

## **CHALLENGES AND EQUALITY OF LABORERS**

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### **Abstract**

Our project entitled " *Challenges and Equality of Labourers* " aims to explore the relevance of labour exploitation in the contemporary times. We will be looking upon the various degrees and forms of labour exploitation, challenges faced by the labourers to earn a decent livelihood. The project also focuses on the labour exploitation in respect to the gender related issues and also in respect of the impact of privatization.

**Keywords:** Laborer, Exploitation, Privatization, Challenges, Gender, Inequality

### **Introduction**

The organization that began in the early stages of the twentieth century shed light on the history of labour. Following the formation of the "All India Trade Union Congress" (AITUC, 1920), industrial labour was organized. In India, an organist has taken on a new form. The India Labour Force Participation Rate is updated yearly, with an average rate of 57.1% from December 1990 to December 2021. The labour force participation rate in India increased to 41.6% in December 2021, up from 40.1% the previous year. According to the most recent reports, India's population will reach 1,368.6 million people in March 2022, with the country's unemployment rate rising to 7.1% in December 2020. In India, the labour market is oversaturated. Numerous workers are delivered surplus due to a lack of satisfactory interest emerging from primary, secondary, and tertiary areas. Because of the rapid growth of the population, an enormous number of workforces are constantly being added to the current workforce, resulting in a massive surplus in the labour market. Labour in India is also facing a number of other challenges, including a lack of adequate data on occupations, a lack of reasonable organisation for the legitimate use of workforce, a lack of appropriate labour supply planning, and so on. Such flaws have created various obstacles in the way of easy workforce retention. One more serious issue with the Indian labour market is the growing number of unskilled workers in the country. Without even a trace of sufficient professional establishments, the country's workforce's expertise development is exceptionally slow. This large number of unskilled workers made it difficult to become self-employed, resulting in a large number of unemployed people in the country. Labour is likewise dealing with a difficult issue of joblessness. Countless work powers of our nation remain somewhat or completely jobless consistently or some piece of the time. This has prompted the issues like masked joblessness, occasional joblessness, general joblessness and instructed joblessness. Without sufficient development of business roads, joblessness issue in the nation is bit by bit turning out to be significantly more disturbing step by step. Additionally, because of the approach of cutting back followed both in broad daylight and confidential area and furthermore in government organization and administrations area, the issue of joblessness is turning out to be significantly more intense. This has additionally been coming down on the work market of the country. Labour in India is also experiencing absence of sufficient work changes arrangement. Monetary changes presented in the country during the 1990s have changed financial situation of the country. However, the nation is lingering behind in taking on essential work changes which are normal and significant under the current setting. We have seen that the labour in India has been experiencing the previously mentioned difficult issues. In this way the public authority ought to chalk out

legitimate arrangement for acquiring essential changes the work market for the more prominent premium of the country as well concerning the premium of workforce (both working and non-working) overall.

### **Literature Review**

Modern slavery affects more than 40 million people worldwide. Although there is no legitimate definition of contemporary slavery, it is used to denote crimes such as forced labour, debt bondage and human trafficking. Essentially, it refers to exploitative circumstances in which a person is unable to decline or leave due to violence, threats, coercion, misrepresentation, or misuse of power. (*International Labour Organisation, ILO*)

The Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, states that "exploitation includes at least forced labour or services." The Forced and Compelled Labour Convention states that "any employment or service required of a person under threat of sanction and to which that person has not voluntarily undertaken" constitutes forced labour under applicable international law. (*United Nations*)

Most of the 3.3 billion people working worldwide in 2018 lacked adequate economic security, material wealth and equal opportunities. In addition, improvements in the quality of work have not kept pace with progress in reducing overall unemployment. (*World Employment and Social Outlook: Trends 2019 , WESO*)

The UN agency, ILO analysis warns that at the ongoing rate of growth, achieving the goal of decent and reasonable work for all as set out in the Sustainable Development Goals (SDGs), particularly SDG 8 seems unattainable for many countries. It notes the persistence of a number of significant shortcomings related to decent work. The report warns that some new business strategies, including those enabled by new technologies, risk undermining current labour market gains in areas such as the formality and security of employment, social protection and labour standards if policymakers do not rise to the challenge .

The supreme court of India has ruled that "force" can be described as any situation that denies someone their due privilege to select and forces him to pursue a selected direction of action. If labour or provider is required because of such "force," it is taken into consideration to be "forced labour." The word "force" needs to be understood to imply not only bodily or legal force however additionally force due to economic situation that leaves someone in need or no option other than to carry out labour or deliver a service although the repayment is much less than the minimal wage. Therefore , it is obvious that the labour or the provider executed executed through someone manifestly falls in the definition and variety of the term "forced labour" while it is carried out for repayment which is much less than the minimal wage (*Asiad Workers' Case ,1982 and the Bandhua Mukti Morcha Case ,1984*).

There are numerous varieties of slavery, bonded labour, forced labour, trafficking, and so forth for a minimum of the last forty years. This is often primarily because of the shift in the Indian economy from one that's additional agricultural and rural to that is more modern and urban. Correspondingly, forms of agrarian bondage have considerably decreased, whereas non-agrarian bondage has usually increased. Bondage or debt bondage is needed for recruiting within the fields of rice , different types of mills, brick kilns, construction sites, quarries, mining industries, and cloth and textile industries. Then, certainly , there's a great deal of labour trafficking and different problems regarding cross-state recruitment, like for domestic work. Child labour that's performed by migrants in sort of industries, together with cotton seed harvesting, textile manufacturing, and embroidery. ( *Ravi and Neil, Open Democracy*)

A lot of writing is done on the idea of 'job' and on 'reasonable occupation'. Livelihood comprises of the capacities, resources (counting both material and social assets). A work is doable exactly when it can adjust to and recover from stresses and shocks to stay aware of or

work on its capacities and assets , while not sabotaging the normal asset base (Chambers , Conway, 1992). One can likewise characterize job regarding work and business with neediness decrease, as off-ranch work, as a feature of a pay work framework or as means creation.

Sen (1973) saw that there are three parts of work: pay (a pay for the utilized), creation (business giving a consumable result) and acknowledgment (where business gives acknowledgment to being participated in something beneficial). Lipton (1983, 1994) broughtup that 200 days a year appear to be utilized widely as the base necessity for the age of an occupation.

Gender inequality in affiliations is a confounding characteristic that ought to be noticeable in various leveled plans and practices. The work space has sometimes been suggested as an unpleasant spot for women due to the different sorts of differences present ( Peterson and Morgan, 1995).

A couple of examples of how workplace isolation unfavorably affects women's benefit and potential entryways are the direction wage opening , the absence of women in organization, and the more broadened time expected for women (versus men) to advance in their occupations ( Abrams, 1991). Basically, such exploitation women by and large can be credited to HR (HR) techniques and HR-related heading. Furthermore, when delegates interact with different evened out pioneers during HR practices, or when they are instructed the results in regards to HR-related choices, they could encounter individual parcel as chauvinist remarks. Both the objective shortcomings of lower pay, status, and entryways at work, and the profound experiences of being scrutinized, impact women's psychological and genuine prosperity (Cohen-Charash and Spector, 2001) ,work satisfaction and definitive obligation .

The model we propose for understanding direction irregular characteristics at work is, clearly, limited and not expected to be thorough .Despite the fact that men likewise face segregation yet ladies are for the most part the objectives and discrimination is somewhat more mentally damaging in women as compared to men.

