



Human rights considerations in refugee worker protection

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Abstract

Workers from other countries make about 59 percent of the overall migrant population. The phenomenon of migrant workers is not going away any time soon. The country of origin benefits from the remittances and the talents that migrants bring back with them, while the destination country experiences growth and development as a result of the migrants' contributions. The freedom to work and move about is a basic human right, and so is migration. The management of migration and an emphasis on human rights are the two primary strategies that may be used when dealing with migration. The human rights approach is founded on the body of international legislation pertaining to human rights. Regardless of their migratory status, in accordance with international law concerning human rights, all migrants have the right to have their human rights respected and protected, as well as the right to fully enjoy those rights. This article discusses the laws for the protection of migrant workers and analyses such provisions by looking at case studies of migrant workers. The case studies are taken from various countries throughout the world. In addition to this, it looks at the difficulties that migrant workers faced during COVID-19, such as limits on their ability to travel, loss of job, and social shame.

Keywords: Labour rights, human rights, migrant workers, COVID19, human rights violate

Introduction

International labour migration has emerged as a critical problem in today's increasingly interconnected and globalised society, and it is one that nearly every government must address. The International Labour Organisation (ILO) Declaration on Social Justice for a Fair Globalisation, which was published in 2008, recognises migration as one of the aspects of globalisation that profoundly reshapes the world of labour. (ILO, 2016).

Labourers who move from one location to another in pursuit of employment, either temporarily or permanently, are known as migrant labourers. Workers who migrate can stay inside their own country or cross international boundaries in order to find employment in another country. When people leave their hometown in pursuit of work, they are more likely to be subjected to violations of their human rights. They are often seen as outsiders who cause disturbance in the community and steal employment from residents. (Lewis and Skutsch, 2001). In addition to "migrant workers," the phrase "overseas workers," "foreign workers," "aliens," "foreigners and foreign nationals," "non-national workers," "immigrant" and "non-immigrant workers," and "expatriate employees" are also used (ILO, 2016)^[1].

Even if the member states of the UN and ILO use various nomenclature for migrant workers in their national law, these countries nonetheless adhere to the rights of migrant workers in their legislation. The "stock of international migrants present in a country" is defined by the UN recommendations on statistics of international migration as "the set of persons who have ever changed their country of usual residence, persons who have spent at least one year of their lives in a country other than the one in which they live at the time the data is gathered" (UNDESA, 2015).

The Philippines, Bangladesh, Pakistan, and other developing nations are only some of the many countries that export migrant labour because the remittances that these workers send back home are crucial for the economy of their home

countries. As an instance, the government of Pakistan reported that the total amount of remittances received in the fiscal year 2013–14 was \$15.83 billion US. In a similar vein, the Government of Bosnia and Herzegovina reported that remittances represented seven percent of the country's total gross domestic product in 2011 (ILO, 2016).

There are differences across nations in terms of migrant labour: Morocco, Peru, and Russia are countries that are both countries of origin and countries of destination; Pakistan has many individuals who are travelling to work overseas and is also a transit site for Afghanistan, Myanmar, Nepal. On the other hand, countries such as Bahrain and Singapore are major destinations for migrant labour, while Ukraine has seen a significant outflow of its population in recent years. (ILO, 2016).

According to the International Labour Organisation (2016), there were 243.7 million international migrants in the world in 2015, which is equivalent to around 3 percent of the global population. This number represents a significant increase from the 172.7 million international migrants who existed in the world in the year 2000. In 2010, roughly one-third of Filipinos working abroad were classified as domestic workers, with almost all of them (98%) being women. Women made up around 98.47 percent of the total number of migrant domestic workers from Indonesia. (ILO, 2016). There are significant differences in migration patterns across areas; for example, many migrant workers from Asia travelled to other parts of the world. According to reports from the governments of Australia and Sweden, the majority of their migrant labour come from India. According to reports submitted by the governments of Nepal and Pakistan, the majority of their migrant workers have relocated to nations in the Gulf and Middle East.

In many nations across the world, migrant workers make up a significant proportion of the total labour force. According to figures provided by the ILO, migrant workers make up 4.4 percent of the total workforce worldwide. They account

for 35.6% of all employees in Arab nations, 20.2% of all workers in Northern America, and 16.4% of all workers in Northern, Southern, and Western Europe combined. (ILO, 2015) It is estimated that over 9.1 million victims of forced labour have relocated either domestically or abroad, accounting for approximately 44 percent of the total of 20.9 million.

