



Impact of Covid-19 Pandemic on Migrant Workers in India

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Abstract:

To accurately forecast the course that India's socioeconomic development will most likely take, migration is an essential component that plays a part. As a result of the contribution that urban centers make to GDP, which is the gross domestic product, these centers have become foci of economic expansion. On the other hand, there has been a growing concern regarding the marginalization of these migrant workers on several different fronts, including the political, social, and economic organizations. This is a result of the fact that metropolitan areas offer superior socio-economic infrastructural amenities, as well as superior prospects for work, health care, education, and other options. Consequently, many individuals move from rural areas to metropolitan centers. A considerable amount of devastation has occurred due to the rapid spread of the global pandemic, COVID-19, which has caused widespread havoc. There has been a significant impact on the laborers, migratory workers, and all of those people that are marginalized as a result of the comprehensive lockdown that the government of India imposed throughout the country. The complete lockdown, as well as the constant fear that migrant workers and laborers are suffering as a result of the uncertainty, prevents them from taking any action that would enhance their level of life. This is the case because they are unable to take any action.

Consequently, there will be a substantial impact on their means of subsistence, which may lead to cases of hunger and starvation. Both the revitalization of the Indian economy and the provision of assistance to individuals who have been affected are the goals of the huge financial package that the government of India has unveiled. The goal of this essay is to study the impact that COVID-19 has had on migrant workers in India, taking into mind the factors that are surrounding the situation.

Keywords: COVID -19, Migrant Workers, Socio -Economic Development, Urbanization

1. Introduction

Urbanization and migration are essential components of economic growth and societal change, and history demonstrates that these trends cannot be reversed. Without migration and migrant workers, cities would not be able to contribute as much to the GDP as they do. People move for a variety of reasons, including religious, social, political, marital, educational, and economic. The poorest and most marginalised groups in society are the ones from which the migrants originate. Due to their lack of education and skills, a sizable majority of migrants work in the unorganized sector in places like brick kilns, the construction industry, rickshaw pullers, etc. Seasonal migrants take over the low-wage, risky, and underground employment in big cities, such as those in the construction, hotel, textile, manufacturing, transportation, service, and domestic service industries. Many migrants end up working as unskilled laborers due to the fact that they are compelled to join the workforce at an early age and are kept in low-skilled, risky, and poorly paid jobs for the entirety of their working life.

2. Impact of COVID-19 Pandemic

The global economy is in jeopardy due to the coronavirus disease (COVID-19) pandemic, which might lead to steep salary cuts and massive unemployment. As of the last day of June 2020, the majority of

the world's governments had closed their doors. Because of the pandemic's effects on domestic and international travel, commerce, investment flows, and other productive activities, many individuals in Asia and the Pacific blame it for the region's low employment rates (ADB, 2020). There might be a loss of \$359–\$550 billion in wages in the area. Migrant workers are at grave danger due to the pandemic. Asia and the Pacific accounted for 33% of the world's migratory workers in 2019. A third of Asian migrants went to Asia, then 27% to the Middle East, 19% to Europe (including Russia), and 18% to North America. Predictions for 2020 economic production in these regions range from a 6.7% drop to a 10.2% drop, a result of the catastrophic impact of the COVID-19 pandemic. With \$315 billion in remittances to Asia and the Pacific in 2019, remittances are a substantial source of income and contribute significantly to the GDP of the region's countries (ADB, 2020). By adding to the foreign exchange revenue base, they increase investment and overall consumption while also aiding in the maintenance of government debt. Since migrants typically transfer more money to their family back home, remittance inflows are generally regarded as countercyclical (Halliday 2006, Yang 2008). Both the nations of origin and the source of migrants are suffering from the COVID-19 pandemic. Globally, the pandemic has had a significant impact on worker well-being and jobs. However, certain industries suffer more than others. The manufacturing, retail and wholesale trade, hotel and leisure, lodging and food service, and accommodation sectors are among the hardest hit. These industries primarily provide non-essential services that require regular in-person encounters (ILO, 2020). The people most negatively impacted are migrant and informal workers since they frequently lack steady employment contracts and significant bargaining leverage. The vulnerability of migrant workers to layoffs increases when extended lockdowns and production halts force businesses out of business. Forecasts indicate that the worldwide economic impact of the COVID-19 pandemic might be anywhere between 6.4% and 9.7% of the world's GDP, or \$5.8 trillion to \$8.8 trillion, taking into account the fact that the virus has spread to important nations like the US, Europe, and others. (ADB, 2020). The number of jobs in the economies where Asian migrants are settled is drastically declining. ILO (2020) projects that the second quarter of 2020 will be the worst for jobs in the Americas, Europe, and Central Asia. In comparison to the quarter before the outbreak, working hours will probably have decreased by 18.3 percent and 13.9 percent, respectively. According to the Asian Development Bank (ADB, 2020), working hours fell by 13.2% in Arab states and by 13.5% in Asia and the Pacific during the quarter. Strict travel restrictions restrict the mobility of many people, including those who work in the transportation sector (airlines, travel agencies, sailors, employees of passenger cruises and cargo ships, etc.). More than 29,000 Filipinos employed at sea abroad as of June 21, 2020, have been repatriated by the Department of Foreign Affairs of the Philippines. These individuals are estimated to make up over 30% of the world's marine labour force (Richter, 2016). Beyond the brief decline in migrant employment and remittances.

