding of the 2011 census which showed that 46 percent of the total migrants moved because of marriage and 97 percent of these were women¹⁷. As per the census, Mumbai has taken the highest number of migrants¹⁸. The Economic Survey of 2020-2021 hasn't come up with the exact number of inter-State migrants losing their jobs during the pandemic but focused on the gig economy and its workers citing the absence of their basic rights and social security, till the introduction of the Code on Social Security¹⁹. *Kailash C. Das* and *Subhashish Saha* in their article have reflected the fact that migration of workers may happen due to regional disparity in development and the population pressure on limited available resources which forces a section of the population to move from one place to the other for fulfilling the basic needs²⁰. Ineffective planning and ambiguous policies adopted for distributing the benefits of schemes sometimes create an imbalance in society leading to make people thinking of other options for their survival, migration being one of them. The generation of employment opportunities in urban areas like Mumbai, Delhi, Ludhiana, etc. plays an important role in giving economic benefit to the workers. So, they don't hesitate to leave their home towns for moving to these places where they can earn their bread and butter.

Stopping Migration: A Need To Take Some Prolific Steps

To maintain the economic and geographical balance of a nation, especially India, it is necessary to stop inter-State migration on a large scale and this can be done by laying down fruitful and potent policies working at the grass-root level. As far as India is concerned, the need of the hour is to take steps like generating job opportunities within the States that are not well developed like UP, Bihar, Jharkhand, Odisha, etc. and this can be done by promoting the unorganized sectors to come forward

and giving incentives to them. The State governments should come up with a defined and transparent plan to make the working conditions of migrant workers smooth and flexible. Subsidy should be given to the MSME sector by the government as it attracts a lot of workers and promotes their participation in the process of manufacturing goods. Overall development of workers will ensure their better standard of living. Women workers should be given working conditions that are suitable for them as well as their children. The State governments of developing States should make penal provisions for employers who exploit the workers while taking work from them in their factories, workshops, etc. In other words, it is the government that should chalk out a well-planned policy for regulating the working conditions of a worker in a factory and ensuring its proper implementation. It won't be wrong to say that the Labour Laws of India are well defined but their proper implementation is required. By keeping a check on corruption and ensuring that the hard-earned money of taxpayers is being spent on development projects like making factories, promoting small enterprises, etc. the government can play an important role in stopping the workers of its State from moving to other states. Various training programs should be started for training the workforce and making it capable of working in the home State only. This will not only help in the economic growth of the State but also give these workers an opportunity to have other options for earning livelihood. Better job opportunities should be given to the workers in every state of India as it will create a sense of 'positive upliftment of workers' among the states leading to the all-round development of the nation. More importantly, the Union government should not hesitate in releasing more funds for the under-developed States so that they can utilize them for their development purposes, ultimately stopping the movement of workers to other states. It will not only help in developing the State but also maintain a proper balance of development between all the States of India otherwise only some states will be developed

16 Varun B. Krishnan, *What is the biggest reason for migration in India?* The Hindu.com (Apr. 20, 2022, 9:15 AM), <https://www.thehindu.com/data/india-migration-patterns-2011-census/article28620772.ece>.

17 *Id.*

18 *Id.*

19 Thehindu.com, <https://www.thehindu.com/news/national/lockdown-provided-a-boost-to-gig-economy/article61735156.ece> (last visited March 22, 2022).

20 Kailash C. Das and Subhashish Saha, *Inter- State migration and regional disparities in India*, IUSSP.ORG (Nov.20,2021,09:36AM), https://iussp.org/sites/default/files/event_call_for_papers/Interstate%20migration_IUSSP13.pdf

and the rest will continue to suffer. But, for the proper implementation of all these policies, again I would say that the governments should transparently regulate the distribution of money so that the issue of corruption goes out of the picture. Understandably, a person leaves his home only in extraordinary circumstances where he has failed to get sufficient means of earning bread and butter for his family.

Better Facilities for Migrant Workers: Steps

Though we have well-defined laws for the safety of migrant workers and the judiciary has also from time to time, established examples by giving judgments in their favor, a lot of things are still required to be done. Primarily, the State governments in India should try to stop people of their State from going to any other State in search of jobs, businesses, etc., by providing all these things to them in their respective territory only, but if that's not possible in every case, the State taking these migrants should ensure that they are getting the required facilities for their survival like proper living conditions including drinking water, clothing, and food. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act of 1979 in Chapter V i.e. Sections 14 and 15 has laid down the provisions of giving Displacement allowance equal to fifty percent of the monthly wages payable to him or seventy-five rupees whichever is higher, and Journey allowance by the contractor to every inter-State migrant workman at the time of recruitment, but its implementation must be done properly. Back in 2014, the government had assured to register 47 crore unorganized workers and provide Aadhaar linked UWIN (Unorganized Workers Identity Card) to them for delivering the benefits easily and transparently to all of them, but it is still a promise only²¹. It should take proper steps for giving these cards to the needy as soon as possible. In India, sometimes, it is unfortunate to see that the regional linguistic thought process supersedes the values of humanity making the migrants, the victims²². This should be avoided and it needs value-based education. People should be given

