

# NHRC orders new inquiry into hiring by Foxconn

**Reuters**

NEW DELHI

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The NHRC, in June, ordered Central and Tamil Nadu officials to probe Foxconn's hiring practices, after a Reuters investigation found that the manufacturer excluded married women from iPhone assembly jobs at its southern India plant. Foxconn relaxed the ban during high-production periods, Reuters found. The iPhone factory is a flagship foreign investment in India.

# NHRC faults probe into Foxconn hiring practices, orders new inquiry

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The National Human Rights Commission (NHRC) has admonished labour officials for failure to adequately investigate evidence of employment discrimination at Foxconn, which makes Apple iPhones, and told the company to re-examine the matter, documents show.

NHRC ordered the Union and Tamil Nadu State officials in June to probe Foxconn's hiring practices, after a Reuters investigation found that the manufacturer excluded married women from iPhone assembly jobs at its Southern India plant.

Foxconn relaxed the ban during high-production periods, Reuters found. The

iPhone factory is a flagship foreign investment in India, crucial to Apple and Foxconn's plans to grow manufacturing in the country.

Labour officials visited the Foxconn plant in July and questioned executives about employment practices but did not make their findings public.

## EMPLOYMENT ROW

Reuters this month reviewed NHRC case files related to the probe after the news agency sought the records under Right to Information laws. The details have not been previously reported.

An undated NHRC case status document shows State labour officials told the commission on July 5 that 6.7 per cent of the 33,360 wo-



**ON THE RADAR.** Investigations found the phone-maker excluded married women from iPhone assembly jobs REUTERS

men working at the Foxconn plant were married, without specifying whether they were on the assembly line. They said women employed at the factory came from six districts, "which makes it clear that a large number of female employees have been

hired by the company... without any discrimination."

The investigators told NHRC they interviewed 21 married women at the factory, who said they faced no discrimination over wages and promotions, according to the document.

In response, the NHRC told the labour officials in November that they did not appear to have scrutinised Foxconn hiring documents nor addressed the core issue of discrimination against married women in recruitment. The officials relied on current employees' testimony and "filed their reports in a routine/casual manner," according to the case details.

"The presence of (a) certain number of female employees at present does not answer the question (of) whether the company had actually discriminated against the married women at the time of recruitment," the NHRC said, noting the labour officials were "apparently silent in this regard."

"NHRC has no hesitation

in stating that the authorities concerned have failed to identify and understand the core issue."

Neither the State nor the Union Labour departments responded to Reuters requests for comment about the NHRC's assessment.

Apple and Foxconn also did not respond to questions about the correspondence. Both companies have previously said that Foxconn hires married women in India.

## 'RE-EXAMINE MATTER'

In the Foxconn case, the NHRC files show that the agency conveyed its dissatisfaction to government officials on November 19, and ordered them to re-examine the matter by carrying out "a thorough investigation"

within four weeks. The NHRC in its response to Reuters said it could not provide further information as the case was ongoing.

The investigation into Foxconn's hiring practices was based on interviews with current and former executives, recruitment agents and job candidates, and a review of job advertisements circulated by the hiring vendors who help recruit smartphone assembly workers in India.

Many advertisements posted between January 2023 and May 2024 stated that only unmarried women of specified ages were eligible for smartphone assembly roles, contravening Apple and Foxconn anti-discrimination policies.



**NHRC FAULTS LABOUR OFFICIALS FOR LAX INQUIRY**

# New probe ordered into Foxconn hiring

ADITYA KALRA & MUNSIF VENGATTIL  
New Delhi, January 23

THE COUNTRY'S POWERFUL human rights watchdog has admonished labour officials for failure to adequately investigate evidence of employment discrimination at Foxconn, which makes Apple iPhones, and told them to re-examine the matter, documents show.

The National Human Rights Commission (NHRC) in June ordered central and Tamil Nadu state officials to probe Foxconn's hiring practices, after a *Reuters* investigation found the manufacturer excluded married women from iPhone assembly jobs at its southern India plant. Foxconn relaxed the ban during high-production periods.

The iPhone factory is a flagship foreign investment, crucial to Apple and Foxconn's plans to grow manufacturing in the country, as well as India's aim of rivaling China in electronics production. Labour officials visited the

**UNDER LENS**

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plant in July and questioned executives about employment practices, but did not make their findings public.

*Reuters* this month reviewed NHRC case files related to the probe after the news agency sought the records under the country's Right to Information laws. The details have not been previously reported.

