सत्यमेव जयते
NITI Aayog



Empowering Migrant Workers through Skill Development and Livelihood Generation

Best Practices from States and Districts

November 2020

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Compiled by Skill Development & Employment Vertical

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NITI Aayog

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Contents

Preface	5
Introduction	7
Uttar Pradesh	14
Maharashtra	22
Bihar	27
Jharkhand	37
Odisha	43
Madhya Pradesh	47
Karnataka	49
Rajasthan	51
Andhra Pradesh	55

Preface

The Covid-19 pandemic brought with it several challenges for India and nations across the world. Even as we set about trying to secure the nation from this disease, the livelihoods of many unorganized and migrant workers were hit. The resilience of its people—the spirit to march ahead even in the face of difficulties—has led India to find opportunities even in times of adversity. In this context, several initiatives were undertaken by states to manage the movements of migrant workers across districts, states and regions. The workers had to be provided with food, shelter and alternative sources of livelihood.

It is commendable that several states took swift measures in assisting stranded migrant workers and launching initiatives in the areas of skill-mapping and livelihood generation for those who had come back to their states of origin and other workers in the unorganized sector. This compilation of best practices from across states is a glimpse into the massive and relentless exercise undertaken by various state governments to address grave challenges in the wake of the covid-19 pandemic.

The Central Government undertook initiatives for creating jobs at the local level and supporting migrant workers through Pradhan Mantri Garib Kalyan Yojana, Aatmanirbhar Bharat Yojana and Pradhan Mantri Garib Kalyan Rozgar Abhiyaan. State administrations responded to the Prime Minister's call for an aatmanirbhar Bharat and launched initiatives that focused on

making workers self-reliant, helping them regain their confidence through livelihood support and social protection.

States undertook the massive exercise of skill-mapping, which directed the creation of livelihood opportunities and identification of reskilling needs. States like Uttar Pradesh, Madhya Pradesh, Rajasthan, Maharashtra and Karnataka launched portals and mobile-based apps for connecting workers with employment opportunities and providing access to social security and skill development. Technology has played a critical role in these initiatives, showing how data of a large number of workers and their families can be collated and used for mapping of skill, to provide access to shelter, food and other social security measures. It is noteworthy that these initiatives have had a focus on social inclusion and women empowerment, helping several women learn new skills, form self-help groups and start their own enterprises.

Significantly, many such initiatives have opened new pathways for innovative solutions to problems of livelihood and social security faced by migrant workers. These initiatives are showing the way for programmes and interventions that can have a long-term impact for vulnerable social groups, particularly for unorganized worker households. Future initiatives would benefit immensely in drawing lessons from and replicating these measures on a larger scale, leveraging technology and data for a self-reliant and self-confident workforce of an aatmanirbhar Bharat.

Amitabh Kant
CEO, NITI Aayog
November 2020

Introduction

The Covid-19 pandemic presented various socio-economic groups across countries with grave challenges. Migrant workers in India—mostly comprising daily wage labourers working in manufacturing and construction industries, and those engaged in agriculture, retail and services—are one such group that was adversely affected. As the livelihoods of many of these workers were disrupted, several decided to return to their native towns and villages, leading to a situation where different state administrations had to manage their movements.

Consequently, Central and state governments undertook various relief measures for migrant workers intended to provide them meals and arranging safe transportation to their native towns and villages. The Centre also started initiatives for creating jobs at the local level and supporting migrant workers through the Pradhan Mantri Garib Kalyan Yojana, Aatmanirbhar Bharat and Pradhan Mantri Garib Kalyan Rozgar Abhayan. The Ministry of Labour and Employment, Government of India, directed all states receiving migrant workers to undertake skill mapping of such labourers and provide them suitable livelihood opportunities.

In this context, several states took commendable proactive steps for assisting stranded migrant workers and launching

proactive steps for assisting stranded migrant workers and launching initiatives for livelihood generation for returned migrants and workers in the unorganized sector.

Recognizing these efforts by state governments and district authorities, NITI Aayog has compiled a list of initiatives and best practices undertaken for livelihood generation, skill mapping and the creation of database of migrant workers for better policy implementation. The states discussed below are Uttar Pradesh, Maharashtra, Bihar, Jharkhand, Madhya Pradesh, Karnataka, Odisha, Rajasthan and Andhra Pradesh, and a few of their aspirational districts.

Uttar Pradesh's Sewa Mitra application uses a multi-dimensional approach—it leverages technology and brick-and-mortar institutions—to collect data on workers and provide them meaningful employment. In the Aspirational District of Siddharthnagar, upskilling and self-employment opportunities were undertaken. Similarly, in Fatehpur, another Aspirational District, a group of local students and professionals developed a mobile application to help local residents get access to items of daily use as per their need. Shopkeepers with permits were registered and delivered essential goods to residents.

Maharashtra government's Mahajobs portal seeks to link all job seekers, locals, migrants, and entrepreneurs by reducing the gap between demand and supply of manpower in different skills, enabling industries to function seamlessly, and creating a permanent system for industries in the state to get suitable local workers. Around 4500 migrant workers stranded in the state's Buldhana district during the lockdown in April and May, were supported through an initiative called Operation Dignity, which provided safe

shelter, medical check-ups, counseling sessions and smooth transportation to their hometowns and villages. The district administration also launched a shelter management app, which was later rolled out in the rest of the state. The app collated data on various migrant camps and the inflow of workers at the village level. It also enabled the district and village administrations to record skill sets, qualifications, Aadhaar, bank details, basic facilities at quarantine centres (water supply, sanitation, safety, and security), health screening results for fourteen days, etc. The data collected was further analysed for skill training, entrepreneurship development and placement of workers as per demand–supply in the local market, companies and institutions.

Returning migrants in Bihar were registered on the state's disaster management portal, based on which benefits were provided under various state schemes to dependants of unorganized sector labourers and migrant workers who succumbed to Covid-19.

In Bihar's Muzaffarpur district, the district administration identified seven clusters in various blocks for employment generation and set up manufacturing units of different industries, under the Zila Audyogik Nav Parivartan Yojana and Mukhyamantri Kushal Shramik Udyami Cluster Yojana.

To address the issue of livelihood generation, the Aurangabad District Administration constituted a project team 'Mission Employment Aurangabad'. Under this, the district authorities, after registration and skill mapping of the returned migrants, set output- and outcome-based targets to provide employment opportunities according to people's skill sets. The GM District Industries Centre,

Aurangabad, organized a job mela, with only local companies and job roles on offer. In fact, to provide more employment opportunities and boost the local economy, the Aurangabad District Administration is further developing five livelihood projects with a total investment of Rs 50 lakh. For the same purpose, the district administration is conducting a background analysis to identify and develop suitable livelihood projects for industries that can sustain for a long period of time.

