



Consolidated Reply Decentralization Community



Poverty



Work and Employment Community

Solution Exchange for the Decentralization Community

Solution Exchange for the Work and Employment Community

Query: Role of Gram Panchayats in supporting migrant workers - Experiences; Advice

Compiled by [Swati Dogra](#), Resource Person and [Warisha Yunus](#), Moderator
Issue Date: 30 August 2012

From [Debraj Bhattacharya](#), Institute of Social Sciences (ISS), Kolkata
Posted 6 July 2012

Dear Members,

At the Institute of Social Sciences (ISS), New Delhi, we are currently working on the issue of migrant laborers who migrate in search of livelihood from rural to urban areas in India. Besides physical and cultural displacement, **migrants are more vulnerable to poverty and marginalization as their rights are often not secured**. Issues of certification, proof of identity, remittance which impinge on their access to basic services in urban areas.

Our recent study in three districts of Bihar has shown that migrant laborers receive very little support from the Gram Panchayats once they have left the villages. The Gram Panchayats are also not sure, in the absence of any such directive from higher authorities, as to what they can do to help the migrant laborers at the source region. But both migrants and Gram Panchayat members agree that there can be **systems and mechanisms for support and safeguard**.

As we are entering the advocacy phase of the project, we need to know whether there are **experiences of local government or state governments helping the migrant workers before, during or post exodus**. In view of this, I would like to pose the following questions to the members of Decentralization and Work and Employment Communities:

- Are there successful **experiences of Gram Panchayats** helping the migrant workers before they leave? How do they help them?
- Are there **efforts by state governments** to ensure that migrants from their state are safeguarded at the destination point?
- If a **state level or national level policy** is to be formulated, what could be advocated in terms of the role of Gram Panchayats to help migrant workers?

Your feedback will be valuable in terms of **building our advocacy strategy** and I really look forward to receiving your inputs.

Responses were received, with thanks, from

1. [Uma Mahesh Allaka](#), District Supply and Marketing Society, Gajapati (DSMS), Odhisa
2. [V.G. Reddy](#), Rural Reconstruction and Development Society (RRDS), Nellore, Andhra Pradesh
3. [Ravindra Mishra](#), Save the Children India, New Delhi
4. [Onkar Nath Tripathi](#), Center For Children Studies, Unicef-KIIT University Initiative, Bhubaneswar
5. [Nupur Sinha](#), Centre for Social Justice, Ahmedabad, Gujarat
6. [Brij Bhushan Goel](#), Independent Consultant, Rural Development
7. [Bipasha Roy](#), Sahbhagi Sikshan Kendra, Lucknow
8. [Ramit Basu](#), Independent Consultant, New Delhi
9. [Vikas Jha](#), Policy, Institute for Rural Research and Development (IRRAD), Gurgaon, Haryana
10. [Alok Pandey](#), PRIA, New Delhi
11. [Izharuddin Qureshi](#), Samarthan- Centre for Development Support, Bhopal, Madhya Pradesh
12. [Ajay Kumar](#), Child Fund India, Patna
13. [Brijendra Singh](#), Freelance Development Consultant, Gurgaon
14. [Santosh Poonia](#), Aajeevika Bureau, Centre for Migration and Labour Solutions, Udaipur
15. [Dhirendra Krishna](#), IA&AS (Retired), New Delhi
16. [Harshita Bhatnagar](#), Ministry of Overseas Indian Affairs, New Delhi
17. [Maya Ratnam](#), Ph.D Candidate, Department of Anthropology, The Johns Hopkins University, USA
18. [J.C. Sharma](#), Sundernagar, Himachal Pradesh
19. [R.S. Shrivastava](#), Retired (Additional Director), Tribal and Scheduled Caste Welfare Department, Madhya Pradesh
20. [Anjali Borhade](#), Disha Foundation, Maharashtra ([response 1](#))

Offline Responses:

21. [Lolichen](#),
22. [Sudarsan Das](#), Human Development Foundation, Bhubaneswar, Odisha
23. [Abani Mohan Panigrahi](#), Member Secretary, Lokadrusti, Odisha
24. [Anjali Borhade](#), Disha Foundation, Maharashtra ([response 2](#))

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Summary of Responses

Members shared that Migration is a widespread and common phenomena as there are equally powerful forces at source and destination to promote and perpetuate it. For the migrants, it is economic compulsions, livelihood, and search for better opportunity that leads to a shift of residence. For the employers, it is the need for "unorganized" labour or "cheap" labour and a vested interest in high inflow of migrants to maintain low wages. States like Kerala and Punjab have been able to build infrastructure or continued to practice labour intensive agriculture because of large scale migration.

It was agreed that **migration is a rather complex phenomena** and the rural to urban migrant population is a fairly heterogeneous group. Patterns of migration in different parts of the country vary on

the nature of occupation and industry. Thus, strategies to bring migrants into the mainstream of the society have to keep these complexities and heterogeneity into account. This could be done by mapping the **extent and magnitude of migration**; tracking whether it is seasonal or perennial or nomadic; assessing whether it is single migration, family migration; whether it is intra-state and inter-state migration group wise/area wise assessment of issues.

Members elaborated on the **kind of issues faced by migrants** and how their rights are always on the fringes both at source and destination. Poor and irregular wages, lack of access to housing, health, sanitation and dignity of life; Children not having access to schools or recreation and getting dragged into labour work; Women becoming vulnerable to health hazards and sexual exploitation and so on. Also, moneylenders, contractors and industrialists have a strong nexus to exploit the vulnerability of the migrants creating conditions like semi-bonded labourers. As migrant force is often dispersed, generally they do not have awareness or access to legal recourse which makes them further vulnerable. Lack of identity proofs makes it difficult to access social welfare schemes. High price of ration further threatens food security. Back home and at destination, poor data and records puts migrants on the fringes of any possible benefits.

A number of **existing Constitutional Acts** were shared, effective implementation of which could help address some of the issues and improve access to rights and services. To name a few, The [Workmen's Compensation Act](#), 1923; The [Industrial Disputes Act](#), 1947; The [Factories Act](#), 1948; The [Minimum Wages Act](#), 1948; The [Contract Labour Act](#), 1970; The [Bonded Labour System \(Abolition\) Act](#), 1976; [Equal Remuneration Act](#), 1976; The [Inter-State Migrant Workmen's \(Regulation of Employment & Conditions of Service\) Act](#) of 1979; The [Child Labour \(Prohibition and Regulation\) Act](#), 1986; The [National Rural Employment Guarantee Act](#) 2005; The [Right to Education Act](#) 2009. Members also pointed as policies like provisioning for Rain Basera one per one lakh population; schemes under Building and Other Construction Workers Welfare Cess Act, 1996 which provide many benefits to the registered workers, certified for 90 days of work in a year in construction sector; new efforts being proposed under Unique Identification Authority of India etc.

Panchayats and Migrants

There was a unanimous agreement that Gram Panchayat could be a key player in providing support to migrant workers but there was also an acceptance that as of now it does not have the apt power and authority to do so. Definitely, Panchayats have a clear role in implementation of MGNREGA (designed to enhance livelihood security by providing at least one hundred days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work) but that is only meant to discourage migration.

Members shared some efforts which have shown the potential that Panchayats have and the difference they can make in the lives of migrants and their families. These have been either in the form of maintaining data and records or providing services and benefits or strengthening employability/improving skills or helping in legal recourse with the support of non-governmental organizations. Based on a model set up by Labor Department of the State of Karnataka, [Centre for Social Justice](#) in Baruch, Gujarat has set up Workers Facilitation Centers within Gram Panchayats. [Gramin Vikas Trust](#) (GVT) is supporting some Gram Panchayats in Jahbhua district of Madhya Pradesh to provide services to a large number of migrants to Surat (in Gujarat). [Sehbhagi Shikshan Kendra](#) (SSK) in Uttar Pradesh and [Samarthan](#) in Madhya Pradesh have helped set up Migration Resource Centre (MRC). [Aajeevika Bureau](#) works through Shramik Sahayata Evam Sandarbha Kendra works in Southern Rajasthan. [Disha Foundation](#) in Nashik region works through Migration Information and Resource Centers (MIRC). These efforts of NGO-Panchayat collaboration have been crucial as it provides migrants with need based support like registration through timely and accurate data collection and record keeping, photo IDs, skill training, linkages with social security schemes, collection of claims, legal literacy and aid, financial literacy, mediation in employer and employee disputes, tracing missing migrants, forming collectives and

supporting labour collectives. The above examples and efforts to map and trace a complete chain of migration and providing support at source and at destination demonstrate the crucial role that local governments have played.

Suggestions and Recommendations

Members shared that efforts have to be made at the level of Perspective, Policy and Practice.

