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# The Unprecedented Situation of Covid 19: Impact on Human Rights of Migrant Workers

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## ABSTRACT

*The Human Rights has always paved its way in providing security to every individual in every situation. It has been like a constant variable even in the time of crisis the human era have faced so far. We are not at all unaware of the current situation the human evolution is going through. The normal life has come to a stagnant position due to the partially unknown nature of the corona virus. The virus has led all of us to sit to our homes with no work. The whole human community has been vulnerable to this virus. In the midst of the ongoing pandemic, the one thing that needed to be on point was ensuring that the human rights of every individual are protected at every cost.*

*Though the whole community is vulnerable to the attack of the virus, there is more to look into through this pandemic. As there has been a lockdown even in the different work sectors, the more sufferers are the workers. The vastness and peculiar nature of Indian scenario has led to a community called the migrant workers who has suffered the most during this pandemic and shall suffer for the foreseeable future. The Human Rights of the migrant workers has been curtly violated in many different ways by different other groups of people.*

*This paper tries to give an insight into the condition of the migrant workers during this pandemic and how it impacted them both physically and mentally. The different ways in which the migrant workers have faced the worst conditions needs to be highlighted in a much broader way. This paper will also give some pre-measures which should have been taken by the government to avoid the onslaught to the community during the pandemic. It shall also try to anticipate, with the proper information and data, the conditions the migrant workers will face in the post-covid scenario. The paper will discuss the various reforms the government has planned for the migrants and the relief packages given to them critically. There shall be a comparative study between the pre and post-covid situation in a country like India.*

**Keywords:** *Migrant, NHRC, Transportation, DPSP*

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## I. INTRODUCTION

What do we mean when we say migrant workers? A migrant worker is defined as a person who moves to another country or area in search of employment, in particular seasonal or temporary work. These people are mainly the workers of steel and machine industry, construction workers or workers in various industries. They are the people who generally move into big metropolitan cities from their villages in have a living there. The migrant workers generally travel to other states to find a job and the whole family of theirs is dependent on them. Since they travel to some other states for their living, the migrants are provided with food, shelter, medical facilities and other necessary things by the employer. *Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979* was framed to reduce the exploitation of workers and provide them a free environment for working. The law provided for a long due procedure for the contractors who intended to bring labourers from other states to their industries. The law covered every establishment and contractor that employs migrant workers and provisions for their registration either with the Centre or the state governments depending on whether the establishment is registered with the state or the Centre. The contractor is required to get license from the state he intends to bring labourer from. From registering the labourers to getting them passbook containing the details of the employment and providing them displacement allowance, journey fares and provide necessary health facilities and accommodations, the law provided for a overall prohibition of the exploitation of the labourers.<sup>2</sup>The law was framed due to the inefficacy of the *Contract Labour Act of 1970* which was inefficient to protect the rights of the workers.

The question which arises is why there was a need to change and reframe the laws? What were the loopholes that were identified as a result of which the committee recommended to frame other legislative provisions for the protection of their rights in some other states? And even now when the law has been a revised and framed, are their right protected?

Now one might think that the rights which the legislative granted for the migrant workers must be different and unique that they need to frame separate laws for it. When we talk about human rights, be it any individual, we mean basic rights which every human being is entitle to get irrespective of their gender, place of birth, sex, caste, occupations etc. The provisions that were held by the legislative talked about the basic rights of the labourers which they were entitle to get to have a sense of security about their job, accommodation, health facilities which any

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<sup>2</sup> Chetan Chauhan, 'Explainer: Migrant workers to get social security in the new avatar of 1979 law that was not so effective', HINDUSTAN TIMES (New Delhi 28 May 2020), <https://www.hindustantimes.com>

which ways would have been taken care of in their native places. The other major intention was to reduce the exploitation the labourers generally face by their employer in the work environment.

Amidst the unprecedented situation of the Covid-19, the migrant workers were the worst sufferers and are still suffering. As the lockdown came our way with no prior intimation, it created a hassle in everyone's life. No one could have ever imagined that how something like complete lockdown would mean. In the initial days of lockdown, when everyone was with their family, the migrant workers found it really hard to reach to their native places with ease. It's been now almost 4 months of the hard times we are going through, and the journey is still continued, but migrant workers are facing the hardships till now. The journey has not been very easy for them.

The paper is produced to scrutinise the impact of the situation of Covid-19 particularly on the migrant workers. To be more specific, how the basic human rights have been in some or the other way violated, is the main focus here. The laws could have been more effective in its way to protect the rights of the migrant workers to certain extent, but seems that it could not. The paper will also study how far the legislative provisions did justice to the migrant workers.

