

Preliminary Recommendations based on EDA

1. Improve Access to Social Security

- **Context:** The analysis shows the distribution of unorganized workers across states and districts. These workers often lack access to social security benefits like healthcare, pensions, or unemployment benefits.
- **Recommendation:** Introduce a **portable social security card** for unorganized workers that allows them to access healthcare, insurance, and pension schemes across state lines, similar to the "One Nation, One Ration Card" scheme. This would be particularly beneficial for internal migrants who frequently move for work.

2. Enhance Skill Development Programs

- **Context:** The data on education qualifications of the workers reveals that a significant number are low-skilled or lack formal education.
- **Recommendation:** Launch targeted **vocational training programs** focusing on skill enhancement for unorganized workers. This can be aligned with state-level skill development missions, with special attention to states with the highest concentration of low-skilled workers. Encouraging participation in government schemes like **PMKVY (Pradhan Mantri Kaushal Vikas Yojana)** would improve employability and income.

3. Strengthen Labor Rights Enforcement

- **Context:** The unorganized sector often falls outside formal labour regulations, leaving workers vulnerable to exploitation, as highlighted by the number of such workers across districts.
- **Recommendation:** Strengthen the enforcement of labour laws, including **minimum wage, working conditions, and social protections** for unorganized workers. A **special task force** or **labour monitoring committee** could be established in states or districts with a high concentration of these workers to ensure compliance with existing laws.

4. Promote Inclusive Urban Policies

- **Context:** The map visualization of worker distribution shows the movement of workers toward urban centres.

- **Recommendation:** To address the lack of adequate housing and services for migrants in cities, **urban housing schemes** like **PMAY (Pradhan Mantri Awas Yojana)** should be made more accessible for unorganized workers, with flexible documentation and fast-tracking of applications for migrants. Additionally, cities should integrate unorganized workers into their **urban planning** by allocating zones for affordable housing and healthcare services.

5. Decentralized Employment Opportunities

- **Context:** States with high out-migration due to lack of employment, as seen from the data, need to provide local alternatives to reduce migration pressure.
- **Recommendation:** States with significant migrant populations can implement **employment guarantee schemes** similar to **MGNREGA**, but designed for **urban areas**. This would provide local employment opportunities, reducing the need for seasonal migration and alleviating urban congestion in major cities.