



No. R-20/ 02/ 2020 – PRPP

National Human Rights Commission

Minutes of the Core Group Meeting on Business and Human Rights

A meeting of the Core Group on Business and Human Rights on 'Protecting Migrant Workers' Rights: Shared Responsibility of Government and the Private Sector' was held on 12 May 2026 at the Manav Adhikar Bhavan, New Delhi, in hybrid mode. The meeting was chaired by **Justice V. Ramasubramanian**, Hon'ble Chairperson, NHRC and attended by **Justice (Dr.) Bidyut Ranjan Sarangi**, Hon'ble Member, NHRC. **Shri Bharat Lal**, Secretary General; **Smt. Anupama Nilekar Chandra**, Director General (Investigation); **Shri Joginder Singh**, Registrar (Law); **Shri Samir Kumar** and **Smt. Saidingpuii Chhakchhuak**, Joint Secretaries, NHRC, were also present in the meeting. Representatives from various ministries, autonomous bodies, non-governmental organizations (NGOs), international organizations, academia, along with members of the Core Group and special invitees, also attended the meeting. The list of participants is enclosed.

2. The theme of the meeting of the Core Group broadly focused on i.) Legal and Institutional Framework: Gaps in Protection and Implementation; ii.) Role of Businesses in Protecting the Rights of Migrant Workers in India and iii.) Identifying Practical Measures for Strengthening the Protection and Welfare of Migrant Workers in India: Multi-stakeholder Approach.

3. **Shri Samir Kumar**, Joint Secretary, NHRC, welcomed the participants and began his address by referring to the recent labour protests in Noida, Uttar Pradesh, observing that the benefits of existing laws, policies, and welfare schemes were still not adequately reaching workers at the grassroots level. He also noted that the recent elections in five States had led to the large-scale return of migrant workers to their native places for voting, significantly affecting logistics and infrastructure services. This, he remarked, underscored the vital role migrant workers play in sustaining the country's economy and essential services. He further briefly outlined the three key agenda items identified for focused deliberation during the session.

4. In his opening remarks, **Shri Bharat Lal**, Secretary General, NHRC, referring to a World Bank report on migration released over a decade ago, noted that migrant workers across sectors continue to play a pivotal role in driving economies worldwide. He also cited a study which found that workers' efficiency increased when supported through targeted welfare, care and skilling interventions. Highlighting the long-term social impact of worker welfare, he observed that additional income earned by migrant workers is often invested in the education and betterment of their children, thereby shaping future generations. He stressed two key concerns: first, the issue of perceived discrimination and unfair treatment of workers; and

second, the conditions of outsourced persons working with various public institutions like multi-skilled, security guards, cleaning staff, etc. who, despite legal provisions, were often not paid minimum wages by hiring agencies. He further noted that, as per available estimates, nearly 28.9% of the population was categorised as migrants in 2021. Recalling the COVID-19 pandemic, he emphasised that migrant workers were among the communities most affected, prompting the NHRC to issue a series of advisories during that period.



Shri Bharat Lal, Secretary General, NHRC, delivering his opening remarks

5. He observed that while several government schemes and legislative mechanisms, including the new Labour Codes, are already in place, the key challenge lies in ensuring effective and responsive implementation in the era of digital governance. Stressing the need to bridge the gap between policy and implementation, he invited the participants to share their views and recommendations on the following key areas:

- Strengthening **inter-state coordination** mechanisms for migrant workers.
- Ensuring universal and **portable social protection systems** to guarantee continuity of benefits across States.
- Promoting **digital integration** and **upskilling initiatives** to enhance workers' efficiency and productivity.
- Building a culture that moves beyond mere compliance towards a **rights-based approach** for migrant workers.

6. Drawing from his experiences, **Justice V. Ramasubramanian**, Hon'ble Chairperson, NHRC, reflected on a time when labourers were actively protected and represented by trade unions, whose office bearers were often more deeply informed about workers' issues than even legal practitioners. He observed that the changing development landscape and the growing emphasis on economic growth and capital investment have altered labour dynamics significantly. In this context, the State frequently finds itself constrained by compliance-related challenges, even within the organised sector, while the condition of workers in the unorganised sector remains far more precarious and insecure.

