

# **Invisible Labor: Exploring Challenges And Rights Of Undocumented Interstate Migrant Workers In Kerala, India.**

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## **Abstract**

*On July 28 2023, a five-year-old daughter of an interstate migrant worker was killed by another migrant worker in an area called Aluva in the Ernakulam district of Kerala. After that, the Kerala Government launched a new web portal to record the number of migrant workers. However, as part of the field investigation, we met and spoke directly to many migrant workers who were not supposed to be aware of using this web portal. The total number of members of the Migrant Welfare Scheme started by the Kerala Government in 2010, the Awaaz Insurance Scheme, which started in 2017 and the Apna Ghar Residential Scheme, which started in 2019, are six lakh migrant workers. However, according to the study conducted by the Kerala Planning Board in 2021, there are 28 lakh to 34 lakh migrant workers in Kerala. This paper studies these migrant workers who are not documented. A migrant worker is legally defined under the Interstate Migrant Workmen Act 1979. The government separately treats interstate migrant workers who come to Kerala, both registered and unregistered, in health welfare and security systems. It is outside of this identification process that their labour power is exhausted. This research is moving forward by focusing on the rights issues of the interstate migrant workers working in the workplaces of Kerala as an invisible labour force. This paper examines the challenges faced by undocumented and invisible migrant workers in Kerala. Many find employment in informal sectors such as street vending, domestic work, construction labour, and agriculture, where formal contracts and wages are often absent. A significant issue is their lack of legal status, as many enter Kerala without proper documentation. The absence of proper documentation exposes these workers to various challenges. They are hesitant to approach authorities when facing exploitation or abuse, as unscrupulous employers exploit their vulnerable situation by offering inadequate wages, imposing long working hours, and providing unhygienic living conditions. Living in makeshift settlements or labour camps with insufficient facilities, they lack basic sanitation and access to clean water. The absence of legal status also hampers their access to healthcare and social services, leading to untreated health issues and fear of seeking medical attention or reporting abuse incidents.*

*Furthermore, their children face hurdles in accessing formal education due to the need for more documentation. Based on the fieldwork we conducted in Payippad grama panchayat of Kottayam district, where 29,300 Malayali people live, we understood that more than 20,000 migrant workers are living in Payippad*

gram panchayat. This paper addresses the rights issues of undocumented migrant workers, identified as part of our field investigation focusing on "Payippad Town," which is the 10th ward of Payippad panchayat with 16 wards. The outcome of this paper is that the information found through qualitative methodology data collection and ethnographic method case studies can be given to the Kerala government as a recommendation and suggestion for new inter-state migration policy formulation. This paper presents the regional perspective of "orderly, safe, regular and responsible migration and mobility of people", which is part of the objectives of the 2030 Agenda for Sustainable Development, SDG target 10.7, which IOM intends to implement, and which is the declared goal of the GCM.

**Keywords:** Interstate Migration, Undocumented, Stateless, Inclusiveness, Kerala.

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## I. Article Methodology

This fieldwork was completed with funding from the Science and Engineering Research Project "Effect of Social Institutional and Technological Interventions on Access to Healthcare among Interstate Migrant Labourers in Kerala (CRG/2021/004314)". This work has been completed based on fieldwork conducted in Paippad Town, Ward Sixteen, Paippad Gram Panchayat, Kottayam District from September 2023 to November 2023. The fieldwork was assisted by Shreya S, a second-year postgraduate student at the School of International Relations and Politics at Mahatma Gandhi University who speaks Hindi, Kannada, Tamil and Bengali. Special acknowledgement to Sreya.S. Qualitative methodology has been adopted in this work, but elements of quantitative methodology have also been incorporated into this paper to organize the data.

The main objective of this study is to understand how the registration system works among migrant workers. According to the RTI response, the registration of migrant workers is done directly by the state labour department as part of the entire project. When the employer or agent registers on the site of the labour department and pays the fee, those registered workers come to their registration. However, this also hinders migrant workers' access to most labour registrations. This study examines the verification of the Awas insurance card issued to migrant workers registered under the Awas insurance scheme in 20017 and an assessment comparing the features provided by the Department of Home Affairs and Department of Labor registration in 2023.

