

Migrant Workforce Management

Staffing & Recruitment

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Builds a plan for recruiting and managing inter-state migrant workers — sourcing, documentation, statutory duties, housing, welfare and retention — compliantly and humanely. Use it for migrant-heavy staffing. For site compliance use the Site / Principal-Employer Compliance tool.

Purpose of this tool & output

Recruit and support inter-state migrant workers

How the output is used

Use it to recruit and support inter-state migrant workers — a migrant workforce management guide across registration, welfare and records.

Important cautions

Inter-state migrant workers have specific statutory protections (registration, allowances, welfare) under migrant-workmen provisions and the OSH Code, and exploitative or bonded-labour practices are serious offences. Provide safe housing and humane treatment. Confirm current obligations for the source and work states with a professional.

Companion documents

- Gig / Platform Workforce Model
- Blue-Collar / Frontline Sourcing
- Gig Worker Social-Security Compliance
- Worker Onboarding & App Engagement
- Frontline Attrition Control
- Worker Payout & Incentive Model

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.