The District Administration of Katihar in Bihar set up Jeevika Yuva Paramarsh Sah Sansadhan Kendra (JYPSSK) to support migrant workers. JYPSSK is a centre for employment and income-generating activities, and is focused on counseling the youth of Katihar, an Aspirational District, and providing resources to support them.

Jamui, another Aspirational District in Bihar, undertook skill mapping from the data collected when migrants came back home and fed it in the 'Chakshu' mobile app and disaster management portal of the Bihar government. For developing more employment opportunities within the district, three clusters were identified through skill mapping. Further to the Prime Minister's clarion call of an Aatmanirbhar Bharat, the setting up of innovative start-ups, small- and medium-sector businesses supported through credit linkages were encouraged.

Meanwhile, in the neighbouring state of Jharkhand, the State Control Room located its stranded migrant population, registered them, and provided them with the required aid to weather the immediate crises of food, shelter, rent and other problems. The State Control Room further initiated the process of individual skill mapping,

facilitating safe migration and employment opportunities within and outside Jharkhand. Various initiatives, such as the engagement of the workforce with Border Road Organization (BRO) projects in specific states and union territories, were undertaken. Also, three schemes—Birsa Harit Gram Yojana to use fallow unused government land for afforestation; Neelambar Pitambar Jal Sammridhi Yojana for water conservation; and Poto Ho Khel Vikas for making playgrounds—to boost rural employment were implemented.

Employers and employment suppliers can register themselves on Madhya Pradesh's Rojgar Setu portal to search for eligible employees among the data of migrant workers uploaded by the district administration. The portal also monitors the provision of ration to families of migrant labourers under the National Food Safety Act and Aatmanirbhar Bharat. The state also enrolls the children of migrant workers in schools.

Among the various initiatives undertaken by the Karnataka government, noteworthy are its Dasoha portal for taking food requests of migrants and registering construction workers; the Seva Sindhu portal for providing transportation to migrant labourers to other states; and Kaushalkar.com for skill mapping, assessing training needs and employment. Also, Karnataka Skill Development Corporation contacted industry associations, such as Karnataka Small Scale Industries Association (KASSIA), Federation of Karnataka Chambers of Commerce and Industries (FKCCI), and others to boost employment opportunities for migrant workers.

The Odisha government implemented in all its 114 urban local bodies, the Urban Wage Employment Initiative, which

is focused on generating opportunities in the fields of rain-water harvesting, sanitation, community centre and open space development, increasing green cover and beautifying urban areas.

Cuttack district launched Lakshmi (Livelihood Advancement through Knowledge Self-help and Modern Initiative), focused on self- and wage employment. Job drives were conducted to recruit workers in construction projects, railways and infrastructure development. The Dhenkanal District Administration organized a special re-engagement drive, Project Thaithan, for returning migrants. Candidates were selected for recruitment in agencies such as NHAI, Dreams Construction, Sew Infrastructure, Wechon, Senco India, SIS, Jai Sriram Enterprises. Also, a loan of Rs 10,000 was offered to each interested returned migrant worker willing to start afresh as a street vendor.

The Raj-Kaushal: Rajasthan Labour Employment Exchange portal not only has a vast database of skilled, semi-skilled, and unskilled workers, but also information on various employers registered as establishment, factory, industry, company in the state. Envisaged as a step towards an Aatmanirbhar Bharat, the portal provides citizens opportunities to upgrade their skills and start working in nearby localities.

The Government of Andhra Pradesh implemented 'mahila prangnams' for skilling women. Entrepreneurship and awareness camps were held to enable women entrepreneurs to build the foundation and understand the basics of handling day-to-today business activities, with support from government facilities and International Labour Organization (ILO) programmes.

We thank all state governments, district magistrates/collectors and other stakeholders for undertaking swift measures to address the grave challenges faced by migrant workers in the wake of the covid-19 pandemic. Your efforts have indeed opened up new avenues for so many workers and their families.

We hope all migrant workers and those in the unorganized sector become aware of their entitlements and make use of the opportunities and government support offered to them.

We welcome relevant feedback and suggestions.

Our best wishes to everyone for success in all their endeavors.

Dr. K. Rajeswara Rao, IAS
Additional Secretary
NITI Aayog
Government of India

Uttar Pradesh

Sewa Mitra Platform

Uttar Pradesh is home to both those who were born there and those who chose to make it their homes. Workers have always migrated from and to Uttar Pradesh. So, when the Covid-19 pandemic struck the world with a ferocity that left everyone reeling, the state like others realized very quickly that it must come to aid of its citizens, especially the vulnerable ones.

Early on, and in fact even before the nationwide lockdown was imposed, Uttar Pradesh launched 'Sewa Mitra' on 12 March. The platform employs a multi-dimensional approach—it leverages technology as well as brick-and-mortar institutions to create better reach.

It is spearheaded by the Employment Directorate, which is under the Department of Labour. Mentioned below are some of its features:

Data Collection

1. Database of Migrant Returnees
   Data of more than 37 lakh workers who returned to the state was skill mapped without creating any extra burden or efforts. The data was categorized into over 100 skill sets and captured both skilled and unskilled workers.

2. Database of Resident Workers
   For creating a database of resident skilled workers, district magistrates were directed to conduct camps and ensure that registration happened on a large scale. Around 18 lakh construction workers, registered with the BOCW (Building and Construction Workers) scheme, were added to platform from the Labour Department's website.

3. Registration Mechanism for All Types of Workers
   All workers (resident as well as migrant) were also enabled to self-register on the platform, so that if anyone was left out, they could be catered to. The registration mechanism operated not only through the Sewa Mitra website but also through the District Employment Office and common service centres.

Post data collection, the next step was to use the information to provide meaningful employment to these workers. For this purpose, the Sewa Mitra Platform operates in three modes:

a. **Sewa Mitra – Government Departments (G2E)**
b. **Sewa Mitra – Industries (G2B)**
c. **Sewa Mitra – Citizen Connect (G2C)**

Sewa Mitra: Government Departments

Under this mode, login access has been given to almost 22,500 UP government officials, from the state to block level. After logging in with their credentials, every official can view the entire worker database under their jurisdiction. Thereafter, they can search for workers in any specific skill set and/or mark those who were provided work under any project or government scheme as well as the contract time period.

In this way, the platform provides real-time status of all workers employed by government departments. When the marked time period of the worker ends, they return to the pool and become available for re-employment.

Sewa Mitra: Industries

Under this mode, login access was given to various industries and industry association such as FICCI, CII, etc., operating in and outside UP. The industries can access the entire database of workers in the state. They can also hire workers according to their requirements and mark them. The marked worker is removed from the pool for the specified contract period and is blocked for that particular industry. After the contract ends, the worker returns to the pool and becomes available for re-employment. During the employment period, if the industry is not satisfied with the worker or if the worker is unhappy, either can preemptively end the contract.