#### **(A) Need and Significance of the Study**

This research will help to find the foundation of the already existing legislative provisions for the migrant workers and help in identifying some of the major defects in the law. With the arise of a situation like Covid-19, where really got to know that though we have a proper legislation to formulate the laws, maybe the executive is lagging behind. The study is important to know that despite of having laws, a situation arose that felt a need for upgrading or maybe again revisiting the law was found to be the hours call.

Human rights are an inevitable part of everyone's life. The violation of human rights should be addressed immediately and without any delay. It should be understood that neglecting such an issue is in a way not abiding the very basic nature of hard rock of our whole legal system, i.e. the Constitution.

The pandemic has given an opportunity to the lawmakers to modify the old laws and bring new laws into force. It has given just a small indication of something much more worse that can happen if necessary action is not taken at this moment.

#### **(B) Methodology**

The research paper has used different forms of research design methods. The most used of them

is the descriptive form where each and every aspect of the earlier provisions of the law for the migrant labourers, their condition due to the sudden situation of Covid-19 has been described. It has also used explanatory form to broadly explain everything.

The study for this topic can be done in both doctrinal and non-doctrinal method. But here, I will use only doctrinal method which will include resources from both primary and secondary sources especially articles, online journals, newspaper reports, case studies and statistics data. A comparative study has also been done between the Indian laws with that of the International provisions regarding migrant workers.

### **(C) Research Problem**

There have been enough judgements by the courts and numerous debates in the society about the violation of fundamental rights and how mediocre community are more vulnerable to be the victim in these matters. The worker sections are more who talk about their rights being infringed in some or the other way.

Despite of having such a strong legislature, the migrant workers faced every form of harassment, be it physical or mental. There was a lack of food security, shelter, employment and even lack of support from the respective governments to end them back to their native places. The reasons are numerous. One of the most strong and reliable reason of the all is lack of proper execution of the entire situation. This also takes us to the conclusion that proper implementation of laws is a major concern for the society at this point. Although the situations of migrant workers were never worth the laws prevailing in the country, the unplanned decisions during this pandemic acted as a catalyst to the situation of the migrant workers.

### **(D) Hypothesis**

- Lack of proper planning and execution of the situation led to the migrant workers suffer the most.
- The improper execution of the already existing laws for the migrant workers was an addition to the condition.
- Proper arrangement of transportation facilities for the migrant workers to their respective native places could have controlled the situation to a much more extent.

## **II. IMPACT OF COVID-19 ON MIGRANT WORKERS**

The topic of migrant workers has not been in talks so far until now when a situation has occurred where they have just captured the whole media with their issues. Even though the migrant workers have always been facing issues related to their basic rights as an individual in

the cities they were migrated to for the work, this never gained that much attention until the Covid-19 created a place where the things exaggerated to such a extent that the news reports are filled with the extreme conditions the migrant workers are in.

The Central Government declared a nation-wide complete lockdown of 21 days on March 24<sup>th</sup>. It wasn't that much scary to think at that point of time a people thought that everything would be normal after the lockdown. Even the migrant people thought that they will be back to normal life. The situation got worst when the spread of the virus started increasing and the Centre at every phase started to increase the lockdown.

The migrants were seen on the roads, protesting to get some relief due to starvation, inadequate shelter and so many other reasons. Since mostly, migrant workers are daily wage earners, sustaining in the hard times like this in some unknown lace was becoming difficult for them. In such a situation, fear of getting infected by the virus was another mental agony for the migrants. Considering the living conditions the migrant workers are kept with no adequate health facility and food, they preferred to return to their native places. The major problem, apart from having not adequate money, was that of lack of transport facility. Due to the complete lockdown, there was no transport for the migrants to return to their hometowns.

The initial days of lockdown have seen a huge surge of migrant workers claiming their apathy to the media and the conditions are unbearable o even hear. Though government took certain measures to reduce the agony to some extent, the root of the problem was untouched. Every aspect of the basic human rights of the migrant has been violated during the whole period of lockdown. From not providing the basic food and shelter, to not giving the means of transport for the stranded migrants, migrant's rights have been infringed.

The news channels was only showing the stories of how they are being stuck in the cities and are not being able to meet their families in these tough times.

### **III. UNACCEPTABLE INCIDENTS OF THE MIGRANT LABOURERS DURING COVID-19**

The news read the most uncertain headlines in the initial day of lockdown.