Another objective is to study why migrant workers are excluded from Kerala's social security and welfare schemes. It has been understood through the fieldwork that there is a social environment in Kerala that treats the migrant population as having no identity despite being vital to it. This study further evaluates such conditions. This study also makes an effort to look at the mentality of the people of Kerala, who see all the migrant workers living in Kerala as criminals in murder or a crime involving migrant workers from the perspective of migrant workers. Also, the state government's approach towards the migrant workers, the steps taken by the government in their registration process, their social security schemes, and their implementation should be available to them. This study also aims to understand the rights and living conditions that must be attained.

### Internal Migration And International Goals

In 2011, India witnessed a significant surge in migration, with the total number of migrants reaching 450 million, marking a 45% increase from the 309 million recorded in 2001 (Census 2011). The economic reforms of 1991 played a pivotal role in influencing internal migration, drawing supporters and opponents who anticipated its impact on the country's economic landscape. Push and pull factors, such as the pursuit of a better life, higher wages, and employment opportunities, fuelled the movement of people across states in India.

The economic disparities among Indian states, where many are underdeveloped, contribute to this internal migration trend. Delhi and Mumbai emerged as primary destinations for migrant workers. Uttar Pradesh and Bihar were the significant contributors to this migration phenomenon, constituting nearly a third of the population in these bustling metropolises. The Hindi belt, comprising Uttar Pradesh, Bihar, Rajasthan, and Madhya Pradesh, became a prominent migration hotspot, accounting for 50% of India's inter-state migrants. Conversely, Maharashtra, Delhi, Gujarat, Uttar Pradesh, and Haryana combined housed 50% of the nation's interstate migrants, surpassing their proportion in India's total population. Kerala is another emerging hot spot of interstate migration. West Bengal, Assam, Orissa, Jharkhand, Tamil Nadu, Andhra Pradesh, and Karnataka people came to Kerala. It is not only the pull factor of the economic situation but also includes the push factor, like better social life.

On the international front, various organizations are dedicated to ensuring the smooth and regulated migration of people across borders. The International Organization of Migration (IOM) and the United Nations (UN) are crucial in informing the global review of the Sustainable Development Goal (SDG) 10.7. This

specific SDG, falling under the broader goal of reducing inequality within and among countries, emphasizes the need to facilitate orderly, safe, regular, and responsible migration and mobility of people.

To achieve SDG 10.7, a comprehensive approach is imperative, addressing key aspects of migration, including promoting legal migration pathways, effective border management, combating human trafficking and smuggling, promoting migrant integration, addressing root causes of migration, and fostering international cooperation and dialogue. This multifaceted goal requires collaboration among governments, civil society, and the international community to create a well-managed migration system that safeguards the rights, safety, and well-being of migrants and contributes to the development of both sending and receiving countries.

The International Organization for Migration (IOM) takes a leading role in this regard, operating as the primary intergovernmental organization focused on migration. The IOM collaborates with governments and civil society to provide services, advice, and support on migration management. Its core functions include providing migration services, promoting orderly migration, responding to migration crises, advocating for migrant rights, and researching migration trends and issues. Upholding humanitarian principles such as humanity, impartiality, neutrality, and independence, the IOM suggests actions to promote humane and orderly migration, including expanding legal migration pathways, enhancing border management, combating human trafficking and smuggling, promoting migrant integration, addressing root causes of migration, and fostering cooperation and dialogue among countries.

In practice, the IOM implements these principles and actions through various initiatives, such as the GCM Skills for Prosperity program, the Migrant Information and Management System (MIMS), the Integrated Border Management (IBM) program, the Counter-Trafficking Assistance to Countries in Need (CTAC) program, the Blue Heart campaign, the Integration of Migrants and Local Communities (IMLC) program, the Migrant Entrepreneurship Support Program (MESP), the Reducing Unsafe Migration (REM) program, the Sustainable Development for Migrants (SDM) program, the Regional Mixed Migration Flows (RMMS) program, and the Mediterranean Dialogue on Migration (MDM) process.

Based on the above-mentioned international goals, we analyze internal migration in Kerala—especially in the last six decades. The interstate migrants in Kerala have difficulty getting international organization benefits at the ground level. The government registration system, welfare policy measures, and constitution-guaranteed rights will be improper.