Sewa Mitra: Citizen Connect

Under this mode, UP citizens can directly avail services of skilled workers. This mode operates in two ways:

(i) Sewa Mitra: Citizen Connect for Service Provider Company Interface
(ii) Sewa Mitra: Citizen Connect (Direct Service), under which workers are verified by the district employment officer and police

Thereafter, they are allowed to directly provide services to citizens. Workers can be booked either through the Sewa Mitra app or website, or by physically approaching the Common Service Centre in a village.

In these ways, the platform generates employment for skilled workers, while at the same time enables citizens and

industries to connect with the kind of service providers they are looking for. It also allows the state government to monitor real-time employment opportunities generated in the informal sector.

The data and reports from the platform can also help policymakers decide various social security measures for such workers, which can then be implemented via Sewa Mitra itself as it already has all the requisite details, including banking details for any direct benefit transfer (DBT) if needed.

There are plans to integrate this platform with the Skill Development Mission so that real-time opportunity for upskilling and reskilling remains available to skilled workers and they can achieve proper certification for their skill sets.

Since its launch, Sewa Mitra has been a hit. Several skilled workers were provided employment by various industries. Many unskilled workers got employment under MGNREGA and nearly 80,000 provided skill training.

After skilling and certification, workers enjoy a premium on the platform. Print advertisements, social media and the district administration have ensured awareness about the platform. It was due to a combined effort that in a span of only four months, the platform boasted a database of over 50 lakh skilled workers, a performance of over 3 lakh jobs and many more in pipeline.



SIDDHARTHNAGAR: Leveraging Self-Help Groups

Upskilling and providing self-employment opportunities to migrant and other labourers, with a particular focus on women, through self-help groups

As many as 2 lakh migrants flooded back to Siddharthnagar District—the highest in Uttar Pradesh—in the wake of the Covid-19 lockdown. The crisis presented a unique opportunity to the district administration to ensure the migrants got employment opportunities. So, Siddharthnagar Administration took the initiative of upskilling and providing self-employment opportunities to migrant and other labourers, focusing particularly on women, through self-help groups.

Through krishi vigyan kendras and Rural Self-Employment Training Institute, the district administration conducted multiple trainings of women who were part of self-help groups. As many as 2231 migrant women workers had been added to SHGs formed in the district till the end of July. Trainings were conducted in the fields of mushroom production, tailoring, backyard

poultry farming, creating vegetable nursery, bee-keeping and goat-rearing.

A beneficiary for training was selected on the basis of them being a member of a self-help group, with preference given to returned migrant women workers or spouses of such labourers, and those belonging to SC/ST/OBC communities or other vulnerable groups such as widows.

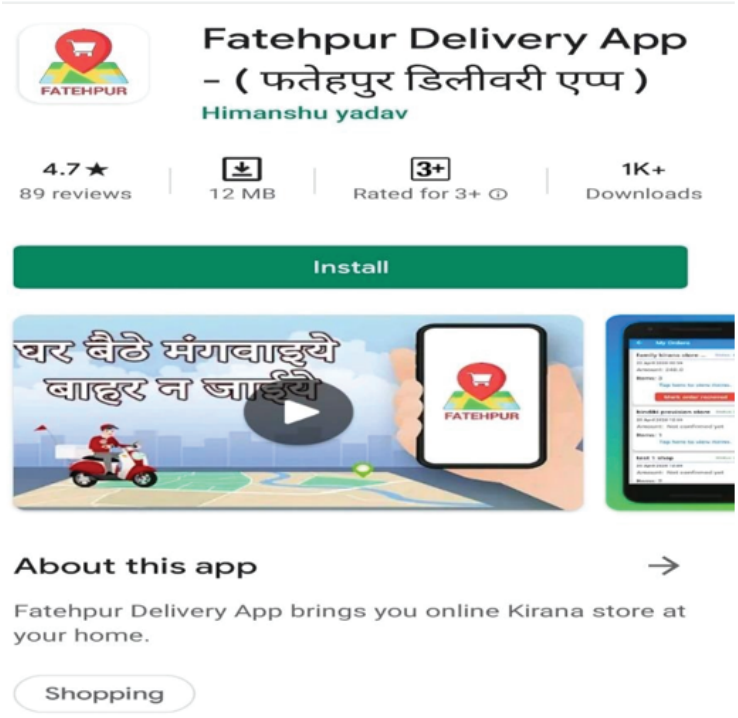
The training was supplemented with a community investment fund under the National Rural Livelihood Mission Scheme. A fund of Rs 1.10 lakh was given to each SHG for internal lending and capital investment. This turned out to be a boon for the women who were trained.

These groups' products are also supplied to various government departments. For example, women trained in stitching are involved in making uniforms for children in government schools, thus aligning the initiative with the Prime Minister's vision of Aatmanirbhar Bharat.



FATEHPUR: Delivery App

A group of local students and professionals developed a mobile-based application to help locals get daily-use items as per their needs. Shopkeepers with permits were registered on the app and asked to deliver the items as per the given time.



Career Counseling for Workers through Help Desks in Shravasti District



Skill development training for women of migrant families through self-help group in Shravasti





Maharashtra

Livelihood Generation, Skill Mapping and Compiling Database of Migrant Workers

Relief Camp, Site Databas

Even though it was one of the worst-hit states, Maharashtra buckled down to extend support to stranded migrant workers. Within a week of the announcement of the nationwide lockdown, the Labour Department started compiling information about sites where migrant workers were present before the lockdown. An online 'Migrant Worker Sites, Relief Camps' data collection form was circulated on 28 March to all district collectors and Labour Department officials. Information about the location of about 3 lakh workers was compiled using this form.

A dashboard was also created on Google Forms' response page, showing division- and district-wise summary of the data collected.

This database was also used for providing mid-day meals to construction workers at these sites. As physical distancing and other precautionary measures were strictly followed, no report of any worker testing positive during their stay at the construction sites was reported.

Skill-Mapping Exercise

Following directions by the Ministry of Labour and Employment, the state's Labour Department immediately created a bilingual (Hindi/English) Google form for data collection and skill mapping of migrant workers belonging to three categories:

a) Those staying at relief camps and shelters
b) Those staying in-situ at their workplace
c) Those staying at migrant workers' cluster localities

The data collected was used for enrolling the workers under various schemes.









Counselling Centres-cum-Help Desks

To provide assistance to distressed migrant workers, these centres/help desks were established at the district collectors' and district labour offices. The Mahajobs portal has details of schemes available for returned migrant workers and the help desks set up for them.