According to research conducted by the ILO, there are major gaps in decent work provisions regarding the basic rights of migratory workers. Migrant workers do not have the freedom to associate with one another, access to salaries that are equitable and fair, appropriate skill matching, reasonable working conditions, or sufficient social safety, including the inability to get social security benefits. The risk of occupational injuries is far greater for native populations, although migrant workers are disproportionately impacted by this fact. According to Birchall (2016), the majority of juvenile migrants wind up working in agriculture or services such as domestic labour, and some of them become victims of human trafficking.

International instruments for protection of migrant labour

Both the International Labour Organisation (ILO) and the United Nations (UN) have made efforts to safeguard the rights of migrant workers and the families of those employees. The ILO convention is applicable to any and all types of labour or labour. The International Labour Organisation (ILO) was founded with the intention of safeguarding "the interests of workers employed in countries other than their own" (ILO Constitution, 1919, Preamble, recital 2) from the very beginning.¹ and has been a driving force behind the establishment of international norms for the governance of migrant labourers and their protection. In 1949 and 1975, the International Labour Organisation (ILO) enacted two Conventions, each of which was followed by non-binding Recommendations ^[2]. It is very necessary to adhere to the criteria set out by the ILO in order to protect the rights and dignity of migratory workers. Migrant workers are required to comply with all international labour rules. A number of the measures take into account the peculiar concerns of migratory workers. The International workers Organisation is aware of the challenges posed by migrant workers and has made efforts to address these challenges via the development of a number of different standards.

The Migration for Employment Convention (revised) in 1947, the Migration for Employment Recommendation (revised) in 1949, the Migrant workers (supplementary provisions) Convention in 1975, and the Migrant workers recommendations in 1975 are the particular documents pertaining to migrants. Convention on Equality of Treatment (Accident Compensation) in 1925; Employment Service Convention in 1948; Social Security (minimum standards) Convention in 1952; Recommendation for the Protection of Migrant Workers in Underdeveloped Countries in 1955; Plantations Convention in 1958; Equality of Treatment (Social Security) Convention in 1962; Convention on the Maintenance of Social Security Rights in 1982; and Privy Convention in 1982 are some of the conventions and recommendations that contain specific provisions on migrant workers ^[3].

United nations system

Following the publication of the Universal Declaration of Human Rights (UDHR) and the Genocide Convention of 1948, the United Nations produced two composite international agreements in 1966. These were the International Covenant on Economic, Social, and Cultural Rights (ICESCR) and the International Covenant on Civil and Political Rights (IC CPR). 1976 was the year that the ICESCR became legally binding (Davidson, 1993). The International Covenant on Economic, Social, and Cultural Rights (ICESCR) ^[4] delves into the nitty-gritty of the economic, social, and cultural "human rights" that are supposed to be provided to the general populace by the government. The International Covenant on Economic, Social, and Cultural Rights (ICESCR) establishes the following rights: the right to self-determination (Article 1), a guarantee of equal rights of enjoyment of economic, social, and cultural rights by people without discrimination of any kind as to race, colour, sex, language, religion, political or other opinions, national or social origin, property, birth or another status (Articles 2 and 3), and an equal opportunity to all people to the right to work under just and (Gupta,2004). In Article 2(1) of the International Covenant on Economic, Social, and Cultural Rights (ICESCR), the phrase "other" refers to non-nationals and includes refugees, asylum seekers, migratory workers, and victims of international trafficking, regardless of their legal status and paperwork. Even though they are not citizens, non-citizens are nonetheless bound by the Convention on the Elimination of All Forms of Racial Discrimination. According to Cholewinski (2010), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) discusses women and includes migrant women. Between 1999 and 2001, the International Labour Organisation and the United Nations collaborated on a number of projects pertaining to labour migration. The authority of the United Nations to appoint a Special Rapporteur on the human rights of migrants was approved in the year 1999. In the year 2000, the United Nations established the Convention against Transnational Organised Crime along with its accompanying Protocols (which included trafficking in people and smuggling of mi grant money). In 2001, the United Nations World Conference against Racism, Racial Discrimination, Xenophobia, and Related Intolerance was held in Durban. At this conference, a Declaration was published that made reference to the imperative of eradicating racial discrimination against migrant workers ^[5]. It wasn't until July of 2003 that the United Nations Convention on Migrant Workers, officially known as the International Convention for the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW) 1990, became legally binding. The United Nations Convention on Migrant Workers provides a comprehensive outline of the human rights that pertain to all migrant workers and members of their families, including those who are in a precarious legal status.