- In an unfortunate incident reported on April 21, a twelve-year old child died after walking over 100 kilometres from her workplace in Bhulpally district of Telangana to her native village in Chattisgarh's Bijapur district.<sup>3</sup>

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<sup>3</sup> Divya Ravindranath Umi daniel, 'Understanding the Implications of the Covid-19 Lockdown on Migrant Workers' Children' (The Wire 5 May 2020) accessed 20 July 2020

- An exhausted child asleep on his mother's suitcase as she drags it along, a young man cradling his friend as he breathes his last after walking hundreds of miles.<sup>4</sup>

The reports are uncountable and an analysis of news reports in national media shows that more than 100 migrant workers were killed in accidents since March 24, while hundreds of others sustained injuries. Moreover, many of the injured in such accidents were reported to have suffered critical injuries and the death toll could be higher.<sup>5</sup>

Sixteen people were killed when they were run over by a freight train near Maharashtra's Aurangabad early morning as they slept on the train tracks after a long journey on foot in a desperate attempt to find transport to go back to their home towns hundreds of kilometres away in Madhya Pradesh.<sup>6</sup>

The National Human Rights Commission (NHRC) recorded over 2582 cases of human rights violation in the month of April, when the country was under a strict lockdown, indicating rampant violation of human rights which left millions of migrant labourers in the lurch.

The commission has sought explanation from respective state authorities in most inhumane cases pertaining to starvation and death of migrant workers. Complaints ranged from making migrants devoid of social schemes to their deaths on roads.<sup>7</sup>

It is disheartening to see that the migrant workers are facing violations of their fundamental right to life with dignity guaranteed by the Constitution while stranded in the government shelters. The migrant worker, mainly the children, women, old age people, pregnant women are being trapped in the state's apathy.

Are we that invisible? The report shows only those cases that have been eye witnessed by the officials or any other person. The count may go even more than this. And looking into the accidents carefully, the only major discrepancy the government created was that of lack of transport facility. The migrants, desperate to move to their native places due to improper facilities started off on their feet and resulted into the unthinkable.

Indus Action, a policy implementation organisation that seeks to bridge the gap between law and action, conducted a survey over a month during the lockdown across 15 major States,

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<sup>4</sup> Anil Dharker, 'Covid-19 has made Migrant Workers' plight, state apathy visible' *The Indian Express* (25 May 2020) <<https://www.indianexpress.com>> accessed 20 July 2020

<sup>5</sup> Fazil Khan, 'Mapping Accidents That Killed Over 100 Migrant Workers on Their Way to Home During Lockdown' *News18* (New Delhi 20 May 2020) <<https://www.news18.com>> accessed 20 July 2020

<sup>6</sup> Surendra Gagan Aroosa Ahmed, 'Train crushes 16 migrants on way home' *Hindustan Times* (Mumbai 9 May 2020) <<https://www.hindustantimes.com>> accessed 20 July 2020

<sup>7</sup> Neetu Chandra Sharma, 'How coronavirus turned into humanitarian crisis for migrant workers' (25 May 2020) *mint* <<https://www.livemint.com>> accessed 22 July 2020

involving 3400 families speaking with over 11,000 migrant workers from various districts and found that 19% of those surveyed didn't have enough food to satisfy their hunger. Their report notes that "majority of others reported having limited food stock.... Although eligible for free ration, some of them are forced to buy ration, prices being double/triple the normal rates due to a complete shutdown of ration shops and inaccessibility. A part of those who were able to access ration using ration cards has complained about receiving a lesser portion than what they were eligible for. Instances of only rice being distributed have also surfaced; Dal, oil, sugar (other ration items) remain out of reach for many....Access to vegetables, milk, and kerosene (not included in ration) poses another challenge." As someone commented, they wanted Ration, not Bhashan (speech).<sup>8</sup>

If the root cause is asked, it is the non-providence of adequate facility to them or in other way taking away their basic rights. They were harassed and not treated well by the officials. There have been reports that they were not allowed to cross the borders and were stranded in one particular place. They were not given adequately good quality of food. There are various reasons to point out that resulted in their taking big step of going back to their native places even if that meant carrying their small children on their backs and starting off barefoot.

#### **IV. CONDITIONS OF MIGRANT WORKERS PREVAILING IN INDIA SINCE AGES: PRE-COVID ERA**

The *Directive Principles of State Policy (DPSP)* of the Indian Constitution requires the State to secure the citizens from the social, economic and other disparities and provide them with the opportunity to live a standard livelihood. The migrant workers are a part of the society and they also form a large section of the country. Part IV of the DPSP state different responsibilities to ensure proper functioning of the State. It included providing humane and favourable condition at the workplace in addition to proving adequate food, shelter and medical facilities to the workers.

