

# **RIGHTS OF MIGRANT WORKERS: THE PLIGHT OF INTERNAL MIGRANTS DURING CRISES AND ACCESS TO SOCIAL SECURITY AND FAIR TREATMENT**

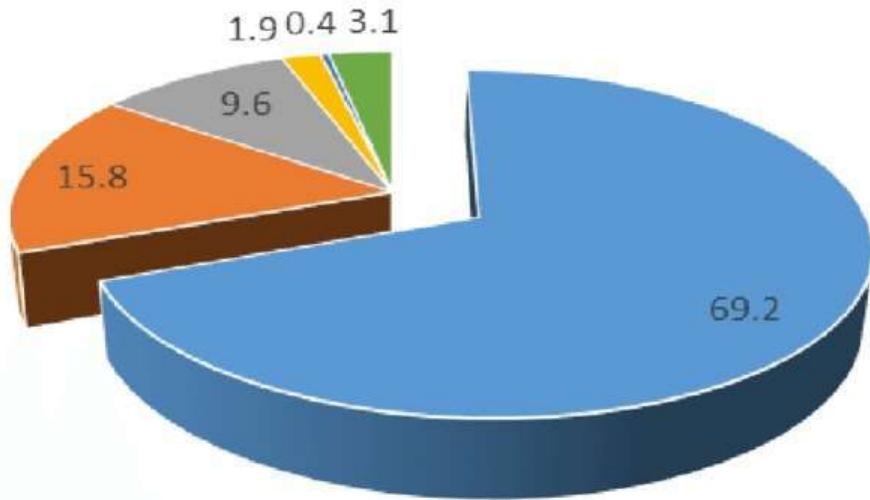
# Introduction

- A significant portion of the workforce in many nations is migrant workers. But institutional problems allow them to be vulnerable to abuse and discrimination.
- Moving from rural to urban regions within their own nations presents migrant workers with a number of challenges including inadequate working conditions, lack of social rights, and inaccessibility to formal worker benefits (Scheepers, 2015).
- The COVID-19 epidemic worsen these issues. Many individuals therefore began to consider how poor social security systems are and how unstable the circumstances are for foreign workers (Tryfonidou, 2016).

# Nature Of Internal Migration

- Many people migrate within a nation driven by leaving rural areas for cities looking for more employment opportunities (Ruhs, 2012).
- We know these phenomena as "internal migration." People migrate within their own countries as a result of the growing economic disparity separating various areas of emerging countries as Nigeria, Bangladesh, and India.
- Many from rural areas migrate to cities in search of better employment possibilities in the construction, manufacturing, and service sectors (Chan, 2015).
- For example, many Indian city inhabitants have migrated from rural regions to metropolitan hubs in search of better job prospects. Most of these individuals operate in the "informal sector," which is distinguished by either poor or nonexistent adherence to labour regulations (Wickramasekara, 2016).