- **Perspective:** Issues of migration are inherently linked to larger issues of poverty and vulnerability so the solutions cannot be in isolation. An integrated approach is the ideal way forward and Gram Panchayat becomes an appropriate medium for providing the integrated services to people. This brings attention to the issue of devolution and strengthening the role of GPs to be able to assess developmental needs and provide solutions through integrated planning based on principles of social justice and inclusion. On the contrary, social welfare and protection of migrant workers was seen as an urgent need of the hour and focusing on devolution or creating new roles for already under-resourced and relatively powerless panchayats, may dilute the issue and further delay the required action.
 - **Policy:** For any civil society group, working on issues of migration, it is important to keep in mind the available [constitutional provisions](#) which protect/safeguard labors and their families. Keeping in view the potential for local governments to support migrants, it was pointed that the upcoming scheme of Government of India - Rajiv Gandhi Panchayat Sashaktikaran Yojna could ensure that mechanisms are developed for Gram Panchayats to monitor/track migrants as well as play a supportive role. Subsequently, linkages between Gram Panchayats and District Labour Office can be suggested for effective implementation. Since migration cuts across different geographical boundaries and administrative jurisdiction, inter-state coordination and cooperation were seen as crucial for migrants to secure their rights and get access to services.
 - **Practice:** Members pointed at initiatives that **civil society groups along with Gram Panchayats** could take up to support migrants.
 - **Simple short term efforts to be undertaken at source:** issuing BPL ration cards, identity cards, strengthening the registration mechanism; linkage to insurance schemes and support in opening bank accounts; supplying migrant data to District Labour Department; register the record of migrants and use that data to develop their 'Labour Plan' under NREGS; registration of senior citizens/old/inform/widow etc. (who are left behind) and maintaining information on contractors who are taking the labourers;
 - **Long term efforts** like forming labor collectives, awareness generation on labor rights, building para-legal professionals and community leaders, skill enhancement for better employability.
 - These have to be **supplemented with state government efforts** for roaming ration cards and other facilities; proof of identity from the local District Labour Offices; coordination between District administration and DLO; use of data collected at GP level to map pockets of high rates of migration and in the state and strengthen employment guarantee and other livelihood schemes in the block
 - Services for migrants at destination like shelter, school, health, safe drinking water, insurance schemes, protection from harassment.
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Comparative Experiences

Andhra Pradesh

Tracking Interstate Migration Using Flagship Programmes Can be Replicated (from [Ravindra Mishra](#), *Save the Children India, New Delhi*)

Government's flagship programmes like Sarva Shiksha Abhiyaan (SSA) are being used to track the interstate migration. The SSA, Andhra Pradesh arranged for Oriya text books, teachers and mid-day meal at the destination and children evaluated at destination for admission to school at the source depending on their evaluation certificate. This interstate migration tracking arrangement helps track and possibly support migrants and their families.

Orissa

Maintaining a Record of Migrants is Useful in Tracking Them, Nuapada District (from [Uma Mahesh Allaka](#), *District Supply and Marketing Society (DSMA), Gajapati*)

To keep a record of the migrants from the area, Panchayat with support from locally formed committee maintain a Red Register that contains all information about the migrants - date and place of migration as well as expected time of return. The committee has a linkage with District Labour Office that registers the labour contractors who send migrants to various places. It is a good practice that helps in record keeping and supporting families who are left behind.

Gujarat

Setting up Special Centres for Migrants Within the Gram Panchayats is a Good Practice (from [Nupur Sinha](#), *Centre for Social Justice, Gujarat*)

An organization working on the rights of migrants has established Workers Facilitation Centre (WFC) within the Gram Panchayats. The WFC facilitates registration of workers, management of information centers, access to social security schemes, oversees collection of claims by panchayat and collects data regarding beneficiaries. A team of volunteers has also been prepared. A total of 11,000 applications have been made so far for registration under Social Security Act 2008.

Using Gram Panchayats for Verification of Photo ID Card - A Best Practice (from [Santosh Poonia](#), *Aajeevika Bureau, Centre for Migration and Labour Solutions, Udaipur*)

Through its Resource and Information Centers, an organization provides a variety of services to migrants. It seeks gram panchayats help in the verification of the photo ID card that they issue to the migrant workers. The information given by the migrant in the application form is verified by the Sarpanch of the panchayat. The card is also recognized as a valid identity proof by the Department of Labour and Employment. In 5 years, 80,000 migrants have been registered.

Madhya Pradesh

Orientation and Sensitization of Panchayat Functionaries is Helpful, Panna District (from [Izharuddin Qureshi](#), *Samarthan Centre for Development Support, Bhopal*)

An organization works on a complete chain of migration - from source to destination - in 3 districts. It works with gram panchayat functionaries to sensitize them on the issue of migrants. Out of 40 panchayats, 34 panchayats started maintaining a register with information - name of the migrant, number of family members migrating with him/her, duration of migration, destination, name and address of labour contractor with whom they are migrating. Read more

From [Anjali Borhade](#), Disha Foundation, Maharashtra

Maharashtra

Preparing a Cadre of Local Leaders Takes Care of Many Problems, Nasik

An organization facilitates migration through Migration Information and Resource Centers (MIRC) at source and destination. It has identified and trained 300 local leaders from within the migrant community. These leaders can handle the grievances, demand and facilitate other migrant's access to public services at source and destination. The process has been very effective within the migrant community as these leaders are taking up issues on behalf of their community.

Aadhaar - A Distant Dream Still, Nasik

An organization enrolled 100 migrant workers in Aadhaar and helped them to apply for a bank account in SBI and Maharashtra Bank. However, the bank rejected the application saying that Aadhaar cannot be used as a KYC document. This happened despite NACSOM's (National Coalition for Security of Migrant Workers) association with UIDAI. The promise of UIDAI of Aadhaar turning into a foolproof method of accessing services for migrants is yet to be kept.

Uttar Pradesh

Building the Capacity of Migrants through Skill Development is Another Good Practice (from [Bipasha Roy](#), Sahbhagi Shikshan Kendra, Lucknow)

For migrants, an organization established a Migrants Resource Center where they are registered and provided free legal aid and linkage with social security schemes. It also invited Gram Pradhans to meetings to sensitize them and share migration data with them. It also provided skill building training to migrants to enhance their chances of employability and made them aware of their social, economic and legal rights through collectives of migrant families. Read more

Related Resources

Recommended Documentation

Inter-state Migrant Workmen (Regulation of Employment and Conditions of Work) Act, 1979
(from [Ravindra Mishra](#), Save the Children India, New Delhi and [Onkar Nath Tripathi](#), Centre for Children Studies, UNICEF-KIIT University Initiative, Bhubaneswar)

Act; by Government of India

Available at http://hrlabour.org/docs/labourActpdfdocs/Inter_State_Migrant_Act.pdf

Regulates the employment of inter-state migrant workmen and provides for their conditions of service.

From [Onkar Nath Tripathi](#), Centre for Children Studies, UNICEF-KIIT University Initiative, Bhubaneswar

Child Labour (Prohibition and Regulation) Act

Act; by Government of India, 1986

Available at <http://nrcw.nic.in/shared/sublinkimages/28.htm>

Prohibits the engagement of children in certain employments and to regulate the conditions of work of children.

Bonded Labour System (Abolition) Act, 1976

Act; by Government of India, 1976

Available at http://pblabour.gov.in/pdf/acts_rules/bonded_labour_system_abolition_act_1976.pdf

Provides for the abolition of bonded labour system, to prevent the economic and physical exploitation of the weaker sections of the people.

Minimum Wages Act, 1948

Act; by Government of India, 1948

Available at http://pblabour.gov.in/pdf/acts_rules/minimum_wages_act_1948.pdf (PDF; Size:80 KB)

Regulates the payment of wages of certain classes of employed persons including migrant workers.

The Contract Labour (Regulation and Abolition) Act 1970

Act; by Government of India

Available

at http://pblabour.gov.in/pdf/acts_rules/contract_labour_regulation_and_abolition_act_1970.pdf (PDF 126 KB)

Regulates the employment of contract labour in certain establishment and also provides for its abolition in certain circumstances

The Unorganized Workers' Social Security Act (from [Nupur Sinha](#), Centre for Social Justice, Gujarat)

Act; by Ministry of Law and Justice, Government of India; 31 December 2008

Available at <http://labour.nic.in/act/acts/Unorganised-workers-social-security-act-2008.pdf> (PDF 375 MB)

Provides for social security and welfare of unorganised workers; includes domestic workers under the purview of unorganised sector workers.

Memorandum of Understanding (from [Maya Ratnam](#), Department of Anthropology, The Johns Hopkins University, USA)

MoU; by Unique Identification Authority of India (UIDAI) and National Coalition of Organizations for Security of Migrant Workers

Available at http://uidai.gov.in/UID_PDF/Front_Page_Articles/MOU/CSO/MoU_UIDAI-Coalition_of_Migrant_Workers_NGOs.pdf (PDF; size 3.28MB)

It's the MoU signed between UIDAI and NACSOM for ensuring security and protection to the migrant workers.

Lokadrusti Experience with Children of Migrant Parents (from [Abani Mohan Panigrahi](#), Lokadrusti, Odisha)

Report

Available at <ftp://ftp.solutionexchange.net.in/public/decn/cr/res-221-01072012.pdf> (PDF; 1490 KB)

The report discusses the problems of working with the children of the migrant workers and also presents solutions to address the problem of migration of children.

Recommended Contacts and Experts

Mr. Rajiv Khandelwal, Aajeevika Bureau, Rajasthan (from [Warisha Yunus](#), Moderator)

38, Mangalam Complex, Syphon Colony, Off Bedla Road, Udaipur 313004; Tel: 91-294-2454092; info@aaajeevika.org; <http://aaajeevika.org/index.html>

Works for providing services to migrant workers at both the source and destination to enhance their well-being.

Recommended Organizations and Programmes

Rajiv Gandhi Panchayat Sashaktikaran Abhiyaan (RGPSA) (from [Uma Mahesh Allaka](#), District Supply and Marketing Society (DSMS), Gajapati, Odisha)

<http://indiacurrentaffairs.org/panchayats-to-be-strengthened-through-rajiv-gandhi-panchayat-sashaktikaran-abhiyan/>

Upcoming scheme of GoI to strengthen panchayats across the country; it could be used to ensure mechanisms are developed for panchayats to monitor & support migrants.

