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Title of Thesis: Human Rights Condition of Migrant Workers in GCC States with Special Reference to Indian Workers in Saudi Arabia

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ABSTRACT

The study focuses on the human rights situation of migrant workers in Gulf Cooperation Council (GCC) states, specifically Indian workers in Saudi Arabia. It emphasizes the transient nature of employment for Indian migrants, who are primarily male and young. Despite their seeming open migration policies, GCC states have enacted mechanisms to regulate migrant populations. The thesis investigates migration policy frameworks, recent reforms, and issues faced by low-skilled foreign workers, particularly in Saudi Arabia's construction sector, with a focus on the Kafala system and its impact on workers' rights. It emphasizes abuses such as movement limitations, arbitrary imprisonment, poor healthcare, and a lack of legal protection, implying that policy reform is required to defend the rights of migrant workers under international law.

KEY FINDINGS OF THE RESEARCH

The study based on the human rights conditions of migrant workers in Gulf Cooperation Council (GCC) countries, with particular emphasis on Indian workers in Saudi Arabia. It emphasizes the issues that these workers endure, particularly in terms of the Kafala system, labor laws, working conditions, and access to justice. The findings highlight serious human rights breaches and the need for policy changes to

protect migrant workers' rights. The Gulf area is significantly reliant on migrant labor, with over eight million Indians currently employed in GCC countries, primarily in temporary positions. Despite ostensibly liberal migration policies, recent measures in GCC governments have tried to improve migrant management.

The study investigates migration patterns, legislation, and recent efforts that affect migrant rights and development advantages. The study takes a socio-legal approach to evaluating the human rights situation of low-skilled immigrant workers in the Saudi construction industry. It assesses the effectiveness of Saudi domestic law in safeguarding these workers by examining labor admittance policies, the Kafala system, recruitment procedures, employment legislation, working conditions, and access to justice. The Kafala system, which exists in six GCC nations, severely limits migrant workers' freedom and exposes them to exploitation by sponsors. Workers frequently encounter difficulty in getting residence permits, resulting in unlawful status and limited access to healthcare and legal protection. The study emphasizes on different human rights breaches experienced by Indian workers in Saudi Arabia, such as violations of freedom of expression, speech, civil, and political rights. Women employed as domestic workers confront extra challenges, such as excessive hours, confinement, and verbal, physical, and sexual harassment, with few legal options. The Kafala system effectively ties workers to their sponsors, limiting their freedom and access to the job market.

Despite international human rights commitments, migrant workers in the GCC region continue to be exploited and abused. The report advocates for governmental changes to address these challenges and preserve migrant workers' rights. Recommendations include eliminating the Kafala system, tightening labor laws, giving legal protection, and improving working conditions for migrant workers. In conclusion, the study emphasizes the critical need for policy changes to protect the human rights of migrant workers in GCC countries, notably Indian laborers in Saudi Arabia. By tackling structural concerns like as the Kafala system and updating labor laws, GCC countries can better safeguard migrant workers and maintain their rights under international human rights treaties.