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Nadu labour officials told the commission on July 5 that 6.7% of the 33,360 women working at the Foxconn plant were married, without specifying whether they were on the assembly line. They said women employed at the factory came from six districts, "which makes it clear that a large number of female employees have been hired by the company ... without any discrimination". —REUTERS



## फॉक्सकॉन के खिलाफ भर्ती में भेदभाव की जांच

विजनेस संवाददाता | नई दिल्ली

राष्ट्रीय मानवाधिकार आयोग ने देश में आईफोन बनाने वाली कंपनी फॉक्सकॉन में भेदभावपूर्ण भर्ती की नई जांच शुरू कर दी है। फॉक्सकॉन पर आरोप है कि उसने तमिलनाडु प्लांट में असेंबली लाइन की नौकरियों से विवाहित महिलाओं को बाहर रखा है। हालांकि ज्यादा प्रोडक्शन की डिमांड के समय इन नियमों में छील दी जाती है। एनएचआरसी ने फॉक्सकॉन में रोजगार संबंधी भेदभाव की रिपोर्ट की पर्याप्त जांच न करने के लिए श्रम अधिकारियों की कड़ी आलोचना की। जुलाई 2023 में, श्रम अधिकारियों ने फॉक्सकॉन प्लांट का दौरा किया और बताया कि प्लांट में काम करने वाली 33,360 महिलाओं में से 6.7% विवाहित थीं, लेकिन यह नहीं बताया कि इनमें से कोई भी महिला असेंबली लाइन पर थी या नहीं। अब इसकी जांच होगी। वहीं उपभोक्ता संरक्षण प्राधिकरण ने आईओएस 18+ अपडेट की वजह से आईफोन में आ रही समस्याओं के संबंध में एप्पल को नोटिस भेजा है। नेशनल कंप्यूटर हेल्पलाइन में इसको लेकर शिकायतें आ रही थीं।



## विवाहित महिलाओं से काम को लेकर भेदभाव में घिरा फॉक्सकॉन, नए सिरे से जांच के आदेश

नई दिल्ली। राष्ट्रीय मानवाधिकार आयोग ( एनएचआरसी ) ने एपल की आईफोन निर्माता कंपनी फॉक्सकॉन पर काम को लेकर विवाहित महिलाओं से चल रहे भेदभाव मामले की कड़ी आलोचना की है। साथ ही, जांच में विफल रहने पर श्रम अधिकारियों को फटकार लगाई और मामलों की नए सिरे से संपूर्ण जांच चार सप्ताह के भीतर करने का निर्देश दिया है।

जांच दस्तावेज से पता चला कि फॉक्सकॉन ने अपने तमिलनाडु प्लांट में आईफोन असेंबली के कामों से विवाहित महिलाओं को दूर रखा था। लेकिन, उच्च उत्पादन के दौरान इन्हीं



विवाहित महिलाओं से असेंबली में काम कराया। इसके बाद एनएचआरसी ने जून, 2024 ने केंद्र व तमिलनाडु सरकार के श्रम अधिकारियों को इन प्रथाओं की जांच करने का आदेश दिया था। श्रम अधिकारियों ने जांच के लिए जुलाई में फॉक्सकॉन प्लांट का दौरा किया था, लेकिन जांच निष्कर्षों को सार्वजनिक नहीं किया। एजेंसी

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The NHRC, in June, ordered Central and Tamil Nadu officials to probe Foxconn's hiring practices, after a Reuters investigation found that the manufacturer excluded married women from iPhone assembly jobs at its southern India plant. Foxconn relaxed the ban during high-production periods, Reuters found. The iPhone factory is a flagship foreign investment in India.



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## **NHRC orders fresh probe into Foxconn's TN hiring practices**

**NEW DELHI, REUTERS:** The National Human Rights Commission (NHRC) has slammed labour officials for failure to adequately investigate evidence of employment discrimination at Foxconn, which makes Apple iPhones, and told them to re-examine the matter, documents show.

“The commission has no hesitation in stating that the authorities concerned have failed to identify and understand the core issue,” the NHRC said, ordering them to conduct “a thorough probe” within four weeks.

The human rights watchdog ordered the Centre and Tamil Nadu state officials, in June, to probe Foxconn's hiring practices, after a Reuters probe found the manufacturer excluded married women from iPhone assembly jobs.

Indian labour officials visited the Foxconn plant in July and questioned executives about employment practices.

An undated NHRC case status document shows TN labour officials told the commission on July 5 that 6.7% of the 33,360 women working at the plant were married.



