



## WOMEN LABOUR MIGRATION AND CHALLENGES

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### Abstract

One of the major issues in the development of a country or nation is the advancement of women. The socio-economic advancement of women is the first advancement of women. Socio-economic conditions can improve 1 Women in rural India move from rural to urban to improve their education, socio-economic status, etc. They engage in various activities in urban or rural areas. In all these areas they have to face different problems at different times. Such as sexual harassment, low pay, lack of health care service, living in unhealthy condition etc. According to a data from 2019, around 2 billion people worldwide do not have access to sanitation. Women are paid about 22.24% less than men. This suggests that women labor migrants face a variety of problems. Some measures can be taken to alleviate these problems. For example, providing protection to women, emphasizing on women empowerment and equality, providing education, proper pay, etc. If all these problems are solved then maybe one day women of every country will be able to develop socio-economically.

*Keywords – Migration , Safety Problem, Sexual Harassment , Health Care Services, Hazardous Materials, Lives in an unhealthy Condition .*

### Objectives -

1. To analyse female migration patterns in India.
2. To examine female migration from village to city.
3. Explore the link between female migration and development in India.
4. To analyse female migration patterns to India's megacities.
5. Examine the scope of female migrant workers' employment-oriented migration.
6. To analyse female migration problems in India.
7. Solutions to the difficulties of female labour migrants.

### Introduction--

In all the countries of the world where the advancement of women has been more, it has had a favorable effect on the society and culture. In India too, various steps have been taken for the betterment of women. However, the condition of women has not improved much. Judging by the situation before and after independence, it is seen



that the condition of women is not satisfactory yet. Yet most of them are uneducated or poorly educated. Due to which various problems are seen among them such as - poverty, physical illness, social prejudice, malnutrition, lack of favorable environment etc.

In India, women move from one place to another for different kinds of work. All these women do different kinds of work. In most cases they are engaged in agriculture, small scale industry, agricultural labor, cracker industry etc. Most of the women migrants in India work in the informal sector. According to the 2001 census, 70.7% of women migrants work in various informal sectors. Such as - Agriculture, Domestic work Etc.

### **Definition Of Migration--**

Human migration is defined as an individual or group's permanent change of residence; it excludes movements such as nomadism, migrant labour, commuting, and tourism, which are all temporary in nature. Migration is usually seen in places where the environment, income, education is not favorable. Residents of that place travel from village to town, from city to metropolis to improve their environment, income, education, living standard. At present there are many changes in the social, economic and cultural environment. Migration of women is an important factor in this change. According to 2001 census data, the incidence of various types of internal migration is very high among women.

**Types Of Female Migration In India--**Women migrate from one end of India to the other. These migrations occur mainly to improve their economic and social conditions. Types of this migration can be divided into different types such as—

1. **Autonomous Female Migration----**In this case most of the women usually migrate from village to town or from town to other town to improve their education. In some cases young girls go to different cities for work. These are usually different types of garment industry, electronic industry, food processing industry. Etc.
2. **Relay Migration--** In this case, it is a kind of temporary migration. Where a family member goes to a country for some time. Later, when the woman returned, another member went there.
3. **Family Migration--**Particularly for agricultural wage labourers who lack other assets to fall back on during times of distress, this is growing more popular.

### **Migration Related Data.**

Household survey data of the NSSO- 55th round. It shows that about 90-94 per cent of the women who migrate in about 14 states in India are married and between the ages of 15 and 59. The main reason for migration in India is marriage. On the other hand, only 3–4% of women migrate for education. In many cases, this is because there is no



suitable environment for studies in rural areas, girls go to urban areas for higher studies. According to the 2011 census, 46% of migration is due to marriage. Some information on migration in India has been given according to the household survey data of the NSSO 55th round. for example–

**1. Madhyapradesh** - Employment - 1.8%.

Marriage - 88.8 %

**2. Maharashtra--** Employment- 2.9%.

Marriage - 73.7 %

**3. Tamilnaru --** Employment - 3.3%.

Marriage - 70 3.0 %.

**4. West Bengal** - Employment - 1.8%.

Marriage- 83.2 %

Out of a total of 149.8 million female workers in India, 35.9 million are engaged in agriculture and another 61.5 million are engaged in agricultural labor. 8.5 million households are in industry and 43.7 million are classified as other workers.