The effects of COVID-19 on international labor mobility will cause shifts in migratory dynamics and policies. There is a strong correlation between regional and global population movements; moreover, COVID-19 has emerged at a time when more people are moving than in the past due to factors including employment, education, family, tourism, and even basic survival (Skeldon, 2018). A major factor in the epidemic's global growth has been the movement of people, especially tourists and business visitors. To contain the disease, lessen its impact, and lessen the severity of the crisis, comprehensive public health measures are essential (Berger et al., 2020). Initially impacting China's neighbors in Europe and the US, COVID-19 expanded over heavily populated areas and popular tourism routes. The early health repercussions of the epidemic have been the most devastating for many of the world's wealthiest and most linked nations, even if it has now expanded beyond these places and back into East Asia (Guadagno, 2020). Historically, migratory populations have been particularly hit hard by both the immediate and long-term consequences of diseases like COVID-19. Their ability to stay healthy, get the treatment they need, and deal with the financial, social, and mental effects of the pandemic depends on a number of things, including the environment in which they live and work, the prevalence of xenophobia, the diversity of the people who provide services, how integrated they are into their host communities, and the rights that come with their migration status. (Liem et al., 2020).

Many individuals can understand the difficulty of these situations and the fragility of the people involved. People without houses, slum dwellers, and displaced persons may find it difficult to keep themselves clean and to conform to societal norms (Sanderson, 2020; Sobecki, 2020). People in the informal economy and other large economies face the possibility of unexpected financial difficulties (Kinyanjui, 2020). Coverage of the COVID-19 vaccine is not universal, and many countries do not provide it to undocumented immigrants or those with brief visas. Another issue is that they may not have access to high-quality health care like citizens have. (Collins, 2020; KFF, 2020; Vearey et al., 2019).

Migrants may adopt behaviors that enhance the risk of transmission to themselves and their communities if they are unaware of locally advised preventive measures, rely too much on unofficial channels of contact, or follow culturally distinctive conventions and practices (Arfaat, 2020). These characteristics render certain migrants extremely susceptible to the direct health effects of COVID-19, along with a higher chance of contracting respiratory illnesses related to their travel or living circumstances (Holguin et al., 2017). Before the pandemic struck, a number of nations had either implemented universal healthcare programs or had removed barriers preventing migrant patients from receiving COVID-19 testing and treatment (Ontario, Ministry of Health, 2020; Samuels, 2020). The provision of services and aid that many migrants depend on for survival and well-being has been impacted by COVID-19. The provision of humanitarian aid in camp environments has grown more challenging (Bhuiyan, 2020; IOM, 2020; Welsh, 2020); numerous integration initiatives have been halted (Wallis, 2020); and communal kitchens and dorms run by civil society have closed (Win, 2020). Working close to clients and coworkers, without access to private transportation, and without proper hygienic choices and protective clothing make these positions extremely unsafe (Gelatt, 2020). In spite of the fact that migrants pay a disproportionate share of welfare costs, they are underrepresented in programs meant to help those who lose their jobs or income because of economic downturns like lockdowns, layoffs, or decreased hours. (Vargas-Silva, 2019). Before the pandemic, migrants may have fewer opportunities to find other employment, less flexibility to relocate within or across borders, and less money set up for emergencies (McCormack et al., 2015; Gavlak, 2020). Similarly, if their income is cut, immigrants who must pay to renew their permits might not be able to. As a result, irregularity diminishes eligibility for aid and opportunities for a healthy lifestyle while raising hazards associated with and unrelated to COVID-19 (Nyein, 2020). These limitations mean that migrants may be compelled to labor in spite of mounting health hazards and occasionally in spite of exhibiting COVID-19 symptoms, or they may be stuck in host communities without access to resources such as money, opportunities, or support (Quinley, 2020).