A study on international migration and human rights was published by the GMG in 2008, on the eve of the 60th anniversary of the Universal Declaration of Human Rights (UDHR). In this paper, the GMG emphasises essential lessons in numerous different areas. In terms of the legal framework, the report consists of the following five important messages:

- Migrants are people with rights, and states have the right and the responsibility to preserve those rights even as they use their sovereign authority to decide who enters and stays in their territory.
- Migration, economic progress, and respect for human rights are all inextricably linked to one another. It is impossible to fully realise the potential advantages of international migration without first ensuring that the basic rights and liberties of all migrants are respected.
- It is everyone's obligation to protect the human rights of migrants. When it comes to protecting the human rights of migrants, the governments of migrants' countries of origin, transit, and destination each have an important role to play.
- The International Convention for the Protection of the Rights of Migrants (ICMW) provides states with the most comprehensive framework for the protection of migrants' human rights. Concerns relating to its low level of ratification and efforts must be addressed to properly define a human rights approach to migration.
- This includes the increased distribution of instruments to boost the capabilities of states in this respect. The documentation of best practises should serve as a guide to help inform the methods taken by individual states.
- Civil society and intergovernmental organisations both play critical roles in the process of engaging with governments to ensure migrants' rights are respected while also meeting the commitments they have.
- According to Cholewinski (2010), both intergovernmental organisations and civil society should be supported, and additional collaboration should be established.

The United Nations Development Programme (UNDP) is interested in migration from the standpoint of human development, and its Human Development Report 2009 takes a "human (rights) approach to migration by studying how better migration policies might boost human development. Additionally, the UNDP is interested in migration as a means of achieving sustainable development. The advancement of human rights for migrants is the primary goal of the international migration programme run by UNESCO (United Nations Educational, Scientific, and Cultural Organisation). UNESCO has been leading advocacy efforts to have the ICMW ratified^[6].

The Global Compact for Safe, Orderly, and Regular Migration (GCM), which was approved on September 19, 2016, outlined a variety of principles, obligations, and understandings among the Member States regarding international migration in all of its facets. These were included in the New York Declaration for Refugees and Migrants. The Global Compact on Migration ought to make a significant contribution to global governance and improve cooperation regarding international migration.

Migration, human rights and development perspective development has two aspects

First, there is the human element, and second, there is the economic side. The protection of human rights and the development of society have mutually supportive relationships. The emphasis of human rights is on non-discrimination and equality, whereas the goal of development is to achieve more substantial equity over the course of a longer period of time, which will support a more

rapid rate of growth. Unemployment and low wages are often cited as the "push factor" for migration. The "pull factor" is comprised of the salary levels and work possibilities that are available in the nation of destination. The migrants' presence is beneficial to both their home nation and the country to which they go. Remittances, skills, and knowledge are sent back to the country of origin by migrants. With the newly acquired skills and knowledge, migrants contribute to the growth and development of their country of origin, which ultimately results in a decrease in the amount of people living in poverty there. The money that migrants bring back to their home countries helps support greater educational opportunities for children, as well as improvements in health care, housing, and family welfare. Women who migrate may have an impact on the cultures from which they came. They provide fresh points of view and ideas to the society in which they live. As a result of having to take on new duties and tasks in the absence of their spouses, women who are forced to remain in their home country while their husbands relocate are also able to increase their levels of education and expertise (Inter-parliamentary Union *et al.*, 2015).

The contributions that migrants make to the economy of the host nation are quite beneficial. Migrants provide social, cultural, and intellectual vitality to the society that they have joined, in addition to filling the voids that exist in the labour market. According to the World Bank, "There is considerable support for the view that migrants create new business, jobs, and fill labour market gaps, improving productivity and reducing inflationary pressures" (World Bank, 2017). Women in industrialised countries are more likely to have careers than migrant women, who are more likely to be primary carers for their families' children and elderly.