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नई दिल्ली। राष्ट्रीय मानवाधिकार आयोग (एनएचआरसी) ने एपल की आईफोन निर्माता कंपनी फॉक्सकॉन पर काम को लेकर विवाहित महिलाओं से चल रहे भेदभाव मामले की कड़ी आलोचन की है। साथ ही, जांच में विफल रहने पर श्रम अधिकारियों को फटकार लगाई और मामलों की नए सिरे से संपूर्ण जांच चार सप्ताह के भीतर करने का निर्देश दिया है।

जांच दस्तावेज से पता चला कि फॉक्सकॉन ने अपने तमिलनाडु प्लांट में आईफोन असेंबली के कामों से विवाहित महिलाओं को दूर रखा था। लेकिन, उच्च उत्पादन के दौरान इन्होंने



विवाहित महिलाओं से असेंबली में काम कराया। इसके बाद एनएचआरसी ने जून, 2024 ने केंद्र व तमिलनाडु सरकार के श्रम अधिकारियों को इन प्रथाओं की जांच करने का आदेश दिया था। श्रम अधिकारियों ने जांच के लिए जुलाई में फॉक्सकॉन प्लांट का दौरा किया था, लेकिन जांच निष्कर्षों को सार्वजनिक नहीं किया। एजेंसी

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विजनेस संवाददाता | नई दिल्ली

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विवाहित महिलाओं से असेंबली में काम कराया। इसके बाद एनएचआरसी ने जून, 2024 ने केंद्र व तमिलनाडु सरकार के श्रम अधिकारियों को इन प्रथाओं की जांच करने का आदेश दिया था। श्रम अधिकारियों ने जांच के लिए जुलाई में फॉक्सकॉन प्लांट का दौरा किया था, लेकिन जांच निष्कर्षों को सार्वजनिक नहीं किया। एजेसी

### आयोग जांच से संतुष्ट नहीं, लगाई फटकार

तमिलनाडु के श्रम अधिकारियों ने 5 जुलाई, 2024 को एनएचआरसी को बताया था कि प्लांट में कार्यरत 33,360 महिलाओं में 6.7 फीसदी विवाहित हैं। हालांकि, उन्होंने स्पष्ट नहीं किया कि विवाहित महिलाएं असेंबली लाइन में काम करती थीं या नहीं। एनएचआरसी ने फटकार लगाते हुए कहा, श्रम अधिकारियों ने फॉक्सकॉन के भर्ती दस्तावेजों या विवाहित महिलाओं के प्रति भेदभाव की जांच ठीक से नहीं की है।



## विवाहित महिलाओं से काम को लेकर भेदभाव में घिरा फॉक्सकॉन, नए सिरे से जांच के आदेश

नई दिल्ली। राष्ट्रीय मानवाधिकार आयोग (एनएचआरसी) ने एपल की आईफोन निर्माता कंपनी फॉक्सकॉन पर काम को लेकर विवाहित महिलाओं से चल रहे भेदभाव मामले की कड़ी आलोचन की है। साथ ही, जांच में विफल रहने पर श्रम अधिकारियों को फटकार लगाई और मामलों की नए सिरे से संपूर्ण जांच चार सप्ताह के भीतर करने का निर्देश दिया है।

जांच दस्तावेज से पता चला कि फॉक्सकॉन ने अपने तमिलनाडु प्लांट में आईफोन असेंबली के कामों से विवाहित महिलाओं को दूर रखा था। लेकिन, उच्च उत्पादन के दौरान इन्होंने



विवाहित महिलाओं से असेंबली में काम कराया। इसके बाद एनएचआरसी ने जून, 2024 में केंद्र व तमिलनाडु सरकार के श्रम अधिकारियों को इन प्रथाओं की जांच करने का आदेश दिया था। श्रम अधिकारियों ने जांच के लिए जुलाई में फॉक्सकॉन प्लांट का दौरा किया था, लेकिन जांच निष्कर्षों को सार्वजनिक नहीं किया। एजेसी

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## फॉक्सकॉन के खिलाफ भर्ती में भेदभाव की जांच

बिजनेस संवाददाता | नई दिल्ली

राष्ट्रीय मानवाधिकार आयोग (एनएचआरसी) ने आईफोन बनाने वाली कंपनी फॉक्सकॉन में भेदभावपूर्ण भर्ती की नई जांच शुरू की है। फॉक्सकॉन पर आरोप है कि उसने तमिलनाडु प्लांट में असेंबली लाइन की नौकरियों से विवाहित महिलाओं को बाहर रखा है। हालांकि ज्यादा प्रोडक्शन की डिमांड के वक्त इसमें ढील दी जाती है। एनएचआरसी ने फॉक्सकॉन में रोजगार संबंधी भेदभाव की रिपोर्ट की पर्याप्त जांच न करने के लिए श्रम अधिकारियों की कड़ी आलोचना की। जुलाई 2023 में, श्रम अधिकारियों ने फॉक्सकॉन प्लांट का दौरा किया और बताया कि प्लांट में काम करने वाली 33,360 महिलाओं में से 6.7% विवाहित थीं, लेकिन यह नहीं बताया कि इनमें से कोई भी महिला असेंबली लाइन पर थी या नहीं। अब इसकी जांच होगी।



## विवाहित महिलाओं से काम को लेकर भेदभाव में घिरा फॉक्सकॉन, नए सिरे से जांच के आदेश

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### आयोग जांच से संतुष्ट नहीं, लगाई फटकार