As a result of the devastating recession that has afflicted the US, UK, and EU, a large number of international workers have also lost their employment. Many countries hit hard by the COVID-19 pandemic need migrant workers to help with services vital to the response, recovery, and development efforts. A few examples of what this encompasses are logistics and distribution, agricultural production, medical research and health care services, strategic infrastructure projects, and personal care for the elderly and other individuals in need. The precautionary measures implemented to prevent the epidemic from spreading have led to a partial or complete closure, affecting 81% of workers worldwide. Workers are at risk of losing their employment and income, while businesses and enterprises are at risk of bankruptcy (ILO, 2020). Nevertheless, informal laborers will be the least protected of all worker categories, which will result in the most severe consequences (ILO, 2020). Millions of individuals in India are experiencing hardship as they depend on the illicit market for sustenance (UNDP, 2020). There is now a widespread recognition that COVID-19 has resulted in the most severe recession since the Great Depression of the 1930s globally. In 2020, the International Monetary Fund (IMF) anticipates that global output will decline by -3.0 percent, a 6-percentage point decrease from the previously anticipated economic growth of +3.0 percent. The estimated total production loss in 2020 and 2021 is nearly \$8.5 trillion, which would negate nearly all of the output increases from the previous four years, as per UNDESA (2020). In 2020, the World Bank anticipates

that remittances to South Asia will decrease by 22% due to the COVID-19-related job losses and declining incomes of migrant workers in the host countries, as well as the collapse of crude oil prices, which has an impact on economic activity in the Gulf countries (World Bank, 2020). As a result of the devastating recession that has afflicted the US, UK, and EU, a large number of international workers have also lost their employment. Many countries hit hard by the COVID-19 pandemic need migrant workers to help with services vital to the response, recovery, and development efforts. A few examples of what this encompasses are logistics and distribution, agricultural production, medical research and health care services, strategic infrastructure projects, and personal care for the elderly and other individuals in need. (Gelatt, 2020; Corrado, 2018; Bier, 2020).

There are many who see the COVID-19 epidemic as the most critical international health crisis of the modern era, and the worst danger to humanity since World War II. In its short time of global expansion, the danger it poses to human health, the global economy, the environment, and social life has multiplied exponentially. All throughout the globe, economies are feeling the effects of the coronavirus pandemic. Nation after nation is doing all it can to contain the disease: diagnosing and treating patients, quarantining suspected cases based on contact tracing, limiting large gatherings, adopting lockdowns (some full, some partial), and more. There will be migrant economies hit particularly hard by the coronavirus epidemic. The shutdown and subsequent isolation caused many people to retreat socially and close their businesses. Many people became unemployed migrant workers since they were unable to leave their homes during the lockdowns because of government-imposed travel restrictions, transit service interruptions, and sealed borders. Migrants are unable to send money home due to a decline in their income or the loss of their jobs. Migrants encounter prejudice in many regions even when things are going smoothly. Nowadays, people are understandably wary of letting strangers and foreigners into their homes for fear of contracting a disease. Moving from one city to another can make people anxious about contracting a disease. Migrants would certainly face an increase in discrimination under these circumstances. Governments have a responsibility to prevent the escalation of prejudice and its negative impact on society. In every nation, COVID-19 has had a significant effect on the economy, society, and politics. Insurgencies, natural catastrophes, and armed conflicts affected the bulk of the world's 50.8 million displaced people by the year's end. As a result of global crises, the Indian government instituted a complete lockdown, which impacted disadvantaged groups, including migrant workers, domestic workers, and others. Around 16.63 million out of 25.24 million cases have made a full recovery as of August 31, 2020. Among the countries hit the hardest are Brazil, India, Russia, and Peru. To this day, the states of Uttar Pradesh, Delhi, Tamil Nadu, Karnataka, Maharashtra, and Andhra Pradesh have suffered the most from the COVID-19 pandemic. A total or partial lockout affects 81% of workers worldwide, according to statistics from the International Labor Organization. Nonetheless, the impacts will be most severe for informal workers since they will be the least protected group of employees. Millions of Indians are fighting for survival on the underground market. As a result of COVID-19, 112.8 million people will lose their employment and 107.66 million will fall into poverty, according to projections made by UNESCAP and the World Bank for 2020. Compared to other South Asian nations, this is substantially greater.