From [Ravindra Mishra](#), *Save the Children India*, New Delhi

Ministry of Human Resource Development

Shastri Bhawan, New Delhi 110001; Tel: 91-11-23383936; Fax: 91-11-23381355; dse1-mhrd@nic.in;
<http://mhrd.gov.in/>

Inter alia, it keeps track of inter state migration - the source as well as the destination areas.

Action Aid India New Delhi

R-7, Hauz Khas Enclave, New Delhi 110016; Tel: 91-11-4064-0500; Fax: 91-11-4164-1891;
<http://www.actionaidindia.org/index.htm>

Works with migrant workers in Andhra Pradesh and Odisha; it estimates about 4 lakh workers seasonally migrate from Odisha to work in brick kilns of Andhra Pradesh.

Centre for Social Justice (CSJ), Gujarat (from [Nupur Sinha](#), *Centre for Social Justice, Gujarat*)

C-105, Royal Chinmay, Opposite IOC Pump, Next to Simandhar Tower, Off Judges Bungalow Road, Bodakdev, Vastrapur, Ahmedabad 380015; Tel: 91-79-26854248; Fax: 91-79-26857443; socjust@gmail.com; <http://www.centreforsocialjustice.net/index.html>

Works for the rights of migrant workers through Workers Facilitation Centres that register the migrants and help them access social security schemes, inter alia.

Sahbhagi Shikshan Kendra (SSK), Uttar Pradesh (from [Bipasha Roy](#), *Sahbhagi Shikshan Kendra, Lucknow*)

Chhatha Meel (Behind Police Fire Station), Sitapur Road, Lucknow 227208; Tel: 91-522-6980124; info@sahbhagi.org; <http://www.sahbhagi.org/index.html>

Works with migrants at source and destination towards reducing their vulnerability by establishing Migration Resource Center.

Samarthan - Centre for Development Support, Madhya Pradesh (from [Izharuddin Qureshi](#), *Samarthan Centre for Development Support, Bhopal*)

36, Green Avenue Chuna Bhatti, Kolar Road, Bhopal 462016; Tel: 91-755-2467625; Fax: 91-755-2468663; info@samarthan.org; <http://www.samarthan.org/>

Concentrates on issues related to rural to urban migration over 3 districts in MP encompassing a complete chain of migration from source to destination.

Aajeevika Bureau, Rajasthan (from [Santosh Poonia](#), *Aajeevika Bureau, Centre for Migration and Labour Solutions, Udaipur, Rajasthan*)

38, Mangalam Complex, Syphon Colony, Bedla Road, Udaipur 313004; Tel: 91-29-4245-4092; Fax: 91-29-4245-4429; info@aajeevika.org; <http://www.aajeevika.org/index.html>

Provides various services to the migrant workers at the source and destination including providing them with photo identity cards.

Gramin Vikas Trust (GVT), Uttar Pradesh (from [Alok Pandey](#), *Society for Participatory Research in Asia (PRIA), New Delhi*)

KRIBHCO Bhawan, 5th Floor, Sector 1A-10, Distt Gautam Budha Nagar, Noida 210301; Tel: 91-120-2535-619; Fax: 91-120-2535-619; info@gvtindia.org; <http://www.gvtindia.org>

Works to provide photo identity cards and a legally enforceable identity to the migrant workers, inter alia.

Sarva Shiksha Abhiyaan (SSA), Delhi (from [Ravindra Mishra](#), *Save the Children India, New Delhi*)
Ministry of Human Resource Development, Shastri Bhawan, Dr. Rajendra Prasad Road, New Delhi 110001; Tel: 91-11-2316-1336; Fax: 91-11-2338-1355; <http://ssa.nic.in/>
Working in collaboration with MIRCA to facilitate a statewide mapping of migrant workers, which will in turn help facilitate education for the migrant children.

From [Harshita Bhatnagar](#), *Ministry of Overseas Indian Affairs, New Delhi*

Ministry of Rural Development (MoRD), Government of India

119-H, Krishi Bhawan, New Delhi 110001; Tel: 23782327/73; <http://rural.nic.in/>

A GoI Ministry for implementing schemes of poverty reduction, employment generation and provision of basic minimum services for poor, underprivileged and marginalized.

Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Delhi

Ministry of Rural Development, Krishi Bhawan, Dr. Rajendra Prasad Road, New Delhi 110001; Tel: 91-11-2338-5027; Fax: 91-11-2688-8254; psjspa.rd@nic.in; www.rural.nic.in

Scheme of MoRD, it was formulated to arrest migration and is implemented through Ministry of Panchayati Raj (MoPR).

Ministry of Labour and Employment (MoLE), Delhi

Shram Shakti Bhawan, New Delhi

Works for the welfare of labour in the country; it may have some data on internal migration of labourers/workers.

Ministry of Overseas Indian Affairs (MOIA), Delhi

Akbar Bhawan, Chanakyapuri, New Delhi 110021; Tel: 91-11-24197900; Fax: 91-11-24197919; info@moia.nic.in

Regulates the international migration through its 10 offices known as Protector of Emigrants (PoEs) spread across India.

Disha Foundation, Maharashtra (From [Anjali Borhade](#), *Disha Foundation, Maharashtra*)

2, Wild Orchids, Tidke Colony, Nasik 422002; Tel: 91-253-2583969; foundation.disha@gmail.com; <http://DishaFoundation.wordpress.com>

Works on inter and intra state seasonal labour migration, public health and related development issues.

National Coalition for Security of Migrant Workers (NACSOM) (from [Anjali Borhade](#), *Disha Foundation, Maharashtra* and [Maya Ratnam](#), *Department of Anthropology, The John Hopkins University, USA*)

<http://www.samarthan.org/2010/11/26/convention-of-the-national-coalition-for-security-of-migrant-labour/>

It is a country wide coalition of CSOs, activists, researchers and academicians committed to improving the well being and conditions of labour migrants in India.

United Nations Children Fund (UNICEF), Gujarat (from [P. J. Lolichen](#), *UNICEF, Gujarat*)

Plot No. 70, Sector 19, Gandhinagar 382019; Tel: 91-79-23225366; Fax: 91-79-23225364; gandhinagar@unicef.org; http://www.unicef.org/india/state_profiles_4321.htm

Works with the children of migrant labour to ensure they are enrolled in school at source and destination areas with limited success.

Human Development Foundation (HDF), Location (from [Sudarsan Das](#), *Human Development Foundation, Bhubaneswar, Odisha*)

M-4, Samant Vihar, Near Kalinga Hospital Square, P. O. Mancheswar Railway Colony, Bhubaneswar 751017; Tel: 91-674-2301019; <http://www.hdf.org.in/>

Working in collaboration with other organizations to create model panchayats in capacity of a technical partner.

Related Consolidated Replies

Return Migrants Access to NREGS, from Seeta Prabhu and Prema Gera, United Nations Development Programme (UNDP), New Delhi (Experiences; Examples). Work and Employment Community, Solution Exchange, India, Issued 30 September 2009. **Download PDF** version (PDF, 90 KB)

Seeks experiences on return migrants accessing NREGS for work and examples, if at all, of NREGS utilizing the skills of the return migrants for selection of activities and their livelihood promotion.

Identity Cards to Migrant Labour through Panchayats- Experiences; Advice. Issued 30 June 2009. **Download PDF** (Size: 197 KB).

Seeks experiences of Panchayats issuing identity cards to migrant workers, legal implications of this and solutions to problem in absence of such a step

Voting Rights for Migrant Labour in Panchayat Elections, from ANANDI, Ahmedabad (Examples). Issued on 4 December 2006. **Download PDF** version (Size: 97 KB) .

Seeks experiences and examples on facilities that could be given to migrant labour to exercise their voting rights away from their villages of domicile

Responses in Full

Uma Mahesh Allaka, District Supply and Marketing Society, Gajapati (DSMS), Odhisa

I would like to share some experiences from district Nuapada in Odisha where I worked in a Poverty alleviation Project. It was common in this district as well as other districts like Bolangir, Kalahandi, Nuapada, Rayagada and Gajapati that the poor migrated for employment to South India. In Nuapada, on an average, local governments with the support of a locally formed committee maintained register (called Red register) containing information on all the migrants. It contained **record on each migrant** - date of migration, place and expected time of return. The committee had a linkage with the **District Labour Officer** where **Labour contractors** were registered who sent migrants to different places for jobs. This was a good practice in terms of record keeping and providing a sense of support to the families left behind as the local Labour Office was involved.

I would also like to suggest that the upcoming scheme of Government of India - Rajiv Gandhi Panchayat Sashaktikaran Yojna could ensure that mechanisms are developed for Gram Panchayats to monitor/track migrants as well as play a supportive role. Subsequently, linkages between Gram Panchayats and District Labor Office can be suggested for effective implementation.

V.G. Reddy, Rural Reconstruction and Development Society (RRDS), Nellore, Andhra Pradesh

In our experience in Nellore district of Andhra Pradesh, local governments and elected leaders extend support to migrants only during election and the rest of the time, no one cares! The rights of the migrants are always on the fringes both at source and destination. Policy safeguards are not in place. At destination, migration laborers face issues like poor and irregular wages, lack of access to housing, health and other facilities. Their children don't have access to schools. The women are sexually exploited. There is a lot of need to build advocacy strategies which can inform policies which safeguard the Migrant workers.

We appreciate the efforts by ISS and would like to extend our support and solidarity.