### Problems -

One of the major problems in India is overpopulation. Migration of female workers for this work occurs. They move from village to town or from town to town for various kinds of work, mainly to improve their economic condition. Most female migrants are unskilled and work in the unorganized sector. In most cases, they migrate from the various underdeveloped and economically backward states of India to work in the developed states. All of these employees usually face various problems, such as

#### **Lack Of Protection In The Workplace: -**

In most cases, the places where migrant workers work do not have adequate protection measures in place. According to the 2011 census and the Office of the Registrar General, the total number of female workers in India is about 149.8 million.

In India, under section 66 (1) (b) of the Factory Act, 1948, a woman can be given a 6 a.m. - 7 p.m. shift. There is no law for overtime. In other words, women are not allowed to work at night. However, in some cases, this rule has been relaxed, such as - IT industry. But in most cases, this rule is not followed.

According to a study by the University of North Carolina, women who work night shifts are 50% more likely to have a premature birth in the first 3 months of pregnancy.

On the other hand, according to the National Sleep Foundation of America, those who work night shifts have a variety of problems, such as low concentration, poor job performance, general health problems, etc.

1. **Low wages** - The most important problem for female labourers is that they are paid much less than men. According to NSSO data 2017, where women's wages are 205.32 rupees per day for agricultural labor, men's wages are 264.05 rupees per day, which means that women get about 22.24% less wages than men despite doing the same type of work. A 2011-12 NSSO survey found that where the salary of a male regular worker is 272.7 RS while the salary of a female worker is 170.4 RS/day, it is clear that women are forced to work for much less than men. So, in that case, women have to face problems in supporting their families.



2. **Sexual Harassment:** - At present, in almost every case, working women are victims of sexual harassment. But in most cases, women do not disclose this issue for fear of society. According to the NCRB data of 2020, a total of 6601285 cognizable crimes, comprising 4254356 Indian Penal Code crimes and 2346929 special and local laws of crimes, were registered in 2020.
3. **Problems With Health Care Services** - The places where female migrant workers usually do not have any kind of healthcare related facilities, such as separate toilets, separate bathrooms, dress changing rooms, separate restrooms, etc. Lack of all these benefits can lead to various health related problems in women. As of 2019, about 2 billion people worldwide do not have access to sanitation. According to the International Federation of Gynecologists and Obstetrics, 8% of maternal deaths are due to unhygienic conditions. On the other hand, about 70% of reproductive diseases in India are caused by poor menstrual hygiene. Generally, migrant women do not have access to proper hygiene facilities in all the places where they work. According to Indian law, there should be separate toilet and washing facilities (Rule 53, Contract Labour Act, 1970, Section 19, Factories Act, 1948, Section 20, Mines Act, 1952, Section 42, Factories Act, 1948).
4. **Hazardous Materials** - According to Indian law, no woman can be made to work in the manufacture of any harmful product. On the other hand, in some cases, they have been told to use different types of safety equipment while working. But in most cases, they have to work without that safety equipment. In waste disposal, the cracker industry, etc., they are forced to work without any kind of protection. which often results in an incurable disease or death. A survey of women working in fireworks in the southern district of Tamilnadu found that women who work here have a variety of problems, such as joint pain and skin problems.
5. **Lives in an unhealthy Condition** - The places where female migrant labourers live do not usually have favourable living conditions. In most cases, this is arranged near their workplace. They mainly use wood, charcoal, and cow dung for cooking. According to a survey, 38.3% of households do not have sanitary facilities.

**The steps that can be taken to solve the problems of female labour migrants are –**  
Emphasis on women's empowerment and equality.

1. Arrange for work so that women do not have to go out.
2. Arrange for women to have the opportunity to work near their homes.
3. To arrange suitable training for women in different fields.
4. When making different types of policies, it is necessary to take the opinion of those women who work in that place, and then it is possible to solve their problems.
5. Education needs to be arranged for migrant female laborers.
6. The laws that have been enacted for women labour migrants need to be adopted by all government and non-government organizations, and it needs to be seen whether they are being followed properly.
7. To provide appropriate punishment to the violators.



8. Ensuring the safety of women in the workplace.
9. Arranging a helpline for women to solve such problems and its proper maintenance and operation.
10. In all cases, women have to work night shifts. There is a need to make arrangements for their safe return home or for them to stay safe at work.
11. It is important that CCTV is provided for the safety of women where they work and to ensure that they work properly.
12. Arranging and maintaining washrooms, separate toilet and restroom for women where they work
13. Determining working hours as per government rules.
14. Every workplace needs to have a female supervisor so that women can easily express their problems.
15. Women need to be paid a fair wage.

### Conclusion --

Women who are forced to work far away from their homes often face many problems. It is good for a society or a country to get rid of these problems as soon as possible.

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