On occasion unambiguous sorts of women will undoubtedly be persecuted in decision and execution appraisal decisions. Specifically, agented women, in other words, individuals who act in a decided, task-organized plan, are evaluated as less genial and less hirable than essentially indistinguishable agented male applicants. Moreover, there is verification of persecution pregnant women when they pursue positions. Further, women who are mothers are proposed for progression not however much women who are not mothers or men paying little heed to kids (Heilman and Okimoto, 2007)

Women are similarly responsible to get less entryways at work, differentiated and men, achieving their under-depiction at additional raised levels of the chiefs and organization inside affiliations . Heads give women less testing position and less readiness possible entryways, differentiated and men . Further, men are bound to be given key administration tasks in male-ruled fields and in female-overwhelmed field ( Maume, 1999) . This is negative given that difficult jobs, particularly formative ones, assist representatives with acquiring significant abilities expected to succeed in their vocations (Spreitzer et al., 1997).

Additionally, seniors rate women as having less headway potential than men . Given comparative level of capacities, chairmen are less disposed to permit headways to women, differentiated and men (Lazear and Rosen, 1990) Subsequently, men have a speedier ascending in various leveled moderate frameworks than women. For sure, even unimportant proportions of direction isolation in headway decisions for a particular work or level out can have enormous, all out influences given the pyramid development of most moderate affiliations (Stroh et al., 1992).

In a broad US focus on using data from 1984 to 1999, resulting to controlling for HR factors that could impact remuneration (e.g., preparing level, work understanding), the researchers saw that women were paid 22% not generally so much as men. Further, inside some irregular occupation, men generally have higher wages than women; this "inside occupation" wage opening is especially obvious in extra liberally remunerated occupations (U.S. Government

Accountability Office, 2003) In an examination of more than 1500 bosses, women were reimbursed not however much men were, even ensuing to controlling for different HR factors (Ostroff and Atwater, 2003) . Preliminary work suggests that singular inclinations by progressive pioneers add to the direction wage opening. Exactly when individuals are drawn closer to choose starting remunerations for matched new kids on the block that change by direction, they pay men more ( Steinpreis et al., 1999; Moss-Racusin et al., 2012) . In preliminary examinations, when individuals survey a man versus a woman who is matched on work execution, they choose to compensate men more (Durden and Gaynor, 1998) . Therefore, isolation in any unique by legitimate pioneers can add to women being paid not however much men are.

The greatest opposition to a firm's privatisation usually comes from its own employees, who are concerned about wage cuts and job losses. Workers' concerns about privatisation are consistent with standard economic analyses, which show that new private owners increase productivity and cut costs in response to tighter budget constraints and stronger profit-related incentives (Vickers and Yarrow, 1991; Shleifer and Vishny, 1994; Boycko, Shleifer, and Vishny, 1996; Aghion and Blanchard, 1998).

The effects of privatisation on wages are also unclear. Similar to a hostile takeover, new private owners may expropriate workers' and other stakeholders' rents and quasi-rents (Shleifer and Summers, 1988; Gokhale, Groshen, and Neumark, 1995).

The effects of privatisation on the economic and financial performance of divested firms, investment returns, the development of capital markets, and corporate governance practises have been extensively studied, as evidenced by Megginson and Netter's survey (2001).

Privatisation entails transferring workers from the public to the private sector. Because the share of public sector employment in most industrialised countries is still around 15 -20%, the question of how competitive public sector pay is naturally arises (Gregory and Borland,1999).

Employment protection laws stifle privatisation in industries that are less productive, more unionised, and require lower levels of job skill (The Economic Times).

### **Objectives**

The specific objectives of the study are:

- To highlight the exploitation of labour.
- To identify the lifestyle/livelihood of the labourers.
- To focus on gender related issues in different work perspectives.
- To study the impacts of privatization on labour class.

### **Methodology**

A study was conducted through primary and secondary sources. Secondary resources like some Newspaper articles and some research papers were studied to collect data and a primary survey was used to perform an analytical study. The respondents belonging to the age group of 18-70, comprising of working professionals associated with both government as well as private sector and some non working participants, were taken as sample for the study. A online questionnaire was used as the research tool which was divided into five parts. Section A ( Demographic data): This section was structured to take general information of the respondent. Section B (Exploitation of labour): Questions in this section were used to know about the relevance, various degrees and forms of exploitation. Section C (Lifestyle/livelihood): This section was designed to study the lifestyle/livelihood of the labourers . Section D (Gender related issues): This section was designed to study the different gender related issues in different work perspectives . Section E (Impact of privatization): This section meant to study the impacts of privatization on labour class. The sample size of the survey was of 100 participants. The data collected from these 100 respondents was then processed and analysed.

### **Chapter 1: Exploitation Of Labour**

Labour exploitation is the abuse of employees for financial gain. The abuse can be overtly serious or much more covert. However, the impact on victims is disastrous on all fronts of life : physical, psychological, emotional and financial.

More modern sorts of forced labour, corresponding to migrant workers who were trafficked for economic exploitation of every kind in the worldwide economy—work in domestic servitude, the development industry, the food and attire industry, the agricultural sector, and compelled prostitution—alongside additional ancient forms of forced labour, such as bonded labour and debt bondage—now exist.

People are taken advantage in various ways, including:

- Making source deductions made from pay checks
- Someone else manage your pay checks and papers
- Keeping someone alone or receiving false information
- Mistreatment of the mind and body
- Experiencing verbal or physical abuse threats or other types of bullying
- Being made to work nonstop over extended periods of time
- Inadequate occupational health and safety, unfavourable working circumstances, and a lack of personal protective equipment as mandated by law
- Being forced to use faulty or improperly maintained equipment
- When lodging is offered, being overcharged for small, filthy accommodations
- Their ability to switch employers is hindered, constrained, or closely monitored
- Having their freedom inherently or subtly constrained.

Anyone can be exploited, whether they are from India or somewhere else. Criminals frequently target vulnerable individuals due to their personal situations, employment status, linguistic capabilities, or other factors that keep them apart from other people.

At many times the victims are ignorant of the fact that their employers are not complying with the law, or that they are being held in check to the point where they are unable to take a stand for themselves or their rights. Other forms of modern slavery include sexual exploitation, domestic servitude, and exploitation as a component of organised crime organisations' activities. Despite the fact that it occurs in many forms throughout India, it is thought that labour exploitation is pervasive nowadays.

The exploitation of people can come from a distinct range of sources. The proprietor-supervisor of a company or an worker of the proprietor can immediately take benefit of and abuse them. The proprietors and control of a agency, however, may be unaware of the reality that a subcontractor or worker is abusing the ones operating for them. Organized crook gangs are able to infiltrating businesses. In other instances, people who're being exploited can be subcontracted to a legitimate agency via a third party employer that operates internationally.

The health, safety, and upbeat of the those that are compelled to labour for a payment within the appalling operating conditions of India's mines and process facilities appear to be a much bigger social issue round the world than animal experimentation. Customers are starting to hunt for tags indicating that their medications and cosmetics have not been subjected to animal testing, however they still live well in denial of the suffering and despair of these whose lives and futures are jeopardised by their work and who oftentimes create lower than a dollar per day.

Even though several international corporations have performed provide chain audits and are attentive to the present circumstances, they continue to supply from Bharat thanks to the country's nice quality and cheap prices, selecting to ignore the exploitation of the foremost vulnerable members of their sector. It seems from an analysis of publically accessible information that Indian regulative organisations lack statistics on the quantity of lives lost as a results of these sectors.

Contract workers is also paid 30% to 40% lower than the minimum remuneration set by the government. The amount paid to mine employees per kilogramme of the chemical ranges from eight to 25 rupees. The daily salary is between 80 and 250 rupees. Additionally, employers do not set up the payment of the Provident Fund, which aids employees in saving money for retirement. By using the majority of their employees as temporary or contract labourers, they get around this obligation.

It is typical for women to be paid less than males in processing units. A woman performing the same task would probably only be paid roughly 70 rupees per day if a guy made 100 rupees per day. The women are forced to tolerate this discriminatory behaviour due to their dire financial circumstances.

Some firms and mines do not permit paid leave for employees. not even when ill or during a woman's pregnancy. With no social security system and nothing saved up, workers are compelled to work through illnesses in hot, dusty circumstances, and women are required to work until the exact end of their pregnancies. Each day of absence is a day without pay for the worker.