7. He further highlighted that migrant workers face unique challenges, particularly language barriers and constant mobility across states, which make collective organisation and representation increasingly difficult. Recalling that legislative measures concerning migrant workers have been in place since 1979, he noted that despite the existence of well-intentioned laws, significant gaps continue to persist in their effective implementation. He called upon the participants to deliberate on the following key areas:

- Identifying **gaps** in the existing legal framework;
- Examining **challenges in implementation** and enforcement mechanisms;
- **Suggesting measures** that may be undertaken by Government, NHRC & industry bodies;
- Exploring mechanisms through which **private sector compliance** and **accountability** can be effectively monitored.



Justice V. Ramasubramanian, Hon'ble Chairperson, NHRC, delivering the inaugural address



Justice (Dr.) Bidyut Ranjan Sarangi, Hon'ble Member, NHRC, expressing his views

8. **Justice (Dr.) Bidyut Ranjan Sarangi**, Hon'ble Member, NHRC, highlighted the plight of migrant workers, noting that delayed and inadequate wages often deepen their hardships. He observed that the Government is exploring ways to ensure that welfare scheme benefits effectively reach migrant workers at the grassroots level. He emphasised the need for a comprehensive data system that records not only individual migration but also family migration patterns and duration of migration. He further noted that many migrant workers remain illiterate and are vulnerable to exploitation by contractors and intermediaries. Underscoring their critical contribution to nation-building and economic growth, he stated that migrant workers are central to the country's development and, therefore, their own development must not be overlooked.

9. **Shri Anant Swarup**, Secretary General, FICCI, stated that just as the 'One Nation, One Ration Card' initiative has facilitated portability of welfare benefits, a similar mechanism may be considered in relation to health cards for migrant workers. He observed that healthcare administration is presently handled at the state level, which poses significant challenges for migrant workers seeking access to healthcare facilities outside their home states. He also stressed the need for multilingual helplines to address the concerns of migrant workers. From the perspective of industry, he suggested that the Government could consider providing capital subsidies to businesses for the construction of dormitories in large factories employing substantial numbers of migrant workers, noting that some states have already initiated such measures. Further, he highlighted the importance of skill development and stated that while the Government is already engaged in skilling migrant workers, partnerships with corporates could help improve outcomes and enhance effectiveness.



Shri Anant Swarup, Secretary General, FICCI

10. **Shri K. C. Meena**, Joint Director (CSR), Ministry of Corporate Affairs, stated that the Securities and Exchange Board of India has prescribed the Business Responsibility and Sustainability Reporting (BRSR) framework. He further observed from 2022–23 onwards that there is presently no obligation for unregistered companies to file the BRSR or Business Responsibility Report (BRR) and suggested that SEBI may be called upon to consider the same for unregistered companies.

11. **Ms. Pichamon Yeophantong**, Asia-Pacific Member, Working Group on Business and Human Rights, emphasised the importance of language accessibility in enabling migrant workers to access remedies and grievance redressal mechanisms. She further observed that migrant workers are often marginalised and excluded from effective access to services, protection mechanisms, and legal remedies due to social and structural barriers. Ms. Yeophantong also stressed the need for establishing dedicated facilities, including helplines or hotlines, to provide timely assistance, guidance, and support to migrant workers, particularly in situations involving exploitation or denial of rights. Additionally, she underlined the importance of constituting or strengthening a working group willing to extend support to the NHRC in addressing issues concerning migrant workers and ensuring coordinated efforts towards the protection of their rights.

12. **Shri Deepangkar Guha**, Director, Ministry of Labour & Employment, acknowledged that while the challenges faced by migrant workers are well recognised, identifying and implementing effective solutions remains difficult and complex. He referred to the establishment of the National Social Security Board for migrant workers and emphasised the need for concrete action to strengthen social security protections for migrant labourers. Shri Guha observed that although portability of welfare schemes exists under several Central Government schemes, similar portability mechanisms are often lacking at the State level. In this context, he noted that schemes such as Pradhan Mantri Jeevan Jyoti Bima Yojana and pension schemes provide portability benefits to migrant workers across regions. However, effective implementation at the ground level remains inadequate. He also pointed out that in matters concerning migrant workers, the role of the Central Government is often limited, as labour and implementation-related issues largely fall within the jurisdiction of State Governments, thereby restricting direct intervention by the Centre in several cases.