तमिलनाडु के श्रम अधिकारियों ने 5 जुलाई, 2024 को एनएचआरसी को बताया था कि प्लांट में कार्यरत 33,360 महिलाओं में 6.7 फीसदी विवाहित हैं। हालांकि, उन्होंने स्पष्ट नहीं किया कि विवाहित महिलाएं असेंबली लाइन में काम करती थीं या नहीं। एनएचआरसी ने फटकार लगाते हुए कहा, श्रम अधिकारियों ने फॉक्सकॉन के भर्ती दस्तावेजों या विवाहित महिलाओं के प्रति भेदभाव की जांच ठीक से नहीं की है।

# NHRC ultimatum to MoH&FW Secy

POST NEWS NETWORK

**Keonjhar, Jan 23:** The National Human Rights Commission (NHRC) has issued a final reminder to the Secretary of the Union Ministry of Health and Family Welfare (MoH&FW), urging the submission of action taken reports (ATRs) by March 1. The NHRC in the order issued January 22 warned that failure to comply would compel it to invoke its powers under Section 13 of the Protection of Human Rights Act, 1993.

The ultimatum comes after failure of the MoH&FW in submitting the requisite report despite repeated directions and a subsequent reminder. The NHRC had previously addressed the complaint of human rights activist and senior advocate Radhakanta Tripathy, who highlighted the suffering



of the public due to inadequate functioning of Primary Health Centres (PHCs), Community Health Centres (CHCs) and district hospitals across various Indian states.

The apex rights body, in its proceedings dated June 13, 2024, directed the Secretary of the MoH&FW to submit an ATR within four weeks. However, the report was not submitted. A follow-up directive was issued December 5, 2024, giving the ministry an additional four

weeks to provide the report. Despite repeated reminders, no report has been received by the commission.

Tripathy's complaint cited deaths among vulnerable populations due to poor healthcare infrastructure, a lack of staff, and insufficient medical resources. He requested the NHRC to intervene and ensure that their basic human rights are protected by improving healthcare services. His recommendations included improving

staffing at PHCs, CHCs, and district hospitals, implementing electronic attendance for staff, preventing private practice by government doctors by providing them Non-Practicing Allowance (NPA), ensuring transparent transfer and promotion processes, and establishing super-specialty hospitals every 100kms with National Accreditation Board for Hospitals (NABH) accreditation.

The NHRC, acknowledging Tripathy's complaint, had initially directed the ministry to submit an ATR by 10 July, 2024. In the absence of any response, the commission issued a second directive December 5, 2024. The final reminder has now been issued with a deadline of March 1 for the submission of the report, failing which the NHRC may take further action.





NATIONAL HUMAN RIGHTS COMMISSION

# राष्ट्रीय बालिका दिवस आज • रेवाड़ी जिले का आंकड़ा शर्मसार करने वाला, वर्ष 2023 में लिंगानुपात 915 पर था, 2024 में चिंता बढ़ाने वाली गिरावट लिंगानुपात 873 पर आया... 8 वर्षों में ये सबसे खराब, रेड जोन में 800 से नीचे वाले 16 गांव

**भास्कर एनालिसिस**  
प्रदेश के सबसे निचले पायदान पर रहे 5 जिलों में रेवाड़ी शामिल  
भास्करन्यूज़ | रेवाड़ी

आज यानी 24 जनवरी को राष्ट्रीय बालिका दिवस मनाया जाएगा, लेकिन इस समय जिले का आंकड़ा शर्मसार करने वाला है। वर्ष 2024 में जिले का लिंगानुपात 873 रहा। जो कि बीते 8 वर्षों में सबसे खराब स्तर पर है। हल ये है कि प्रदेश के सबसे निचले पायदान पर मौजूद 5 जिलों में रेवाड़ी का भी नाम शामिल है। इन 5 जिलों में चरखी दादरी में 869, रेवाड़ी में 873, रोहतक में 888, फरीदाबाद व गुड़गांव में 899 है। जबकि वर्ष 2023 के दौरान 1 हजार लड़कों के मुकाबले 915 लड़कियां जन्मी थीं, मगर 2024 में यह आंकड़ा 873 पर आना चिंता बढ़ाने वाला है।

जिले के 16 गांव रेड जोन में हैं, जिनमें 800 से कम लिंगानुपात है। अब स्वास्थ्य विभाग कम लिंगानुपात वाले गांवों पर फोकस बढ़ाने का दावा कर रहा है। इसके लिए अब सख्ती भी की जा रही है, ताकि लिंगानुपात सुधरे। अब कोई भी गर्भवती महिला बिना पंजीकरण किए अल्ट्रासाउंड नहीं कर सकेगी। इसके लिए उनको एक आरसीएच आईडी कार्ड बनवाना जरूरी है। कम लिंगानुपात वाले गांवों की मॉनीटरिंग भी बढ़ा दी है।