*The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Chapter V)* has laid down certain essential responsibilities of the person or authority hiring the migrant workers from a different state towards each and every worker irrespective of any condition to provide free accommodation, free medical facility when required, displacement allowances including journey fair to the migrant workers. Chapter VI of the Act

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<sup>8</sup> Satvik Varma, 'Why India's Legal and Labour System Needs to be Reconfigured to Really Help Migrant Workers' (The Wire 19 May 2020) <<https://www.thewire.in>> accessed 31 July 2020



directs the respective Government to appoint an inspector for the purpose of the Act.<sup>9</sup>

The Unorganised Workers' Social Security Act, 2008 was enacted to provide social security and welfare to the unorganised sector of workers. Section 3(1) of the Act states:

The Central Government shall formulate and notify from time to time, suitable welfare schemes for unorganised workers on matters relating to-

- (a) life and disability cover;
- (b) health and maternity benefits;
- (c) old age protections; and
- (d) any other benefit as may be determined by the Central Government.

**Section 4 of the Act states:**

The Central Government shall formulate and notify from time to time, suitable welfare schemes for unorganised workers, including schemes relating to-

- (a) provident fund;
- (b) employment injury benefit;
- (c) housing;
- (d) educational scheme for children;
- (e) skill upgradation of workers;
- (f) funeral assistance; and
- (g) old age homes.

According to the 2011 census, India had 56.6 million migrant workers mostly from Uttar Pradesh, Bihar, Jharkhand, Rajasthan and Madhya Pradesh. As per state labour bureaus, less than 5% of the migrant workers are enrolled with government agencies.<sup>10</sup> The labourers has been exploited, especially the children and women, even having made the special provision to eradicate the problems of exploitation to the migrants. The contractors, knowing the conditions of the migrant workers and taking that as an advantage, exploit them in different ways of not providing proper wages, not giving living conditions, health facilities, make them work for more hours with same amount of wage.

The migrant labours or simply the labours in every department, whether it's in construction or

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<sup>9</sup> The Inter-State Migrant Workmen (Regulation of Employment And Conditions Of Service) Act, 1979

<sup>10</sup> N.S. Tanvi, 'The face of exploitation' THE HINDU (11 May 2020) <https://www-thehindu-com.cdn.ampproject.org>> accessed 28 July 2020

the mere daily work, they have been subject to torture and ill treatment. Even the laws have failed to improve the living conditions of the labourers. The problem lie in our system of law making where if the law fits into one situation then it is not compatible to a different situation. Due to the imbalanced nature of India, the law making somewhere fails to make its place for a long time and thus we need amendments quite often. And even if the amendments are made, as seen in labour laws, it doesn't, to some extent, make it worth. Both the State and Central Governments have been vested power to take care of the migrant labours and imply the labourers of their respective states to avoid any problems suffered by them. But unfortunately, or even say it fortunately, the situation of Covid has been an eye-opener for the administration regarding the execution of the existing labour laws and special laws of the migrant workers.

## **V. GOVERNMENT RESPONDING TO THE SITUATION OF MIGRANT WORKERS DURING THE COVID-19**

The lockdown has clearly established that migrant workers are the backbone of India's economy. The sudden announcement of the nationwide lockdown on March 23 left an estimated 13 crore migrants with no way to return home and no money. However, the State and Centre remained quiet about ensuring adequate relief to them or ways for them to return home. When the lockdown was relaxed from April 20, the *Standard Operating Procedure* issued permitted asymptomatic workers to return to their worksites where they were to reside, but not to their home State. The April 29 order permitting inter-State movement of migrant workers permitted only "stranded workers" to leave, with the Centre clarifying that workers "otherwise residing normally at places, other than their native places for purpose of work" are not "stranded".<sup>11</sup>

The migrants have been facing a tough time returning back to their native places as they were asked to pay the fare of transport. How can a person not having adequate money for his living be expected to pay his travel expenses by the authority? The reason can be very clearly derived that the industries were worried about the migrants living for their home States and eventually not returning very soon to their work. The laws have been, without any doubt, not maintained and even when the migrants were asked to stay where they were residing, they were badly treated and not given adequate means of livelihood.