Respect for their cultural identities; transfer of earnings and savings during and at the conclusion of their stays; information about their immigration status and employment, as well as rights and obligations – in a language that they can understand. These are just some of the rights that are outlined in the ICMW, and they are designed to meet the specific requirements of migrant workers. Typically, they aim to accomplish two objectives that are complimentary to one another: on the one hand, they seek to bring employees formerly employed in the informal sector into the formal economy, therefore increasing the amount of money such workers contribute to national tax and social security revenues; on the other hand, they want to reduce the likelihood of worker exploitation and abuse. According to Sookrajowa and Pecoud (2019), this strategy acknowledges that migrants who engage in employment that is both legal and ethical are likely to contribute more to development than those who are socially and economically marginalised^[7].

Migrants are recognised as persons who are entitled to the full enjoyment of human rights under a number of different human rights treaties. Other than economics, migration is caused by a lack of healthcare, food, education, inequality of opportunity, gender discrimination, and environmental degradation, a lack of peace and security, and breaches of human rights. Economic hardship is the most prominent cause of movement. Demand and violations of human rights are connected in a number of different ways; deficiencies in development and migration may manifest themselves in the form of human trafficking and the movement of indigenous

people. There is a brain drain of between 30 and 50 percent of South African medical school graduates to the United Kingdom and the United States. In the migration of health workers, three clusters of human rights are at play: the freedom of movement, the labour rights - where poor terms and conditions of work are a primary cause for migration, and the right of health, which is underdeveloped in poorer countries of origin and strengthened in more affluent countries of recruitment (Crush, 2019). The freedom of movement is one of the most important human rights at play in the migration of health workers^[8].

Migrants are in a precarious position since they are geographically separated from their native nation. Because they are foreigners in a culture, frequent migrants are likely to be ignorant of its native language, laws, and practises. Because the land is unfamiliar to them, it is possible that they may be less equipped than others to know and enforce their rights. They may be subjected to discrimination, unfair treatment, and unequal opportunity at their place of employment as well as in their day-to-day life. Because they may be subject to deportation if they do so, irregular migrants may be hesitant to seek protection against rights abuses from authorities such as the police or employment authorities. In certain nations, migrant workers are not protected by the national employment law, and in any event, migrants are more likely to work in the areas of the informal employment sector where labour standards are not enforced. By linking anti-terrorism and immigration control in the context of the "war on terror," many governments have encouraged – however unintentionally – xenophobia against migrants from particular regions of the world (UNESCAP, 2012). During times of political tension, they may be the first to be suspected of – or scapegoated for – being security risks. During these times, they may also be the first to be blamed for a security breach.

Women it is very uncommon to hear the term "double marginalisation" used to migrant employees. This is due to the fact that female migrant workers are more susceptible to being exploited and mistreated. It may be difficult to differentiate between women who have been trafficked and women who have migrated of their own accord since both groups may find themselves in circumstances that are equivalent in terms of exploitation, violence, and abuse. According to the statement made by the United Nations Special Rapporteur on Violence against Women, "women and girls left their homes and were trafficked 'in such large numbers' in Asia because of a lack of economic opportunities and social discrimination." customary practises, such as the sale of young girls into concubinage for feudal lords or into prostitution, as well as the practise of polygamy, all had elements of discrimination against women. These elements included inheritance laws, property laws, employment regimes, and customary practises. "As a result of all of these factors, women became an easy target for human traffickers" (UNHCR, 2006:6). She said that this increase in trafficking had been accompanied by a rise in illegal migration in the area, which was driven by inequality, poverty, and all types of gender discrimination. She said that this rise in trafficking had been occurring simultaneously with the rise in undocumented migration^[9].

The Committee on the Elimination of Racial Discrimination (CERD) conducted an investigation into the conditions in several countries and found that migrant domestic workers often experience serious issues such as financial bondage,

the withholding of their passports, unlawful incarceration, rape, and physical violence. According to reports published by non-governmental organisations, a significant number of working women do not have employment contracts, or if they do, the contracts they do have are on unfavourable terms, they are paid poor incomes, they do not have access to insurance, and they do not have control over their working hours. Domestic employees may be confined to the residence or apartment block in which they are employed for the duration of their job if their employers prevent them to leave the home where they are employed. (Inter-Parliamentary Union and other organisations, 2015).