Workers are required to labour 12–14 hours each day, seven days a week, despite the fact that the law only allows for an eight-hour workday and at least one day off each week. If they have a day off, they risk permanently losing their job in addition to losing a day's pay.

There aren't enough basic amenities like restrooms, shaded spots for breaks and meals, private spaces for female employees, clean, cool water to drink, or first aid supplies in the workplace. This frequently necessitates workers taking unusual steps. The worst affected are women. Many people decide to severely restrict, or even completely stop, their water consumption starting in the morning in an effort to avoid having to urinate in public. This frequently leads to severe dehydration and related health hazards because to the hot environment of the area, the physical effort required for the job, and other factors. The majority of injuries and illnesses go untreated and unreported when first aid is not available.

Workers are compelled to perform their duties in high-dust areas with minimal or no protection. When they are provided, dust masks are not always changed as needed. According to studies that have been published, workers are known to have a significantly greater frequency of respiratory deficiency and related disorders as a result of prolonged exposure to mica dust. Mica dust exposure for an extended period of time damages the lungs, which can lead to weight loss, weakness, and coughing fits. The likelihood that someone may catch tuberculosis and develop chronic obstructive lung diseases (COPD) due to the exposure to dust, mica, and silicates has also increased.

The dearth of first aid kits is made worse by the absence of medical facilities close to mines and processing facilities that are adequately manned and equipped. The majority of miners and manufacturing employees have stories to tell about injuries that either went undetected and undiagnosed, or were treated with homemade cures.

In some industries it is much easier to organize employment and hiring processes around the family and to mobilize the whole family for a season through cash advances or loans. Their exploitation, their status as bondage, is something that has greater social acceptance. It's less questionable. While the single movement tends to be more difficult for women, in certain situations it becomes easier. In some tribal areas, for example, such a move can be more easily negotiated by recruiters. Elsewhere, the free movement of single women is a bigger problem, for example when a labour process involves the combined exploitation of men, women and children. We see this in brick kilns, quarries and the construction industry, for example. In such cases, it is much easier to build the work and hiring process around families and mobilize the whole family for a season of advances or debt.

## **Chapter 2: Lifestyle/Livelihood Of The Labourers**

In current discussions on work, business and work markets in India, three significant

perspectives, which have been generally sidelined, need specific consideration. To start with, it is vital to make a reasonable differentiation between workforce support/business and maintainable occupations. Second, we want to recognize partaking in decision-production inside family undertakings and independently overseeing non-family ventures. Third, it is important to recognize laborers as people contending in labor markets to support a couple, and laborers as individuals who might possibly participate in cooperatives to serve the many. Today, most discussions on the functioning populace will generally zero in on positions and workforce cooperation rates as opposed to on feasible occupations. This is valid even of women's activist financial aspects research on India where scarcely any issues definitely stand out lately than ladies' falling workforce cooperation rate. This overwhelming regard for workforce interest makes undetectable the *raison d'être* for which a great many people work, to be specific accomplishing good vocations. For this reason, rustic casual area laborers — male and female — frequently have blended portfolios, working on their own ranches as well as accomplishing horticultural pay work occasionally, or taking up non-ranch occupations. This is much more valid for families which make due on various pay sources, a few individuals cultivating, others relocating to urban communities for occupations, yet others dealing with government projects, or being independently employed. An emphasis just on workforce interest can't catch a family's weakness to neediness nor its business potential and variety.

We have workers having a place with two unique areas; one is the rural and another is the urban. The business of these workers involves concern.

### **Urban Livelihoods**

We are mindful that India is a farming country. But a large portion of India's Gross domestic product is created in metropolitan regions. This is a direct result of the centralization of capital in metropolitan regions setting out different work open doors. Metropolitan regions mean spots where modernisation has happened and where there's an immense populace. Instances of metropolitan regions are huge super urban communities like New Delhi and Mumbai, or more modest urban areas like Jaipur, Bhopal or Pune.

"Livelihood" signifies how individuals make ends meet and the ways of life they have. Hence, in this article we will find out about the various kinds of metropolitan vocations in India, or at least, the sorts of positions in the city and the ways of life individuals lead.

### **Types of Urban Livelihoods**

#### **1. Urban Livelihood of Street Workers :**

In towns and urban communities, it is not difficult to detect many individuals working in the roads. A few models are those of vegetable merchants, frozen yogurt dealers, shoemakers, cart pullers, and so on. These laborers are independently employed individuals. Another unique component is that there might be no long-lasting shop for them to do their occupation. Some live and sell their items in shacks, a few move around in bikes and millions are passed on to rest underneath expressway streets.

A large portion of these specialists have moved from country regions (towns) looking for bringing in more cash, yet , the city life immerses them. It is their essential right to make money and accordingly, the public authority has begun with many plans to guarantee their assurance.

#### **2. Self Employed Businessmen:**

These individuals are finance managers who have begun their own endeavors. A few financial specialists are worth billions-like the proprietors of worldwide organizations, or some are little venture owners. Some money managers fall into the class of coordinated area, where their records and organizations are recorded. In any case, little financial specialists are independently employed in the disorderly area as well. They put some cash into beginning their own and gradually create gains. Business is an unsafe arrangement and it takes fortitude and inventiveness to run a successful one.

### **3. Factory Workers:**

Another of the metropolitan livelihoods in India is that of an assembly line laborer. These individuals are not officially utilized and accordingly, fall in the sloppy area. Furthermore, they fill in as and when their boss needs them to and procures a tiny pay for their work. A few models are sewers in garments production lines or workers utilized for lifting weighty bundles. These individuals are recruited and paid on an hourly premise and it isn't enough for them to stay alive on for the most part.

### **4. Workers in Organized Sector:**

A larger part of metropolitan livelihoods in India fall under this classification of laborers. Instances of this is a showcasing supervisor of an organization, a structural specialist dealing with spans, or a specialist working in a clinic. They procure the most significant pay in the city each month, yet they don't acquire 'time-based compensations' like workers.

These specialists have a few advantages, in contrast to road laborers or plant workers. These advantages resemble having an organization's retirement plan, an organization's clinical protection, having paid leaves.

In this manner, we see what sort of occupations are there in urban communities, going from self-utilizing work in the city, to working in huge organizations and corporates. Urban communities have the most extravagant and the least fortunate individuals and the hole in metropolitan livelihoods is stunning and awful. As understudies of civics and capable residents, we should pursue giving the oppressed essential necessities and backing.

## **Rural Livelihoods**

Rural regions are those regions that don't have current offices and the populace is way lower than in urban communities. Occupations mean the sort of positions and ways of life individuals lead to make money. Hence, in this part, we will be checking out at the various sorts of rustic jobs.

### **Types of Rural Livelihoods**

#### **1. Agriculture Labourers:**

Agricultural laborers are those individuals in country regions who fill in as work in fields and get everyday wages. They contain two-fifths of the absolute provincial populace in India! These workers don't possess place that is known for their own, subsequently are compelled to work in the terrains of more extravagant ranchers. Regardless of whether a few workers own territory, it is minuscule and insufficient for the family. These specialists are unfortunately taken advantage of by rich ranchers, as they have no elective ways of bringing in cash and they come in a lot as 'modest work' for the fields

#### **2. Farmers:**

This gathering comprise of residents who do cultivating exercises in their own properties. They plant seeds, weed and collect yields without help from anyone else and furthermore procure the actual benefits. Be that as it may, the vast majority of these ranchers likewise have tiny land possessions and have to rely upon different types of revenue like having a poultry or dairy business. To bring in sufficient cash to scarcely get by, these ranchers get cash from cash loan specialists for seeds, composts, and so on, and are at extraordinary gamble of being in the red. For this reason we know about so many awful insight about farmer suicides in India.

