International Journal of Trend in Scientific Research and Development (IJTSRD)
Volume 10 Issue 5, Sep-Oct 2026 Available Online: www.ijtsrd.com e-ISSN: 2456 – 6470

An Empirical Study of Workplace Safety, Gender Pay Parity and Welfare Portability among Migrant Workers in Coimbatore District

Dr. S. Sujatha[1], Dr. P. Natarajan[2], Ms. Manu Krishna C[3]

[1]Associate Professor, Department of Business Administration,
[3]Research Scholar, Department of Business Administration,
[1,3]PG, Hindusthan College of Arts & Science, Coimbatore, Tamil Nadu, India
[2]Professor, Department of Social Work, Hindusthan College of Arts & Science, Coimbatore, Tamil Nadu, India

ABSTRACT

Migrant workers are a significant section of the labor force in the Coimbatore District and contribute significantly to a range of semi-formal and informal businesses, such as manufacturing, construction, textiles, hospitality and services. Migrant workers often suffer vulnerabilities in the areas of wage inequality, social security access, workplace safety and the continuity of welfare benefits across geographic regions, despite their economic contribution. For female migrant workers who may experience gender-based differences in compensation, career opportunities, working conditions and access to job-related benefits, these challenges may be particularly acute. The study employs a quantitative empirical research approach and is based on primary data collected from migrant workers in specific areas in the Coimbatore District. Information about employment conditions, working hours, occupational hazards, safety precautions, wages, gender disparities in compensation, social security coverage, access to public services and portable welfare programs and demographic and migration characteristics will all be gathered through a structured questionnaire. The associations between certain socioeconomic and employment variables will be examined using appropriate statistical approaches, including regression analysis, cross-tabulation, chi-square testing, correlation analysis and descriptive statistics. Policymakers, labor administrators, employers, trade unions, charity organizations and other stakeholders involved in migrant labor will find the study's empirical findings to be helpful.

KEYWORDS: *Migrant Workers, Workplace Safety, Gender Pay Parity, Wage Disparity, Welfare Portability.*

How to cite this paper: Dr. S. Sujatha | Dr. P. Natarajan | Ms. Manu Krishna C "An Empirical Study of Workplace Safety, Gender Pay Parity and Welfare Portability among Migrant Workers in Coimbatore District" Published in International Journal of Trend in Scientific Research and Development (ijtsrd), ISSN: 2456-6470, Volume-10 | Issue-5, October 2026, pp.166-173, URL: www.ijtsrd.com/papers/ijtsrd142111.pdf

IJTSRD142111

Copyright © 2026 by author (s) and International Journal of Trend in Scientific Research and Development Journal. This is an Open Access article distributed under the terms of the Creative Commons Attribution License (CC BY 4.0) (http://creativecommons.org/licenses/by/4.0)

INTRODUCTION

Information about employment conditions, working hours, occupational hazards, safety precautions, wages, gender disparities in compensation, social security coverage, access to public services and portable welfare programs and demographic and migration characteristics will all be gathered through a structured questionnaire. The growth of manufacturing, construction, textiles, hospitality, small-scale enterprises and other informal and semi-formal sectors is directly linked to the migration of workers across districts and states. Although migrant workers make a substantial contribution to economic production, they usually face challenges with regard to pay, social protection, employment stability, occupational safety and access to assistance programs. These vulnerabilities were further highlighted by the COVID-19 pandemic, especially the challenges migrant workers faced in obtaining jobs, food, housing, healthcare and social security benefits while they were away from their home countries (International Labour Organization [ILO], 2020; Srivastava, 2020). One of the main issues confronting migrant workers is workplace safety. Construction, manufacturing, textile and other labour-

intensive jobs can expose workers to physical risks, poor safety training, long work hours and inadequate protection gear. Informal working arrangements, a lack of awareness of labour rights and reliance on contractors or middlemen can all increase the vulnerability of migrant workers. While the International Labour Organization (2020) emphasizes the disproportionate impact of labour-market disruptions on migratory workers, the ILO (2019) emphasizes that workplace safety and health is a basic component of decent employment. Therefore maintaining safe working conditions is crucial for both reducing occupational injuries and fostering respectable and long-term employment.