Mahajobs

The Department of Industries, in association with the Department of Labour and Skill Development, launched an industrial employment bureau or the Mahajobs portal on 6 July. The portal seeks to link all job seekers, locals, migrants, and entrepreneurs by reducing the gap between demand and supply of manpower in different skills, enable industries to function seamlessly, and create a permanent system for industries in the state to get suitable local workers.

BULDHANA: Aapulki,[1] Shelter Management, Livelihoods Mapping Initiative

Earlier this year in April and May, Buldhana District in Maharashtra's Amravati region found itself home to 4500 migrants who were stranded there during the countrywide lockdown. Through an initiative called Operation Dignity, the district administration provided shelter, medical check-ups, counselling sessions and made arrangements to send the migrants back home.

However, during the 'Unlock' phase, a sea of migrant workers returned to Buldhana. There was felt an urgent need for better integration of these labourers and the district administration strived to come up with innovative solutions.

Consequently, the Buldhana District Administration collaborated with Unicef and came up with the shelter management app, which is now being rolled out in the rest of the state. The app was primarily conceived to monitor migrant shelters. However, by the time it was up and

[1] Aapulki means a feeling of closeness in Marathi. This initiative is an effort to integrate the returned migrants in the district as per their needs. It is to ensure a sense of belonging in the people who returned due to Covid-19.

running, most of camps had been emptied. So, it was decided that additional features would be added to include those who came back to the district.

The application enables the district and village administrations to record skill sets, qualifications, Aadhaar and bank details, basic facilities at quarantine centres (like water supply, sanitation, safety, and security), health screening reports for fourteen days.

Additionally, it also captures various demographic data such as age, disability, gender, etc. The data collected was further analysed for skill training, entrepreneurship development and placement of workers as per demand–supply in the local market, companies and institutions.

The app ensures accessibility of entitlements to the worst-affected citizens and is thus a potent tool of equitable justice in the hands of district administration.

The district administration is very optimistic that this collaborative effort is going to fulfill the tenets of the ambitious Aatmanirbhar Bharat Yojana. With a focused approach on inclusion, this effort has brought to fore the need for equity and inclusion of women, vulnerable social groups, and people with special needs, in terms of skilling, upskilling and reskilling and livelihood generation.









Bihar

Migrant workers returning to Bihar during the Covid-19 outbreak were registered on the state's disaster management portal, along with details such as their name and mobile number, state of origin, skills, home district and block.

The Bihar State Migrant Labour Accident Grants Scheme Rules, 2008, was amended to include Rs 1,00,0001 as ex-gratia amount for dependants of urorganized sector workers who may succumb to Covid-19. Similarly, their dependants are also eligible for Rs 1,00,000 under the Unorganised Sector Workers and Artisan Social Security Scheme, 2011.

MUZAFFARPUR: Employment Generation and Livelihood Promotion through Cluster-Based Approach

Muzaffarpur District undertook various activities and initiatives—plantation drives, rain-water harvesting, soak-pit construction, rejuvenation of wells, construction of community toilets, anganwadi constructions and upgradation of infrastructure, upgradation and construction of Panchayat Sarkar Bhawan, cattle- and goat-shed constructions, solid and liquid waste management under the Lohiya Swachh Bharat Abhiyaan—to employ returned migrants.

Under the Bihar government's Zila Audyogik Nav Parivartan Yojana and Mukhyamantri Kushal Shramik Udyami Cluster Yojana, seven clusters were identified to be set up at various blocks. As per the skill mapping done, these clusters have been developed for employment generation by setting up a readymade garment manufacturing unit, sweets packaging boxes unit, lahthi (lac bangle) park, mobile charger assembling unit, and paver blocks manufacturing unit. Each cluster started with 25–30 members and grew to provide employment to 200–300 people. The cluster and deputy heads, and accounts lead were elected amongst the group members through meetings. These clusters are registered as Limited Liability Partnership entities to ensure sustainability and proper workflow.



Construction work done under Garib Kalyan Rozgar Abhiyan



Glimpse of work done under Lohiya Swachh Bharat Abhiyaan by a returnee migrant

The Muzaffarpur District Administration—with the support of Bihar Rural Livelihoods Promotion Society or Jeevika—is also focused on providing maximum support to small scale businesses under its jurisdiction, there by making people more self-reliant and improving the living standards of migrants who have returned home.

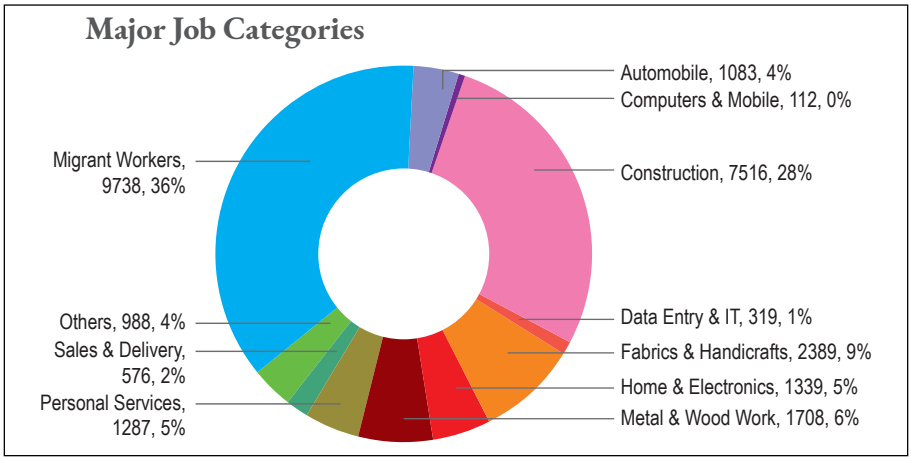
Mission Employment Aurangabad

As many as 27,322 migrants returned to Aurangabad District during the Covid-19 pandemic. To ensure livelihood opportunities, the district administration constituted a project team called Mission Employment Aurangabad.

Under this framework, an initial situation analysis was carried out to understand the needs and requirements of the migrants. Subsequently, the district administration took up registration and skill mapping. Following this, output- and outcome-based targets were set to provide employment opportunities according to skill sets.

Skill Mapping and Job Standardization

The migrants registered themselves under more than fifty job roles, grouped under eleven major categories:



Major job categories and percentage of migrants employed under the same

Job Mela

Based on job profiles and initial surveys regarding job demands, the GM District Industries Centre organized a job mela on 11 June 2020, where only local companies and job roles were offered. A total of thirty companies from the district took part, looking for suitable candidates, and offering salary in the range of Rs 6,000–18,000.