There are some women who are able to escape violent jobs. Many do not, and the reasons they give illustrate the helpless situation of many domestic migrant workers: a lack of alternative employment; ignorance of rights; financial obligations to family and the fact that they are dependent on the worker's income; a lack of financial resources; fear of deportation; restrictions on movement; lack of identity papers; fear of arrest; fear of violence by agents/traffickers/employers; debt bondage; fear of retaliation against the family of the worker who reported them; (UNESCAP, 2012) [Citation].

Conditions of migrant workers Singapore

A significant portion of Singapore's construction industry labour originates from neighbouring countries such as Bangladesh, India, China, and Myanmar. The migrant worker will pay the agency in his home country between US\$ 2400 and US\$ 4800 in order for the agent to get employment for them in Singapore and take care of travel preparations. Many of them, including themselves, are duped by the agents working in the host nation. Every month, the agents will deduct a portion of their pay from the employees' paychecks. Some people find that they are unable to withdraw the money they have been saving up each month in Singapore when they decide to leave the country after having lived there for a few years. They are left with no money to return home when their contracts are suddenly terminated, and they are unable to do so. Because the financial dealings were not recorded, it is going to be tough for them to launch a court claim and get their money back if they do so. They are subject to prompt deportation in the event that they are involved in an accident while on the job. In the event that they dispute their treatment, their employers resort to physical violence against them (Seneviratne, 2012). During the epidemic that occurred in Singapore, hundreds of employees who were infected with COVID-19 were isolated in dormitories. They had not been given wages for more than two months, and the living conditions were so unsanitary that it left them susceptible to the virus. According to the Employment of Foreign Manpower Act, migrant workers who possess Work Permits are ineligible for health care subsidies from the federal government, and it is the responsibility of companies to provide medical insurance for their employees. The large number of COVID-19 cases reported among migrant workers in Singapore sheds light on the vulnerability of migrants throughout the world during this pandemic. Migrants are often excluded from the health programmes of their host countries, which may cause COVID-19 identification and treatment to be delayed. This also raises the likelihood of outbreaks, as seen by the recent spike in

the number of migrant workers reporting symptoms of COVID-19 infection. Prior to the COVID-19 pandemic, there have been reported outbreaks of dengue, typhus, and TB, all of which disproportionately affected inhabitants of dormitories in Singapore. The COVID-19 pandemic is not the first infectious disease epidemic to disproportionately impact dormitory residents in Singapore. As a result, the pandemic brought to light the inhumane treatment of migrant workers by the Singaporean government, which housed them in overcrowded dormitories, as well as the need of civic planning in regard to the treatment of migrant workers (Sun and Smith, 2020).

Middle east

In a letter that was sent to six Arab countries, including Saudi Arabia, Qatar, Bahrain, Kuwait, Oman, and the United Arab Emirates, Amnesty International, Human Rights Watch, Migrant-Rights.org, and the Business and Human Rights Resource Centre (BHRRC) voiced their concerns and suggested recommendations that aim to protect the rights of migrant workers during the COVID-19 pandemic¹². These six nations are home to the bulk of the 23 million migrant workers who make their homes in Arab states. The majority of these workers come from Asia as well as less developed Arab and African nations. During the epidemic that swept across the Middle East, construction workers who had not been paid were on the verge of famine. In addition to deplorable living circumstances, limited legal protection, a lack of knowledge, and restricted access to preventative health care measures and treatments, the labour systems that are in place in these countries make it exceedingly difficult for migrant workers to protect themselves during a pandemic. "Gulf countries are highly dependent on migrant workers in almost every major sector to help grow their economies – and yet they have utterly failed to protect migrant workers, and treat them with the dignity and respect they deserve," said Lynn Maalouf, who is the Middle East Research Director for Amnesty International. "Gulf countries have utterly failed to protect migrant workers, and treat them with the dignity and respect they deserve," said Lynn Maalouf. This pandemic has further highlighted the precarious situation that migrant workers are in, as seen by the high number of cases of COVID-19 that have been documented in communities of migrant workers."

European union

Migrant workers employed in the EU who hail from economically developing nations in Eastern Europe also experience situations not dissimilar to those described above. Migrant workers on vegetable farms in Almeria in Spain, which supply UK supermarkets, were found to have been left unprotected in the face of a new wave of COVID-19 infections in the region, according to the findings of an investigation that was conducted jointly by Ethical Consumer and The Observer and published in September 2020 by the British Retail Consortium, which represents UK supermarkets.