Gender represents another important dimension of inequality in migrant employment. Women migrant workers may face multiple forms of disadvantage arising from occupational segregation, unequal remuneration, insecure employment and limited access to decision-making and workplace facilities. According to the ILO (2018), gender-based inequalities in employment and remuneration remain persistent across labour markets, while the World Bank (2022) identifies women's participation in paid employment and the quality of employment as important dimensions of gender equality and economic development. Examining gender pay parity among migrant workers is therefore necessary to understand whether male and female workers receive equitable compensation for comparable work.

Need of the Study

The increasing movement of migrant workers into Coimbatore District has created a significant labour force for industries such as textiles, manufacturing, construction, hospitality, foundries and other informal and semi-formal sectors. Despite their contribution to regional economic development, migrant workers may face several challenges relating to occupational safety, wages, employment security and access to social-welfare benefits. Workplace safety is particularly important because migrant workers may be employed in physically demanding occupations where inadequate safety equipment, insufficient training, long working hours and limited awareness of workplace rights can increase their vulnerability to accidents and occupational hazards. Gender-based differences in wages also require systematic investigation, as women migrant workers may experience unequal remuneration, occupational segregation and fewer opportunities for advancement. In addition migration across geographical boundaries can create difficulties in accessing welfare schemes when benefits are linked to place of residence or employment. The portability of welfare entitlements is therefore essential for ensuring social protection for a mobile workforce. In this context there is a need for an empirical study that simultaneously examines workplace safety, gender pay parity and welfare portability among migrant workers in Coimbatore District and identifies the factors influencing their working and socioeconomic conditions (ILO, 2019; ILO, 2020; ILO, 2021).

Importance of the Study

The present study is important because migrant workers constitute an essential component of the labour force supporting the industrial and economic activities of Coimbatore District. An assessment of workplace safety can help identify the occupational risks faced by migrant workers and the adequacy of safety measures, training and protective facilities provided by employers. Examining gender pay parity is equally important for understanding whether male and female migrant workers receive equitable wages and whether differences exist according to occupation, skill, experience and employment conditions. The study of welfare portability is significant because migrant workers frequently move between their native places and destinations in search of employment, making continuous access to food security, healthcare, social security and other welfare benefits an important policy concern. The findings of the study may be useful to government departments, labour authorities, employers, trade unions, non-governmental organisations and migrant-worker support agencies in developing appropriate interventions. The study can also contribute to the academic literature by providing district-level empirical evidence on the interconnected dimensions of occupational safety, gender equality and social protection among migrant workers (ILO, 2018; ILO, 2020; World Bank, 2022).

Statement of the Problem

Migrant workers in Coimbatore District play a vital role in meeting the labour requirements of various industrial, construction, manufacturing and service-sector activities; however, their employment conditions and access to social protection remain areas of concern. Many migrant workers may encounter occupational hazards, inadequate safety facilities, limited awareness of safety procedures and difficulties in reporting workplace problems, while women migrant workers may experience disparities in wages, job opportunities and working conditions compared with their male counterparts. At the same time the geographical mobility of migrant workers can create barriers to accessing welfare schemes and social-security benefits, particularly when documentation, registration or residence requirements

restrict the transfer of entitlements from one location to another. These concerns raise important questions regarding whether migrant workers in Coimbatore District are adequately protected at their workplaces, whether male and female migrant workers receive comparable remuneration for similar work, and whether existing welfare mechanisms are sufficiently portable to meet the needs of a mobile workforce. Therefore the central problem addressed by this study is to empirically examine the prevailing conditions of workplace safety, gender pay parity and welfare portability among migrant workers in Coimbatore District and to identify the major factors associated with inequalities and gaps in these three dimensions.

REVIEW OF LITERATURE

Srivastava (2020) examined the nature and dimensions of circular migration in India, with particular attention to the vulnerabilities experienced by migrant workers during the COVID-19 lockdown. The study adopted a secondary-data and analytical approach, drawing upon government reports, labour-market information and existing studies rather than a primary sample of respondents; therefore a specific sample size was not applicable. The findings indicated that migrant workers were concentrated substantially in informal and insecure employment and faced considerable difficulties related to income loss, employment discontinuity, housing, food security and access to social protection when they were away from their places of origin. The study further highlighted the importance of strengthening social-security systems and making welfare entitlements portable across geographical locations.