Livelihood Projects

The Aurangabad District Administration is also developing five livelihood projects—after conducting a background analysis—with a total investment of Rs 50 lakh—Rs 10 lakh for each project—to provide more employment opportunities and boost the local economy. The task has been assigned to consultants placed by the Ministry of Home Affairs under the Aspirational Districts Programme. Currently, various farmers' and self-help groups are being interviewed to understand the most preferred livelihood

options that can be taken up using local resources. Initial survey results revealed agriculture to be the top category, with more than 70% of Aurangabad's population engaged in it. Handicrafts and handlooms have been identified as the second most preferable sector, with carpet-making a major craft practised in the district for centuries. Given the prevalence of forest-based activities in the district, the production of eco-friendly goods is another potential income-generating area. Business plans will be developed for the same to ensure that the developed industries can sustain for a long period of time.

Garib Kalyan Rojgar Yojana

Under the Garib Kalyan Rojgar Yojana, the district received a target of providing 25,13,348 employment-generating days. As much as Rs 89.82 crore has been spent to create infrastructure ranging from Pradhan Mantri Gram Sadak Yojana roads, Pradhan Mantri Awas Yojana houses, community sanitary complexes, water conservation and harvesting works, farm ponds, cattle sheds, etc.

KATIHAR: Jeevika Yuva Paramarsh Sah Sansaadhan Kendra Initiative

Around one lakh migrant workers returned home to Katihar District—the second highest in Bihar—since the lockdown began. A focused strategy was devised by the district administration to track down those who came back, conduct medical check-ups, and offer livelihood opportunities using local resources. Skill mapping, noting workers' previous work experience, areas of interest, etc. were done, followed by job counselling, and provision of loans for start-ups through various camps. Some were registered on the National Career Service (NCS) portal.

Five clusters were identified, and financial support extended through the district innovation fund.

Among these initiatives, the Jeevika Yuva Paramarsh Sah Sansaadhan Kendra—a centre for employment- and income-generating activities by counselling the district's youth and providing resources to support them—is noteworthy.

JYPSSK is an example of how a simple, community-based initiative can turn into a beacon of hope for migrant workers in distress.

The Bihar Rural Livelihoods Promotion Society (BRLPS) or Jeevika, an ambitious programme of the state government, has been relentlessly working in the district towards eradicating poverty in the rural areas by empowering women and creating livelihood opportunities for poor households.

Beginning with capacity building and skill development, Jeevika facilitates self-help groups' members to opt for different livelihood activities and continues to handhold women and their households to grow financially strong and independent. Jeevika's different livelihood interventions came in handy during the pandemic to support migrant workers. The initiative is in line with the Prime Minister's vision of an Aatmanirbhar Bharat.

It was started under the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), to impart skill development and capacity building to aspiring entrepreneurs, particularly women and youth. Run under the guidance of the local cluster-level federation (CLF), JYPSSK was started at Sagar Jeevika Mahila Sankul Stareey

Sangh (Sagar Jeevika Women CLF), Abadpur, Barsoi Block, Katihar.

Within the first few months of its commencement, JYPSSK Abadpur proved successful—it served very well to the local youth. Village- and tola- or mohalla-based youth mobilization drives were organized to take this initiative to people's doorsteps—the effort was named 'Jeevika Aapke Dwar'.

With the lockdown, all activities were suspended for a while; however, the crisis presented an opportunity to serve poor families with renewed energy. JYPSSK extended its support and supplemented the efforts of other Jeevika initiatives as well—from inclusion of poor households in self-help groups' (SHG) fold to skill mapping, counselling, capacity building of other cadres, etc.

With a steady stream of migrants making its way back home, the Kendra manned by few cadres, including a Job Resource Person (JRP), started visiting the homes of migrant workers to mobilize them, especially women, to join the SHGs.

This exercise of reaching out to migrant worker households continued at nearby quarantine centres too. The Kendra also started to work on the skill and need assessment of migrant workers. Many households were also provided supplementary loans, after a careful process of need assessment and micro-planning with the support of JYPSSK, to enhance and expand already running micro enterprises.

Intensifying and replicating these activities, seven more JYPSSKs were started in different parts of the district.

Migrant workers at quarantine centres were registered on the Kaushal Panjee portal of the Ministry of Rural Development. Support was provided for accessing online classes initiated by many project implementing agencies (PIAs) of Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDUGKY) for maintaining regularity, building confidence and motivating under-training or trained or placed youths. JYPSSKs have emerged as a bridge between trainees and PIAs. JYPSSKs' teams telephonically connected with migrant workers stranded out of state and provided the needful support in applying through the Bihar Corona Sahayata Mobile App to avail of emergency assistance of Rs 1,000.

In different blocks of Katihar, different livelihood clusters with producer groups for goatery, bamboo crafts, jute crafts, protective masks, honey production, mushroom production have been set up. Many migrant workers' families were provided loans to start different activities such as fishery, piggery, household dairy and agriculture-related works, and running shops.

These immediate steps though JYPSSKs were helpful in providing the much-needed support to families of migrant workers and reviving their confidence levels.



JAMUI: Creating Employment Opportunities for Returned Migrants

Jamui, in South Bihar, is one of the most backward and Left-Wing-Extremism-affected districts of the country.

To make matters worse, it is annually hit by drought. Employment opportunities in the organized sector of the district is minimal. Most of the workforce is employed on contract or given daily wages. Due to limited prospects, workers migrate to different states.

With Covid-19, as people started coming back, the Jamui administration undertook various initiatives to cater to the migrant population. MGNREGA's 'Aavedan Patra' was coloured in two shades—white for the general population and yellow for migrants. This helped in distinguishing those who had returned and were being engaged in MGNREGA activities.

To develop more employment opportunities within the district, three clusters—tailoring, carpentry and slipper-making—were identified after skill mapping. Keeping in mind the PM's vision of an Aatmanirbhar Bharat, the setting up of innovative start-ups, small- and medium-sector businesses supported through credit linkages were encouraged. Special focus was laid on training women for starting business ventures. The district administration, through awareness camps, invited applications for innovative start-ups, with priority given to ideas that could generate employment opportunities for returned migrants and use local resources to boost the economy.

To protect the most vulnerable sections—tribal communities living on fringes of forested areas—of Jamui, the manufacturing of non-timber forest produce, such as

pattal-making units, was encouraged. Opportunities in agri-business and allied sectors were explored with BRLPS, Jamui. Opportunities of convergence and collaboration between different departments, such as agriculture, horticulture, dairying, were explored and how the local market could be tapped into to sell the produce.

For the revival of traditional crops, the cultivation of finger millets (maduwa) and kodo was taken up in the most backward and tribal belts of Jamui. Around 180 farmers have been identified for the project. Priority for plantation projects—including the development of mango, teak, wood, etc., on individual or a group's land—of the Forest Division and MGNREGA is being given to people belonging to ST/SC communities, from the most backward and affected blocks of Jamui.