#### **3. Farmers with Other Sources of Income:**

The villagers who don't procure enough from their territory, or by dealing with other rich rancher's properties need different kinds of revenue. They work in factories close to the ranches or sell milk of the cows that they own. Selling other results like sap, gathering wood, leaves of specific plants, organic products, and so on, assists them with maintaining and making due. A few ranchers likewise occasionally go to the urban communities or towns to fill in as workers as there is greater chance to bring in cash in urban communities.



#### **4. Other Service Providers:**

In towns, aside from workers, ranchers and landowners, there are likewise individuals who offer essential types of assistance. Hairdressers, medical caretakers, town educators, and so on, are little experts who are tracked down in towns. Some of them are independently employed and some are utilized under government schools or medical clinics.

### **Chapter 3: Gender Related Issues In Different Work Perspectives**

Gender inequality in the workplace takes many designs — conflicting pay, difference in progressions, events of scurrilous way of behaving, and fanaticism. Regularly, it presents itself in more nuanced ways, as less entryway for women who are mothers and a higher pace of burnout in women.

#### **Unequal Pay**

Equivalent compensation for people is as yet not a reality. In 2020, women obtained 84% of what men secured for a comparable work. This direction pay opening has gone on throughout the span of the last years, shrinking by just 8 pennies in 25 years. There are different inspirations to blame, including "shabby floors" that result from standard acknowledged rehearses that keep women away from picking more rewarding position and male-overpowered organizations, conflicting permission to tutoring, and detachment. Moreover, ladies, particularly those living interconnected real factors like transsexual and foreigner ladies, grapple with a feeling of dread toward arranging pay and being punished in the event that they do. One late review scrutinized this thought and found that ladies request increases in salary similarly as frequently as men, yet they get it just 16% of the time when contrasted with 20% when men inquire.

#### **Barriers To Promotion**

There is a "broken rung" at the manager level: "For every 100 men raised to executive, only 86 women are progressed." This issue is compounded at additional huge degrees of drive: less women chiefs infers there are less chance to hoist to heads of division, bosses, and C-suite positions, too. You can see this shortfall of depiction evident: 63% of C-suite positions are held by white men, differentiated and 15% taken up by white women (more unmistakable than the 11% involved by men of assortment) and a basic 5% by women of assortment.

Besides, supervisors much of the time distinguish contender for business open doors by depending on their own organizations for suggestions, which normally comprises of "individuals" (same orientation, race, character).

#### **Bias Against Mothers**

Mothers, and women of young age, are less disposed to get a call back from selecting bosses, regardless, when their rundown of capabilities are vague from the rundown of references of male up-and-comers or childless women. These concentrations to direction inclinations laid out in the "work/family account," which sees women through the watchman/mother point of convergence. (Some unacceptable) end is that their commitment to family and childcare makes them less devoted and unsuitable to put in broadened periods like their male accomplices, especially at huge level positions.

#### **Higher Burnout In Women**

Research shows that a larger number of ladies than men, particularly in higher-up positions, are worn out and managing consistent pressure in the workplace. The pandemic almost multiplied the burnout hole among people. This makes ladies more inclined to tolerating "facilities" like temporary work or inside jobs that further crash their vocations and add to orientation disparity.

#### **Incidents Of Sexual Harassment**

35% of ladies in the U.S. experience lewd behavior sooner or later during their vocations: a sign that sexism is neglected in the working environment. Inappropriate behavior could likewise be

an immediate result of uniqueness in pay and advancements.

Following the #MeToo development that began in 2017, episodes of sexual compulsion and undesirable consideration declined. However, there has been a sharp extension in opposition towards women — a review revealed that direction goading (bullhead remarks and uncalled- for stories from male accomplices) spiked to 93% in 2018, from 75% in 2016.

### **Experiences In Racism**

Contrasted with white ladies, ladies of variety and ladies with minimized characters face a higher pace of insolent and "othering" perceived hostilities like being addressed or interfered. Ladies of variety additionally don't have dynamic partners at work. White representatives consider themselves partners to ladies of variety, however not exactly half really make even fundamental moves like getting down on predisposition or revitalizing for new open doors for ladies of variety. Frequently, this is on the grounds that white "partners" and ladies of variety have altogether different thoughts of what's useful.

### **Chapter 4: Impacts Of Privatization On Labour Class**

Privatization is an administrative approach that has been drawn in light of legitimate concern for some classes of individuals, including academicians, legislators, government workers, private sector players, and the general public. According to subject matter experts, privatisation can be invaluable in terms of the greater adaptability and scope of advancement it provides alongside cost investment funds on numerous occasions. In any case, various experts disagree that privatisation undermines worker confidence and creates a fear of separation or termination. It is more likely that it also includes concerns about responsibility and quality. Specialists both support and criticise privatisation, making it a contentious choice that necessitates a persistent investigation by leaders in the assessment of advantages and disadvantages associated with the coordinated strategy. Privatization in India has been met with considerable opposition and has been slow at first amid the country's initial period of monetary advancement. The purpose of this article is to dissect the current state of privatisation in India and condense its focal points and burdens in relation to the Indian economy.

Privatization is a fantastic conception. It covers a wide range of ideas, systems, and strategies. Privatization, in its broadest sense, refers to the pullout of the state from the lives and conditioning of natives and the strengthening of the part of business sectors. In a strict sense, privatisation is the transfer of power from the general population to the private sector, or the transfer of control over coffers or exercises as a result of privatisation through renting, where procurement is held, leaving benefit administration and movement to private gatherings. It may be observed that privatisation alters rather than reduces the role of the state. Observing and controlling the privatised framework discussed later is a perplexing and difficult job. The state also bears the grave responsibility of ensuring that a significant rivalry prevails in privatised areas of the economy and that powerless segments of the general public are not unduly influenced. In India, the administration has consistently used the term "disinvestment" for functional reasons, even when it implied privatisation. Disinvestment Commission and Department of Disinvestment are the names of organisations established for this purpose.

Privatisation may be motivated by a variety of socioeconomic and political goals, and may include one or more of the following:

- Fundamental modifications to socioeconomic and political systems (as in Central and Eastern Europe)
- Reduce the state's direct involvement in industry, commerce, and services, as well as the resulting financial and administrative burden.
- Desire to boost economic efficiency and competition. Improve the balance between the public and private sectors.
- Attract foreign investment.

Privatisation, as well as the logical corollary way to remove the roadblocks to a free frugality, raise complex social and labour issues. The crux of the problem is that it's delicate for affected workers to agree to a sense that requires them to go through the change process and indeed make offerings, if necessary, in the overall interests of the survival of an organisation with which they've long been associated. immaculately, the change process should be accepted at all situations and by all stakeholders in the organisation. still, this is constantly easier said than done. Following are brief conversations of employment and job security, trade unions, collaborative logrolling, artificial relations, and triplex concentration.

### **Employment And Job Security**

One of the major enterprises about privatisation is the implicit loss of current and unborn jobs. In the 1970s and 1980s, the relative decline in private sector employment and growth in public sector employment may have corroborated the notion that jobs in the public sector are more secure. In Africa and Asia, public sector employment accounts for half and one-third of formal sector employment, respectively, and there is evidence of growth in public employment (public sector and public services included) in Asia (Edgren, 1988), Africa, and Latin America (Ghai, et.al.,1989). However, developments in the 1980s show that even governments have limits and limitations in their ability to bear the burden of employment through budgetary support beyond a certain point, especially when it is unproductive and/or

has become redundant due to the imperatives of new technologies and competitive pressures. As a result, between July 1981 and February 1987, the World Bank's lending operations in 24 Third World countries in various regions focused on public employment and pay issues in central governments. Four countries froze employment, while ten countries reduced employment, either through Bank programmes or on their own (Nunberg1989).The situation is similar in developed countries. In the United Kingdom, three public enterprises - British Coal, British Steel, and British Rail - were responsible for a loss of nearly 350,000 jobs between 1979 and 1980 (Bishop and Kay, 1988).