3. Exodus of Migrant Workers

Due to the COVID-19 pandemic, the Indian government imposed a total lockdown on the nation, impacting migrant labourers, employees, and anybody else who would be considered marginalised. In order to shield India from COVID 19, a statewide lockdown was declared on March 24, 2020, at midnight. The closure destroyed the economy and business and brought forth a new crisis. As food and safety took the stage in the headlines, migrant workers were departing cities for their homes. In collaboration with businesses, private organisations, and local governments, civil society organisations provided assistance to the poor, marginalised, and migratory labourers. Informal labourers and migrants will probably be particularly hard hit (ILO, 2020). State responses were driven by the large-scale refugee flight that sought family, food, and safety (Indo Global Services Society, 2020). The flight attracted international attention. Concerns were raised about whether this ordeal could have been

avoided as migrant workers from all over India hiked hundreds of kilometres back to their homes in the country's central or eastern regions following the government's sudden declaration of a state of emergency in response to the corona virus threat (Samaddar, 2020). Due to their fear of losing their jobs, many migrant workers set out on a protracted "barefoot" journey to their ancestral areas with their families in the lack of transit services (Bindra and Sharma, 2020). More than 350 relief orders have been granted by the federal and state administrations since the lockdown was declared. Relief for migrant workers has been provided by a number of state governments, including feeding stations and shelters with prepared meals. However, these were merely short-term fixes, lasting for 21 days. For millions of unregistered migrants, it makes no difference to announce aid to construction workers from the cesspool of the Labour Welfare Boards. An estimated 2 crore migrant labourers have returned home after suffering for three months. Many states have been pleading for their return, offering greater freedom, better amenities, and higher incomes—particularly Punjab, Karnataka, Tamil Nadu, and Gujarat. A much-needed legislative framework is required to provide these men and women with safe, just living and working conditions (PRIYA, 2020). Political disagreements between the government and opposition parties, together with a lack of coordination among stakeholders, resulted in several states failing to provide aid to migrant workers who became stranded and left them stuck at borders for extended periods of time. In addition to traffic fatalities, over 200 migrant workers perished from disease, tiredness, starvation, and thirst. The Supreme Court heard a Public Interest Litigation (PIL) and granted the migrant workers who were in need of assistance with urgent support and relief. The Supreme Court was also presented with the issue of an unexpended cess of Rs. 45000 crores, and labour unions and organisations urged the government to use the money for welfare programmes for migrant workers, including transportation, food, shelter, and other support.

4. Return of Migrant Workers

As compared to previous economic crises, COVID-19 has a considerably bigger impact on the labour market (Breman, 2020; Jha & Kumar, 2020). By 2020, 225 million jobs were lost, 81% of employees worldwide were impacted, and the global labour income decreased by 8.3% (ILO, 2021). Globally, young people, women, the vulnerable, and migrant workers have been disproportionately impacted by worker loss (ILO, 2020, 2021). Due to the crisis's decreased demand for labour, young people who were already unemployed prior to the outbreak are now vulnerable. It is the unprotected workers that bear the brunt of the absence of social security benefits, including paid time off or sick leave. The plight of low-income migrant workers has received attention lately. They deal with things like losing their jobs, not getting paid by their employers what is owed to them, having trouble finding new employment, and paying for housing (ILO, 2020, 2021; Breman, 2020; Srivastava, 2020; Rajan et al., 2020; and Walter, 2020). A nation already beset by high rates of informality, inadequate social security, and high unemployment, the Indian crisis struck (Srivastava, 2020, 2020; Kapoor, 2020). Almost 90% of India's labour force is unorganised, meaning they do not have formal contracts or social protection, according to PLFS 2018-2019 data. These workers, who reside in rural and urban slums, were more vulnerable due to the disruption of economic activity and movement constraints during lockdowns (Breman, 2020).