Shri Deepangkar Guha, Director, Ministry of Labour & Employment

13. **Smt. Anuja Bapat**, Policy Division, DDG, MSME, observed that migrant workers should not be viewed as a singular category, but rather as a multidimensional ecosystem involving workers, accompanying family members, and other associated persons who become part of the migration process. She emphasised that policy responses relating to migrant workers should therefore address not only the economic dimensions of migration, but also the broader social and familial aspects associated with it. She further highlighted government initiatives which support enterprise creation, access to affordable credit, upskilling, market access, and handholding support and emphasised the importance of formalisation of MSMEs through the Udyam Registration Portal and noted that the portal provides free, paperless, and voluntary registration for MSMEs, enabling enterprises to access priority sector lending and various government schemes. According to her, such formalisation measures could contribute towards addressing migration-related concerns by strengthening the MSME ecosystem and expanding economic opportunities at the local level.

14. **Shri Vimal Bhatner**, Deputy General Manager, SEBI, informed that the Securities and Exchange Board of India addresses issues relating to business and human rights through

disclosure-based regulatory mechanisms under the Business Responsibility and Sustainability Reporting (BRSR) framework, applicable to the top 1,000 listed companies. He stated that Principle 3 and Principle 5 of the BRSR framework require disclosures relating to the Human Rights and well-being of employees and workers. He further clarified that the BRSR framework presently applies only to listed entities, whereas a substantial proportion of migrant workers are engaged in the unorganised and unlisted sectors, which fall outside SEBI's direct regulatory purview. He observed that broader coverage in this regard lies primarily with the Ministry of Corporate Affairs and the Ministry of Labour and Employment. In conclusion, Shri Bhattar stated that any suggestion relating to additional disclosure requirements may be examined by SEBI through its established consultation process, including advisory committee review and public consultation.

15. **Shri Insaf Nizam**, ILO Specialist on Fundamental Principles and Rights at Work, observed that issues relating to migrant workers must be viewed within the broader framework of labour rights and working conditions affecting all workers, while recognising the additional vulnerabilities faced by migrant workers. He emphasised the importance of adherence to the fundamental principles and rights at work promoted by the International Labour Organisation, and highlighted the need for practical and implementation-oriented measures to address gaps in welfare delivery and grievance redressal mechanisms. He noted that procedural limitations, documentation-related barriers, and lack of inter-departmental coordination often hinder effective implementation of welfare measures for migrant workers, and suggested that States and institutions undertake studies to identify structural bottlenecks and improve institutional arrangements. He further drew attention to challenges faced by migrant children in accessing education due to language barriers, which increase their vulnerability to child labour. Shri Nizam also highlighted concerns relating to women migrant workers, including a lack of formal recognition as workers, wage disparities, discrimination, and sexual harassment at workplaces.

16. **Shri Kailash Bhandari**, Joint Director, Department of Public Enterprises, reiterated the Department's commitment to ensuring compliance with all existing laws, policies, and institutional mechanisms relating to labour welfare and employment practices. He stated that public enterprises have consistently sought to uphold high standards of accountability and are regarded as model employers in the implementation of labour-related safeguards and protections. He further emphasised that migrant workers engaged within public enterprises are largely employed on a contractual basis, and the department remains committed to ensuring that all applicable rules and regulations governing their employment are duly followed. He assured that the department would continue to adhere to the existing legal framework pertaining to wages, working conditions, social security measures, and other statutory protections available to migrant workers, in accordance with prevailing labour laws and government guidelines.