The relationship between job loss and privatisation is frequently incidental rather than imperative. When an efficient enterprise is privatised, such as in Singapore or Malaysia, job losses are minimal or non-existent. Job losses are more common when a company requires major restructuring. Delayed restructuring may result in more job losses than non- restructuring. Where privatisation brought units in limbo (or non-working units) back to life, such as in Bangladesh, it meant reclaiming lost jobs, some but not all of which were estimated between 1983,1988 in 62 Bangladeshi jute mills, half of which were privatised. In United Kingdom, several privatised firms reported a significant increase in employment compared to the levels reported on the eve of privatisation.

Even the ILO Convention No. 158 and Recommendation No. 166, adopted by the International Labour Conference in 1982, do not rule out job losses due to economic, technological, structural, or similar reasons, even though these instruments provided safeguards in Part III to the effect that employers contemplating such termination must:

- (a) Give applicable information, including the reasons for the terminations contemplated, to the workers and representatives concerned in good time;
- (b) Give, in agreement with public law and practise, as beforehand as possible an occasion for discussion with the workers, representatives concerned, and measures to be taken to forestall or minimise terminations, as well as measures to alleviate the adverse goods of any terminations on the workers concerned, similar as chancing indispensable employment.
- (c) Notify to appropriate authority as soon as possible, providing relevant information.

Japan's privatisation National Railways is one of the best examples, with all but 4,000 jobs reclaimed within a few years thanks to a well-thought-out plan of redeployment and retraining that included prioritising hiring of affected workers not only in the public sector and privatised

railways, but also in firms with backward and forward linkages with railways and other private sector firms. The question in such cases is whether such preferences would be detrimental to the interests of young, future labour market entrants. Such a trade-off is hypothetical in the absence of unemployment, but real in the presence of significant unemployment.

The need for developing a social security net through the establishment of a National Renewal Fund, as has been done in India, and exploring fresh benefactions to the fund through the trade of supernumerary land, benefactions to the fund in the range of 1 to 2 of stipend and pay envelope bill independently by workers and employers as insurance against unborn contingencies, and compensation for inflexibility could be considered to give fresh benefits to fat labour over and above nominated benefits.

<b>BOX 1</b>	
<b>EMPLOYMENT AND JOB SECURITY MEASURES IN SELECT COUNTRIES</b>	
<b>Malaysia :</b>	No employee would lose a job as a result of privatisation and none would suffer deterioration in conditions of employment. The employee is given the option to remain in public employment or join the new employers (Privatisation Guidelines).
<b>Singapore :</b>	Transfer of business does not affect the continuity of service of an employee (Section 18 of Employment Act, Singapore)
<b>Japan :</b>	Lay offs may be inevitable, but government engages surplus staff temporarily or provides assistance for preferential employment and retraining for alternative jobs or self-employment (Japanese National Railway Privatisation).
<b>U.K. :</b>	Protection of income to those laid off for a limited period (say 1 to 3 years), followed by supplementary benefits up to seven years before being eligible for old age pension (U.K.Redundant Mineworkers Act. This has not yet been applied in the case of any privatisation).
	Lay-off is inevitable. Concerned employer and/or government actively assists affected employees through prior consultation, counselling, retraining and active assistance in relocation without any grievances (This was practiced by the British Steel since mid-70s when it was being readied for rationalisation and privatisation. It has set up a subsidiary company to create job opportunities in areas affected by plant closures and redundancies, which reportedly generated over 30,000 jobs).
<b>Pakistan :</b>	Any one of the following three packages: (a) Protection under labour laws, 10% in privatised units to employees and special measures for surplus labour after the initial period of 12 months; (b) 4 months wages for every completed year of service to those who opt for voluntary retirement along with other normal terminal benefits; (c) provision for employee buy-out (Bipartite) declaration, 1991).
<b>Sri Lanka :</b>	Employees of privatised firms who are not re-employed by the new employer would be eligible for payment of compensation and gratuity as determined by the appropriate Minister.
<b>Philippines:</b>	Automatic termination of employer-employee relations upon privatisation. Normal termination benefits will accrue to the laid off employees (This was contested in the case relating to Cebu Plaza Hotel in Manila by the union concerned before the ILO Committee on Freedom of Association and the latter upheld the union view and advised the Philippines government to modify the relevant ordinance).
<b>Ghana :</b>	Surplus employees laid off. Since costs of meeting compensation are high, payments are deferred over 3 or more years.
<b>Guinea :</b>	Laid off (or voluntary retirees) persons may draw a salary with accompanying rice rations for 60 months, take 40% in cash and rest in regular salary payments, or they may take a share of the severance allowance as a down payment on a new business enterprise (Nunberg, 1989,p.9).
<b>Togo :</b>	Loss of Jobs, without compensation or relocation (African Business, February 1988).

### Employee Ownership

Most trade unions in most countries have generally opposed worker ownership and worker cooperatives due to ideological reservations about "workers' capitalism" and also because individual shareholders and unions may not have a greater say. However, grant of shares through free distribution (in several Central and East European countries) or on concessional terms, establishment of Employee Stock Ownership Plans (ESOPs), management/employee buyouts are becoming common elements in privatisation strategies. According to a World Bank study (Vulsteke, 1988, Vol.1, pp.169-72), worker/management buyouts accounted for about 5% of completed privatisations (20 out of 392) between 1980 and 1987.

Data Analysis

**Section-A ( Demographic Data):**

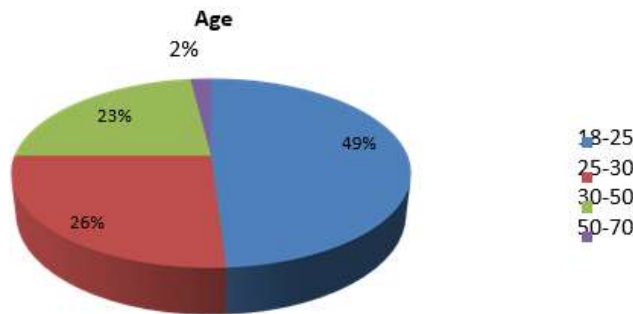
The data about the respondents such as their age, gender, current position is given in Table1.

**Table 1: Respondent Profile**

Profile	No. of Respondents	Percentage
<b>Age</b>		
18-25	49	49
25-30	26	26
30-50	23	23
50-70	2	2
<b>Gender</b>		
Male	34	34
Female	64	64
Other	2	2
<b>Current Position</b>		
Working in Govt. sector	46	46
Working in Private sector	19	19
Not working	35	35

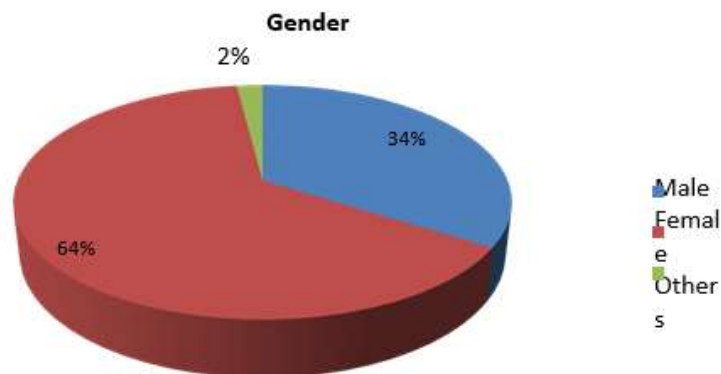
Table 1 shows that :

1. Out of 100 respondents, 49 % are in the age group of 18 to 25, 26 % are in the age group of 25 to 30 , 23% are in the age group of 30 to 50 and 2 % are in the age group of 50 to 70. A graphical representation of which is as follows :



**Fig. 1**

2. Out of the 100 respondents 64 % are Females, 34 % are Males and 2% belong to other gender.



**Fig.2**

3. Out of the 100 respondents 46% are working in Govt. sector, 19% are working in private sector and 35% are not working.

