

# Human Rights And Gender Discrimination Of Migrant Women Workers Of Textile Industry Of Bhilwara District, Rajasthan

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## Abstract

Our very existence begins in women's body. Gender discrimination should not be the base of operations at workplace. Treating people invariably on the base of their gender is the hurdle in development of our nation. People must be recognized with their abilities, competence, hard work, intelligence, morality, capabilities as employee and their work ethics. Constitution of India has provided civil, political, equality before law and non-discriminatory laws for person of any gender. Still, we see discrimination based on gender around us. In this research, researcher have tried to adopt a detailed methodology for analyzing the primary data using Hypothesis testing with the goal of establishing relationship between awareness about the human rights among working migrant women workers and the incidents of gender discriminations against them. Research shows enough statistical evidence to support previous statement.

## Introduction

‘Mothers, sisters, wives and daughters this fantastic female represents half of the world populations, who work longer than men, getting rewarded lesser than them, own less than twenty percent of world's properties and still stand strong and making world a better place.’

After independence, there has been an increased number of women workers in Indian industries. Today, women are coming out of their homes and paying their bills and fulfilling their needs. They are waking up doing household chores, moving for their respective jobs, and making money, owning the life they live and making their own position stronger in our society. Over the years we have seen that women have expanded their horizons to not just to their own city, but they are moving to other states and making themselves financially independent.

Article 14 of Indian constitution provides citizen of any gender equality before law and article 15 forbids discrimination based on religion, race, sex, caste, and birthplace.<sup>1</sup>

While looking at industry specific segments, we can find labor of both genders, men, and women. Their women are still being considered unfit for jobs, get lesser promotions to senior positions than men and are assumed less capable than men to complete any assignment.

Today we are living in an environment where women are still standing still and matching their shoulders with men. They are working in the same working conditions as male labor do but they still feel left out getting appraisals, and other benefits compared to men. More managers are men.

Women lose their jobs during their pregnancies. Every industry assures maternity benefits today. Here comes the issue of being aware. Women get less pay than men even if they work in the same working hours and conditions as men. Women need to get completely aware of their rights, special rights as women<sup>2</sup>.

There are a lot of industrial units that provide housing facilities to men and their families, single women are not privileged to get those facilities. So, they found some rental rooms in the village near their units. Every day they must catch the bus, auto, any means of transportation to travel for their work. Women must raise their voices to get equal opportunities as men. Women need to ask for their rights if they want to be a big part of speedy development of our country.

According to statistical data from a gender gap report, women still don't get equal promotions as men get. Women are educated, intuitive, hardworking, capable of leading others, and dedicated. Owning these qualities is still not enough to break the gap between them and man.

Here we can find women in industries who are literate, capable but still they lack enough confidence to lead others. We are still living in male dominated society where women are still fighting with self worth. Today, we can find women coming from small towns to metro cities to make their careers and get jobs, but still, they are not capable of feeling confident as men do. They have to break the ceiling and accept themselves as equal than only any legal policy, regulation or norm would work. They must constantly ask for better opportunities, all deserved promotion.

In the case of DATTATREYA MOTIRAM V. STATE OF BOMBAY, chief justice Changa held that because of joint operation of article 15(1) and article 15(3) the state could discriminate in favor of women against men, but it could not discriminate in favor of men against women. One of the arguments raised in this case was that article 15(3) must not be read as proviso to article 15(1) because that would result in completely nullifying one of the important ingredients of article 15(1). It was said that the object of article 15(3) was not to make discrimination possible by permitting special provisions for women. The Bombay high court observed that Article 15(3) is obviously a proviso to article 15(1) and proper effect must be given to the proviso. It is true that in constructing a proviso one must not nullify the section itself, but it does not and cannot destroy the whole section<sup>3</sup>.

This assessment tries to study the human right implementation and awareness for migrant women workers for the textile industry of Bhilwara, Rajasthan by performing primary research about the status and condition of women workers in the industry.

This research paper intends to find following:

- How awareness of human rights impacts the possibility of gender discrimination at work

I have tried to adopt a detailed methodology for analyzing the primary data using Hypothesis testing described in the next section.

## Method

### Data Collection:

Researcher has performed primary research for the women migrant workers working for textile industry of Bhilwara District, Rajasthan. A detailed questionnaire was prepared and responses from 100 women from 12 industries were captured ranging from demographics and awareness domain.

### Data Preprocessing

This analysis classified the following fields from the collected data to generate one final classification variable for awareness status among migrant women.