### **Interstate Migration in Kerala**

There was also significant international migration to the Middle East and Gulf countries in Kerala from 1960 to 1970. The second migration phase from Kerala began in the 1990s and has continued to the present day. This migration phase has been characterized by a shift from migration to other parts of India to other countries, particularly in the Gulf Cooperation Council (GCC) countries. The second phase of migration has had a significant impact on Kerala. On the one hand, it has led to a further decline in the state's population.

On the other hand, it has also led to increased remittances, which has helped improve the living standard for many families in Kerala. The third migration phase from Kerala began in 2001 and is still ongoing. This migration phase has been characterized by further diversifying destinations, with migrants now going to all parts of the world.

This migration was driven by the demand for labour shortage in Kerala, as well as Kerala offering higher wages than other states, so people were attracted to Kerala. However, migration from Kerala has continued to this day, and it is still a significant source of income for many families in the other state. The academic works show that the migration to Kerala started in the 1960s (Rajan and Zacharia 2007). The Kerala labour force is estimated to be over 34 million people (Planning Board 2021) are interstate migrant workers.

### **Interstate Migrant Workmen Act, 1979**

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (ISMWA 1979) is a law enacted by the Parliament of India to regulate the employment and conditions of service of inter-state migrant workers. The Act was passed in 1979 and came into force on January 1, 1980. The Act defines an inter-state migrant worker as someone employed in an establishment other than the state where he or she is ordinarily resident. The Act applies to all establishments employing five or more inter-state migrant workers.

The main objectives of the ISMWA 1979 are to Regulate the employment of inter-state migrant workers, provide for their conditions of service, and protect their interests. The Act provides for the registration of establishments employing inter-state migrant workmen, the issue of employment cards to inter-state migrant workmen, the payment of wages, the provision of accommodation and other amenities, and the settlement of disputes. The Act also establishes the office of the Chief Labour Commissioner (Central) and the offices of the State Labour Commissioners. These offices are responsible for the administration of the Act.

The essential provision of the act is that the legislation mandates that inter-state migrant workers must possess a valid registration certificate to be employed while also facilitating the issuance of employment cards for them. It ensures that wages are regulated for these workers and mandates the provision of accommodation and necessary amenities. Additionally, the Act outlines a formal procedure for resolving disputes between employers and inter-state migrant workers, aiming to safeguard their rights and well-being in the employment sector.

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (ISMW Act) has undergone multiple amendments over the years to enhance its efficacy and ensure the protection of interstate migrant workers. The 1986 amendment clarified the definition of "inter-state migrant workman" and broadened the Act's scope to encompass workers in construction, manufacturing, and other specified sectors, while also introducing the role of contractors in registering and licensing these workers. Subsequent amendments, such as those in 1993, 2001, 2007, and 2013, further strengthened the Act by increasing penalties for violations, introducing new concepts like "intermediary" and "principal employer," extending its coverage to workers in additional sectors like shops, establishments, hospitality, and domestic work, and mandating the issuance of wage slips and passbooks to ensure transparency and accountability. Each amendment reflects a commitment to addressing evolving challenges and safeguarding the rights of interstate migrant workers within the framework of the ISMW Act.

The amendment was made mandatory for establishments employing interstate migrant workers to register online on the Shram Suvidha Portal. This was done to improve the tracking and monitoring of interstate migrant workers and to make it easier for them to access their rights and entitlements. The amendment was effective from September 4, 2018. Employers who failed to register their establishments online by this date were subject to penalties. Trade unions and migrant worker organizations have welcomed the amendment, as it is seen as a step towards improving the protection of interstate migrant workers. However, some have expressed concerns that the amendment may not fully reach all interstate migrant workers, as many are employed in the informal sector.

#### **Challenges In Implementing The ISMWA 1979:**

The ISMWA 1979 has had a significant impact on the lives of inter-state migrant workers. It has improved their working conditions, wages, and access to social security benefits. The Act has also helped to reduce the exploitation of inter-state migrant workers. Despite its positive impact, there are still some challenges in implementing the ISMWA 1979. These challenges include:

- 1. Inadequate Monitoring and Reporting Mechanisms:** There must be robust systems for monitoring and reporting violations of the ISMWA 1979. This leads to underreporting exploitation cases and makes it difficult to track and address issues effectively.
- 2. Complexity in Jurisdiction:** The involvement of multiple government bodies at the state and central levels can create confusion regarding jurisdiction and responsibilities. This complexity often results in delays and bureaucratic hurdles in resolving complaints and enforcing the provisions of the Act.
- 3. Limited Access to Legal Aid:** Many inter-state migrant workers face barriers in accessing legal aid and support to pursue their grievances under the ISMWA 1979. This limitation further exacerbates their vulnerability to exploitation and undermines their ability to seek justice.
- 4. Informal Economy Challenges:** A significant portion of inter-state migrant workers operate in the informal economy, where labour regulations are often overlooked. This informal nature of employment makes it challenging to enforce the provisions of the ISMWA 1979 and protect workers' rights effectively.
- 5. Mobility and Transience:** Interstate migrant workers frequently move across state borders for employment opportunities. This mobility poses challenges in tracking their whereabouts and ensuring continuity in accessing social security benefits and legal protections under the Act.
- 6. Language and Cultural Barriers:** Language and cultural differences between migrant workers and local authorities or employers can hinder effective communication and understanding of rights and obligations under the ISMWA 1979. This barrier often leads to exploitation and discrimination against migrant workers.
- 7. Inadequate Rehabilitation and Welfare Measures:** While the ISMWA 1979 mandates specific welfare measures for migrant workers, implementing rehabilitation and welfare schemes remains inadequate. This gap leaves migrant workers vulnerable to economic insecurity and limits their ability to transition out of exploitative working conditions.

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (ISMWA 1979) does not explicitly address the legal status of inter-state migrant workers. However, the Act does provide certain benefits and protections for inter-state migrant workers, such as the right to registration, the right to an employment card, the right to wages, and the right to accommodation and other amenities. These benefits and protections suggest that the ISMWA 1979 recognizes inter-state migrant workers as having a legal

status in India. Before the enactment of the ISMWA 1979, inter-state migrant workers were not granted any formal legal status in India. They were not entitled to any benefits and protections available to resident workers. This lack of legal status made inter-state migrant workers vulnerable to exploitation and abuse.

The ISMWA 1979 was a significant step forward in recognizing the rights of inter-state migrant workers. The Act provided inter-state migrant workers with legal status in India and entitled them to several benefits and protections. There are several reasons why inter-state migrant workers may not be granted full citizenship. One reason is that inter-state migrant workers are often seen as temporary residents of a state. They are not considered permanent residents or entitled to the same rights and benefits as resident workers. Another reason is that inter-state migrant workers are often seen as a burden on the state. They are often employed in low-wage jobs and do not generate much tax revenue. Despite their challenges, inter-state migrant workers are essential to the Indian economy. They make up a significant portion of the workforce in many sectors of the economy. Without inter-state migrant workers, many industries would grind to a halt. The government of India needs to take steps to improve the legal status of inter-state migrant workers. By taking these steps, the government of India can ensure that inter-state migrant workers are treated with the dignity and respect they deserve.

### **Undocumented Migrant Workers in Kerala**

Interstate migrant workers are a significant presence in Kerala, India. They come from various parts of the country, including West Bengal, Assam, Bihar, Orissa, Jharkhand, etc. They work in various sectors, including manufacturing units, agriculture, construction, fishing and domestic work (Bijulal and Khadar 2023). They are often employed in low-paying jobs and work long hours. They are also often exploited by their employers and denied fundamental labour rights. There are several reasons why migrants come to Kerala. Some come in search of better economic opportunities, while others flee from violence and persecution in their home states. Still, others are trafficked into the state and forced to work in exploitative conditions. The presence of undocumented migrant workers in Kerala has several implications.

On the one hand, they provide a valuable source of labour for the state's economy. On the other hand, they also pose several challenges, including the potential for social unrest and the spread of disease. The Kerala government has taken steps to address the issue of migrant workers. These include establishing a task force to identify and register migrant workers and providing them access to essential services. However, much more needs to be done to protect the rights of migrant workers in Kerala. The government needs to take more effective action to combat trafficking and exploitation and to provide migrant workers with access to fundamental labour rights.