International Labour Organization (ILO, 2020) studied the impact of the COVID-19 crisis on migrant workers and emphasised the occupational, economic and social vulnerabilities of migrant labour. The study was based primarily on secondary information, policy evidence and reports from countries and international organisations and hence did not employ a conventional primary sampling design or a fixed respondent sample size. The findings showed that migrant workers were particularly vulnerable to job losses, reduced working hours, wage insecurity and inadequate access to social protection. The study also stressed that migrant workers should receive equal protection in occupational safety and health and should have effective access to social-security measures irrespective of their migration status. These findings provide a useful basis for examining workplace safety and welfare portability among migrant workers in the present study.

International Labour Organization (ILO, 2018) examined gender-based inequalities in employment and remuneration through its global analysis of the gender pay gap. The study used large-scale labour-force and household survey data from numerous countries, rather than a single geographically restricted sample; consequently, the sample size varied across the underlying national datasets. The findings demonstrated that women continue to earn less than men on average and that the gender pay gap cannot be explained solely by differences in education, experience or occupational characteristics. Occupational segregation, unequal distribution of paid and unpaid work, differences in working arrangements and institutional factors contribute to persistent wage inequalities. The study therefore highlights the need to examine gender pay parity at the workplace level and provides a conceptual foundation for analysing differences in remuneration between male and female migrant workers in Coimbatore District.

Methodology of the Study

Objectives of the Study

- To examine the socio-economic and demographic profile of migrant workers in Coimbatore District.
- To assess the level of workplace safety and identify the major occupational hazards and safety measures experienced by migrant workers.
- To analyse gender pay parity among migrant workers and examine the wage differences between male and female workers across different occupations.
- To evaluate the accessibility and portability of welfare benefits available to migrant workers, including food security, healthcare, social security and other government welfare schemes.
- To identify the factors influencing workplace safety, gender pay parity and welfare portability and suggest appropriate measures for improving the overall working and welfare conditions of migrant workers in Coimbatore District.

Research Design

The present study will adopt a descriptive and analytical research design to empirically examine workplace safety, gender pay parity and welfare portability among migrant workers in Coimbatore District. The descriptive component will assess the socio-demographic and occupational characteristics of migrant workers, their working conditions, access to safety measures, wage-related experiences and awareness and utilization of welfare schemes. The analytical component will examine the association between selected socio-economic variables and the major study dimensions, as well as the factors influencing workplace safety, gender pay parity and

portability of social welfare benefits. A cross-sectional survey method will be used, in which data will be collected from migrant workers at a specific period using a structured research instrument.

Universe of the Study

The universe of the study will comprise migrant workers employed in selected sectors and establishments in Coimbatore District, Tamil Nadu. The study will include both male and female migrant workers who have migrated from other districts of Tamil Nadu or from other Indian states for employment and are currently engaged in sectors such as manufacturing, construction, textiles, hospitality, small-scale industries and other informal or semi-formal occupations. Workers who have completed a minimum period of employment in their present workplace may be included to ensure that they have sufficient experience to provide meaningful information regarding workplace safety, wages, gender-based pay differences and access to welfare benefits.

Sample Size

For the proposed study a sample of 100 migrant workers may be selected to provide adequate representation of different categories of migrant workers in Coimbatore District. The sample may include approximately equal or proportionately distributed numbers of male and female migrant workers, depending on their availability in the selected sectors. The final sample size may be determined with reference to the estimated migrant-worker population, confidence level, margin of error and feasibility of data collection. An additional number of respondents may be approached during data collection to compensate for incomplete or invalid responses, ensuring that approximately 100 valid questionnaires are available for final statistical analysis.

Method of Sampling

The study will employ a multistage sampling technique to obtain respondents from different geographical areas and occupational sectors of Coimbatore District. In the first stage, selected industrial and employment clusters may be identified based on the concentration of migrant workers. In the second stage workplaces or establishments representing sectors such as construction, textiles, manufacturing, hospitality and other relevant occupations may be selected. In the final stage, eligible migrant workers may be selected through systematic sampling, ensuring representation of both male and female workers and different categories of employment. This approach will help capture variations in workplace safety, remuneration and welfare accessibility across occupational settings.

Data Gathering Instruments

Primary data will be collected using a structured interview schedule/questionnaire developed in accordance with the objectives of the study. The instrument will consist of sections covering socio-demographic and occupational characteristics, workplace safety conditions, availability and use of personal protective equipment, occupational hazards, safety awareness and training, wages and remuneration, gender pay parity, working hours and employment benefits and awareness, registration and portability of social security and welfare schemes. Wherever appropriate, items will be measured using a five-point Likert scale ranging from strongly disagree to strongly agree or from very low to very high. The instrument will be pre-tested among a small group of migrant workers to assess clarity, reliability and suitability before the final data collection.

