

## **Human Rights in Working Women in Unorganized Sector**

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### **Abstract:**

The government of India provides a set of rights for women which are crucial for every women to get protected. This paper traces the essential rights of the women which are crucial for self-development and protection. Some of the rights of women include equal pay for equal work, right to dignity and decency, right against work harassment, right against domestic violence, right to get free legal aid, freedom from arrest during night, right to register virtual complaints, right against indecent representation, right against stalking. This research paper study to Human rights in working women in unorganized sector.

**Key Words:** Women rights, Society, Right to dignity Right against work harassment, Human rights,

### **Introduction**

Human rights are the fundamental rights, which are essential for man and woman to lead a dignified life. They are defined as those rights and freedoms which are a must for all human beings. They include all rights that should be enjoyed by every individual irrespective of class, gender, age, caste, religion, language, creed, status, and beliefs. Human rights include rights to life, rights to adequate food, rights to shelter, rights to clothes, rights to pollution free air, rights to noise free surroundings, rights to have safe drinking water, rights to vote, rights to participate in all social, economic and political activities, rights to embrace any religion, rights to speak and the like. The fundamental rights of all human beings are the rights to life. It includes almost all rights listed out above. Human rights should be enjoyed by every member of the human family. Hence, they are absolute, universal and inalienable. No power on earth can deprive an individual of his/her rights.

### **Objective of the Study**

1. To study the Human rights of unorganized sector working women.
2. To study the concept of Human rights.
3. To study the right for working women in India.

### **Methodology**

The study is descriptive in nature. The data for the research work collected from secondary sources. The secondary data collected through the journal, books, research papers and reports published by government of India.

### **Human Rights of Women**

Women's rights, like civil and political rights, are in danger of subordination to the development ideology, whose very absorption of all other rights implies their irrelevance. Proponents of the ideal, rights-protective version of development often do not recognize that, in practice, development is a political, frequently a coercive activity. The international development community of the late twentieth century views development as planned, non-political social change. But human rights standards are necessary precisely because non-political social change is impossible.

The international consensus on human rights is represented by the 1948 Universal Declaration of Human Rights, which outlaws discrimination based on sex. Women have the same human rights as men. Most African states have agreed in principle to this document, and many African constitutions make specific reference to it. In 1979, the United Nations proclaimed the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which specifically addresses the rights of women in development, and in particular the rights of rural women, acknowledging —the significant roles which rural women play in the economic survival of their familiesl.

Women are one among many social groups that frequently suffer severe economic and social dislocation as a result of development plans and projects. —Women in Developmentl (WID), which demanded sensitivity to women's development needs, was originally an idea critical of the effect on women of technocratic, growth-oriented development projects. But increasingly, WID is part of the depoliticized, planned social change that the development establishment in general policies.

Women's rights require cultural change in all societies. Respect for cultural differences should not obscure the fact that, in most cultures, women are subordinate to men. If African women are to organize in defense of their own rights, they may well articulate their struggle in ways that differ from those of western

women. Violence affects the lives of millions of women worldwide, in all socio-economic and educational classes. It cuts across cultural and religious barriers, impeding the right of women to participate fully in society. Violence against women takes a dismaying variety of forms, from domestic abuse and rape to child marriages and female circumcision. All are violations of the most fundamental human rights.

### **Human Rights of Women in Unorganized Sector**

Human rights are universal moral rights. They belong to all human beings and they are not earned, bought or inherited, but are inherent in human dignity. The term Human Right covers in its ambit those essential rights defined or undefined which lead and contribute to the balanced development of Human Individual. The concept of Human Rights represents an attempt to protect the individual from oppression and injustice. They provide a human standard of achievement for all the people and all the nations. Therefore, these rights are by nature independent, inalienable and inviolable and hence universal.

Human rights emphasize every human being right to livelihood that includes food, clothing, shelter, work, etc. As such, the Government has passed many legislation to protect the workers working in unorganized sector in general and working women in unorganized sector in particular. They include Minimum Wages Act, Maternity Benefits, Leave Facilities, etc. But in reality, these are not actively executed by the employers for working women in unorganized sector. The Constitution of India for fundamental rights and Directive Principles, in Chapter III and Chapter IV respectively, so as to bring in peace and happiness among the citizens. Some of the fundamental rights as enshrined in the Constitution of India are:

- a) Equality before Law,
- b) Prohibition of discrimination on the grounds of religion, race, caste, sex or place of birth,
- c) Equality of opportunity in matters of public employment,
- d) Abolition of untouchability,
- e) Freedom of speech and expression,
- f) Protection of life and personal liberty,
- g) Right against exploitation,
- h) Right to freedom religion,
- i) Cultural and educational rights, and
- j) Right to constitutional remedies.

Realizing the gender equality, after independence, Indian Constitution emphasized women's rights as under.

a) Article 25 of the Constitution of India allows every citizen to enjoy freedom of conscience and the right to profess, practice and propagate any religion. This right has been guaranteed under the Constitution and it is not open to any authority to restrict or prohibit any of these rights. The two principals facets of rights of women namely, the problem of equality with men and trafficking and other undesirable practices and atrocities against women have been given due importance both by the legislature and the judiciary. In the context of Indian society women have not been give equal rights with man like equal pay for equal work, equality of opportunity, equality before law, political equality etc. Though a number of laws exist on these subjects, implementation of these laws has left much to be desired. We have today Acts like the Indecent Representation of Women (Prohibition) Act, 1986 to check obscenity and Suppression of Immoral Traffic in Women and Girls Act, 1956 to prevent and protect women and girls from flesh trade. Women's right to health is not only protected by Indian laws but by international human rights laws also. 'Health' as per definition given in the Constitution of the World Health Organization —is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.¶

Under the Equal Remuneration Act 1976, employers are obliged to pay equal remuneration to workers of both sexes for the same work or work of a similar nature. The Act extends to the whole of India. The Act of 1976 was amended by the Equal Remuneration (Amendment) 1987. This Amendment extended the scope of the Act to other aspects of personnel administration such as recruitment, promotions, training or transfer.

But in reality, the equal wages are not been provided to the female workers in unorganized sector. Further, there is exploitation of the working women in unorganized sector by their employers by long hours of work, sexual harassment, etc. The women in unorganized sector bear all these problems and challenges in their work place as they fear loss of their work and job. The basic problem is that they are not organized and they are isolated and scattered. Further, depending on the nature of work they are classified as construction workers are staying outskirts of the city, women domestic servants are working in few households of a particular street or extension area in city, agricultural labourers are scattered in the

agricultural lands, and as such, lack of necessary skills and fear of lose of job made them to bear the exploitation from the employers. Many of the studies are already made on the problems faced by women working in unorganized sector, which revealed these problems of the women working in unorganized sector. The human rights are the solutions to the problems and challenges faced by the women working in unorganized sector.

### **Conclusion**

A proper awareness of the rights of women can ensure safety and protection of women along with its enforcement. True equality can ensure better democratic system and values and best rights ensuring the protection and welfare of women is the need of the hour. women working in unorganized sector should be given awareness on different family based legislations such as Anti-Dowry, Domestic Violence Prevention Act, Legislations to prevent Sexual Harassment at work places, etc. It is suggested to male family members to treat females at their families equally so as to prevent gender discrimination in society. Of course, human rights are useful and significant to protect weaker sections like lower castes, women and children in society, but they should be strictly executed for the development and improvement in society.

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