17. **Shri Sunil Mishra**, Principal Advisor, Confederation of Indian Industry (CII), emphasised the need for easing compliance mechanisms and revisiting the definition of "migrant labour" to ensure clarity and inclusivity in implementation. He further stressed strengthening local support systems to address language and cultural barriers, ensuring portability and efficient

delivery of welfare benefits, and promoting transparent recruitment processes and skill development initiatives to enhance employability and reduce exploitation. He also underscored the importance of improving workplace safety, occupational health standards, and gender-sensitive measures at workplaces. Additionally, he highlighted the need for inclusive housing and urban planning measures to facilitate the effective social and economic integration of migrant workers into host communities.



A view of the online participants

18. **Prof. Vasanthi Srinivasan**, Indian Institute of Management Bangalore, emphasised the need to better understand the presence and role of migrant labour within large businesses. She noted that reliable and accessible data relating to migrant workers is often difficult to obtain and track. Referring to disclosures mandated by the Securities and Exchange Board of India (SEBI) for the top 1,000 listed companies employing contract labour, she suggested exploring the possibility of introducing similar disclosure mechanisms specifically concerning migrant labour employed by companies. She also underscored the importance of conducting a comprehensive analysis of the data available on the e-Shram Portal.

19. **Shri Tom Thomas**, Chief Executive Officer, Praxis Institute for Participatory Practices, observed that one of the major concerns relating to migrant workers is the decline of labour unions and the consequent erosion of collective mobilisation for demanding and safeguarding workers' rights. He raised the question of how migrant workers, owing to the fluid and temporary nature of their employment and movement, can effectively organise themselves to voice their concerns. He noted that while sufficient legal provisions exist for the protection of migrant workers' human rights, the primary challenge lies in effective implementation. In this regard, he suggested the establishment of a participatory monitoring mechanism to identify and address gaps in the implementation of existing laws, with the involvement of businesses, civil society organisations, and human rights institutions. He further recommended devising a mechanism to enable migrant workers to exercise their voting rights without having to travel back to their native places, noting that such a measure would benefit both migrant workers and the broader economy. Additionally, he emphasised the need for a

robust helpline mechanism jointly monitored by the Government and civil society organisations, given the latter's extensive grassroots outreach and engagement.



Shri Tom Thomas, Chief Executive Officer, Praxis Institute for Participatory Practices

20. **Shri Sanjay Awasthi**, Head of Office, The International Organization for Migration (IOM), India, stressed that businesses should engage only licensed recruitment agencies and ensure that employment contracts are provided in written form and in languages accessible to workers. He also emphasized the importance of proper verification of contracts without fail to prevent deception and exploitation. He further recommended the conduct of regular third-party risk assessments to monitor compliance with labour standards and human rights obligations. He also underlined the need for workers to have access to effective grievance redressal mechanisms and protection against retaliation when raising complaints regarding working conditions or labour rights violations. With regard to social protection measures, he stated that the e-Shram registration system should serve as the basis for extending social security and welfare benefits to migrant workers. He further stressed the importance of involving migrant workers in policy formulation and decision-making processes affecting their lives and livelihoods.

21. **Smt. Nusrat Khan**, Business and Human Rights Specialist, UNDP, India, highlighted the relevance of the United Nations Guiding Principles on Business and Human Rights and observed that, despite existing policy frameworks such as the National Guidelines on Responsible Business Conduct (NGRBC) and Business Responsibility and Sustainability Reporting (BRSR), the unique vulnerabilities and informal nature of migrant labour require greater policy clarity and more specific articulation of corporate responsibilities towards migrant workers. She stressed the need for focused guidance addressing the interface between migrant workers and the private sector, particularly in informal sectors such as textiles and gig work. In this regard, she suggested that future revisions of the NGRBC and the draft National Action Plan on Business and Human Rights may incorporate migrant worker and sector-specific perspectives to enhance policy coherence and corporate accountability.

22. **Dr Vidya Tikoo**, Senior Vice President, Aditya Birla Group, presented the perspective of businesses on the issue. She highlighted that supplier ratings are increasingly determined by

human rights considerations and observed that many Indian suppliers continue to face shortcomings in this regard. She further stated that businesses are attempting to determine what constitutes a fair wage, although this varies significantly across states and locations. She pointed out that awareness regarding human rights issues among workers remains extremely limited. In many cases, suppliers reportedly do not provide recruitment letters to workers. She also shared experiences relating to female security guards employed in industrial plants, many of whom continue to face wage disparities.