Tools for Statistical Analysis

The collected data will be coded, classified and analysed using appropriate statistical software. Descriptive statistics such as frequency, percentage, mean and standard deviation will be used to describe the characteristics and levels of workplace safety, gender pay parity and welfare portability. Chi-square test may be used to examine associations between categorical socio-demographic variables and key study variables, while the t-test may be used to compare the mean scores of two groups, such as male and female migrant workers. ANOVA may be applied to compare differences among more than two groups and predictors of workplace safety, gender pay parity and welfare portability. The level of significance will generally be fixed at 5 per cent ($p < 0.05$).

Research Gap

Although considerable research has examined migrant workers in relation to employment conditions, occupational safety, wages and social security, there is comparatively limited empirical research that integrates workplace safety, gender pay parity and welfare portability within a single study, particularly in the context of Coimbatore District. Existing studies often focus on migrant workers as a homogeneous group and give insufficient attention to gender differences in wages, access to workplace protection and the ability to carry welfare benefits across locations and employment arrangements. There is therefore a need for a district-level empirical investigation that examines these three interconnected dimensions and identifies the socio-economic, occupational and institutional factors that influence migrant workers' access to safe employment,

equitable remuneration and portable welfare protection.

Ethical Consideration

The study will strictly follow established ethical principles of social science research. Participation will be voluntary and respondents will be informed about the purpose, nature and expected use of the study before data collection. Informed consent will be obtained from each participant and respondents will have the right to refuse participation or withdraw from the study without any adverse consequences. Confidentiality and anonymity will be maintained by avoiding unnecessary personal identifiers and by using the collected information only for academic and research purposes. Particular care will be taken while discussing wages, workplace safety, discrimination and welfare access so that participation does not expose migrant workers to any workplace or social risk. The researcher will also obtain necessary institutional permission and follow applicable research-ethics procedures before commencing fieldwork.

FINDINGS & RESULTS

Table-1 Socio-demographic profile

S. No	Socio-demographic profile	Frequency	Respondents	Percentage %
1	Age	21–35 years	72	72%
2	Gender	Male	62	62%
3	Marital Status	Married	70	70%
4	Educational Qualification	8th standard	69	69%
5	Designation	Worker	73	73%
6	Nature of employment	Construction work	64	64%
7	Type of Organization	Industry	67	67%
8	Monthly Income	Rs.10,001–Rs.20,000	68	68%
9	Years of Experience	6–15 years	60	60%
10	Average Working Hours per Day	9–10 hours	71	71%

Table 1 presents the socio-demographic characteristics of the respondents included in the study. The findings indicate that the majority of the respondents (72%) belong to the 21–35 years age group, suggesting that the sample predominantly consists of young and economically active individuals. In terms of gender 62% are male, while 70% of the respondents are married, indicating a relatively high representation of married participants. Regarding educational qualification, 69% have studied up to the 8th standard, reflecting a comparatively lower level of formal education among the respondents. With respect to designation, 73% are workers and 64% are engaged in construction work, showing that the sample is largely composed of employees involved in manual or construction-related occupations. Further 67% of the respondents work in industrial organizations. In terms of monthly income, 68% earn between Rs.10,001 and Rs.20,000, indicating a predominantly lower-to-middle income group. Concerning work experience, 60% have 6–15 years of experience, demonstrating that a substantial proportion of respondents possess considerable practical exposure to their occupations. Finally 71% reported working for 9–10 hours per day, indicating relatively long daily working hours. Overall the socio-demographic profile shows that the respondents are mainly young, married male workers with modest educational qualifications, moderate work experience, relatively low monthly income and extended working hours, providing an important background for understanding the study's findings.

Table– 2: Distribution of the respondents according to their level of workplace safety

Workplace Safety	No. of Respondents	Percentage (%)
High	60	60
Moderate	14	14
Low	26	26
Total	**100**	**100**

Interpretation

Table 2 shows that 60% of the respondents have a high level of workplace safety, indicating that most employees perceive their working environment as safe. 14% reported a moderate level of safety, while 26% experienced a low level of workplace safety. Overall the findings suggest that workplace safety is perceived positively by the majority of respondents, although the relatively higher proportion reporting low safety indicates a need for further improvement in safety measures and practices.