### **Document Vs Undocumented**

Our fieldwork reveals that the Registration of migrant workers arriving in Kerala is done through the Awas Insurance Scheme. In the reply received under the Right to Information Act ( RTI 2023) to the Science and Engineering Research Board project (CRG/2021/004314), it is said that there are 516320 migrant workers in Kerala. The government has spent Rs 720000 (seventy-two lakhs) for 36 migrant workers who died in Kerala in the last 13 years, according to the RTI; Government documents indicate that Rs 2.5 crore has been spent on various medical awareness camps procedures, and Twelve Lackh fifty thousand has been spent on the guest app. The Kerala government has provided benefits to registered migrant workers under the Inter-State Migrant Workmen Act 1979. Migrant workers are not included in the term "Interstate Migrant workers". This is the situation not only in Kerala but also in other states of India. It is in this situation that the undocumented migrant worker arises. The term interstate migrant workers referred to in the Act 1979 is

*“Any person who is recruited by or through a contractor in one State under an agreement or other arrangement for employment in an establishment in another State, whether with or without the knowledge of the principal employer about such establishment”*

Most migrant workers travel from their origin state to their destination without registration. They are seeking jobs, so that type of labourers are not included in the migrant Act and state welfare schemes. The Kerala Planning Board report (2021) shows that 28-34 lack migrant workers in the state. Unfortunately, they are not documented and have not received social welfare assistance from the state.

Since August 2023, the government of Kerala has started a comprehensive process to register migrant workers. In July 2023, after the daughter of Bihar's parents was brutally tortured and killed by another migrant worker in Aluva, the Labuor Department started complete registration of migrant workers in the state of Kerala. Along with this, undeclared powers were also given to police stations in Kerala. The authors have learned directly from the actions of the police officers in the field that it is compulsory to register at the police station, and those who do not register should leave the state. During a field visit to Paipad in Kottayam district, a Malayali contractor said,

*"I have 20 migrant workers working with me. I took their details to the police station. The only document we have is the Aadhaar card. It is a document approved by the government to prove that they are Indian citizens. However, after that, they were asked to submit copies of their bank accounts. Many of them did not have bank accounts. Within a week, that too was brought to the police station. Then the police told me to bring twenty people to the station. Accordingly, I went to the station with them. Some policemen insulted those who were with me by saying, "You are not Bangli, you are Bangladeshi?"*

Registration of migrant workers in Kerala is not transparent, and at the same time, proper awareness is not given to the migrant workers, which hinders registration. Unfavourable approaches by police officers also create delays in completing registration.

### **Fieldwork Analysis**

Our engagement with a diverse workforce was instrumental in uncovering nuanced perspectives on documentation, registration, and rights-based issues. The demographics of our interactions comprised 70% males and 30% females, ensuring a comprehensive exploration of the challenges faced by both genders across various sectors.

Within the construction sector, discussions with 20% of individuals illuminated the documentation hurdles they encounter regarding employment records, safety certifications, and other paperwork essential to their profession. The intricacies of registration processes and their impact on their rights were central themes, shedding light on the challenges construction workers face in navigating bureaucratic requirements.

Similarly, our conversations with 20% of participants from manufacturing units provided valuable insights into the documentation demands inherent in industrial employment. From the intricacies of registration with regulatory bodies to the implications on labor rights, our exploration of this sector sought to unveil the complexities of paperwork and its implications on the well-being of workers. The hospitality sector, represented by 20% of individuals from hotels, restaurants, and salons, offered a unique perspective on documentation challenges related to service-oriented professions. Street vendors, comprising another 20% of individuals, shared their experiences with documentation challenges, particularly in the informal economy. The lack of formal registration and the subsequent impact on their rights within the system emerged as key themes, underscoring the need for a closer examination of policy frameworks addressing this vital workforce component.

The narratives of 20% of foot-loose laborers further enriched our understanding of documentation and registration challenges in transient employment. Their experiences shed light on the difficulties in obtaining official recognition, influencing their access to rights and protections within the labour landscape.

### **Registration Related**

The detailed snapshot of the invisible labour force among interstate migrants in Kerala explicitly focuses on registration-related aspects. The data is categorized, highlighting the responses to critical documentation and registration status questions.

This category reflects a high level of Aadhar card ownership among the surveyed interstate migrants. The majority (90%) possess Aadhar cards, indicating a relatively strong presence of this foundational identification document within the invisible labor force. The data suggests a significant gap in possession of Aavaaz insurance cards. A substantial portion (70%) of the respondents do not have this form of insurance, highlighting a potential vulnerability concerning health coverage within the invisible labour force. The Migrant Welfare Card possession rates indicate a notable gap, with only a minority (20%) having this form of documentation. The majority (60%) lack such welfare cards, emphasizing the potential challenges in accessing government-provided welfare benefits.