States and Union territories received a time-bound mandate from the Supreme Court to ensure the return of all migrant workers stranded by the post-coronavirus lockdown to their home

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<sup>11</sup> 'Supreme Court Order on Migrant Workers: Key points' Times of India (9 June 2020) <https://m-timesofindia-com.cdn.ampproject.org>> accessed 29 July 2020

states within a fortnight and to inform the apex court within the same deadline about welfare programmes, including job opportunities, they plan to offer the returnees. To mitigate the plight faced by the migrants, the Supreme Court asked states and Union territories to identify migrant workers who have returned at the district and block levels and prepare an inventory of the vocational skills they possess and their employment history. In addition, they were asked to set up counselling centres to provide the workers information on welfare schemes and employment avenues that are open to them; they will also have to advise workers who want to go back to where they were employed. These directions follow the May 28 order whereby the court took suo moto (Latin for on its own) cognizance of the hardships faced by migrants returning to their villages. After going through the responses of all states/UTs on the transport of the migrant workers, the bench of justices Ashok Bhushan, SK Kaul and MR Shah said: “Police officers of states, paramilitary forces wherever deployed are doing a commendable job but some instances of excess with regard to migrant labourers are also there.” The court asked the states/UTs to consider withdrawing all prosecution proceedings or complaints lodged against the returning workers for violating the lockdown and norms of social distancing enforced under Section 51 of the Disaster Management Act. The court also noted lapses on part of the states and central agencies in implementing welfare schemes as pointed out in intervention applications filed by non-government organisations and individuals. The court said in its 38-page order, “We impress on States and Union Territories to streamline the vigilance and supervision of actions of their officers and staff and take appropriate action where required.” On the transportation of migrant workers, the court was convinced that much of the task had been completed, barring in Delhi, Maharashtra, West Bengal, Tamil Nadu and Gujarat where some migrants are still stranded. The bench said: “We direct that all the States/Union Territories to transport all stranded workers by train, bus or other mode within 15 days from today.”<sup>12</sup>

Since the announcement of nationwide lockdown, the government had hardly made any efforts to bring down the problems faced by the migrant workers. The small initiatives like providing food, temporary shelter etc came only after the situation worsened and the workers took to their feet returning their hometown. It was in the second phase of lockdown, the Finance Minister Nirmala Sitharaman announced some relief packages which covered the migrant workers, street vendors, small traders, farmers etc.

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<sup>12</sup> Abraham Thomas, ‘Migrant Workers must be sent home within 15 days, says Supreme Court’ Hindustan Times (New Delhi 10 June 2020) <https://www.hindustantimes.com>> accessed 29 July 2020

The economic package preferred by the Finance Minister comprises short-, medium- and long-terms measures as damage control. As part of three short-term measures, government has announced the distribution of food grains to migrant workers for two months, and enrolment of the returning migrants under the ***Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)*** to provide jobs during extended time period up to monsoon season. In fact, in the measures announced on the May 17, the FM provided an additional allocation of ₹40,000 crore towards MGNREGA in the current financial year. The third short-term measure is focussed on the creation of job opportunities in urban, semi-urban and rural areas as well as for tribal people, by engaging them in environment-related physical work under the ***Compensatory Afforestation Management & Planning Authority (CAMPA)***. Around ₹6,000 crore will be utilised under this scheme. Similarly, three medium-term measures announced relate to the concessional rental housing support scheme under ***Pradhan Mantri Awash Yojana (PMAY)*** for migrant workers near their workplace, and a portable ration card scheme “one nation one ration card”, which is a technology-driven system that will allow migrant workers to use their ration cards across India. And the third medium-term measure includes support to the self-employed and street vendors by way of easing out credit access for 50 lakh street vendors. The only long-term measure comes under the labour law reforms. Finance Minister has indicated that rules under the ***Code of Minimum Wages Act 2019*** shall be notified soon. This will ensure universalisation of the right to minimum wages and timely payment of wages to all workers, including unorganised workers.<sup>13</sup>

With a view to streamline existing labour laws, recently the ***Occupational Safety, Health And Working Conditions Code, 2019*** was introduced in the Lok Sabha in July 23, 2019. Following this, it was referred to the Standing Committee on Labour and Employment, on October 9, 2019. The Code seeks to regulate health and safety conditions of workers in establishments with 10 or more workers, and in all mines and docks. It subsumes and replaces 13 labour laws relating to safety, health and working conditions. These laws include: ***Factories Act, 1948; Mines Act, 1952; Dock Workers Act, 1970; Contract Labour Act, 1970; and Inter-State Migrant Workers Act, 1979***. The Code includes the rights and duties of employers and employees, license and registration, work hours, leave, working conditions, welfare facilities, inspector-cum-facilitators, advisory bodies, safety committees, offenses and penalties.<sup>14</sup>