education in a way that they don't forget human values. Needless to emphasize, every person will come out of his home if it is not enough for him to fulfill his needs and in this case, it becomes the duty of others to help him out. E.g. if a worker has moved to Mumbai from Muzaffarpur, the State government of Maharashtra should help him in getting the basic needs for his survival by giving him good living conditions, and proper wages including working conditions, etc. There should not be any discrimination regarding the distribution of funds to the workers, giving jobs, etc. as it will add insult to his injury, on one hand, he is already suffering the pain of leaving his home and these dreadful conditions will make things worse for him. Various schemes like a life insurance policy, minimum compensation giving policy, etc. should be made and implemented in true letter and spirit. The health infrastructure should be made strong to give medical treatment to the workers who have been injured in a factory or anywhere else by taking nominal charges from them. Nominal, here means only that much which can be easily afforded by them. The government should bear extra expense while treating a migrant worker if in any case, he or she is unable to pay the full amount for the medical services which have been availed. A potent framework laying down minimum standards of living for migrant workers should be on the cards and its implementation should be fruitfully done.

Conclusion and Suggestions

All of us shall stand on the same footing even after 75 years of independence, knowing that, every section of the society is not adequately represented either in government jobs, business, etc. or in the private sector. Migrant workers, being part of the marginalized section of society, are vulnerable to exploitation. Their Human Rights are put at stake when they don't get sufficient means of food, clothing, and shelter. As said earlier, the lack of basic facilities in other States (places of work) not only creates problems for the migrant workers but also puts a question mark on their survival. This is because these migrant workers fail to get all those minimum facilities that are required by a

21 Sanjay Kumar, *What government agencies can do to ensure safety and security of migrant workers*, Times Of India.india Times. Com, (May 16, 2020, 10:30 PM), <https://timesofindia.indiatimes.com/blogs/toi-edit-page/what-government-agencies-can-do-to-ensure-safety-and-security-of-migrant-workers/>

22 Neelam Pandey, *'Will live on salt- UP, Bihar migrants refuse to return to cities'*, Theprint.in. (May 6, 2020, 3:34 PM), <https://theprint.in/india/will-live-on-salt-up-bihar-migrants-refuse-to-return-to-cities-say-were-disowned-by-them/415516/>.

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human being like proper and good education for children, shelter homes, etc. India witnessed unpleasant scenes during COVID-19 when thousands of migrant workers were seen returning to their homes and most of them failed to get means of transport. The pandemic exposed their condition in front of the whole nation. Not only this, their return had increased the chances of spreading the disease to other members of the areas where they were going. The question that arises here is what could have been the need of moving back to their respective homes? Or was there any need of going outside the native State for earning purposes? The answer to both these questions has been given in a comprehensive manner citing the main reason for livelihood. In a country like India whose population is above 130 crores and the resources are limited, it is required for every member of a lower-class family to earn money for living his livelihood. In this scenario, it becomes necessary for him to move out of his comfort zone raising the probability of being exploited sometimes. Therefore, it is expected for the employers and the governments to lay down minimum standards of working for a worker whether on a daily wage or monthly wage basis, and its proper implementation is assured. A proper plan should be chalked out by the concerned governments to stop people from leaving the State and this should rest on the pillars of building quality infrastructure, promoting MSMEs (Micro, Small, and Medium Enterprises), laying down decent living standards for workers in the home state and ensuring the basic needs of the workers to be fulfilled properly. The emphasis should be laid down on framing and implementing beneficial policies for protecting and preserving the interests of the migrant workers especially focusing on Direct Cash Transfer schemes. Everything cannot be expected from the government and it is the job of every one of us to

make sure that any worker coming in our proximity is given the basic things that are required for his survival. The citizens should try to cooperate with these workers by providing them with all the necessary things that are required to be given them, who have left their homes under compelling circumstances. The focus should be on creating opportunities in the areas where they are living and small efforts in this direction can prove to be a boon for the workers. Wealthy citizens should try to build infrastructure with the help of the government in areas that are not so developed. Efforts should be made to implement the current provisions of law, dealing with migrant workers, in a proper manner. Apart from this, various counseling and remedial classes, programs, etc. should be conducted for motivating these workers so that they take their job as a matter of pride and give their hundred percent. It is necessary to enjoy working conditions to achieve success. Undoubtedly, the current Indian scenario is not fit enough to cater to the needs of migrant workers and this was evident during the peak of the pandemic seen in 2020 and 2021. Had the government taken enough steps earlier to ensure the safety and security of migrant workers, many of them would not have lost their lives while returning. If we want to bring India to a platform where everyone gets his adequate share of standard living, it is high time to move in the direction of addressing the needs of migrant workers. The government as well as the employers, should come forward and take care of the migrant workers as they do have a right to live in this world and it is given to them not only by the Indian Constitution under Article 21 but also by the Universal Declaration of Human Rights. The sooner are the steps taken for their upliftment, the better it is. Let us try to bridge this gap of indifference so that the condition of these workers doesn't become worst.