In order to develop and make a district self-reliant, it is important to work towards creating sustainable opportunities, to focus on its overall economic, social, and environmental well-being. The Jamui administration is working very hard towards generating enough livelihood opportunities for its people so the need for migration is reduced.



Saplings provided to tribal belts for the plantation of mango, teak, etc.

Jharkhand

Jharkhand State Control Room: A Case Study for Facilitating Migrant Registration and Skill Mapping

As seen with Bihar earlier, Jharkhand too faced a massive challenge in supporting its people, who were stranded across the country during Covid-19 lockdown. The Jharkhand State Control Room—which evolved from a helpline to a helpdesk, travel registration, and skill mapping interface—has proven to be singularly successful in helping the state locate its migrant population, register them, and provide them with the required aid. By leveraging digital technology and civil society networks, the Control Room managed to register almost 1.05 million migrants who requested support. It collaborated with a technical support team at IIIT Bengaluru for technological solutions and data analysis.

A series of tools, including two portals—Jharkhand helpdesk and Jharkhand Pravasi Return—and one Mukhyamantri Sahayta app, was created in the last few months as a part of the efforts.

From March to July 2020, the Control Room received cases from all parts of the country, including remote areas such as Ladakh and the Andaman and Nicobar Islands, and from

people working across sectors, from clothing and construction to defence, fisheries and others. Several cases of abuse and atrocity, especially in the textile, tourism, and fishing industries, also came to light. Most of the migrant workers who reached out to the Control Room were semi-skilled and unskilled daily wagers without any social security net or community-based protection. Many lost their jobs in the wake of the lockdown and were unable to pay rent or buy food.

Several pregnant women also requested and received medical aid. In multiple instances, employers reportedly bullied female migrant workers, denied their wages or amenities like food, or actively imprisoned, threatened, and hit them to continue working and not leave. Extreme cases of sexual violence and modern-day slavery also came to light. These cases indicated a strong intersectional effect—people from lower-income backgrounds, especially with a scheduled or primitive tribes' background, being more likely to be in skewed, oppressive, slavery-like conditions. Many of them work risky jobs, operate heavy machinery, are paid minimum amounts, have no benefits, hazard-pay, etc., or access to healthcare. Few of such cases of atrocities and maltreatments were reported and solved. This alone highlights an urgent need for policy intervention and civil society partnerships.

The State Control Room is now involved in the process of individual skill mapping and facilitating safe migration for all those who seek to find work beyond Jharkhand. The Government of Jharkhand is developing a system to document migrant workers' details, which include skill mapping, place of employment (destination), and place of origin. In addition to this, the Department of Labour, Employment, and Training, Government of Jharkhand, is

partnering with JSLPS, Skill Mission, industrial conglomerates (FICCI, Jharkhand Small Scale Industries' Association, Khadi Gram Udyog, MSME associations) and civil society organizations working on skill development.

The Government of Jharkhand seeks to extend the programme and expand its mandate in the following ways:

i) Responsible migration

In the future, the State Control Room would be required to expand its mandate as a helpdesk and helpline for migrants alone, and become a more established people-facing interface for workers within Jharkhand, as well as those who migrate to other places to find work. So, in the next two years, the State Control Room will bifurcate its mandate to address two pertinent issues:

- It will form an exclusive Coronavirus State Control Room to address the growing need for a community-facing interactive interface.
- The Migrant Control Room will expand its current mandate to address legal and other advisory issues.

An MoU has been signed between the PHIA Foundation and the Department of Labour and Employment, Training, Government of Jharkhand, to ensure better employment opportunities for the most vulnerable tribal and Dalit communities that are prone to distress migration and trafficking. It will further ensure the flow of information between the source and destination about employment opportunities and safeguard policies, gender equality, social security schemes of the government, etc.

ii) Institutional engagement between the State Government (Department of Labour, Employment,

and Training) and Border Road Organization (BRO) for facilitation of workforce for BRO projects in specific states and union territories.

A similar engagement is being institutionalized through the establishment of district facilitation centres between the state and employers to ensure safe migration and implementation of labour codes.

iii) Registration of employer/establishment under the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996

Livelihood Generation: Additionally, to ensure better lives of workers in Jharkhand, the state government has launched three schemes to boost rural employment:

1. Birsa Harit Gram Yojana for rural plantations:
This scheme aims to use over two lakh acres of unused fallow government land for afforestation. Around five lakh families will be given 100 fruit-bearing plants, and the initial plantation, maintenance, land work, and afforestation works will be taken up through MNREGA.

2. Neelambar Pitambar Jal Sammridhi Yojana for water conservation:
Neelambar Pitambar Jal Sammridhi Yojana is aimed at water conservation, groundwater recharging, creation of agro-water storage units to store rain-water and runaway groundwater. This would create long-term employment and community assets.

3. Poto Ho Khel Vikas Scheme for making playgrounds

Seeking to link sports with rural job schemes, Poto Ho Khel Vikas Scheme hopes to create assets in rural areas and boost sports. Around 5,000 sports grounds are being planned to be set up, with one each in the 4,300 panchayats.

Recent initiatives in Jharkhand have led to efficient and informed governance and helped alleviate the issues faced by unorganized sector workers and migrant returnees.

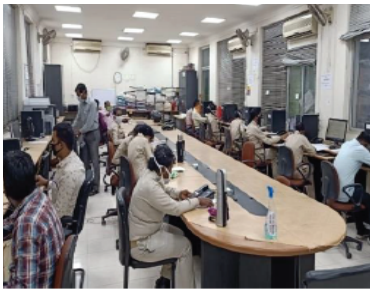


Figure 1: *State Control room work*



Figure 2: *MOU signed for Responsible Facilitation Centre*



Figure 3: *Terms of refrence signed betweenBoarder Road Organization and Ministry of Defence*



Figure 4: *Chief Minister sending migrants under BRO project*



Shelter Management App showing the status of the district.

Odisha

Just like other states, Odisha too undertook various initiatives to address challenges thrown by the Covid-19 pandemic and ensure upskilling and engaging of returned migrant workers.

1. Urban Wage Employment Initiative (UWEI)
Around one-third of the urban population in the state have been badly hit by the raging pandemic—many have lost their jobs or been laid off. To tackle the issue, the state government has decided to provide daily wage jobs to workers in the informal sector, which has ensured that the urban poor gets income through immediate employment.

The Urban Wage Employment Initiative has been implemented in all the 114 urban local bodies (ULBs) of the state; a budget of Rs 100 crore has been allocated to it under Unnati and Jaga Mission.