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<sup>13</sup> Shyam Sunder, ‘Migrant Workers’ relief package: Too little, too late’ The Hindu Business Line (28 May 2020) <https://www.thehindubusinessline.com>> accessed 29 July 2020

<sup>14</sup> Occupational Safety, Health And Working Conditions Code, 2019

Looking at the initiatives, the only question that comes up is if there are laws then why they are not implemented? Whether the law established fits into our Indian scenario? The government has been implementing lots of packages and procedure, but why aren't the suppressed not getting the benefit out of it?

## **VI. SUGGESTIONS AND CONCLUSION**

The laws in India majorly upholds the fundamentals of the Indian Constitution in providing basic rights to the human beings and make sure that it is not, in any situation or circumstances, violated or infringed. Human rights have always been a medium for the people to seek justice and have a dignified life. When these rights are molested even after having adequate provisions to safeguard the same, there is a problem which needs to be addressed the earliest. The issue of migrant workers facing torture and ill treatment is the most basic example to show how the human rights are not maintained and denied to vulnerable communities.

The situation of Covid going on in the country has made us revisit the laws on migrant workers as they are not proving to be the appropriate medium of maintaining the human rights of the migrant workers. The way the migrants have been treated and made to fall prey into the trap of unthinkable accidents has made us feel that the laws need to be implemented in an even more strict way. Even when the laws are implemented, they were to the great extent not applied when the situation demanded them to. Adding to this, if we talk about the current situation, a more strategic planning of the phases of nationwide lockdown would have not worsened the situation to this level. The transport facility was provided at a stage when the conditions had already taken the worst direction, and unfortunately the migrants faced the uncertainties.

The Government could have followed some measures before announcing the nationwide lockdown which would have benefitted the mass and in a more narrow way to the migrant workers:

- Provision for transport facility for the migrant to reach their home or even a small intimation that something big like countrywide lockdown could take place. Even if not anticipating that the situation could get worsened to this level, arrange for the proper transport facility in the early stage.
- Considering the scenario, deputing some officials to the field to check if the stranded migrants are properly being taken care of, giving adequate food and if not so taking appropriate actions therein.

- State governments to take care of their native people stranded outside their state and taking necessary arrangements to get them back to their homes.

The contrary may be seen in the suggestions been put up that pragmatically all these measures have been implemented. The reason of putting these again is because the stage when these were done, the condition was already at its peak and since the measures were adopted in the later stage, the people suffered a lot.

What has been already adhered to or addressed is something already explained, whether in a long run or short run. The relief packages have been announced and how it manages to complement the workers is something the future will tell us. The post-Covid scenario is very smoky and anticipation seems a very far-sighted process. The only way to prepare for the worst is to make appropriate decisions and keep every window open for consideration. The below pieces of suggestion can help get away with the situation to quite a few extents:

- Making sure that the employment is not affected by the situation. It will, however, be affected, to a great extent. But, alternative employment generation should be done.
- State should take the responsibility to deploy more employment opportunities in the state itself.
- Law reforms should be made in the existing laws regarding the workers and implementation of these should be carried in a different way to propagate the message of a strong administration.
- More of NGOs should come into the field and play their role in utilising their power and stand with the workers facing the exploitation and help them speak out in public and get them justice delivered.
- The government should give extra attention when it comes to violation of human rights and the judiciary should make sure that any case regarding this should be listened to at the earliest.

Today, a country like India stands in a distinguished position in the eyes of the world in upholding the most versatile and longest Constitution in the world. The basic that a common citizen can ask for from his country is that it ensure the fundamental rights of its citizens and when violated by any person or body, to give them punishment. Today, the situation of Covid has made us all realise how painful it is to see someone going through harsh situations and losing their lives in the middle of nowhere. The issue with the migrants have been going on since very long but the situation of Covid has ignited it to a level where it became one of the

major concerns that India needs to approach. The post Covid scenario is going to be a totally different version of new normal. Amidst all these, the basic human aspect can never be taken for granted. The new normal can never be an excuse to the laws in the country. The administration should draft out plans to increase the demand therefore slowly increasing the demand for production and eventually the labourers.

Small initiatives can really help get through this tough situation and we are all in it. Together we shall conquer and stand up against the dreadful violation of Human Rights

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