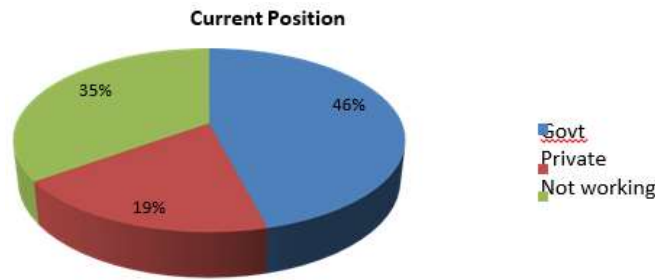


Fig.3

**Section - B (Exploitation of labour) :**

**Table 2: Exploitation of labour**

	Strongly Agree (%)	Agree (%)	Disagree (%)	Strongly Disagree (%)
a. Exploitation of labour still exists	32	58	5	5
b. There is a need to increase the minimum wages of the labourers	41	50	6	3
c. There is a need to regulate the working hours of the labourers	32	52	9	7
Labours are being misfed information regarding their rights, so that they could be exploited	24	61	10	5
A blind eye is turned to the exploitation of the labourers	31	57	9	3

Table 2 shows that:

- 90 % participants are of the opinion that Exploitation of labour still exists and 10 % participants are of the opinion that Exploitation of labour does not exist anymore ( as shown in Fig.4)

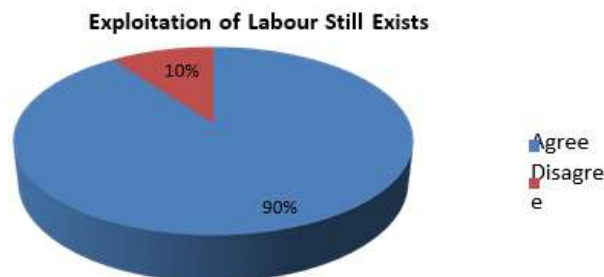


Fig.4

- 92 % participants are of the opinion that there is need to increase the minimum wages of the labourers and 8 % participants are of the opinion that there is no need to increase the minimum wages of the labourers ( as shown in Fig.5)

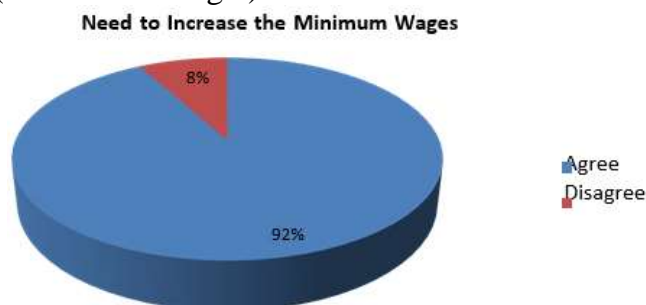
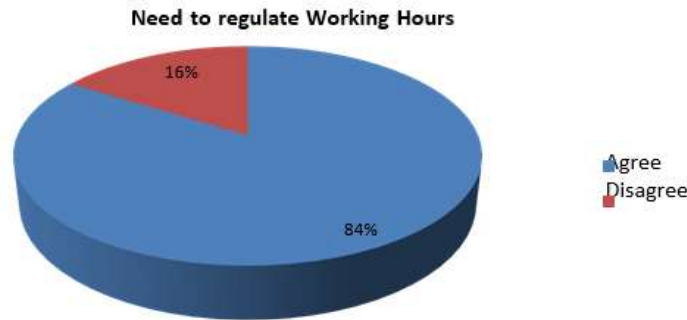


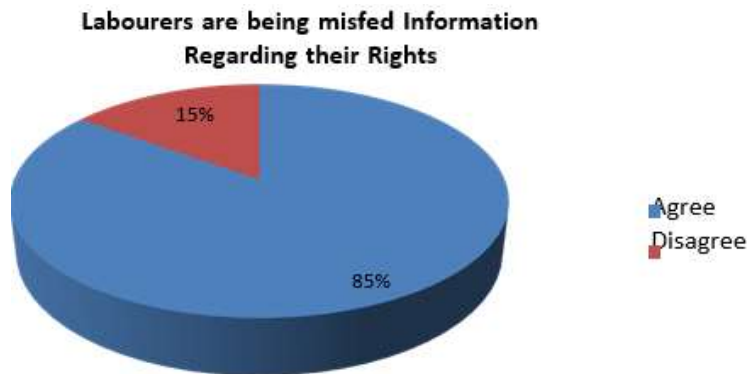
Fig. 5

- 3. 84 % participants are of the opinion that there is a need to regulate the working hours of the labourers and 16 % participants are of the opinion that there is not a need to regulate the working hours of the labourers ( as shown in Fig.6)



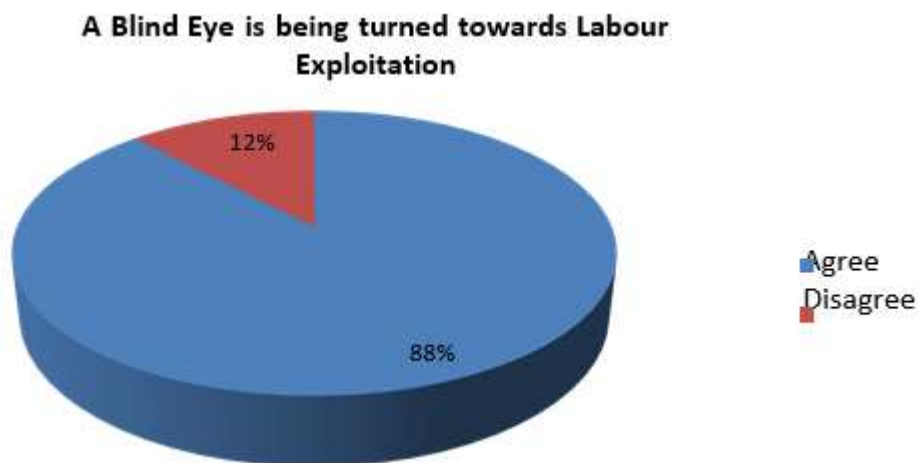
**Fig.6**

- 4. 85% participants are of the opinion that the labourers are being misfed information regarding their rights, so that they could be exploited and 15% participants are of the opinion that the labourers are not being misfed information regarding their rights, so that they could be exploited ( as shown in Fig.7)



**Fig. 7**

- 5. 88% participants are of the opinion that a blind eye is turned to the exploitation of the labourers and 12 % participants are of the opinion a blind eye is not being turned to the exploitation of the labourers ( as shown in Fig.8)



**Fig. 8**

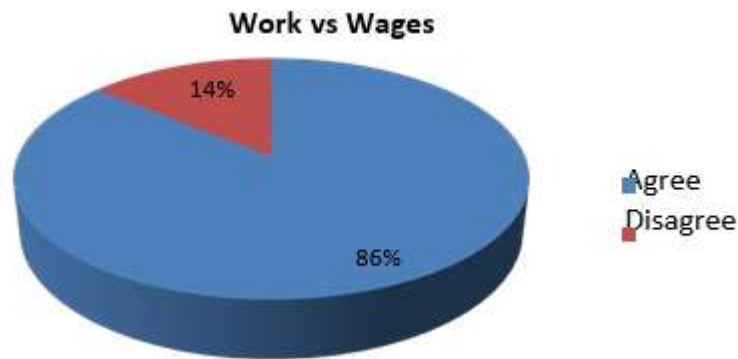
**Section - C (Lifestyle/Livelihood Of The Labourers):**