Shri Pradeep Narayanan, Core Group Member, NHRC

23. **Shri Pradeep Narayanan**, Director, Partners in Change, observed that India is currently among the global leaders in disclosures relating to business practices. He emphasised the importance of creating an ecosystem in which businesses are also incentivized to support workers' welfare and rights. He noted that the Business Responsibility and Sustainability Reporting (BRSR) framework plays an important role in protecting workers' rights and suggested identifying the top five companies within each sector to develop sector-specific solutions. Referring to trade unions, he stated that while they were once highly relevant, there has been little innovation in collective bargaining practices. In this context, he suggested that the NHRC could play an important role in educating stakeholders in newer and more effective forms of collective bargaining. He also highlighted that gender and caste dimensions often remain neglected in discussions concerning migrant labour. Existing institutions such as the National Commission for Scheduled Castes and the National Commission for Scheduled Tribes, he stated, could play a significant role in addressing these concerns. He further observed that Denotified Tribes have historically experienced migration and should also be included within these policies and institutional frameworks.

24. **Shri Jatinder Singh**, Deputy Secretary General, PHD Chamber of Commerce and Industry (PHDCCI), suggested that the e-Shram Portal could be integrated with other portals relating to social welfare schemes, particularly those functioning at the state level. He proposed the introduction of a unique QR code for each worker to facilitate access to healthcare, ration distribution, and other essential welfare services. He further recommended the development of a National Migrant Labour Dashboard to track the movement of migrant workers as well as

their access to welfare schemes and services. From the perspective of businesses, he suggested that large enterprises could be encouraged to provide migrant workers with a “welfare declaration” at the time of hiring. He also stressed the need for an accessible grievance redressal mechanism available through both physical and online platforms, supported by multilingual services and time-bound resolution processes. In addition, he proposed a 24x7 helpline mechanism to provide advice and support to migrant workers and to facilitate action in cases involving human rights violations. He further suggested organising pre-departure orientation programmes in states with high rates of outward migration to sensitize workers before migration. He also noted that the BRSR framework could include a dedicated section addressing migrant labour welfare and underscored the need for robust delivery architecture for migrant welfare

25. **Shri S. Irudaya Rajan**, Founder Chair, International Institute of Migration and Development (IIMAD), emphasised the need to strengthen migration-related databases and undertake evidence-based assessments for effective policymaking concerning migrant workers. He observed that a “one-size-fits-all” approach is inadequate, given the diverse sectors and occupations in which migrant workers are engaged and stressed the need for sector-specific interventions and tailored policy measures. He also raised concerns regarding poor living conditions, inadequate wages, language barriers, and exploitative dependency arising from advance payments made by employers or contractors and suggested that wage payments be digitised through formal payroll systems to enhance transparency and accountability. He also emphasised the need to move towards ‘living wages’ that ensure a dignified standard of living. Shri Rajan further recommended linking migrant workers’ records with Aadhaar to facilitate access to voting rights and welfare entitlements irrespective of place of migration and underlined that protecting and empowering migrant workers would contribute positively to economic growth and social development.

26. **Shri Santosh Poonia**, Director (Knowledge and Learning) Aajeevika Bureau, stressed the need for stronger social security and grievance redressal mechanisms for migrant workers. He stated that multilingual helpline services should be established to ensure that migrant workers from different linguistic backgrounds are able to seek assistance and report grievances effectively. In this regard, he shared that their organisation operates a helpline which receives nearly 3,000 cases per month, reflecting the scale of issues and distress faced by migrant workers across sectors. Shri Poonia also highlighted the urgent need for strengthening labour inspections. He observed that State Labour Departments are under-capacitated, noting that in some instances there is only one labour inspector for approximately 800 labourers, resulting in inadequate monitoring and very limited inspections at workplaces. He further stressed the importance of portability of welfare schemes so that migrant workers can continue to access social security and welfare benefits irrespective of the State in which they are employed. In this context, he advocated for stronger national-level schemes and coordinated mechanisms to ensure continuity of benefits for migrant workers across different States.