Clare Carlile, writing on the website of Ethical Consumer, a UK campaign organisation supporting better circumstances for migrant workers in the EU, pointed out that the situation is the result of years of neglect of employees. Ethical Consumer is a campaign organisation in the UK that supports better conditions for migrant workers in the EU.

They received a visit from the Spanish army on March 18 and were instructed to remain in their current location, despite the fact that in some areas there is no flowing water for many kilometres. Because of concerns about COVID-19, a water truck visits twice a week. "If you are at work and you miss it, you must walk several kilometres after a long day to find water," she explained. "After a hard day." "The failure of employers to offer fundamental rights has, over the course of many years, made life very difficult for the people who live in the settlements. Now, the epidemic has reached the stage where it may be considered a crisis. (Carlile, 2020).

Asian countries

According to the BHRRC, the most prominent producer of rubber gloves in the world is Since the European Union and the United States became the epicentre of Covid-19, Malaysia has seen a spike in the number of orders coming from these two locations. Companies who have been previously banned for their exploitation of migrant labourers have recently been receiving an increasing number of orders. One of these businesses is WRP Asia Pacific, which, according to the United States, does not utilise forced labour any more. The United Kingdom's National Health Service (NHS) has recently purchased 88.5 million medical gloves from Supermax, a Malaysian company that was blacklisted in 2019 for recruiting migrant workers that were reportedly exploited. These abuses included paying excessive recruitment fees to agents, confiscating passports, working 12 hours per day for up to 30 days without rest, poor working and hostel conditions, and wage deductions for speaking out against working conditions (Seneviratne, 2020).

The majority of Thailand's migrant labourers come from Myanmar, Cambodia, and Laos. The country is home to more than 4 million migrant workers overall. They have strongly recommended to migrant workers that they remain in their current locations and refrain from going back to their countries of origin while the COVID-19 epidemic is ongoing. However, many immigrants went back home because they feared being hungry and having no place to call home if they couldn't find work.

Conclusion

The 'migration management' approach, as opposed to a rights-based migration, is being called into question in relation to the governance of migratory workers (Hujo and Piper, 2015). The rights-based approach to migration is founded on international human rights legislation and serves as the foundation for all migration policy. This approach was developed in response to the global refugee crisis. In accordance with the principles enshrined in international law pertaining to human rights, all migrants, regardless of the status of their migration, are entitled to the respect, protection, and full enjoyment of their human rights. The migration management strategy is founded on the neoliberal market philosophy, and it offers a non-ideological or politically uninvolved method to 'tackle' the issue of migration.

One of the most significant accomplishments in recent discussions is the overcoming of dichotomies between rights-based and development-based approaches to migration, as well as the recognition of the complex nature of migration, which requires integrated policies, coherence

between various policy areas and decision-making levels, and more robust bottom-up participation and migrant agency. If the 2030 Agenda for Sustainable Development (SDG) were properly implemented, including the Paris Agreement (on climate change) and the Sendai Framework (for disaster risk reduction), this would go a long way towards eliminating causes that force people to migrate. In point of fact, the significance of addressing the fundamental reasons for migration is now a standard topic of discussion in the political establishment of nations in the West or in the Global North. It is necessary to acknowledge that migration is not going away, that it confers a variety of advantages, and that it is a fundamental human right to be able to work and move about freely and safely. In order to ensure that the Sustainable Development Goals (SDGs) and the Global Compact for Migration (GCM)¹⁴ are put into effect, civil society and other key players need to demand accountability from the government. For instance, through analysing and evaluating whether policies pertaining to development, security, and migration are transformational and empowering, as well as redistributing and sharing resources and power (Hujo, 2019).

The growing number of publications on migrant rights and human rights abuses that have been released by non-governmental organisations (NGOs) during the last several years is evidence that rights breaches against migrants are widespread. The protection of migrants is moving forward, although at a snail's pace, and the current economic crisis is making such abuses even more widespread. It is less probable that migrants would be considered as useful to the economy and more likely that they will be perceived as stealing employment away from locals and emptying national assistance systems. There are still a lot of obstacles to overcome when it comes to safeguarding migrants who are in an irregular position, temporary workers who are working in low-skilled professions, and migrant women who are working in domestic labour. There are additional difficulties associated with ensuring that arbitrary disparities regarding access to basic rights are not made between certain groups of migrant workers, such as temporary and long-term employees, as well as low-skilled and skilled workers. This is a challenge since it is difficult to justify making such distinctions.

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