## 5 वर्षों में 900 पार रहा लिंगानुपात

जिले का लिंगानुपात 5 वर्षों के दौरान 900 के पार भी रहा है। वर्ष 2018 से 2021 तक लगातार तथा 2023 में लिंगानुपात बेहतर दर्ज हुआ है। यानी इन सालों में अपेक्षाकृत सुधार आया है। हालांकि बचकें वर्षों में जिले को शर्मिंदगी ही झेलनी पड़ी है। 2018 से पहले तो प्रदेश के साथ ही जिले की भी स्थिति खराब थी। इसमें धीरे-धीरे सुधार आया।

## 10 साल का ग्राफ

वर्ष 2015	824
वर्ष 2016	870
वर्ष 2017	893
वर्ष 2018	913
वर्ष 2019	919
वर्ष 2020	914
वर्ष 2021	900
वर्ष 2022	884
वर्ष 2023	915
वर्ष 2024	873

## गर्भपात में लिंग का विवरण भी लिखना जरूरी

अधिकृत एमटीपी सेंटर के द्वारा कोई भी 10 से 20 सप्ताह तक की गई एमटीपी के रिकार्ड में गर्भ के लिंग का उल्लेख करना भी जरूरी है। साथ ही इसकी सूचना प्रत्येक माह को भेजी जा रही एमटीपी की रिपोर्ट में दर्ज कर भिजवाना जरूरी है। इसके अलावा रजिस्टर में भी लिंग संबंधित रिकार्ड में टैग रखना होगा। यही नहीं एमटीपी से संबंधित सभी रिकार्ड में संबंधित महिला की आरसीएच आईडी को भी लिखना होगा। बता दें कि अभी तक गर्भपात करते हुए विवरण में यह उल्लेख नहीं किया जाता था कि गर्भपात होने वाला लड़का या लड़की है। अब इसका विवरण भी लिखना होगा।

## इन 16 गांवों के आंकड़े अच्छे नहीं

स्वास्थ्य विभाग से प्राप्त आंकड़ों के अनुसार जिले में फिलाहाल 16 गांवों की लिस्ट तैयार की है, जिनमें प्रति एक हजार लड़कों के मुकाबले में 800 से कम लड़कियों ने जन्म लिया है। इन गांवों में झोलरी, गामड़ी, गुडियानी, सुखपुर, गुर्जरवास, किरानपुर, पावटी, सांपली, आसलवास, डहीना, औलात, मसीत, डयोडई व बव्या शामिल हैं।

## अब और सख्ती... 12 नंबर का आरसीएच आईडी कार्ड बनेगा, इसके बिना अल्ट्रासाउंड नहीं होगा

डिप्टी सिविल सर्जन एवं पीएनडीटी नोडल अधिकारी डॉ. भंवर सिंह ने बताया कि आरसीएच पोर्टल पर गर्भवती की एएनसी का पंजीकरण होता है। इसकी सुविधा गर्भवती के परिचय के सभी सरकारी अस्पतालों में मुहैया है। उन्होंने बताया कि गर्भवती का पूरा रिकार्ड रखने के लिए अब आरसीएच पोर्टल शुरू किया गया है। इस पर प्रत्येक गर्भवती का पंजीकरण अनिवार्य है। यह वन टाइम प्रक्रिया है। विभाग की तरफ से 12 अंकों का आरसीएच नंबर जारी किया जाएगा। यह विवरण संबंधित क्षेत्र के अस्पतालों में दर्ज होगा। इसे लेकर आईएमए के जरिए सभी निजी अस्पताल संचालकों को भी आरसीएच आईडी के बारे में जानकारी दी जा चुकी है। इसके बिना किसी भी गर्भवती का अल्ट्रासाउंड नहीं हो सकेगा। आईडी बनवाने के लिए आईएमए के माध्यम से सभी अस्पताल संचालकों को जानकारी दे दी गई है। उन्होंने कहा कि नियमित अल्ट्रासाउंड सेंटरों की जांच की जा रही है।





# राष्ट्रीय बालिका दिवस आज • सेहत विभाग की रिपोर्ट, 5 साल तक के 71% बच्चों व 51% गर्भवतियों में भी खून कम बच्चियों में खून की कमी; 19 साल आयु की 60% बेटियां कुपोषित

संजय मिश्रा | बठिंडा

पंजाब भले ही देश के टॉप अन्न उत्पादक राज्यों में शामिल हो, लेकिन एक कड़वी सच्चाई ये भी है कि यहां की बच्चियां और महिलाएं खून की कमी यानी एनीमिया की शिकार हैं। खासकर पंजाब की 6 माह से 5 साल तक की बच्चियों की हलत ज्यादा खराब है। इसके मुकाबले पुरुषों की सेहत संतोषजनक है। चौकाने वाली यह ताजा रिपोर्ट हल ही में स्वास्थ्य विभाग ने जारी की है।