Under this scheme, temporary jobs at urban local bodies have been identified and allocated to the urban poor—a step that will also simultaneously support monsoon preparedness and creation of public asset and maintenance in these units by generating employment opportunities in the fields of rain-water harvesting, sanitation, community centre and open space development, increasing green cover and beautifying urban areas. Additionally, efforts are

required to increase planation drives on public lands, parks, near banks of rivers and water bodies. Sanitation is another major area that requires a lot of focus, especially during the monsoons.

2. Integrated Skill Portal for Migrant Workers
A common database portal has been prepared for skill mapping; the portal is being modified for integration with prospective job employers. So far, skill mapping for 9 lakh migrant workers has been completed.

3. Various other key interventions have been undertaken at the district level, which have set new standards in the system. The details of such interventions/best practices are as follows:

CUTTACK: Project Lakshmi

Cuttack administration's Lakshmi (Livelihood Advancement Through Knowledge Self-help and Modern Initiative) seeks to generate self- and wage employment. The district magistrate has provided block-wise list of migrant construction workers to the district employment exchange.

So far, Z-Estate (CREDAI), NHAI, L&T, and East Coast Railway have been contacted to conduct job drives for migrant construction workers, for the potential posts of masons, electricians, welders, plumbers, painters, carpenters, blacksmiths, barbinders, cutters, roller-operators, truss workers, supervisors, helpers and daily labourers.







DHENKANAL: Project Thaithan

A special reengagement drive for returned migrant workers, Project Thaithan has been planned to be conducted in eight blocks.

Apart from these, the Dhenkanal District Administration has also undertaken the following initiatives.

(a) Engagement of unskilled and skilled migrant workers in MGNREGS work.
(b) Engagement of unskilled and skilled migrant workers in PMAY-G (rural housing construction work).
(c) Registration of interested migrants under BOCW (Building and Construction Worker) scheme to extend its benefits.
(d) Instruction by GM, RIC and LDM, Dhenkanal, to banks of the district to extend financial loan to support Covid-19 returnees for self-employment and

entrepreneurship development under the Aatmanirbhar Bharat scheme.

(e) Support loan of Rs 10,000 each to interested returned migrants who want to start working as street vendors.

Madhya Pradesh

Rojgar Setu: Portal for Migrant Labourers for Permanent Employment in the State

I. Survey of Migrant Workers

- A survey was conducted of migrant labourers, who were original residents of Madhya Pradesh and returned to the state on or after 1 March 2020 from other states. The survey was completed by 6 June.
- As many as 7,30,311 migrants labourers had come back to MP. Along with their families, the number of returned migrant labourers stood at 13,10,186.
- Skill mapping was done in more than 100 trades during the survey conducted.

II. Rojgar Setu Portal

With a view to provide employment opportunities to all those who had returned home, the state government launched the Rojgar Setu portal on 10 June.

Employers and employment suppliers can register themselves on the portal to search for eligible employees among the data of migrant workers uploaded by the district administration.

The portal also monitors the provision of ration to families of migrant labourers under the National Food Safety Act

and Aatmanirbhar Bharat Yojana. Apart from employment opportunities and benefits of welfare schemes, the children of migrant workers are also enrolled in schools.

Karnataka

The Department of Labour, Government of Karnataka, in collaboration with others—Revenue Department (Disaster Management), Urban Development Department, Bengaluru Bruhat Mahanagara Palike, Department of Factories, Boilers, Industrial Safety and Health, Karnataka State Road Transport Corporation, Railways and E-Governance—put together various initiatives for migrant workers and their families.

Livelihood Generation

1. A portal called Dasoha was created where food requests were registered, tracked and carried out. A 24x7 hunger helpline was also established for migrant workers. Prompt distribution of food was done by the Department whenever a request was made through the helpline.
2. For transportation of migrant labourers to other states, an online portal, Seva Sindhu, was launched, where workers could register themselves to travel in Shramik trains. Once a message was received, transportation arrangements were made for the migrants to be sent to the concerned railway stations to board the trains to their home states.
3. Help desks were set up in all the migrant camps and wards, and local bodies organized widespread announcements informing them about the same.

Skill Mapping/Creating a Unique Database Platform of Workers/Employers

1. Karnataka Skill Development Corporation (KSDC) established Kaushalkar.com, through which the Department personally contacted almost 41,700 returned migrants to inquire if they required jobs or skill training to get employed. As many as 1,658 with work experience sought employment and 3,556 sought skill training.
2. KSDC was also successful in bringing back 32 distressed migrants from Saudi Arabia, who were stuck there due to expiry of their employment visa. Suitable job opportunities were also assured to these workers.
3. To boost employment among migrant workers, KSDC contacted industry associations such as Karnataka Small Scale Industries Association, Federation of Karnataka Chambers of Commerce and Industries, and similar organizations.

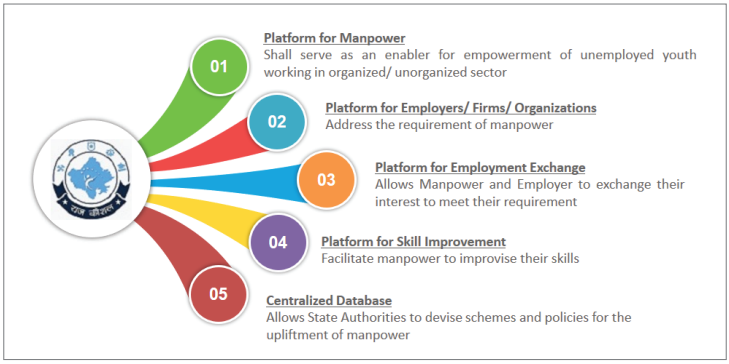


Rajasthan

Raj-Kaushal: Rajasthan Labour Employment Exchange

Rajasthan government's Raj-Kaushal portal not only has a vast database of skilled, semi-skilled, and unskilled workers, but also information on various employers registered as establishment, factory, industry, company in the state. Envisaged as a step towards an Aatmanirbhar Bharat, while the portal provides citizens opportunities to upgrade their skills and start working in nearby localities, it enables employers to search for qualified workers as per the required skill set.

The portal serves as an integrated platform, where an employer can post its requirement and a job seeker search various job opportunities.