Table-3: Distribution of the respondents according to their level of gender pay parity

Gender Pay Parity	No. of Respondents	Percentage (%)
Good	50	50
Moderate	27	27
Poor	23	23
Total	**100**	**100**

Interpretation

Table 3 indicates that 50% of the respondents reported good gender pay parity, showing that half of the participants perceive a reasonable level of equality in pay between genders. 27% expressed a moderate level, while 23% reported poor gender pay parity. Overall the findings suggest that gender pay equality is viewed positively by a majority of respondents, although further efforts may be required to reduce pay disparities and promote greater fairness in compensation.

Table-4: Distribution of the respondents according to their level of welfare portability

Welfare Portability	No. of Respondents	Percentage (%)
Good	62	62
Moderate	18	18
Poor	20	20
Total	**100**	**100**

Interpretation

Table 4 shows that 62% of the respondents reported a good level of welfare portability, indicating that most respondents have favourable access to welfare benefits when moving between employment or locations. 18% reported a moderate level, while 20% indicated a poor level of welfare portability. Overall the findings suggest that welfare portability is satisfactory for the majority of respondents, although improvements are needed to ensure that all workers can access and retain their welfare benefits without interruption.

Table-5: Difference between of Socio-demographic profile and level of Workplace Safety, Gender Pay Parity and Welfare Portability of the respondents.

Variables	Statistical tool	Value	Result
Age and workplace safety, gender pay parity and welfare portability of the respondents.	Chi-square	9.105(a) (P=.001<.005)	Significant
Education Qualification and workplace safety, gender pay parity and welfare portability of the respondents.	Chi-square	7.054 (a) (P=.000 >.106)	Not-Significant
Age and workplace safety, gender pay parity and welfare portability of the respondents.	ANOVA	F= 16.365 P<0.05	Significant
Gender and workplace safety, gender pay parity and welfare portability of the respondents.	t-test	t = .625 P>0.05	Not- Significant
Marital Status and workplace safety, gender pay parity and welfare portability of the respondents.	t-test	t = 16.125 P<0.05	Significant
Educational Qualification and workplace safety, gender pay parity and welfare portability of the respondents.	ANOVA	F= .735 P>0.05	Not-Significant
Designation and workplace safety, gender pay parity and welfare portability of the respondents.	ANOVA	F = 18.644 P<0.05	Significant
Nature of the Work and workplace safety, gender pays parity and welfare portability of the respondents.	t-test	t = .525 P>0.05	Not- Significant
Type of Organization and workplace safety, gender pay parity and welfare portability of the respondents.	ANOVA	F= 17.158 P<0.05	Significant
Monthly Income and workplace safety, gender pay parity and welfare portability of the respondents.	ANOVA	F = 13.868 P< 0.05	Significant
Years of Experience and workplace safety, gender pay parity and welfare portability of the respondents.	ANOVA	F = 17.348 P< 0.05	Significant
Average Working Hours per Day and workplace safety, gender pay parity and welfare portability of the respondents.	ANOVA	F = .813 P>0.05	Not -Significant

Chi-square

The table examines the association between selected socio-demographic factors and workplace safety, gender pay parity and welfare portability. The results show that age has a statistically significant association with these factors, as the calculated Chi-square value is 9.105 with p = 0.001, which is below the 0.05 significance level. Hence the relationship between age and the selected workplace factors is considered significant. In contrast educational qualification does not show a statistically significant association, with a Chi-square value of 7.054 and the reported significance value exceeding 0.05. Therefore educational qualification does not appear to have a significant relationship with workplace safety, gender pay parity and welfare portability among the respondents.

T-test

The table presents the t-test results for the association of selected socio-demographic variables with workplace safety, gender pay parity and welfare portability. The findings indicate that gender is not significantly associated with the selected factors, as the calculated t-value is 0.625 with $p > 0.05$. Similarly nature of work shows no significant relationship, with a t-value of 0.525 and $p > 0.05$. However marital status has a statistically significant association, with a t-value of 16.125 and $p < 0.05$. Thus the results suggest that marital status influences the respondents' perceptions of workplace safety, gender pay parity and welfare portability, whereas gender and nature of work do not show a significant influence.