Shri S. Irudaya Rajan, Founder Chair, IIMAD

27. **Shri Namit Agarwal**, Asia Policy Lead, World Benchmarking Alliance, stated that his organization assesses the world's top 2,000 companies on issues relating to living wages and observed that only four per cent of such companies currently pay a living wage to workers globally. He highlighted the lack of clarity regarding what constitutes a "living wage" and noted that businesses often prefer to hire migrant labour because it is comparatively cheaper. Referring to the Doha Political Declaration of 2025, he stated that it recognizes the shared responsibility of States in addressing these concerns. He further observed that the burden on Governments increases when businesses fail to fulfil their responsibility of ensuring fair wages for workers. In this context, he proposed the idea of a "Living Wage Mission" with time-bound targets for the private sector, noting that several countries in Asia are already moving in this direction.

28. **Dr. Kishlay Kirti**, Research Associate, ICWA, focused on the condition of migrant contract construction workers, highlighting that a large number of such workers are hired informally and therefore remain outside the purview of labour laws and social security protections. It was noted that the issue of low wages faced by migrant workers is already in the public domain, with many workers reportedly earning very low wages per month despite the high cost of living in metropolitan regions. Reference was also made to the recent protests in Noida. S Kirti observed that while certain State Governments have introduced welfare schemes for construction workers, their coverage remains limited. He also highlighted the issue of affordable housing, stating that migrant workers often face significant difficulties in securing decent accommodation in urban areas. It was suggested that there should be specific provisions and housing facilities for migrant workers to ensure dignified living conditions.

29. **Smt. Shomita Biswas**, Special Rapporteur, NHRC, highlighted that a significant number of women and children are part of the migrant worker population, and their specific needs are often inadequately addressed. She observed that services such as immunisation are time-sensitive and require timely intervention. In this regard, she suggested linking immunisation and related services, including ante-natal care, in order to ensure that women and newborn children are able to access these facilities effectively. She further recommended linking such

services with Aadhaar so that the nearest urban local bodies are able to address these issues at the local level in a more efficient manner.



Dr. Kishlay Kirti, Research Associate, ICWA

30. **Shri D. S. Dhapola**, Special Monitor, NHRC, observed that migrant workers are frequently not paid fair wages, which often compels them to return to their native places. He noted that this is a challenge witnessed in several parts of the world and stressed the need for a policy framework that provides for strict action against employers and entities that fail to ensure fair payment to workers.

31. While summing up, **Secretary General**, Shri Bharat Lal, observed that Micro, Small and Medium Enterprises (MSMEs) constitute the backbone of the economy and play a crucial role in employment generation and economic growth. He emphasised that in the present global landscape, there is little scope to overlook compliance obligations relating to climate responsibility, sustainability, and workers' rights. He also observed that enforcement, compliance and monitoring of rights of migrant workers in unorganized sector poses a huge challenge. He noted that it is better that industries adopt such measures voluntarily today, otherwise the time is not far off when adherence to these standards would become inevitable. He appealed to MSMEs to proactively embrace compliance frameworks and adopt responsible business practices, not merely as a legal obligation, but as a strategy for sustainable and inclusive growth.

32. **Justice V. Ramasubramanian**, Hon'ble Chairperson, concluded the meeting, stating that migrant workers are often compelled to migrate due to the lack of livelihood opportunities in their native regions. He remarked that employers frequently prefer migrant labour because they can extract longer hours of work at lower wages, while workers, owing to their vulnerable conditions, are often unable to raise their voices against exploitation. He further noted that challenges are particularly acute in unorganised sectors such as construction, hotel services, and domestic work, where regulation and oversight remain weaker compared to the corporate sector. Observing that economic systems are often driven by profit-oriented interests, he stressed the need for stronger community-based support mechanisms for migrant workers.