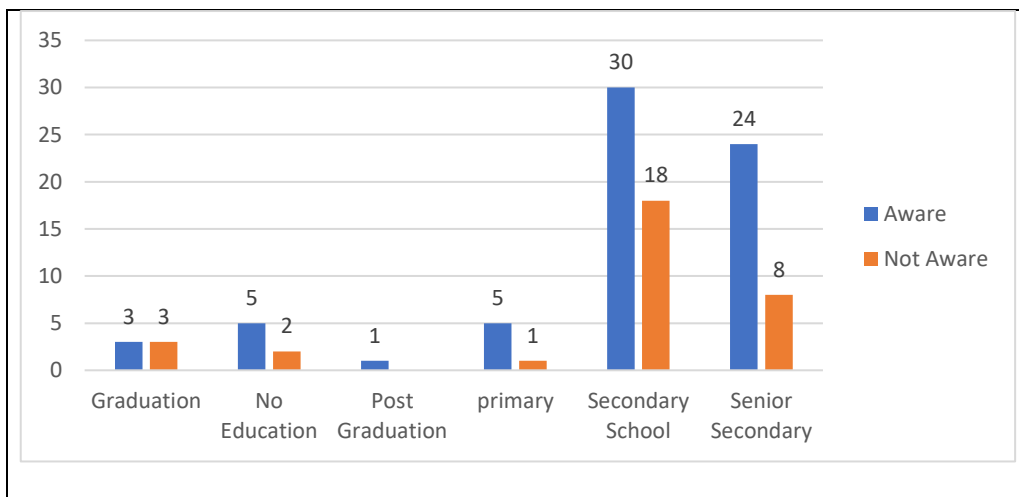
- Do you have a complaint system in your organization?
- Does your organization conduct any awareness camps?

Contribution of YES/NO and DON'T KNOW from the collected responses was used to derive a final classification based on the weightage of each response.

### Exploratory Analysis of the data

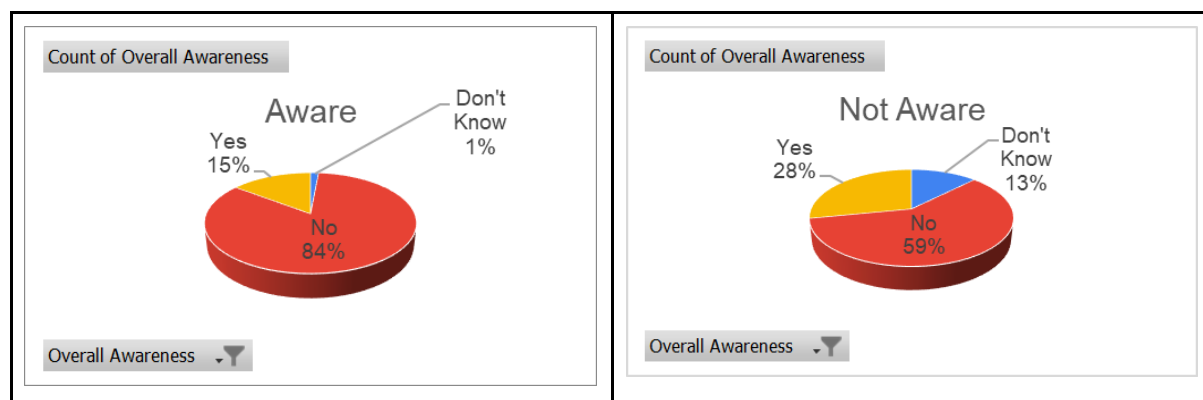
We observed following pointers in the initial analysis of the survey data

- 68% of respondents seems to be aware about the human rights at work, based on the criteria we deployed for identifying the awareness status
- 32% respondents were not aware of the human rights at work
- Out of these 68% respondents, 84% said that they have not experienced any gender discrimination at work
- It is interesting to note that for the 'Not Aware' cases, incidents with gender discrimination have increased to 28% from 15% in 'Aware' cases
- Data also suggests that education is not related with the human rights awareness among migrant working women of textile industry. Primary data shows that 44% of aware women had Secondary educational qualification while this number stood at 56% for non-aware women



**FIGURE 1 : RELATIONSHIP BETWEEN HUMAN RIGHT AWARENESS AND EDUCATION LEVELS**

- It seems most likely that awareness of human rights is related with the human rights violation at the industrial workplace



**FIGURE 2 : IMPACT OF AWARENESS ON GENDER DISCRIMINATION**

### Statistical Test Methodology

As our hypothesis involved statistical significance testing between two categorical variables, this analysis used Chi-square test for assessing whether two variables are independent or not. In most of the social science research we want to assess the impact of multiple factors on dependent variables. For example, we might check the impact of factor variables like Age, Income, occupation, and prestige for identifying voting behavior.

We have following assumptions for Chi Square test:

- Data Selection should involve random sampling
- Variables should be nominal level
- Study groups must be independent

- Level of categories should be mutually exclusive
- Data should be in the form of counts rather than percentages or transformed data

### Hypothesis for the test:

Null Hypothesis: Awareness about human rights does not impact the number of gender-based discrimination against migrant working women

Alternate Hypothesis Increasing awareness about the human rights is the reason behind the decreasing number of genders-based discrimination against migrant working women

I kept level of significance at 0.05 for hypothesis test

### Result:

Chi Square test results into following Statistics.

**Table 1 : Chi Square Statistics table**

Chi Square Coefficient	22.44
Degree of Freedom	2
p-value	0.00001337

I have observed a very smaller p-value for the hypothesis test, lesser than the set value of alpha, indicating that we can reject null hypothesis for our alternate hypothesis

### Conclusion:

This analysis helps us to establish statistically, the relationship between human right awareness and the gender-based discriminations against women at workplace. We can say with the significant level of confidence that women with higher awareness about their rights tends to experience lesser count of gender discrimination against them. Education system of India does not contribute enough to know and exercise the human rights of women impactfully

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