स्वास्थ्य विभाग ने पिछले साल 6 माह से 5 साल तक के बच्चों, 15 से 19 साल तक के

## बठिंडा के 535 बच्चों में खून काफी कम

हालांकि बठिंडा की रिपोर्ट कुछ संतोषजनक है। सेहत विभाग ने जिले के विभिन्न स्कूलों में भी इसी अभियान के तहत 80 हजार बच्चों की जांच की। इनमें 535 बच्चे ऐसे मिले, जिनमें खून ज्यादा ही कम था। इनमें कुछ बच्चे ऐसे भी मिले, जिनमें महज 4 से 6 ग्राम ही खून मिला। विभाग द्वारा इन बच्चों को आयरन और फोलिक एसिड (आईएफए) की दवा देकर फालोअप किया जा रहा है। वूमेन एंड चिल्ड्रन अस्पताल की ओपीडी की बात करें तो यहां रोजाना 150 से 200 महिलाएं आती हैं। इनमें 30 से 35 ऐसी होती हैं, जिनका हीमोग्लोबिन लेवल काफी कम होता है।

किशोर-किशोरी तथा महिलाओं व पुरुषों में एनीमिया का सर्वे किया था। हाल ही में आई रिपोर्ट के अनुसार, तमाम जिलों में ही एनीमिया से पीड़ित बच्चों की

संख्या तेजी से बढ़ रही है। 6 माह से 5 साल के बच्चों में 71.1 फीसदी ऐसे हैं, जिनमें खून की कमी है। जबकि 15 से 19 साल तक की किशोरी वर्ग में 60

फीसदी एनीमिया की शिकार है, इसी उम्र के किशोर वर्ग में यही आंकड़ा 32.7 फीसदी है।

इसी तरह 49 साल तक की 58.8 प्रतिशत महिलाएं भी एनीमिया से पीड़ित पाई गई हैं। गर्भवती महिलाओं में सर्वे किया गया तो 51.7 फीसदी ऐसी थी, जिनमें खून काफी कम निकला। स्वास्थ्य विभाग के एक्सपर्ट ने भी बच्चों में खून की गिरती मात्रा पर आश्चर्य जताते हुए फास्ट फूड व बदलते लाइफ स्टाइल को इसके लिए जिम्मेदार बताया है। उनके अनुसार अभिभावकों को बच्चों की डाइट पर विशेष ध्यान देने की जरूरत है।

## EXPLAINER... जो आपके लिए जानना जरूरी

**कितना खून होना चाहिए:** एक से पांच साल तक के बच्चों में 14 से 15 ग्राम, 6 से 9 साल तक के बच्चे में 12 से 13 ग्राम खून होना जरूरी है। वहीं 10 से 18 साल तक आयु वर्ग के किशोर व किशोरी में खून की मात्रा 12 से 13 ग्राम होनी चाहिए।

**खून कम होने के कारण:** फास्ट फूड के साथ-साथ बच्चों की बदलती लाइफ स्टाइल मुख्य कारण हैं। बच्चे अब शारीरिक काम कम कर रहे हैं। यही वजह है कि आलसी जीवनशैली से उनका मोटापा बढ़ रहा है और खून की भी कमी हो रही है।

## यू बड़ाएं... बच्चों को हरी सब्जियां व मौसमी फल खिलाएं

■ बच्चों को हरी सब्जियों का नियमित सेवन करवाएं। मौसम के अनुसार बच्चों को फल जरूर खिलाएं। बच्चों को जितना हो सके, फास्ट फूड देने से बचें। इसके अलावा खून की कमी मिलने पर आयरन दवा खिलाएं।

डॉ. मीनाक्षी सिंगला, प्रोग्राम अधिकारी, डॉ. राहुल मदान, शिशु विशेषज्ञ

## **NHRC directs ministries to improve edu access, quality of life of tribal kids**

<https://timesofindia.indiatimes.com/city/bhubaneswar/nhrc-directs-ministries-to-improve-edu-access-quality-of-life-of-tribal-kids/articleshow/117495653.cms>

Jan 23, 2025, 11.17 PM IST

Bhubaneswar: The National Human Rights Commission (NHRC) directed the Union ministry of education and Union ministry of tribal affairs to consider implementing a National Tribal Policy to improve educational access and quality of life for tribal children.

Taking note of a complaint filed by Supreme Court lawyer and human rights activist, Radhakanta Tripathy, the commission issued an order to the cabinet secretaries of both ministries to address the matter and take necessary action.

"The complainant has drawn the attention of the commission towards the denial of education and human rights violations faced by tribal children in India, citing examples from various states," reads the NHRC order.

It states that Tripathy highlighted challenges like language barriers, poverty, teacher absenteeism, and poor infrastructure that contribute to high dropout rates. The complainant calls for urgent implementation of National Tribal Policy to improve educational access and quality of life for tribal children, particularly focusing on language, cultural integration, and vocational training.