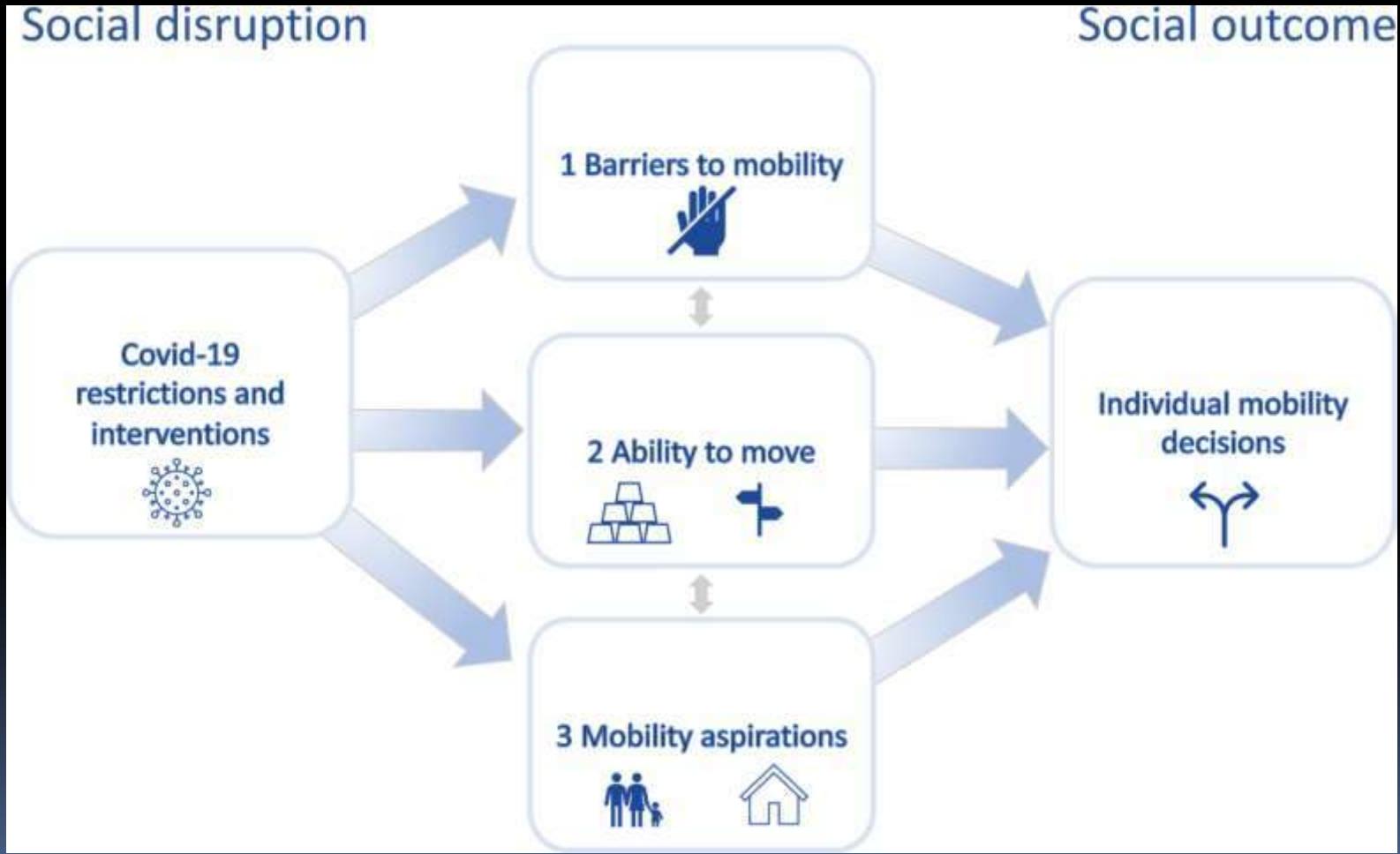
## Reasons behind internal migration



- Occupational reason
- Educational reason
- Social reason
- Climatic reason
- Political reason
- Beneficial reason

# COVID-19 Pandemic Impacts On Internal Migrants

- As the COVID-19 epidemic revealed, migrant workers working within the country live in a somewhat unstable environment. Those with this illness were already at a disadvantage as they lacked social security, were jobless, and could not obtain quick enough medical attention.
- The sickness was obviously the reason for the large migration of migrant workers from cities to rural areas. Mostly on foot, over 10 million people fled their homes and started lengthy, dangerous journeys back to their Indian communities (Heisler and Layton-Henry, 2015).
- Seeing the misery immigrant labourers endured during the outbreak made it abundantly evident that universal social safety precautions were absolutely required. Their unclear job status led some governments to be held accountable for failing to meet the requirements of these people (Morris, 2015).



# Access To Social Security And Labor Rights

- It is a big issue as many local immigrant workers lack social security access, mostly from their easygoing attitude (Tryfonidou, 2016).
- Labor laws in many nations shield government workers, but often overlook the reality that private labour markets are more erratic and contracts are less frequent.
- One of great worry is our inability to keep our Social Security payments. In countries like India, one's access to benefits generally depends on their location of job or residence (William D. H. li, 2011).
- Concerned about these issues, several nations have implemented legislation to provide those who migrate within their borders more degrees of social protection (Farah Kobaissy, 2015).
- In India, one instance of this is the "One Nation, One Ration Card" initiative. This control allows temporary foreign workers—who did not grow up in the country—to qualify for food aid.

# Legal Framework And International Standards

- Many worldwide organizations defend the rights of migrant workers.
- International Labour Organisation established conventions on Social Security and Workplace Mobility (Heisler and Layton-Henry, 2015).
- All migrant workers are guaranteed protection under the International Labour Organization Convention on Migrants Workers ( Supplementary Provisions) of 1975 (No. 143).
- This is true independent of their legal status. Foreign workers also have rights to social security and fair treatment in line with the International Convention on the Assistance of the Rights of All Overseas Workers and Members of Their Families (Fudge, 2011).

# Way Forward: Ensuring Fair Treatment

- More steps should be taken by governments to safeguard migrant workers' rights inside their borders and guarantee that they might be entitled to social security benefits to enable them to deal with their challenges.
- This clause should include the capacity to transfer benefits to other employment or various locations (Tryfonidou, 2016).
- Changes to employment rules that reflect the reality of flexible work schedules are desperately required.
- An key aspect of this is guaranteeing a minimum pay, hourly restrictions, and health and safety standards—accessible to all workers, regardless of legal status (Wickramasekara, 2016).
- To enable internal refugees to fight for improved working conditions collectively, governments should also facilitate their joining of unions or worker companies.

# Conclusion

- The COVID-19 epidemic brought to light the precarious status of foreign labourers hired inside the nation, therefore driving home this point.
- Common for workers in these environments is lack of social safeguards and fair treatment on the workplace (Farah Kobaissy, 2015).
- This group has achieved tremendous progress toward new social rights even as there is still a long way to go before all workers get their appropriate benefits and safety nets.
- Governments have to act right now to change employment rules, expedite social security application procedures, and guarantee that internal immigrant workers get the dignity and respect they so deserve (Chan, 2015) .



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