33. In this regard, he emphasised a three-pronged strategy, viz. i.) a **sector-wise approach** is essential to effectively address the diverse challenges faced by migrant workers; ii.) formation of **associations along linguistic lines** and iii.) the **establishment of coordination councils/ committees** in every State comprising members willing to render voluntary services. Such mechanisms, particularly those focusing on overcoming language barriers, could help migrant workers upon their arrival by facilitating communication and coordination. He observed that improved connectivity through language and cultural familiarity would enable migrant workers to feel more secure and protected, and that many of their problems could be resolved through effective communication.

34. The meeting ended with a vote of thanks by **Shri Samir Kumar**, Joint Secretary, NHRC.

List of participants

National Human Rights Commission

- 1.) Justice V. Ramasubramanian, Hon'ble Chairperson
- 2.) Justice (Dr.) Bidyut Ranjan Sarangi, Hon'ble Member
- 3.) Shri Bharat Lal, Secretary General
- 4.) Smt. Anupama Nilekar Chandra, Director General (Inv.)
- 5.) Shri Joginder Singh, Registrar (Law)
- 6.) Shri Samir Kumar, Joint Secretary
- 7.) Smt. Sainingpuii Chhakchhuak, Joint Secretary
- 8.) Dr. (Ms.) Rajul Raikwar, Consultant (Research)
- 9.) Ms. Prerna Hasija, Junior Research Consultant

NHRC's Special Monitor and Special Rapporteur

- 10.) Smt. Shomita Biswas, Special Rapporteur
- 11.) Shri D.S. Dhapola, Special Monitor
- 12.) Shri Subash Chandra, Special Rapporteur

Core Group Members

- 13.) Dr. Vasanthi Srinivasan, Professor, Indian Institute of Management, Bangalore.
- 14.) Dr. Vidya Tikoo, Sr. Vice President, Aditya Birla Management Corporation Pvt. Ltd, Mumbai.
- 15.) Shri Tom Thomas, CEO, Praxis Institute for Participatory Practices, Chennai.
- 16.) Shri Pradeep Narayanan, Director, Partners in Change, New Delhi.
- 17.) Shri Namit Agarwal, Asia Policy Lead, World Benchmarking Alliance

Ex-officio Members

- 18.) Shri Anant Swarup, Secretary General, FICCI
- 19.) Shri K. C. Meena, Joint Director (CSR), Ministry of Corporate Affairs
- 20.) Shri Vimal Bhatler, Deputy General Manager, SEBI
- 21.) Dr Jatinder Singh, Dy. Secretary General, PHD Chamber of Commerce & Industry
- 22.) Smt. Anuja Bapat, DDG, Ministry of Micro, Small and Medium Enterprises (MSME)
- 23.) Shri Sunil Misra, Principal Advisor, Confederation of Indian Industry (CII)
- 24.) Shri Kailash Bhandari, Joint Director, Department of Public Enterprises

Representation from International Organizations

- 25.) Ms. Aida Martirous-Nejad, Office of the UN High Commissioner for Human Rights
- 26.) Shri Insaf Nizam, ILO Specialist on Fundamental Principles and Rights at Work.
- 27.) Ms. Catherine Laws, Labour Migration Specialist, DWT-South Asia
- 28.) Ms. Nusrat Khan, Business and Human Rights Specialist, UNDP, India
- 29.) Ms. Pichamon Yeophantong, Asia-Pacific Member, UN Working Group on Business & Human Rights

Special Invitees

- 30.) Shri Ashutosh A.T. Pednekar, Joint Secretary, Ministry of Labour & Employment
- 31.) Shri Deepangkar Guha, Director, Ministry of Labour & Employment
- 32.) Shri S. Irudaya Rajan, Founder Chair, International Institute of Migration & Development
- 33.) Shri Sanjay Awasthi, Head of Office, The International Organization for Migration, India
- 34.) Shri Santosh Poonia, Director (Knowledge and Learning), Aajeevika Bureau
- 35.) Dr. Kishlay Kirti, Research Associate, Centre for Migration, Mobility & Diaspora Studies, ICWA