**Table 3: Lifestyle/Livelihood Of The Labourers**

	Strongly Agree(%)	Agree (%)	Disagree(%)	Strongly Disagree(%)
Factory workers are made to work more as compared to what they are paid	29	57	9	5
White people get more job opportunities as compared to the black people	23	44	25	8
Rural participation in private sector should be encouraged	29	65	4	2
d. Labour class is able to earn well for their livelihood	9	32	45	14
e. Lifestyle of labour class is as good as people working in private firms	6	23	42	29

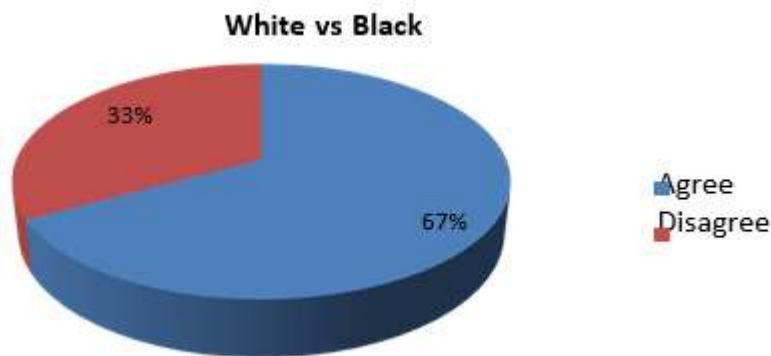
Table 3 shows that:

1. 86% participants are of the opinion that factory workers are made to work more as compared to what they are paid and 14 % participants are of the opinion that factory workers are not made to work more as compared to what they are paid ( as shown in Fig.9)



**Fig.9**

2. 67 % participants are of the opinion that white people get more job opportunities as compared to the black people and 33% participants are of the opinion that white people do not get more job opportunities as compared to the black people ( as shown in Fig.10)



**Fig. 10**

3. 92% participants are of the opinion that rural participation in private sector should be encouraged and 6 % participants are of the opinion that rural participation in private sector should not be encouraged ( as shown in Fig.11)



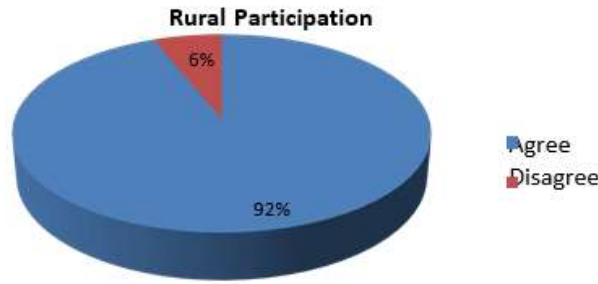


Fig. 11

4. 41% participants are of the opinion that labour class is able to earn well for their livelihood and 59 % participants are of the opinion that labour class is not able to earn well for their livelihood ( as shown in Fig.12)

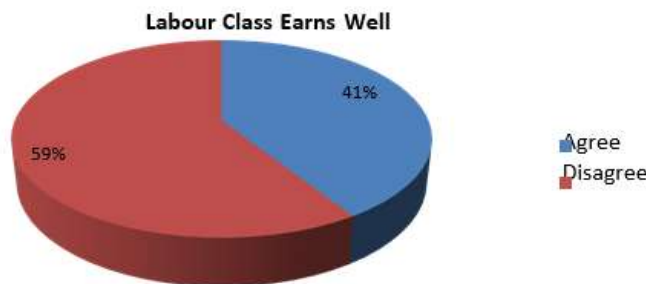


Fig.12

5. 29 % participants are of the opinion that lifestyle of labour class is as good as people working in private firms and 71 % participants are of the opinion that lifestyle of labour class is not as good as people working in private firms ( as shown in Fig.13)

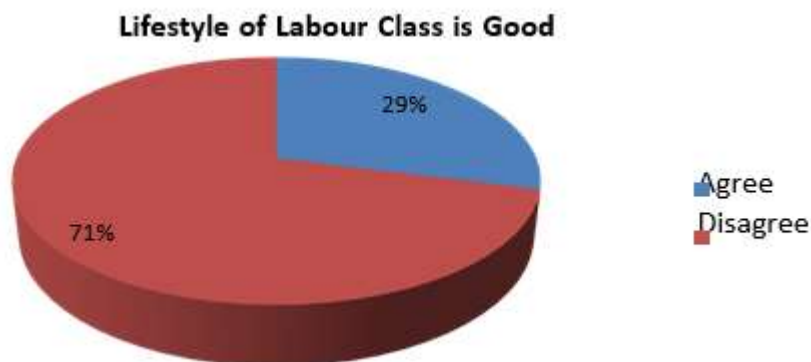


Fig.13

**Section - D (Gender related issues):**

**Table 4: Gender related issues**

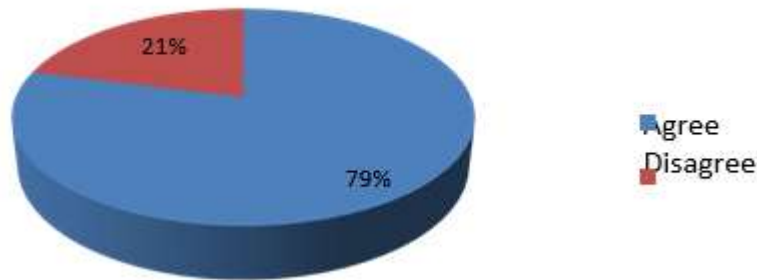
	Strongly Agree (%)	Agree (%)	Disagree (%)	Strongly Disagree (%)
Women have less opportunities in labour work as compared to men	22	57	17	4
b. Men are being exploited in the name of labour	22	58	18	2
c. Men are the reason for the less participation of women in labour	14	44	37	5
Genders other than Male and Female have Zero participation in the labour force of our country	29	52	14	5

The idea of equal wages regardless of gender is not implemented in our country	19	59	16	6
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Table 4 shows that:

1. 79 % participants are of the opinion that women have less opportunities in labour work as compared to men and 21 % participants are of the opinion that women do not have less opportunities in labour work as compared to men ( as shown in Fig.14)

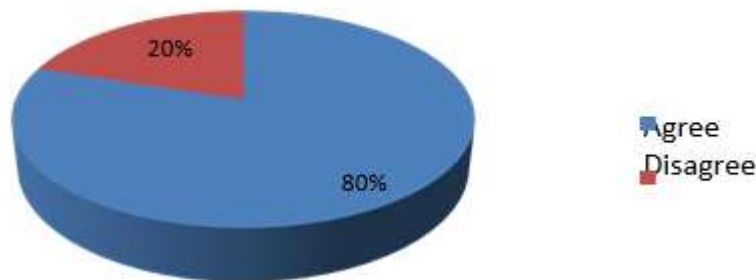
**Women have Less Opportunities**



**Fig.14**

2. 80% participants are of the opinion that men are being exploited in the name of labour and 20 % participants are of the opinion that men are not being exploited in the name of labour ( as shown in Fig.15)

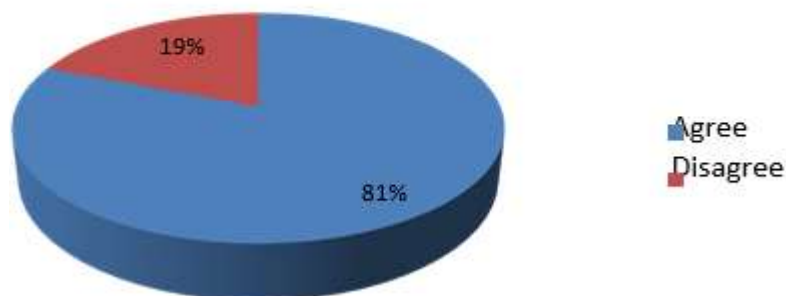
**Men Are being Exploited**



**Fig. 15**

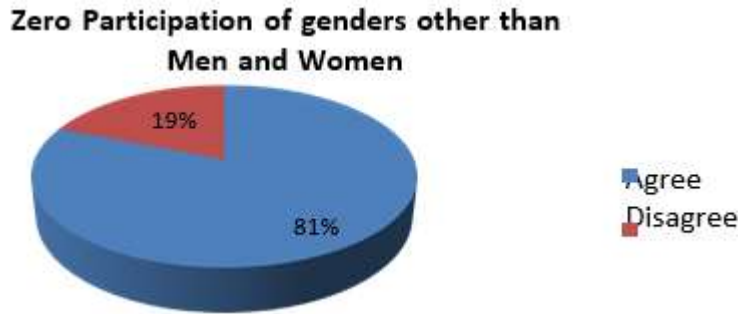
3. 81% participants are of the opinion that men are the reason for the less participation of women in labour and 19 % participants are of the opinion that men are not the reason for the less participation of women in labour ( as shown in Fig.16)