Srivastava et al. (2020), Rajan et al. (2020), and Srivastava (2020a, 2020b) found that seasonal and circular migrants in the informal sector were the most impacted. An estimated 111 million people migrated in a circular fashion between 2017 and 2018, making up 51% of urban workers (Srivastava, 2020a, 2020b). Their inability to secure stable housing, insufficient benefits, and lack of political and collective representation are among the many reasons why they face such a hard time finding work in urban areas (Srivastava, 2020a, 2020b; Breman, 2020; and APU, 2021). Midway through April and May of 2021 saw a second wave of circular migrants making the journey home, this time prompted by widespread lockdowns and the development of the illness. About 1.3 million employees left Delhi between the middle of April and the middle of May of 2021, according to the Ministry of Labour and Employment (Hindustan Times, July 2, 2021). Wages and employment have taken a hit due to the economy's stagnation. The first wave of job losses occurred in March and April of 2020, affecting

almost 100 million people, according to CMIE CPHS employment data. Annual employment in 2020–2021/2021/2021, despite a strong recovery in employment following COVID, was lower than it had been before the pandemic. The initial wave of COVID-19 caused a 17% drop in monthly revenue due to mobility limits (APU, 2021). Surveys and anecdotal evidence from the first wave of COVID-19 show that informal laborers lost a lot of money (Kesar et al., 2020; Dalberg, 2020). (The Hindu, 2021). The crisis underscored the role of the government and affected every sector of the economy, albeit to differing degrees. The International Labor Organization (ILO) has called for immediate action to resolve the situation by protecting people's health and providing economic aid on both the supply and demand sides (2020). Governments around the globe have put programs in place to help people financially, such as unemployment insurance, salary subsidies, and liquidity assistance. Implementing fiscal and structural changes, containment measures, and budgetary assistance, the Indian central government took a preventative and proactive approach. The government unveiled a phased demand stimulus plan, giving small enterprises and the impoverished and disadvantaged priority. Furthermore, registered construction workers received financial aid (GOI, 2021). On March 26, 2020, the Pradhan Mantri Garib Kalyan Yojana (PMGKY) announced packages worth Rs. 1.7 trillion (PIB, 2020). Eventually, as part of the country's economic response to the COVID-19 epidemic, the Aatmanirbhar Bharat Package was introduced. Most migrant labourers in India are engaged in low-wage manual employment that is either unskilled or semi-skilled. In the US, the Social Security Administration insures less than one-third of migrant workers (SSA). Millions of Indians regrettably lack access to basic rights and services as a result of the Covid-19 pandemic. The pandemic has brought attention to the value of medical professionals, but it has also increased public understanding of the contribution migrant workers make to India's economic development. Between 100 and 125 million of these individuals uproot their families, towns, and homes in order to labour wherever they can: picking crops, cleaning streets, factories, roads, and homes. The pandemic has exposed the fact that millions of migrant workers, who are essential to the nation's overall economic growth, have little to no access to safe housing, a stable source of income, or food security. With migrant workers seeking stable housing, food, and employment, there has never been a greater need for migrant workers and their families to become more self-sufficient. The current pandemic has forced the government to take the plight of migrant workers seriously, especially in light of the extreme suffering millions of them endured throughout the crisis. The pandemic and the ensuing lockdown prompted the Indian government to organise pre-existing programmes and launch new ones in an effort to assist migrant workers.

Pradhan Mantri Garib Kalyan Ayushman Bharat - Pradhan Mantri Jan Arogya Yojana, Pradhan Mantri Garib Kalyan Rojgar Abhiyan, etc. According to the Ministry, 2.58 crore workers—the bulk of them were migrant labourers—were registered with different state governments as building and other construction workers. On March 24, 2020, the Minister of Labour & Employment gave all States and UTs advice to support the BOCW financially through their BOCW Fund. B&OC employees have received incentives from several state governments totaling between Rs. 1000 and Rs. 5,000. Almost 1.82 million BOC workers had received Rs. 4,970 crore in their bank accounts as of July 10, 2020. Packages of food relief were given to almost 29 lakh workers. As on July 9, 2020, 10.84 million migrant workers returned to their home state due to COVID-19 pandemic. Out of total migrant workers returned, about 29 per cent migrant workers returned to the state of Uttar Pradesh which Bihar accounted for 13.85 per cent and West Bengal accounted for 12.77 percent in the migrant workers returned to their native state (Table 1).