[Ravindra Mishra](#), Save the Children India, New Delhi

Migration is driven by economic compulsions. People migrate in search of their livelihood. The problem of migration varies across the nation and shows different causes, factors and hurdles to overcome. The **heterogeneity of the migrants** makes the situation complex. There are various patterns of migration in different parts of the country depending on the nature of occupation and industry. It is not only difficult to understand the issues regarding the migrants but also strategize ways to bring them into the mainstream of society.

Some categories of migrants include:

- youths and adults, rural and urban, women and children
- children are extremely vulnerable, for example, HIV infected children living with constant fear of death, children living day after day in heinous life conditions at brothels and those who work as domestic servants.
- people working in brick kilns migrate after monsoons and come back to the source before breaking of monsoon. Similarly persons working in Sugar Industry, Salt farms, Tiles factories, Crop sowing and harvesting etc. have a different pattern of migration.

So the first challenge is to map the **extent and magnitude of migration** - tracking whether it is seasonal, perennial, nomadic etc. or whether it is single migration, family migration, migration of adults and children; or whether it is intra-state and inter-state migration.

There is **need to intervene at source and destination** both end by making arrangement of shelter, school, health, safe drinking water. It is important to honour BPL ration cards at places of destination and source, identity cards to be respected at the destination of migrant/s and strengthening the registration mechanism.

As per the Ministry of Human Resource Development, GOI, every year the poor from Western Orissa districts (Bolangir, Naupada and Kalahandi) migrate to work in the brick kilns of Andhra Pradesh (around Hyderabad and Secunderabad). According a report of Action Aid India, the number of such seasonally migrant labourers is around **four lakhs**.

- These laborers **migrate in semi-bonded conditions** due to acute shortage of sustainable livelihood options in their native places.
- **Moneylenders and contractors** further aggravate the socio-economic condition of these laborers because of exploitative practices. Middlemen or labour contractors emerged as a set of exploiters. Their job is simple: They coax the poor people and farmers into migrating for work to other states where the rich industrialists, brick-kiln owners or road contractors savour the cheap but skilled labour. The Labour contractors have a very strong **nexus with the brick kiln owners**. Advances are given with the condition that the labourers fulfill their obligation with the contractor by going to the pre-determined destinations where their labour is harnessed
- The **conditions under which these people live** are far from satisfactory. Makeshift huts constructed in the kilns are so small that one has to crawl to enter these. Needless to say, basic sanitation is absent. The worst affected are the children, for whom there is neither any amusement nor any form of recreation. They also help their parents in making bricks. The workers are never allowed to even take a day off, not till the end of their term.
- These laborers do not qualify as migrants under the Inter-State Migrant Workmen's (Regulation of Employment & Conditions of Service) Act of 1979, **since they migrate on their own volition**.

There have been some **good practices** which we can learn from: **An interstate migration tracking arrangement** in collaboration of Sarv Shiksh Abhiyan **Odisha** (Source) and Sarv Shiksh Abhiyan **Andhra Pradesh** (Destination) may be replicated in other parts also. A survey was conducted in collaboration with Action Aid India. Sarv Shiksh Abhiyan Andhra Pradesh arranged for Oriya text books and teachers and Mid day Meal at the destination and children evaluated at destination got admission to

school at the source depending on their evaluation certificate. Bhonga Shalas and Shakar Shalas in **Maharashtra** and schools at salt farms in **Gujarat** (both at source and destination) are also efforts in changing lives of the migrant workers and their children. This initiatives covered small geographical area of Andhra Pradesh and some pockets of Maharashtra and Gujarat and catered a small population. The extent of migration is large and a larger coverage is needed to ensure livable conditions to the people who seasonally migrate to other states and districts.

It would be ideal if working opportunities are sprinkled across the nation with provisions of basic amenities and better standard of life instead of making the metros hub of employment. This will help in reducing magnitude of distress migration.

Onkar Nath Tripathi, Center For Children Studies, Unicef-KIIT University Initiative, Bhubaneswar

I have worked on issues of Migrant labourers and role of panchayat in streamlining the same and would suggest the following **nine points** for your inclusion in advocacy strategy:

1. The prime importance is the **registration of migrant labourers at District Labour Office (DLO)**, check the registration of labour contractor at district office who are taking the labourers, in case if the labour contractor is taking the labourers without registration, or the number of labourers exceed the number for which contractor is registered it is illegal and panchayat should stop this at the place of origin itself. The **migrant labourers should be issued a proof of identity** from the local district labour office. In absence of this perpetual and continuous denial of rights of labourers at various junctures never gets recognized even by government authorities. The labourers generally fail to ensure and contractor take them without prior information to panchayat, this complicates the matter further.
2. The **panchayat should delist the name of migrants from the list of beneficiaries** in all the schemes meant for them and a letter for diversion of benefits to the place of migration should be **sent to the District Collector, who should in turn write to the concerned district collector with a list of migrant labourers**, to extend the facilities for these people upon production of cards at the place of migration.
3. **Enrollment of children in schools** at work site. If language varies the transfer of school teachers from local schools to the schools at the place of migrant should be facilitated through the district administration appropriate authorities. If there is going to be a guideline from government it should definitely include this as achievable.
4. **Benefits for health** on work site through medical camps and upon production of Identity Proofs should be done, direction to this effect from District Collector to Health department.
5. The **District administration should write to district labour office**, police, health, education, and civil supply and other departments in order that upon production of Identity proof migrant labourers may get the benefits which they were otherwise receiving at the place of origin.
6. Ensure **insurance** for any kind of unforeseen incidents during the journey, or at the work site and during the return, this should be facilitate at local level by **DLO and follow up by Panchayat**.

7. Protection from harassment during transit by ensuring **proper tickets/seats/Identity cards** for these labourers, competent authority for ensuring these should be **DLO and panchayat** should ensure that this happens.
8. **Registration of senior citizens/old/inform/widow etc who are left behind** and family has migrated as the main chief earner mainly migrates into suitable scheme and ensure that their entitlement are delivered at their door step and on time, there are many instances of denial of rights of such people at the place of migration.
9. Please ensure to look into the following Acts and find out the provisions, which can be implemented by Panchayat. The following **eight Acts** are being violated at different stages of migration.
 - Interstate Migrant Workmen (Regulation Of Employment And Conditions Of Service) Act, 1979.
 - The Child Labour (Prohibition and Regulation) Act, 1986
 - The Workmen's Compensation Act, 1923.
 - (The) Bonded Labour System (Abolition) Act, 1976.
 - The Factories Act, 1948
 - The Minimum Wages Act, 1948
 - The Industrial Disputes Act, 1947
 - The Contract Labour Act, 1970.

Non-enforcement and abuse of the above Acts by the state, the employers and the labour contractors leaves the migrants to the mercy of destiny. I would suggest the enforcement of these Acts through requisite rules and guidelines which can bring a change in the situation. Also, we need to look at capacity building of concerned stakeholders/officials/elected leaders who are crucial to changing the landscape.

[Nupur Sinha](#), Centre for Social Justice, Ahmedabad, Gujarat

Centre For Social Justice has been actively working on the rights of migrant workers. In the district of Bharuch, Gujarat, we have set up **Workers Facilitation Centre** [WFC] located within the Gram Panchayat. This is based on a model being practiced in **Karnataka by the Labor Department of the State**.

The WFC functions with the following objectives:

- facilitating the **registration** of the identified workers
- establishment and management of **information Centre**
- ensuring that the government **social security schemes** reach the eligible unorganized worker households
- providing **assistance** in the identification of social security needs among the members
- overseeing **collection of claims** by Gram Panchayat and follow up with the higher authorities for ensuring the benefits reach the claimant
- **data collection** regarding beneficiary, claims, procedural blocks in implementation

In Gujarat, we have **not been able to get it integrated in the bureaucratic structure** and **WFC** is functioning as **an informal body**.

In selected Panchayats that report high rates of migration [in coming as well as outgoing], there is a group of volunteers that has been oriented about the different rights and entitlements of the migrant workers. The volunteer groups educate the workers regarding their rights, provide relevant forms and help in filling up the forms. **A total of 11,000 applications were made by the WFCs for registering the workers under the Unorganised Sector Social Security Act 2008 for social**

security. Initially the registration was started but we realized that the same was not being done under the Act but as agricultural workers. When the matter was referred to the Secretary, a reply was received stating that the rules under the 2008 Act have not been formulated. A Public Interest Litigation had been filed by another organization for formulating the rules under the Act and the High Court directed the government to set up a committee to facilitate implementation. These 11,000 applications were referred to the committee for action. Once the workers are registered under the Act, the process of facilitating entitlements will be undertaken.

Also, the **Supreme Court** in its famous **Right to Food** case has recommended **roaming ration cards** for migrant workers, a facility available for migration within the State. There is a need to develop similar inter-state collaboration models for roaming ration cards and other facilities when the migration is inter-state.

Brij Bhushan Goel, Independent Consultant, Rural Development

I feel migration is a universal phenomenon and the urban areas which receive majority of migratory labor, should be prepared to host them too. The migrants provide significant labor for construction and other industry which keep the city going and it is important to realize that migrants need to be looked after. I suggest that there should be **temporary shelter areas** with basic civic amenities like drainage, water, electricity, education, health and transportation. People coming to work can stay there at designated spots on short term lease say 4-5 years. The area could be of 5-10 acres depending upon the size of the city and can be organized by the municipality or NGO. The migrant labor would have no right of inheritance. This way we can have organized and planned slums which are coming up in the cities anyway.

Now the gram panchayat can help the migrants in terms of identification and security.