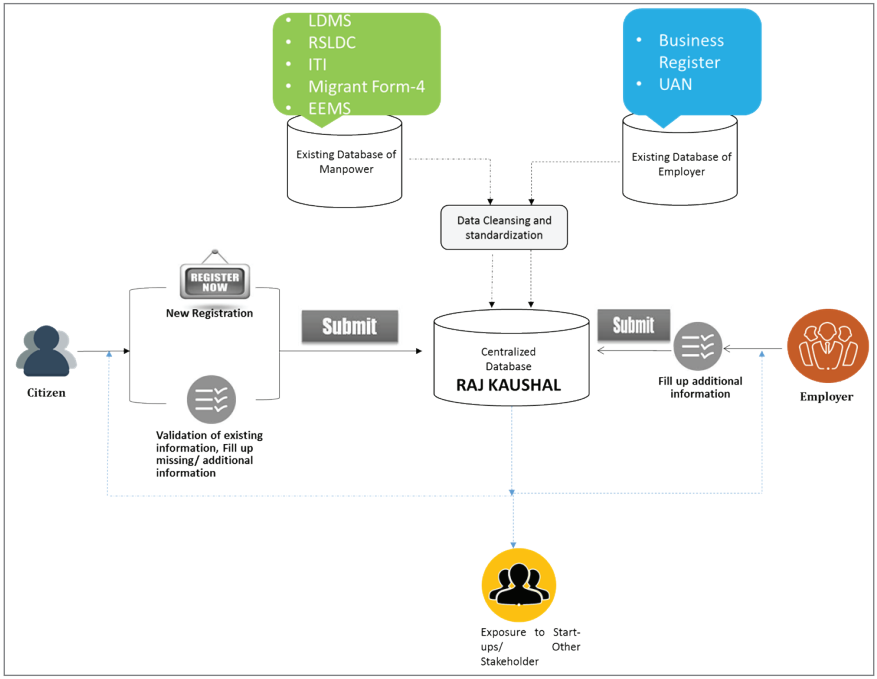
1. Data of workforce (skilled, semi-skilled, unskilled) is collected from:
    - Registered as building and other construction workers
    - Registered as unemployed in the Employment Department
    - ITI trained
    - RSLDC (Rajasthan Skill and Livelihoods Development Corporation) trained
    - Migrant workers
    - New registration on portal

2. Data of employers (establishments, companies, factories, organizations)
    - Data from BRN (business registration number)
    - Data from Udyog Aadhaar Number (UAN)
    - New registration on portal

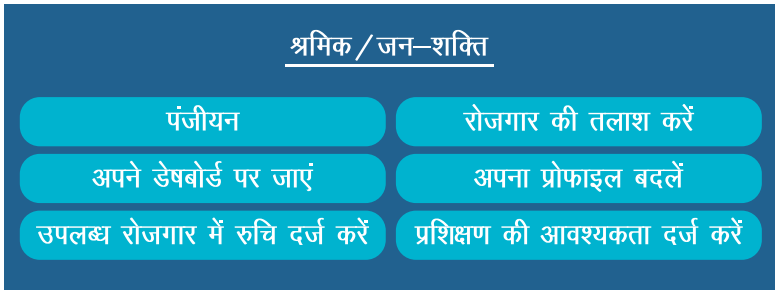
A citizen can use this portal after registering once, which can be done through:

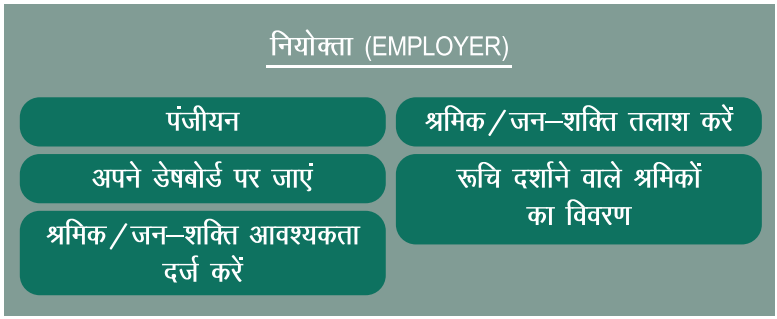
- Aadhaar/mobile number, or by using the chatbot service
- Single Sign On (SSO)
- E-Mitra Kiosk (there are over 60,000 such kiosks operational across the state)
- Employers can register by using their BRN/UAN number

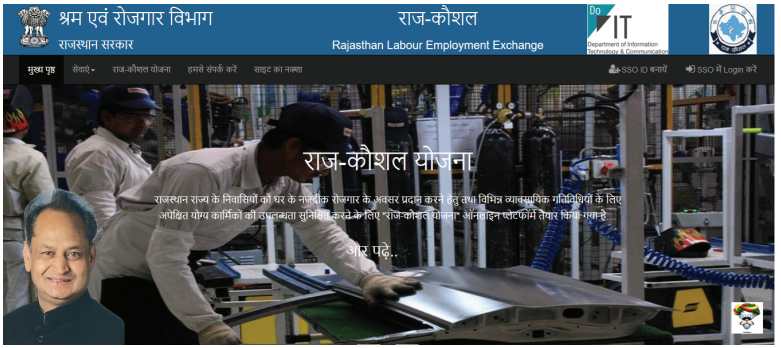
The portal is in Hindi for easy accessibility, and is integrated with the centralized SMS gateway service so that every alert/information is sent to the citizens' mobile numbers.



श्रमिक/जन–शक्ति व नियोक्ता (EMPLOYER) के लिये उपलब्ध सेवाएं







Home Page

Sirohi: Empowering Women Migrant workers

Through the Raj-Kaushal portal, migrants in the age group of 18–60 were provided employment, after conducting surveys and skill-mapping.

i) Upon observing that more that 80% of the labourers under MGNREGA works were women, it was decided to deploy female mate or supervisors with priority so as to enable the empowerment of women workers. Based on the data available on NREGA software, Sirohi was assessed to have 96.76% achievement under women mate deployment.



Female Mate Training Workshop

Andhra Pradesh

Andhra Pradesh State Skill Development Corporation (APSSDC) is a public-private partnership corporation to promote skill development and entrepreneurship in the state. The corporation serves as the executive agency for the Department of Skill Development, Entrepreneurship and Innovation.

As a long-term initiative for skills and entrepreneurship development, APSSDC, in partnership with Northeastern University, Boston, is establishing the International Institute of Entrepreneurship Development to rapidly build a vibrant ecosystem of world-class venture development centres (venture incubators and accelerators). The institute will offer various academic and experiential learning programmes to help ideate, mature and develop ventures through Northeastern's NU-IDEA process. The venture development initiatives are supported by maker spaces, mentor/investor networks, and entrepreneurs' clubs to promote a culture of innovation-based entrepreneurship, build competencies through practical, hands-on experiential learning, and help empower entrepreneurs to launch successful ventures.

In order to skill and empower women, the state has set up mahila prangnams. Entrepreneurship and awareness camps are held to enable women entrepreneurs to build the foun-

dation and understand the basics of handling day-to-today business activities, with support from government facilities and ILO programmes.

Training, production and marketing units are being established. Further, the government intends to assess manpower requirements sector- and area-wise. This mega exercise would generate potential employment for the unemployed youth, including migrant workers.



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