"It seeks intervention from the ministry of tribal affairs and the ministry of education to address these issues effectively. Let a copy of the complaint be transmitted to the ministries to consider the issues raised by the human rights activist, and ensure the necessary actions," the commission said.

Tripathy, in the complaint, mentioned an incident in Keonjhar district of Odisha where four sons of Parbati Nayak from Godhuli village could not complete their matriculation due to poverty and lack of educational facilities.

Mentioning another incident from 2024 in Sambalpur, Tripathy described a shocking case of a minor girl becoming pregnant by her boyfriend at an early age, resulting in her being deprived of her education. She was studying in Class 10, Tripathy said.

"In the areas where victims of Salwa Judum reside in Telangana, Andhra Pradesh, Madhya Pradesh, Maharashtra, Chhattisgarh, and Odisha, having left their homes in Chhattisgarh, a large number of tribal children face similar misfortunes of educational deprivation," the human rights activist noted.

Tripathy, in her complaint, mentioned language barriers, early dropout rates, poor teacher-student ratios, govt policies, teacher-student relationships, the medium of instruction in schools, and more, calling for urgent implementation of the tribal policy.



## India's NHRC Investigates Foxconn's Hiring Practices

<https://observervoice.com/indias-nhrc-investigates-foxconns-hiring-practices-91000/>

**OV Desk** January 23, 2025 Last Updated: January 23, 2025

India's National Human Rights Commission (NHRC) has raised serious concerns regarding labor officials' investigations into employment discrimination at Foxconn, a major manufacturer of Apple iPhones. The NHRC has ordered a thorough re-examination of the situation after evidence emerged suggesting that married women were excluded from assembly jobs at Foxconn's plant in southern India. This issue is particularly significant as it touches on broader themes of gender equality and labor rights in a country striving to enhance its manufacturing capabilities.

### Background of the Investigation

The NHRC initiated its investigation in June 2023, following a Reuters report that highlighted discriminatory hiring practices at Foxconn. The report revealed that the company had a policy of excluding married women from certain job roles, particularly during peak production periods. This practice raised alarms about potential violations of India's Equal Remuneration Act, which mandates non-discriminatory hiring practices based on gender. The iPhone factory in Tamil Nadu is a flagship investment for both Apple and Foxconn, making the scrutiny of its labor practices even more critical.

In July, labor officials from both the federal and Tamil Nadu state governments visited the Foxconn facility to question executives about their hiring practices. However, the findings of this visit were not made public, leading to further scrutiny from the NHRC. The commission's investigation revealed that only 6.7 percent of the 33,360 women employed at the plant were married, but it did not clarify whether these women were part of the assembly line workforce. This lack of transparency raised questions about the thoroughness of the labor officials' inquiry.

### Concerns Over Labor Officials' Findings

The NHRC expressed dissatisfaction with the labor officials' investigation, stating that they failed to adequately scrutinize Foxconn's hiring documents. Instead, the officials relied heavily on testimonies from current employees, which the NHRC deemed insufficient. The commission pointed out that the presence of some female employees does not address whether discrimination occurred during the recruitment process. The NHRC emphasized that the core issue of discrimination against married women had not been properly investigated.

In November, the NHRC formally communicated its concerns to the labor officials, stating that they had not identified or understood the fundamental issues at hand. The

commission ordered a more comprehensive investigation to be completed within four weeks. This directive underscores the NHRC's commitment to ensuring that labor rights are upheld and that discriminatory practices are addressed. The NHRC's role is crucial, as it has the authority to investigate human rights violations and recommend remedial actions.

### **Responses from Apple and Foxconn**

Despite the serious allegations, both Apple and Foxconn have remained largely silent on the NHRC's findings. The companies have previously stated that they do hire married women in India, but the evidence presented by Reuters suggests otherwise. Job advertisements circulated by recruitment vendors indicated that only unmarried women of specific ages were eligible for assembly roles, which contradicts the companies' anti-discrimination policies.

The NHRC's investigation is ongoing, and it has not provided further details as of January 2024. However, the implications of this case extend beyond Foxconn and Apple. It highlights the need for greater accountability in labor practices within India's rapidly growing manufacturing sector. As the country aims to rival China in electronics production, ensuring fair and equitable hiring practices will be essential for sustainable growth and social justice.

## National Human Rights Commission faults probe of Foxconn hiring, orders new inquiry

<https://www.thehindu.com/news/national/national-human-rights-commission-faults-probe-of-foxconn-hiring-orders-new-inquiry/article69131520.ece>

NHRC faults government officials for lax investigation of Foxconn hiring practices, documents show; Labour Dept. officials failed to scrutinise recruitment at Foxconn iPhone plant, says NHRC

Updated - January 23, 2025 09:35 pm IST - NEW DELHI

The National Human Rights Commission (NHRC) has admonished Labour Dept. officials for failure to adequately investigate evidence of employment discrimination at Foxconn, which makes Apple iPhones, and told them to re-examine the matter, documents show.