Bipasha Roy, Sahbhagi Sikshan Kendra, Lucknow

Sahbhagi Shikshan Kendra (SSK), a center for Participatory Learning was established in 1990 at Lucknow (Uttar Pradesh) as a non-profit, non-governmental organization. The Kendra's emergence was in response to the developmental scenario of the Hindi-speaking belt of India. It has always strived towards building and strengthening capacities of CSOs through people centric approach in developmental initiatives.

Since 2009, in 66 villages and in small urban areas, SSK has been working with the migrants at source (Sitapur, Uttar Pradesh) and destination (Ghaziabad, NCR). I would like to share our experiences while working towards **reducing vulnerability of migrant workers**. We found that the main issues migrants faced were- high price of ration, ID proof and lack of legal recourse. We set up a **Migration Resource Center**, where migrants used to visit and shared about their issues and we registered them and provided them some services like- free legal aid and linkage with social security schemes. To involve Gram Panchayats, we used to invite the gram pradhan in our meetings, sensitized them on the issue and also shared with them the consolidated migration data.

SSK also worked on capacity building in two areas: provide skill building workshops to enhance their chances of employability and provide awareness on social, economic and legal rights at source and destination. This was also done by strengthening **collectives of migrant families** which as a pressure group demanded identity proofs and access to goods and services.

I would suggest that there should be special attention from **PRI to help the migrants in accessing social security benefits, better housing, getting ration at a minimum cost and last but not the least identity proof** which is crucial for this special group.

Ramit Basu, Independent Consultant, New Delhi

I would focus on issues which are very important for a migrant labor to have a relatively peaceful life at the workplace. Most migrant laborers carry with them their families but often conditions are not conducive to the survival of women and children. Lack of immunization facilities, supplementary feeding, early schooling, proper healthcare etc. are facilities that cannot be often provided to the women and children at such locations. This makes them more vulnerable than ever.

Gram Panchayats can play an important role in two ways. First of all they can or should be empowered to **make provisions of ensuring that the family especially with children stays in the village** (in case conditions are not conducive for their living at the destination point) wherein the woman is provided some alternate livelihood options while the children are taken care off by the Anganwadis and under the Mid-Day meal at schools. Secondly, if at all the family has to accompany the migrant labour, they **should be provided proper documents like a ration card**, the mother and children should be adequately immunized, basic literacy to the man and the woman (in case they are illiterate), essential medicines provided before their departure and a register to be maintained indicating such measures - family and individual wise. Gram Panchayats can also levy some minimum fees on the migrant labour (in case he or she is single) to take care of old / physically challenged parents / siblings apart from their entitlements from the Government.

The Gram Panchayats can also issue limited **railway concessions** to migrant laborers (and their families) so as to encourage them to visit their village at their convenience especially during events like immunization, delivery, admission to schools etc. These measures will not only prevent migrant laborers from feeling alienated from their surroundings but will also ensure a safe and dependable environment in case of unforeseen circumstances at the destination. Such pro-active measures by the Gram Panchayat could also lead to an increase in the GP revenue as well as could reduce the pressure on the Urban Local Body of accommodating migrant influx thus adding pressure to the already scarce resources.

This will also make the migrant laborer responsible and sensitive towards the issues in the village and pro-actively participate in events like Gram Panchayat elections etc.

Hope the above helps.

Vikas Jha, Policy, Institute for Rural Research and Development (IRRAD), Gurgaon, Haryana

Rural migrants in India can be divided into two categories: **permanent** migrants and **temporary** (seasonal) migrants. While permanent migrants move out with the intention of settling in urban areas but temporary migrants move only for the period of 3-6 months. There is no doubt that temporary migration can, sometimes lead to permanent migration. Both categories of migrants are mostly poorest sections of village who are mostly landless.

Permanent migrants may or may not leave their family behind the villages. Temporary migrants are mostly likely to leave family behind as their objective is to earn maximum in three - six months and return. **Gram Panchayats should make sure that family members of both kinds of migrants have their ration cards and other documents** which helps them in getting benefits of social welfare schemes. Gram Panchayats can also form a committee who ensures that family members of migrant do not face any difficulty in getting entitlements.

Railway concession to temporary migrant would not be relevant as the person is anyway going to return in short time. Permanent migrants get their ration cards, voter Id etc. made at place of destination and the person is likely to return only during festival time. Gram Panchayats know that how many persons migrate in a particular period but the need is to document it in a **panchayat register**. This will help Block Offices know the number and pattern of migration and they can give suggestions to district and state level governments to check the migration. State governments on this basis identify pockets of migration in the state and strengthen employment guarantee and other livelihood schemes in the block.

The issue is **how to make governments, whether state or local become sensitive and pro-active towards migrants**, reasons of migration, facilities that can be provided, sensitivity that needs to be maintained.

Whether **to take the family along or not** is a personal decision and Gram Panchayat should not get the right or authority to come between an individual and his/her family. Also, **levying of fee on migrant labor is neither desirable nor recommended** as they belong to one of the poorest sections. Rather the focus should be on generating enough livelihood opportunities for landless migrants.

Alok Pandey, PRIA, New Delhi

There are some very good examples where Panchayati Raj Institutions, in support of civil society organisations had been able to play an important role for the migrants. I am sharing one of the examples where **Gramin Vikas Trust (GVT)** was supporting some of the Gram Panchayats in Jabhua district of Madhya Pradesh (during 2000-2002) as a large number of people from Jabhua were used to migrate to Surat (in Gujarat) to earn their livelihood. Gram Panchayats were providing identity cards to the persons who were migrating to protect them from various kinds of harassment.

As far as the role of Gram Panchayats in supporting the migrants workers is concerned it could be seen in following ways-

1. Gram Panchayats (GPs) can **issue identity cards** and take the responsibility of the individual (native people) who is migrating with support of minimum formalities. For that GPs can take a token amount also.
 2. GPs can **register the record of migrants** and use that data to develop their '**Labour Plan**' **under NREGS** and can plan their activities during the period when migration takes place in a huge number.
 3. As suggested by various contributors, GPs can ensure the supply of food grains (through Ration Cards), Education and Medical facilities to the wards, especially to the infants, aged and pregnant members, of migrants and for that also they can charge a token amount.
 4. GPs in consultation with the District Magistrate of their area can supply the data related to migration to the **Department of Labour** (Resident Commissioner in case of people who are migrating to Delhi) so that these agencies can be reached in case of any conflict.
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Izharuddin Qureshi, Samarthan- Centre for Development Support, Bhopal, Madhya Pradesh

One of the recent initiatives of **Samarthan** concentrates on issues related to rural to urban migration which over three districts in Madhya Pradesh encompassing **a complete chain of migration i.e. from**

source to destination. The initiative strives to provide a consolidated support by linking source with destination. Source districts are Panna and Chhindwara and Destination is Bhopal.

Our experience reveals that before we started there was no support available to migrants at the Panchayat level. We observed that after continuous efforts of **orientation and sensitization** of Panchayat Representatives, migration emerged as an important issue. Out of 40 intervened panchayats, a total of **34 Panchayats are maintaining a register** which records all necessary information including name of migrant, number of family members migrating with him/her, duration of migration, destination city, name of labor agent/ contractor with whom they are migrating and permanent address of labor agent/contractor with mobile number etc. So that, in case of any urgency, appropriate actions can be taken.

It was seen, especially in Panna district, that cases of missing migrants are very common. Such records would help in tracing them. Samarthan is running **migrant resource centers** at all three sites. One of the important functions of these centers is to issue Photo ID card to migrants as address proof in which skill of migrant is mentioned and is verified by panchayat. Centers play a role of facilitator in case of any dispute between employer and employee emerges. Free legal services and awareness drives on legal rights are organized for migrant labor. Skills development trainings are organized for youths who are on threshold of migration.

Apart from trainings, health camps, financial inclusion services like opening bank account for remittance and registration in insurance policy is also facilitated through these resource centers. Formation of occupation wise collectives of laborers at the destination city i.e. Bhopal are also in process. There are four Rain Basera (night shelters) running in Bhopal. As per the guidelines, there must be **one Rain Basera on per one lakh population**. Therefore, in Bhopal, at least 18 such shelters should be functional. Rain Baseras are situated in the mid of the city and therefore are not much useful for migrants, as construction sites spread all over the city especially in outer parts of it. These Baseras must be geographically inclusive.

Some important legislations:

- The scheme provisioned under **"The Building and Other Construction Workers' Welfare Cess Act, 1996"** provides many benefits to the registered workers, certified for 90 days of work in a year in construction sector. A strong network of brokers are working to divert the benefits provided under this scheme and genuine people i.e. construction labor remain out of the purview of the scheme as they are not able to pay bribe or they do not have proper facilitation process from the government.
- Bhopal is a popular destination site for most of the labor coming from Chhattisgarh state. It is being observed that about 33 percent migrant laborers come to Bhopal from this source but the enforcement of **"Inter-State Migrant Workmen Act, 1979"** is nearly absent. No contractor or employer comply with the provisions of this Act in terms of providing better living conditions and other welfare services mentioned in it.
- As far as the **"Equal Remuneration Act, 1976"** is concerned, the implementation of this is weak in all three district covered under the initiative. Women, usually, get 20-30 rupees less than her male counterpart for the work that she is doing. More often, women get lesser wages than minimum notified wage in the state.
- Usually tribal migrate with their families and their children do not get benefits of **Right to Education Act**. Other problems like unavailability of safe drinking water and sanitation facility are very common at construction sites.