**Men are the reason for Women's Less Participation**



**Fig. 16**

4. 81 % participants are of the opinion that genders other than male and female have zero participation in the labour force of our country and 19 % participants are of the opinion that genders other than male and female do not have zero participation in the labour force of our country ( as shown in Fig.17)



**Fig. 17**

5. 68 % participants are of the opinion that the idea of equal wages regardless of gender is not implemented in our country and 22 % participants are of the opinion that the idea of equal wages regardless of gender is being implemented in our country ( as shown in Fig.18)



**Fig. 18**

**Section - E (Impact Of Privatization):**

**Table 5: Impact Of Privatization**

Impacts	Strongly Agree(%)	Agree (%)	Disagree(%)	Strongly Disagree(%)
a. Privatization has an impact on labour class	24	62	10	4
b. Privatization is good for worker	9	44	42	5
c. Privatization reduces the employment opportunities of workers	11	51	32	6
d. Privatization reduces job security	19	65	10	6
Privatization reduces the intervention of state there by leading to degraded work condition	14	68	15	3

Table 5 shows that:

1. 86 % participants are of the opinion that privatization has an impact on labour class and 14 % participants are of the opinion that privatization has no impact on labour class ( as shown in Fig.19)

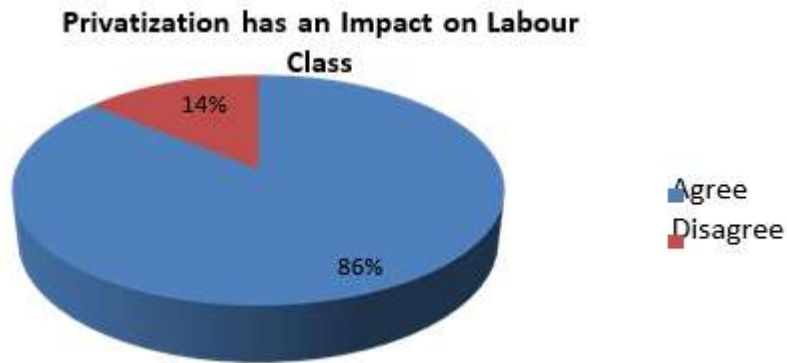


Fig. 19

2. 53 % participants are of the opinion that privatization is good for worker and 47 % participants are of the opinion that privatization is not good for worker ( as shown in Fig.20)

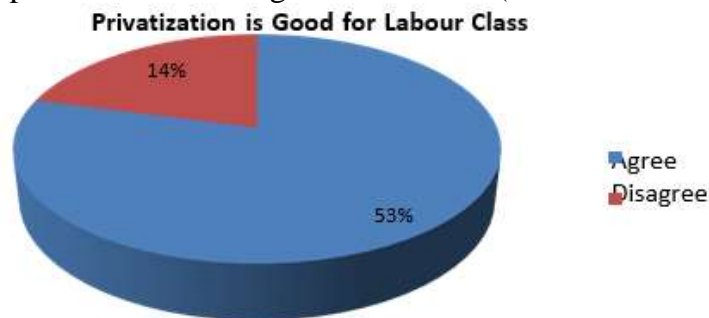


Fig.20

3. 62 % participants are of the opinion that privatization reduces the employment opportunities of workers and 38 % participants are of the opinion that privatization does not reduce the employment opportunities of workers ( as shown in Fig.21)

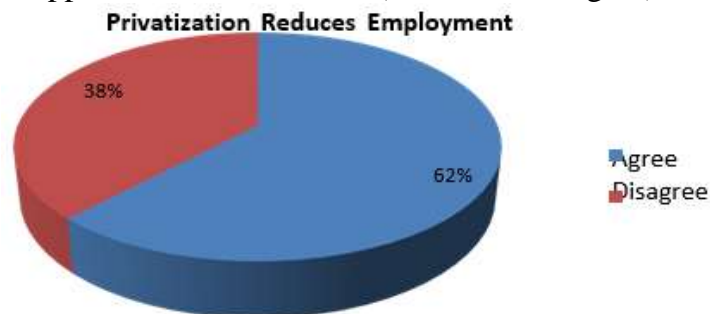


Fig.21

4. 84 % participants are of the opinion that privatization reduces job security and 16 % participants are of the opinion that privatization does not reduce job security ( as shown in Fig.22)

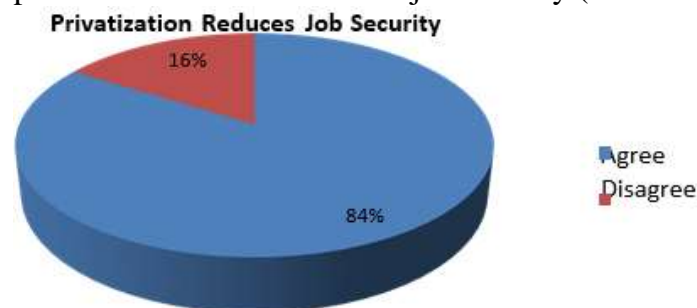


Fig.22

5. 82 % participants are of the opinion that privatization reduces the intervention of state there by leading to degraded work condition and 18 % participants are of the opinion that privatization does not reduce the intervention of state there by leading to degraded work condition ( as shown in Fig.23)

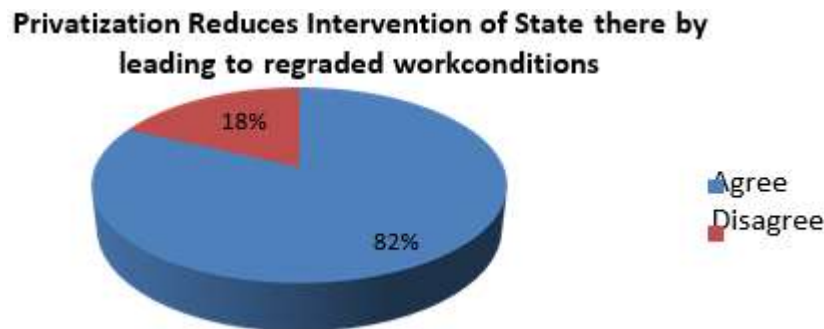


Fig.23

### Conclusion

Labour exploitation is a multidimensional concept with the life and challenges faced by the workers being the main concern. Labourers face equality challenges and severe livelihood challenges. They are also paid quite less and their health has also been a matter of concern. The continuum approach opens up new avenues for understanding the life of workers who are subjected to labour exploitation. Through our survey it could also be concluded that labour exploitation is still a matter of concern and a lot of work is yet to be done to ease the lives of labourers. Labourers have very less information about their rights and are not able to stand up for themselves. There still exists gender biasedness of labourers and labourers are exploited for their work yet they aren't paid enough. The operational framework described in this paper is standardizable and can help us better understand the links between labour exploitation and workers' life. It provides a solid foundation for furthering quantitative research on the challenges faced by exploited workers, which could then inform interventions and policies aimed at improving the lives of the workers and addressing the Sustainable Development Goals (SDGs).

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