This question focuses on whether the respondents' names are included in Kerala government registration from July 2023. The data indicates that a significant portion (80%) still needs to determine their registration status, emphasizing a lack of clarity or awareness among the invisible labour force regarding their official inclusion in governmental records. The comprehensive view of the documentation and registration landscape within the invisible labour force of interstate migrants in Kerala. The high ownership of Aadhar cards contrasts with lower possession rates of Aavaaz insurance cards and Migrant Welfare Cards, indicating potential gaps in health coverage and welfare benefits. Additionally, the uncertainty surrounding government registration highlights a notable concern, emphasizing the need for improved awareness and accessibility to official documentation among this demographic.

### **Purpose of Registration**

The filed insights into the perceptions and motivations of individuals within the context of the new registration initiated by the Kerala government in June 2023. The responses are categorized based on the stated purposes of this registration process. A small percentage (5%) of respondents expressed the purpose of the registration to confirm their residence status. This indicates a recognition of the need to establish their presence

within the state. A substantial portion (25%) cited the desire for the registration process to serve as a verification mechanism, dispelling any concerns about potential criminal activities. This suggests an awareness of societal perceptions and a desire to counter negative stereotypes.

A notable percentage (10%) mentioned the purpose of affirming their Indian identity through registration. This underscores a recognition of the importance of establishing nationality and integration within the community. A significant portion (20%) highlighted the registration to dispel any suspicions of involvement in terrorist activities. This indicates a concern about potential stereotyping and a desire to affirm their peaceful intentions.

Surprisingly, none of the respondents identified the purpose of registration to secure better job opportunities. This could suggest a perception gap or a need for more awareness regarding the potential employment benefits of the registration process. The majority (28%) emphasized registration's importance in retaining their current employment. This suggests recognizing the link between official documentation and job security, emphasizing the practical implications of the registration process. A small percentage (2%) believed the registration process was intended for their benefit. This could include access to government welfare programs, social services, or other advantages associated with official recognition.

A notable proportion (10%) of respondents admitted to not knowing the specific purpose of the registration. This highlights a potential need for more clarity or communication about the objectives and benefits of the registration process among the surveyed population. The nuanced view of the motivations behind the Kerala government's new registration process. While some respondents focus on dispelling negative stereotypes, affirming their nationality, and ensuring job security, others express uncertainty about the purpose or overlook potential benefits such as improved job opportunities. This information underscores the importance of effective communication and awareness campaigns to ensure that individuals fully understand the objectives and advantages associated with the registration initiative.

## II. Conclusion

In conclusion, the field study "Invisible Labor: Exploring Challenges and Rights of Undocumented Interstate Migrant Workers in Kerala" has shed light on critical gaps in the registration system that currently leave many migrant workers unnoticed. The findings underscore the urgent need for a more comprehensive and inclusive approach to registration that extends beyond the jurisdiction of the Labor Department.

The absence of a unified registration system poses a substantial risk to the legal benefits and rights of migrant workers. To rectify this, there is a compelling argument for the involvement of local self-governing bodies in the registration process. These bodies are better positioned to understand the nuances of migration and can play a pivotal role in ensuring the inclusion of all migrant workers, irrespective of their employment sectors.

Furthermore, recognizing that migrant workers often fall through the administrative cracks, it is imperative to broaden the scope of registration to encompass various migration-related aspects. This holistic approach should not only focus on employment records but also consider health and social security aspects, acknowledging the multifaceted challenges migrant workers face.

The study highlights that migrant worker, when unnoticed in the registration process, become vulnerable to the loss of legal benefits and protections. To mitigate this risk, implementing a robust system is crucial, one that not only captures the diversity of migrant labour but also designates specific responsibilities to local governing bodies. In essence, the call to action involves a paradigm shift in the approach towards migrant worker registration. It necessitates collaborative efforts between governmental departments, local self-governing bodies, and relevant stakeholders to create an inclusive and comprehensive system. By addressing these deficiencies, Kerala can take significant strides towards safeguarding the rights and well-being of its undocumented interstate migrant workers, fostering a more equitable and just environment for all members of its labour force.

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