[Ajay Kumar](#), Child Fund India, Patna

Issues of migration are inherently linked to larger issues of poverty and vulnerability. However, I believe that migration is a very complex issue. We cannot find solutions in isolation or by confining ourselves to

sporadic activities. Therefore, I feel that integrated approach is the ideal way to address the migration issue. In that context, I strongly feel the Gram Panchayat is the appropriate medium for providing the integrated services to people. The design and philosophy of Panchayat are inclusive in nature. Article 243 G of the constitution of India gives all rights to Panchayat for planning and implementing the activities listed on 11th schedule (where we find majority of issues are taken care by Panchayat). Further, the 29 subjects listed in 11th schedule largely focus on capacity building, management of resources and public work related activities. Therefore, we can say that within the framework of Panchayat there is the provision of skill enhancement to rural masses that will also help us to earn the fair wages even in case of migration. To achieve this I believe that there is an urgent need to build the capacity of Panchayat and at the same time we should initiate the dialogues for devolve the 3F i.e. Fund, Function and Functionaries at the Panchayat level. Secondly, if we really wish to build the capacity and given the space in the system then we have to abolish the parallel structure of delivery mechanism and strengthen the Panchayat standing committee to implement and monitor all the programs. This will also help to build the core functioning of Panchayat that will be the core entry point for rendering the services in integrated packages.

Brijendra Singh, Freelance Development Consultant, Gurgaon

Gram panchayats role is irrefutable in addressing all aspects related with migration. They can map and monitor migrant families, reduce vulnerabilities of migrant families and workers through access to education, health care, social support schemes, provide platform for discussion on risks, vulnerabilities, rights, services, and work for improved economic avenues at the village level itself. They can provide feedback on gaps, need and future directions. They can also be effective in generating pressure on the system to undertake effective steps in addressing trafficking, gender vulnerabilities, rights for street children. We need to help them develop their own plan of action based on minimum essential components and have a system of an integrated monitoring plan that covers all aspects of their development activities which includes component on migration related activities and outcome.

Santosh Poonia, Aajeevika Bureau, Centre for Migration and Labour Solutions, Udaipur

I would like to share some experiences of engagement with migrant workers in Rajasthan and Gujarat and offer some experiences of working with gram panchayats.

I am associated with Aajeevika Bureau - a non-governmental organization for providing services, support and security to rural, seasonal migrant workers. **Aajeevika Bureau works directly in the "source" Rajasthan district of Udaipur, Rajsamand and Dungarpur and in Ahmedabad, Surat, Banaskantha and Sabarkantha districts of Gujarat which are major destination areas for migrants from southern Rajasthan.** Aajeevika Bureau was established with the idea of transforming labour migration into a more dignified livelihood opportunity for workers and their families. The Bureau runs walk-in resource and information centers "***Shramik Sahayata Evam Sandarbha Kendra***" – both at the source and at the destination. Through a large network of Shramik Sahayata Evam Sandarbha Kendras (3SKs) AB offers the following services:

- Registration, photo ID of migrant worker
- Skill training and placement for youth
- Legal literacy and aid
- Financial literacy, inclusion and services
- Opportunities for collectivisation to migrant workers
- Linkages with social security schemes

In terms of the involvement of gram panchayat in the migration services the most significant involvement is in the **verification of a photo ID card** being issued by Aajeevika Bureau to migrant workers. The migrant worker applies for the identity card by filling out a simple registration form that captures all the relevant demographic information of the migrant including the duration of his migration cycle, his destination, trade and income etc. This information is verified by the **Sarpanch** of the Panchayat thus authorizing an ID card to be issued to the worker. The ID contains a number of relevant details including the worker's domicile, occupation, education level and contact details. The ID card issued by Aajeevika Bureau is recognized as a valid identity proof by the Department of Labour and Employment of the Rajasthan State. With the government authorisation, the card has found greater acceptability as a credible proof of identity among employers, police and local administration. **In a span of five years, Aajeevika Bureau has been able to register a total of about 80,000 migrants.**

Large numbers of migrant workers join the informal and unorganized sectors of the economy. Workers are often at the receiving end of malpractices, unfair wage deductions and fraudulence. In order to help workers confront the growing instances of labour market disputes Aajeevika Bureau offers **legal education, aid and counseling**. The legal aid service includes legal literacy, mediation between parties and litigation assistance in special cases. Aajeevika Bureau organises legal clinics on specific days at the field centres where workers, contractors and employers are invited to settle their long standing disputes. There is also a **cadre of community based para-legal workers** who engage in workers' education and counselling. A number of labour dispute cases have seen the panchayats get involved in dispute settlement and mediation between migrant workers and their contractor agents or employers.

Migrant workers in sectors such as construction, brick kiln work, head-loading, small manufacturing, domestic work and agriculture etc., comprise an overwhelming part of our unorganised and dispersed workforce. They are unable to come together to demand better wages or decent work conditions from their employers or contractors. They are also unable to organise as groups for self-help and solidarity in a volatile labour market. In its work with migrant workers in urban labour markets, Aajeevika Bureau has promoted collectives and unions for mobilising workers. These occupation-based collectives, serve as platforms for migrant workers to come together, find solutions to their common problems and advocate with the government and employers for their rights. Panchayat members from source areas have provided crucial support and help to Aajeevika Bureau in the mobilization of workers. Their familiarity and empathy with residents of their panchayats who are at work in cities has proved to be an important stimulation for workers to gather.

Social security linkages for migrant workers is another area of partnership with Panchayats. We regularly conduct **camps for enrollment of migrant workers in construction welfare board schemes, pension and insurance programmes**. Similarly there are a number of social welfare schemes implemented by panchayats with which we aim for linkages of migrant workers.

On account of the migration data we've collected and shared at the panchayat level there is much greater awareness among local representatives about the status of migrants workers from their region. Before such formal data was collected and presented the panchayats did not really acknowledge the extent of out-migration from their area.

In our experience the gram panchayat is a stakeholder in providing support to migrant workers but it is not a very influential one. Except MNREGA it does not really have specific programmes to support those affected by distress migration. It does not have the jurisdiction or systems to regulate or document outflow of workers from their areas. Also the panchayat does not have legal authority to bring to task offending local contractors or labour agents who round up migrant workers and put them to work in harsh, under-paid conditions. The problems of migrant workers are more powerfully related to conditions of work, access to essential services and entitlements at destinations and highly unorganized and adverse labour markets. Over all these the gram panchayat has little control or influence. The primary beneficiary of the cheap labour provided by migrant workers is industry and

business – **the relevant question to ask therefore is how they are contributing to the social welfare and protection of migrant workers, rather than put the focus on under-resourced and relatively powerless panchayats.**

Dhirendra Krishna, IA&AS (Retired), New Delhi

Basic issue is whether migration is a positive feature to be encouraged by deliberate policies of the Government or not. In my opinion, international migration is definitely a positive feature with several advantages: (i) Remittances from NRIs, (ii) Jobs for employable youth and (iii) Deriving advantages of demographic dividend and large educated human power in India. Policy directions to encourage international migration should include assessment of requirement in US, Europe, Australia, Canada etc. and training inputs to enable our youth to fill those gaps. If GOI or the State Governments have pro-active approach to promote international migration, I am not aware of it.

Migration within India is to human power-deficit States from areas where there is surplus human power that cannot find gainful employment locally. Constitution of India provides complete flexibility: issue to be considered is whether there should pro-active stance by State Governments with surplus human power. Whether the Government encourages it or not? Inter-state migration would happen, due to economic factors, despite neutral stance of State Governments.

Next issue is whether PRIs should have a pro-active stance to promote international and inter-state migration? It is in public interest to promote both kind of migration. It is also in the local interest of effected persons and their family to promote migration. The country side in Kerala would not have developed, had it not been for the history of migration, fueled by higher level of education and "exportable" skilled human power. Migration of unskilled labor to Punjab from UP/ Bihar/ etc. is at a large scale, due to shortage of human power in Punjab, arising from international migration from Punjab.

Harshita Bhatnagar, Ministry of Overseas Indian Affairs, New Delhi

MoPR (Ministry of Panchayati Raj) deals with all matters related to decentralized governance structure in India - the PRIs (Panchayati Raj Institution). As far as I know, District/Block/Village Panchayats do not have much role in migration related issues. MGNREGS was formulated to arrest the migration. MGNREGS is a scheme of Ministry of Rural Development, however it is being implemented through MoPR/PRI functionaries. In GoI, for labor migration related issues, Ministry of Overseas Indian Affairs (MOIA) regulates the international migration through its 10 offices known as Protector of Emigrants (PoEs) spread across India. All PoEs have statutory powers. Any disputes/policy matters are handled by Protector General of Emigrants (PGoE), MOIA, GoI. PGoE is fairly senior GoI post.

MOIA grants emigration clearance (EC) to those labors/workers who go for employment (employment visa only) on ECR passport to notified countries (currently 17, mostly in gulf except Egypt, Yemen, Jordan etc.)

However, for internal (across states) migration, there are not concrete policies. May be State Department of Labour or Ministry of Labour and Employment, GoI have some data on internal migration of labourers/workers.

Please note that views expressed are solely my personal views and should not be taken otherwise.