**Table 1: State-wise Number of Migrant Workers in India
(As on July 9, 2020)**

Name of The State	Migrant Workers Returned to Their Home State
Andhra Pradesh	32571
Assam	426441
Bihar	1500612

Name of The State	Migrant Workers Returned to Their Home State
Delhi	2047
Haryana	1289
Jammu & Kashmir	48780
Jharkhand	530047
Karntataka	134438
Kerala	311124
Madhya Padesh	753581
Maharashtra	182990
Punjab	515642
Rajasthan	1308130
Tamil Nadu	72145
Telangana	37050
Uttar Pradesh	3249638
Uttarakhand	197128
West Bengal	1384693
Total	10837740

Source: Standing Committee Report on Social Security and Welfare Measures for Interstate Migrant Workers, Lok Sabha Secretariat, February, 2021.

Approximately 65 lakh migrants have returned to their home states. The states of Uttar Pradesh and Bihar had the biggest number of migrants returning, followed by Rajasthan, Madhya Pradesh, Odisha, and Jharkhand. This pandemic will force 400 million workers into poverty, according to the International Labor Organization (ILO). The number of people confirmed to have returned to Uttar Pradesh reached 11.25 lakh as of April 30, 2020, according to UNICEF Lucknow. Majority of them came from Noida, Ghaziabad, Meerut, Aligarh, Agra, and Saharanpur in Uttar Pradesh; other places they were from included Delhi, Maharashtra, Haryana, Gujarat, Uttarakhand, Rajasthan, Punjab, Madhya Pradesh, and Chhattisgarh. Approximately 2.04 million labourers were enrolled with the Uttar Pradesh government's Social Welfare Department. The Deptt was to receive Rs. 2030 million in order to put funds into migrant workers' accounts. Approximately 32.79 individuals were given rations out of 31.55 million ration card holders. Throughout the state, there were 9145 shelter homes. Of the total number of shelters that were set up, 1192 were situated at the district level, 2553 at the block level, and 5348 at the village level. During the lockdown, 0.11 million migrants were accommodated in these shelter dwellings, which could have accommodated up to 0.71 million people. A total of 3850 community kitchens were set up to offer food and meals to stranded migrants and other underprivileged individuals. 1964 community kitchens were run by NGOs, corporations, and businesspeople out of the total number of community kitchens (UNICEF, April 30, 2020).

5. Conclusion

The COVID-19 pandemic has wreaked havoc on communities, businesses, and the lives of low-income people, immigrants, and disadvantaged labor. It can be difficult for migrant workers to find appropriate employment even after they return to their home country because of a widespread lack of knowledge among both domestic and international workers. This is the case even after they reach their destination country. In no uncertain terms, the state administration is working toward the goal of cultivating a policy and commercial climate that is friendly to migrant labor to the greatest extent possible. Despite this, the job market is extremely competitive, with a large number of people already working in agriculture, and the MNREGA program is already at its maximum capacity. Because of this, the state is placing its faith in the micro, small, and medium enterprise (MSME) sector to offer a substantial number of employment opportunities for migrant employment. Governments are scanning the micro, small, and medium enterprise (MSME) sector for substantial job openings for migrant workers as a

result of the oversaturation of the agricultural sector and the current employment routes under rural development and employment efforts. This is because micro, small, and medium-sized enterprises make up the MSME sector. Taking advantage of the increasing number of work opportunities requires enhancing one's current skill set. Combining different strategies and policies is necessary in order to provide a complete approach to empowering migrant workers and the people who are dependent on them. A high level of efficiency in executing welfare and social security programs, in addition to compliance with legislative mandates. To ease these unique obstacles, it would be necessary to implement actions that are considered to be conventional. In order for comprehensive stimulus and relief initiatives to be successful, all departments of government and society must collaborate on their implementation from the beginning. As a consequence of the excessive utilization of employment opportunities under MNREGA and the fact that the agricultural sector has already taken on additional migrant workers, the state is now focusing its attention on the micro, small, and medium enterprise (MSME) sector in the hope of establishing a more favorable business and policy environment for migrant workers. In order for migrant workers and their families to gain the ability to fully engage in society and realize their full potential, it is necessary for them to receive education and training in order to improve their employability. A strong enforcement mechanism is required for social security and welfare programs, as well as the Unorganized Workers' Social Security Act and the BoCW Act.

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