

ABSTRACT

Gender inequality is continual problem, especially in under developed countries. This research investigates whether any gender disparities are quantifiably apparent between men and women workers in textile industrial cluster Kotri. This research carried a conceptual framework that entails the research objectives. Three possible steps were examined in this research. First step entails analyzes of difference measured in 8 hours of wage and satisfaction of working conditions that actually underlines the dissimilarities in treatment between men and women workers within the same control. Secondly study extract the factors that contribute towards prevalence of gender wage inequality and lastly study assessed the current labor laws mechanism is operational for workers in textile industrial cluster Kotri. A convergent parallel mixed methodology (quantitative as well as qualitative) approach has been opted with snowball sampling technique throughout 31 textile industries at SITE area Kotri. Findings of this research count the 17.6 percent difference in wages of men and women workers. This research determines a married woman is struggling harder for family survival as compare an unmarried woman. The wages of women is not determined by household size and amount of their work they performed. The estimation of education has less impact on wages of a woman worker, although, year of experience ascertains a significant impact on wages of a woman worker. The diverse treatment, lack of supervision, blurred labor laws, absence of monitoring system and poor enforcement was documented the aspects that lead to a higher pervasiveness of gender inequality. Premeditated working conditions, balanced wages and encourage identical participation in paid sphere of work and employment may lessen the gender inequality. Initiation of debates (open kachahary) at district level and discussions on workers grievances with all the stakeholders may strengthen the gender parity in textile industrial cluster Kotri. Gender equality is not prized for women only but it's indispensable for development of any society or economy.

Keywords: Gender disparity; Labor Laws; Textile industry; Wage inequality; Women worker.