Maya Ratnam, Ph.D Candidate, Department of Anthropology, The Johns Hopkins University, USA

In July 2010, an MOU was signed between the **Unique Identification Authority of India (UIDAI)** and the **National Coalition of Organisations for Security of Migrant Workers** authorized by Aajeevika Bureau representative of a Working Group (including 20 CSOs across the country working on migrant issues). UIDAI is mandated to take special measures to ensure that AADHAAR is made available to poor and marginalized persons, including street/orphaned children, widows and other disadvantaged women, migrant workers, the homeless, senior citizens, nomadic communities, tribals and the differently abled. AADHAAR is further intended to enhance access of marginalized communities to various government schemes and banking and other financial services. To tackle the identity proof issues the MOU talks of **eligible CSO leaders and staff working with migrant communities as 'Introducers' for those without Proof of Address or Proof of Identity.**

The MOU is available at http://uidai.gov.in/UID_PDF/Front_Page_Articles/MOU/CSO/MoU_UIDAI-Coalition_of_Migrant_Workers_NGOs.pdf (PDF; size 3.28MB)

J.C. Sharma, Sundernagar, Himachal Pradesh

The challenge is that Panchayats themselves do not have rights and authority. In Himachal Pradesh, for workers coming from outside, Panchayats have to maintain their records and the District Administration is responsible to arrange for minimum living conditions. But we can see that both district and state administration are not being able to deliver basic services like housing, health, sanitation, education to the migrant clusters. With available jurisdiction, resources and administrative back up, there is such a lack in service provisioning. Thus, **we need to see how we can make existing systems work before we create new roles** for the Panchayats.

R.S. Shrivastava, Retired (Additional Director), Tribal and Scheduled Caste Welfare Department, Madhya Pradesh

I have observed that the Bhils of Jhabua and the Gonds from Balaghat migrate to cities on temporary basis in search of employment. This is during the time, tribals are free from cultivation of their fields. Besides shelter in the cities, it is their children whose education suffers as school calendars do not coincide with the cropping season and related migration pattern. Arrangements need to be made in cities for educating the children of such migrant workers especially the girls. If organizations which have contributed to this query and otherwise could look at these issues then it will be of great help for migrating tribals.

Wishing you all the best!

Anjali Borhade, Disha Foundation, Maharashtra (response 1)

Disha Foundation is working to ensure Safe Labour Migration in Nashik region since December 2002. Issues that we address include: Identity, Education, Livelihood skill building and job linkages, Improving living conditions and access to public services.

- Facilitation for positive migration through **Migration Information and Resource Centers (MIRC)** is core of all activities of Disha at Nasik city (as destination) and 6 panchayats of Peth and Trymbak blocks of Nasik district (source).
- Disha has identified and **trained the local leaders** within migrant communities from different labour markets at destination as well from source villages. 300 of these leaders can handle the

grievances, demand and facilitate other migrant's access to public services at source and destination level. This process seems to be very effective among migrant community, as these leaders are working towards taking up their issues and rights on behalf of their community. If these leaders number multiplies, it will definitely help to sustain the project for long term. Hence the migrant's leadership development is an important agenda in next few years.

- We also conduct **two fold skill building Program**: first to upgrade the existing skill and second to provide training on new areas based on the interest of migrants.
- Disha has initiated **trade union** of migrants (working in all kinds of sector) in 2004 at Nasik city, as it's the only official platform available for migrants then and now. Disha could enroll around 15,000 migrants in the union, who are provided with official membership and photo identity card of the union. The total cost is Rs 10 for life membership.

MIRC set up in 6 panchayats, Gram **panchayats are playing crucial role in facilitation like:**

- Providing space free of cost in their premise for MIRC
- Maintaining migration record which is powerful step to create evidence base of the migration flow from these villages. This data would be utilized for management of various government programs at source level mainly by Tribal department.
- Support in pre departure training to migrants before the migration.
- Authorizing trade Union card has been authorized by the gram panchayats, which is of immense value to migrants at destinations. The identity card has proved very important document for migrants against police harassment, wages exploitation, and identity in general for accessing public services in the Nasik city. Some migrants were able to vote with the union card in absence of any other photo id at one of our source village Kharwal in Peth block.
- Generating demand for livelihood skill building for migrants, and further building linkages to jobs with local contractors.
- Working with 'Migrant Labour Grievance cell', which is jointly set up by Labour Department and Disha Foundation to handle issues like wage rates and exploitation at workplace. These panchayats have made contractors accountable for paying minimum wages and avoid wages exploitation and harassment at workplace. Few panchayats have banned few contractors in their villages who had wages exploitation cases against them.

Looking at those promising results, there is growing demand from other panchayats to start the MIRCs at their villages, mainly in Trymbak and Peth block which are high migration corridors to Nasik and Gujarat. It can be summarized that panchayats can play very significant role in addressing or managing migration at source level.

I would like to share that **National Coalition for Security of Migrant Workers (NACSOM)** is a network of organizations working on issues related to internal labour migration and urban poverty in India. The Coalition represents 30 plus organizations spread across states of Maharashtra, Uttar Pradesh, Rajasthan, Bihar, Orissa, Madhya Pradesh, and Gujarat. The Coalition has been working to mainstream concerns of migrant workers at the state and national level and make the existing policies sensitive to the rising incidence and complexity of rural to urban and inter-state migration

NACSOM has signed an MOU with UIDAI for inclusion of migrants, mainly to address the identified concerns among migrant community for access to key public services such as financial, mobile purchase, health and others. As a part of MOU, Disha Foundation, convener organization of NACSOM has piloted the enrollment of 100 migrants in Nasik, but even after getting UID cards migrants are not able to use UID card as KYC for financial inclusion, and mobile purchase as assured by UIDAI. Hence these **ID cards are of not much beneficial to migrants to access public services during their migration period**. NACSOM has conveyed this information to UIDAI. The further enrollments of other migrants by coalition would be entirely depending upon the UIDAI's further response.

Inter-state and intra-state migration of labour force, especially seasonal, is a major issue for the state of Gujarat. This occurs particularly during cotton spraying, pollination and picking season, and during other agricultural activities, for working in salt pans and for fishing. Inter-state migration to Gujarat is mostly from Rajasthan, Madhya Pradesh and Maharashtra. The migration of families is along with children of all ages, and it affects adversely all aspects children's growth and development. Children not only are denied of basic rights, but are also engaged in labour, in certain instances, bonded along with the family.

UNICEF Gujarat has been grappling with this issue, and we have not been able to develop any sustainable strategies that could address this issue. Child Protection Committees at the village level, composed of key community members, with 2 child members, have been set up and they have been addressing protection rights of children at the village level to an extent. School Management Committees have been strengthened to ensure all children, including migrant children, have been enrolled in school. However, these efforts have been partial and at micro-level. UNICEF Gujarat is open to learn from the experiences of organizations and institutions on addressing migration woes, particularly through the system, including the PRIs.

[Sudarsan Das](#), Human Development Foundation, Bhubaneswar, Odisha

The issue of migration vis-a-vis the role of Panchayat needs to be looked at from a broader perspective. Addressing the issue of migration in a Gram Panchayat cannot be taken up in isolation, meaning, without looking at over all development interventions in the GP. With the available resources with the GPs, we need to take care of the effective implementation of various developmental schemes/programmes of the Govt which ultimately can address the issues under discussion.

In that respect Human Development Foundation (HDF) Bhubaneswar, Odisha has taken up a small initiative of developing model panchayat in one of the remote panchayats of Tribal dominated district of Mayurbhanj, Odisha.

You may be interested to know the approach with which we have started the initiative.

Developing Gadighati as a Model Panchayat: Self-reliant, Self-sufficient and Sustainable

Backdrop

Unless the community plans for their development, implements the plan with full involvement and monitors the execution of the plan against the desired outcomes, no real development of the people can take place. It was expected, Panchayat as the lowest level of administrative and governance unit in our democratic polity would ensure the above. But down the years, it did not happen as it was envisaged. Needless to mention, the Panchayats, as a democratic institution is yet to mature itself to the level where "self governance" really takes place or planning, implementation and monitoring of developmental projects/schemes are truly done by the people. We have been advocating for the bottom up approach in planning and development but in reality it hardly happens and Panchayats have been reduced to an administrative structure to implement the top-down decisions. The intensity of involvement of the people in the election process to Panchayats also vanishes when it comes to management and governance of the Panchayat. Community as a whole hardly get involved truly in planning, implementation and monitoring of the programmes under it. They see themselves as beneficiaries of the PRI system only but not the masters.

Can we reverse the situation? Can we make "self governance" a reality at Panchayats where people behave like masters not the beneficiaries? Can we really develop people's plan for their development taking village and Panchayat as unit? Can we create a condition where people get involved really in executing the plans? Can we develop a mechanism where people themselves will monitor the execution of the plan and periodically review the outcomes?

The present initiative to develop Gadighati GP under Rasgovindpur Block of Mayurbhanj District as a Model Panchayat is an experiment to find the answers and solutions to the above questions. It is expected that the result out of the experiment will be replicated in other panchayats of the state.

In this initiative Human Development Foundation (HDF) will provide the technical support while UNNAYAN, a CBO working there for last 10 years will provide the role of a facilitator. The elected representatives and the people are the owner of the initiative and HDF and UNNAYAN will be catalyst in the process.

Declaration

The people of Gadighati Panchayat declared on the day of March 10th 2012 that they would together build Gadighati GP as a model and ideal Panchayat in the state of Odisha.

Where, the people will plan, implement and monitor the developmental schemes coming under the purview of the Panchayati Raj system as per the prescribed norms and guidelines.

"We, solemnly resolve that we will work towards inclusive development of the Gram Panchayat where all the MDG Goals are achieved within stipulated time period and where, the people will have the total ownership of the initiatives and ensure their full involvement in translating their dreams of model panchayat into reality"- this was the oath they had taken in a mass function.