ANOVA

The ANOVA results reveal that age, designation, type of organization, monthly income and years of experience have significant associations with workplace safety, gender pay parity, and welfare portability, as their respective F-values are 16.365, 18.644, 17.158, 13.868 and 17.348, with $p < 0.05$. This indicates that variations in these demographic and employment characteristics are associated with differences in the selected workplace factors. In contrast educational qualification ($F = 0.735$, $p > 0.05$) and average working hours per day ($F = 0.813$, $p > 0.05$) do not show statistically significant differences. Overall, the findings suggest that age, occupational position, organizational setting, income level and work experience are important factors influencing workplace safety, gender pay parity and welfare portability, whereas educational qualification and daily working hours do not demonstrate a significant effect.

SUGGESTIONS

1. **Strengthening Workplace Safety Measures:** Employers should ensure safe and healthy working environments for migrant workers by providing appropriate personal protective equipment (PPE), adequate safety training, emergency facilities, proper ventilation, sanitation and regular workplace safety inspections.
2. **Regular Safety Training:** Industries employing migrant workers should conduct periodic safety and occupational-health training in languages understood by the workers.
3. **Promoting Gender Pay Parity:** Employers should implement transparent wage structures based on job role, skill, experience and working hours rather than gender.
4. **Equal Employment Opportunities for Women:** Female migrant workers should be provided equal opportunities for recruitment, skill development, promotion, training and leadership positions.
5. **Improving Awareness of Welfare Schemes:** Government departments, employers and NGOs should conduct awareness programmes to inform migrant workers about available social security and welfare schemes, eligibility requirements, registration procedures and the benefits to which they are entitled.
6. **Ensuring Portability of Welfare Benefits:** Welfare and social-security benefits should be made easily portable across states and workplaces so that migrant workers do not lose access to benefits when they change their employment or place of residence.
7. **Facilitating Registration of Migrant Workers:** Employers and relevant government agencies should assist migrant workers in registering with appropriate labour and welfare systems.
8. **Establishing Effective Grievance-Redressal Mechanisms:** Workplaces should establish accessible and confidential mechanisms through which migrant workers can report safety violations, wage discrimination, harassment and denial of welfare benefits without fear of retaliation or loss of employment.
9. **Strengthening Coordination among Stakeholders:** Government departments, employers, trade unions, NGOs and social workers should collaborate to address the multiple vulnerabilities faced by migrant workers.
10. **Regular Monitoring and Evaluation:** Labour authorities should undertake periodic monitoring

of workplaces employing migrant workers to assess compliance with safety standards, wage equality and welfare provisions.

CONCLUSION

The present study highlights the need to address the multiple and interconnected challenges experienced by migrant workers in the labour market. Ensuring safe working conditions, equal remuneration irrespective of gender and continuous access to social security and welfare benefits is essential for protecting their dignity, rights and overall well-being. Effective implementation of labour standards, improved awareness of welfare schemes, portable social protection mechanisms, gender-sensitive workplace policies and accessible grievance-redressal systems can significantly improve the working and living conditions of migrant workers. The study also emphasizes the important role of government agencies, employers, trade unions, NGOs and social workers in creating an inclusive and equitable work environment. A coordinated and rights-based approach is therefore essential to promote safe employment, gender equality and sustainable social protection for migrant workers in Coimbatore District.

REFERENCES

[1] International Labour Organization. (2017). Addressing governance challenges in a changing labour migration landscape. International Labour Office.

[2] International Labour Organization. (2021). World employment and social outlook 2021: The role of digital labour platforms in transforming the world of work. International Labour Office.

[3] International Labour Organization. (2022). ILO strategy on occupational safety and health 2024–2030: Fostering a safe and healthy working environment. International Labour Office.

[4] International Labour Organization. (2024). World employment and social outlook: May 2024 update. International Labour Office.

[5] International Labour Organization. (2024). Extending social protection to migrant workers, refugees and their families. International Labour Office.

[6] Ministry of Labour and Employment. (2020). The Occupational Safety, Health and Working Conditions Code, 2020. Government of India.

[7] Ministry of Labour and Employment. (2020). The Code on Social Security, 2020. Government of India.

[8] Ministry of Statistics and Programme Implementation. (2024). Periodic Labour Force Survey (PLFS): Annual report, 2023–24. Government of India.

[9] National Statistical Office. (2021). Migration in India, 2020–21. Ministry of Statistics and Programme Implementation, Government of India.

[10] United Nations Development Programme. (2020). Human mobility, shared opportunities: A review of the impact of migration on development. United Nations Development Programme.