Defining Model Panchayat:

1. **Social Security**-All the old men and women below poverty line and persons with physically challenged living in Gadighati Panchayat will be covered under Old Age pension/ Physically challenged pension scheme as per the Government norms within one year of assuming office by the new office bearers. A geriatric care centre will be formed to take care the varying needs of the aged people. The Panchayat will be hunger free and not a single person will be allowed to die with hunger which refers to not only lack of food (three meals a day) but it also includes malnutrition among the new-born babies, adolescent girls, pregnant and lactating women. The Anganwadies in each ward will be strengthened and the nutritional status will be monitored meticulously.
2. **Education**- The Gram Panchayat will be declared as literate Panchayat and not a single person will remain as illiterate within 1 year. All children will complete 8th class in schools and there will be no drop out before 8th standard. The schools will be developed as centre for joyful learning and have all such facilities and activities as per the RTE guidelines. The school management committees will be strengthened to plan and implement the programmes pertaining to the development of education and schools of the GP. There will be annual education development plan to be prepared by the Gram Sabha for the GP and all the activities will be carried out as per the plan. Panchayat will have a library within 1 year for general public. To facilitate the children in education and involve in socio - cultural activities an organisation structure will be formed outside the school limits but within the village like Bala Sabha / Bala Parliament. This will enable the children to articulate and empower on Child Rights.
3. **Health**- There will be 100% immunisation and institutional delivery in the GP and health of mother and children will be given priority. All the health facilities and service providers will be strengthened and motivated to ensure timely delivery of services for the good health of the people. The Gaon Kalayan Samitis (GKS) will be strengthened to take care of the activities as per the GKS guidelines. The GKS and the GP will also undertake periodical monitoring of the implementation of various schemes and programmes under H& FW. Within 5 years the GP will have a PHC and till the time GP has its own PHC, regular health camps will be organised and for referral cases ambulance facility will be provided in the GP. All BPL Families will be covered under Universal Health Insurance scheme with cashless facility.
4. **Water and Sanitation**-Each house-hold of the GP must have access to safe drinking water within close vicinity of the habitation. Each of the HH of the GP will be having a latrine/toilet

within 2 years and at least 90% of the population will use it rather than go for open defecation. All toilets in the schools will be operational and all the school children would be oriented for hand washing. A Total Sanitation Campaign (TSC) will be launched in the GP to make the people aware of water-borne diseases and change their behaviour and attitude.

5. **Livelihood & Local Economic Development:** There will be micro level plan taking each house-hold as unit and all the HHs in the GP will be provided with livelihood opportunity either in farm or non-farm sector. The average income of the HH of the GP will be increased by 30% within 5 years of time. The micro-plan for livelihood for each family will be done within 6 months and focus will be given to BPL families, to ensure that 50% of them go above poverty line within 3 years.
6. **Agriculture-**Agriculture being the major source of livelihood of the GP, there will be planning for optimal use of land within the GP. Not a single patch of land will be left fallow. Irrigation to all land in the GP will be provided within 5 years time. Appropriate technology, improved cropping methods, credit linkages, value addition to the agricultural produces etc will be taken up through promotion of farmers clubs in each village which will do micro-planning and execute the plans. Other allied activities such as dairy farming, goat rearing, fishery, broiler farming, mushroom cultivations, horticulture etc. will be undertaken as part of livelihood opportunities. A producer cooperative will be set up for providing backward and forward linkages in each village and networked into a producer company with the participation of all stake holders.
7. **Women Empowerment-** All the women in the GP will be organised under SHGs or Mahila Mandals. The existing SHGs will be strengthened and new SHGs will be formed to cover all the women folk of the GP. The SHGs will be provided adequate training and exposure in the field of livelihood, health, education, and at least 60% of them must be capacitated to get involved in all the decision making and implementation processes of developmental activities of the GP. Mahila Santi Sena (Women Peace Corps) will be formed in each village to maintain peace in the village and prevent violence against women. The SHGs will be federated at Panchayat level to ensure sustainability of the SHG Movement. Later the Panchayat level Federation will take over the role of a micro finance institution (MFI) to cater the varying financial needs of the SHGs.
8. **Micro enterprise development:** As a measure to reduce poverty and empower women a series of viable micro enterprises will be created as income generation activity. The SHG members will be provided General Orientation Training (GOT), EDP, Skill Development

Training (SDT) etc. for setting up of enterprises.

9. **Market for Rural Products:** The Village market will be developed with modern facilities to sell the products of farmers and SHGs. The village market will be transformed in to a 'rural haat' so that people from outside village are also attracted to procure quality products.
10. **Youth Empowerment-** 60% of the youth of the GP will be skilled in any of the skills required for maintaining livelihood with dignity within 5 years. Youth clubs will be promoted in each village and regular sports and games will be undertaken besides annual sports for all the youth of the GP. Programmes for exposing their creative ideas will be taken up in regular intervals. Kisohre and Kishori clubs will also be promoted for the adolescent boys and girls who will be oriented towards life-skill education.
11. **Social Justice-** Irrespective of caste, class, creed the GP will ensure justice to all. The GP will have a Naya Panchayat to settle disputes, misunderstandings, conflicts among the villagers and there would be no need of police to be called for unless there is some kind of heinous crimes committed in the GP .
12. **Environment-** The GP will have an environment friendly habitation. All the roads of the GP and fallow land of the people/Govt will be filled with plantation. The natural resources of the GP like water, soil etc. are to be protected for sustainable use. The use of plastic will be controlled and polythene bags less than 40 microns will be banned in the GP. To make the ban sustainable alternate products like cloth bags, paper bags etc. will be promoted through micro-enterprise activity.

13. **Financial Inclusion-** There will be no family in the GP who will not be having bank account in any bank either rural, commercial or cooperative bank within one year. All payments/transactions to the people under any scheme/programme will be made through the bank accounts. Credit linkages to 70% of the families will be established within 5 years.
14. **Resources-** To undertake the above programmes and activities the funds available with the Panchayat may not be adequate and hence resource mobilisation drive would be taken up by a committee which will mobilise resources both in cash or kind from different sources including individual donation, grants from Govt. and Non-Govt. organisation and other donors.

Abani Mohan Panigrahi, Member Secretary, Lokadrusti, Odisha

Lokadrusti is working with children of migrant parents from 2004 till date and restrained the children (age group 6 to 14) from migration and help them to continue in the village school. This year we have requested the education department Govt. of Odisha to adopt our intervention model in migration prone districts of western Odisha by involving school management committee and respective Gram Panchayat. In this regard we have share our experience with OPEPA Govt. of Odisha in their workshop. The school development plan to be made with the active participation of SMC and other stake holder and address the problem. The attached document will show the way to address the problems of migration of children.

<ftp://ftp.solutionexchange.net.in/public/decn/cr/res-221-01072012.pdf>

Anjali Borhade, Disha Foundation, Maharashtra ([response 2](#))

The National Coalition for Security of Migrant Workers (NACSOM) is a collective forum of organisations working to support migrant workers and advocate for their services and entitlements in India. The coalition is formed of nearly 30 organisations across the country – mostly grassroots organisations from of Maharashtra, Uttar Pradesh, Rajasthan, Bihar, Orissa, Madhya Pradesh, and Gujarat who have direct work with migrant workers. It aims to highlight gaps in the policies for migrants and also work collectively to respond to their unique and complex demands. NAC-SOM hopes to become a powerful platform on issues of internal migration, migrants’ inclusion in urban governance and policies.

Enthused by the promise of a nationally credible identity for migrant workers, the NAC-SOM signed a two year MOU with UIDAI in June 2010 for widening the spread of Aadhaar among migrant groups. This MOU created a broad framework for collaboration between NGOs working with migrant workers and the UIDAI. On the part of the NGOs with NAC-SOM the hope was that Aadhaar will become a gateway to services for migrants – especially those services that are denied to them because of their mobility. This includes entitlements such as a bank account at the point of their work or access to portable PDS or universal health coverage etc. In order to test whether Aadhaar is actually able to link migrants to services, Disha Foundation in Nasik undertook a small pilot. Disha Foundation is the convenor organisation of NAC-SOM and in some ways its experience was to be seen as a learning ground for other members of NAC-SOM at large.

In 2011 Disha Foundation enrolled about 100 migrant workers in Nasik in Aadhaar. Once this enrolment was completed Disha helped the migrants apply for a bank account in *State Bank of India, and Maharashtra Bank*. However the applications of the migrants quoting the Aadhaar number were categorically rejected and bank accounts could not be opened. Disha attempted to argue on behalf of the migrant applicants but the bank branches where adamant that Aadhaar was not a suitable KYC. This became a contentious point between Disha and the local banks but the banks argued that they have not

instructions to use Aadhaar as a KYC document. Finally the applications became invalid and were withdrawn by Disha. Local leaders among migrant community informed Disha about it.

NAC-SOM's association with UIDAI created a high level of hope and expectation. However the UIDAI promise is yet to be kept on Aadhaar turning into a foolproof method of accessing services for migrants. The MOU with UIDAI has now concluded but NAC-SOM is hopeful that Aadhaar will deliver on the high hope for migrant workers – it has also communicated the results of this small pilot to the UIDAI and there is as yet uncertain assurance of how these problems can be overcome. The involvement and authority of NAC-SOM in the roll out of services for migrants needs to be an important one, otherwise the interest among constituent teams will slowly fade away.

Many thanks to all who contributed to this query!

If you have further information to share on this topic, please send it to Solution Exchange for the Work and Employment Community in India at se-decn@solutionexchange-un.net.in or se-emp@solutionexchange-un.net.in with the subject heading "Re: [se-decn] [se-emp] Query: Role of Gram Panchayats in supporting migrant workers - Experiences; Advice"

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