[The National Human Rights Commission \(NHRC\), in June, ordered the Union and Tamil Nadu](#) State Dept. officials to probe Foxconn's hiring practices, after a *Reuters* investigation found the manufacturer excluded married women from iPhone assembly jobs at its southern India plant. Foxconn relaxed the ban during high-production periods, *Reuters* found.

The iPhone factory is a flagship foreign investment in India, crucial to Apple and Foxconn's plans to grow manufacturing in the country, as well as Prime Minister Narendra Modi's aim of rivaling China in electronics production. Labour officials visited the Foxconn plant in July and questioned executives about employment practices, but did not make their findings public.

*Reuters* this month reviewed NHRC case files related to the probe after the news agency sought the records under Right to Information laws. The details have not been previously reported.

### NHRC's dissatisfaction with government officials

An undated NHRC case status document shows Tamil Nadu Labour officials telling the commission on July 5 that 6.7% of the 33,360 women working at the Foxconn plant were married, without specifying whether they were on the assembly line. They said women employed at the factory came from six districts, "which makes it clear that a large number of female employees have been hired by the company...without any discrimination."



The investigators told the commission that they had interviewed 21 married women at the factory, who said they faced no discrimination over wages and promotions, according to the document.

In response, the NHRC told the Labour officials in November that they did not appear to have scrutinised Foxconn hiring documents, nor addressed the core issue of discrimination against married women in recruitment. The officials had relied on current employees' testimony and "filed their reports in a routine/casual manner", according to the case details.

"The presence of [a] certain number of female employees at present does not answer the question [of] whether the company had actually discriminated against the married women at the time of recruitment," the NHRC said, noting the Labour officials were "apparently silent in this regard".

"The commission has no hesitation in stating that the authorities concerned have failed to identify and understand the core issue."

Neither the State nor the Union Labour Departments responded to *Reuters* requests for comment about the NHRC's assessment. In calling for the investigations in June, government said the Equal Remuneration Act stipulates that there should be no discrimination in the recruitment of men and women.

Apple and Foxconn also did not respond to questions about the correspondence. Both companies have previously said that Foxconn hires married women in India.

The NHRC is a statutory body with powers akin to a civil court. It can investigate human rights violations, summon officials and recommend remedial actions, including compensation payments. Last year, the NHRC asked the Union Labour Department to look into reports of harsh working conditions at an Amazon warehouse near New Delhi. Amazon subsequently said it conducted an investigation and took remedial action.

In the Foxconn case, the NHRC files show the agency conveyed its dissatisfaction to government officials on November 19, 2024, and ordered them to re-examine the matter by carrying out "a thorough investigation" within four weeks.

The NHRC in its January 10, 2025, response to *Reuters* said it could not provide further information as the case was ongoing.

*Reuters'* investigation into Foxconn's hiring practices was based on interviews with current and former executives, recruitment agents and job candidates, and a review of job advertisements circulated by the hiring vendors who help recruit smartphone assembly workers in India.

Many advertisements posted between January 2023 and May 2024 stated that only unmarried women of specified ages were eligible for smartphone assembly roles, contravening Apple and Foxconn anti-discrimination policies. *Reuters* reported in November 2024 that Foxconn had ordered the recruiters to remove age, gender and marital criteria in job advertisements.

## **NHRC Calls For Fresh Probe Into Alleged Discriminatory Hiring At Foxconn Plant**

<https://startupnews.fyi/2025/01/23/nhrc-calls-for-fresh-probe-into-alleged-discriminatory-hiring-at-foxconn-plant/>

January 23, 2025, By [admin](#)

NHRC slammed labour officials for failing to adequately investigate reports of alleged employment discrimination at Foxconn plant

The human rights body has asked the authorities to re-examine the matter , Reuters reported

In June last year, Foxconn was alleged of following discriminatory hiring practices

The National Human Right Commission (NHRC) has reportedly slammed labour officials for failing to adequately investigate reports of alleged employment discrimination at Foxconn plant.

The human rights body has asked...



## **NHRC Calls For Fresh Probe Into Alleged Discriminatory Hiring At Foxconn Plant**

<https://inc42.com/buzz/nhrc-calls-for-fresh-probe-into-alleged-discriminatory-hiring-at-foxconn-plant/>

23 Jan'25 | By [Palak Sharma](#)

The National Human Right Commission (NHRC) has reportedly slammed labour officials for failing to adequately investigate reports of alleged employment discrimination at Foxconn plant.

The human rights body has asked the authorities to re-examine the matter , Reuters reported.

The story goes back to last year, when Foxconn was alleged of following discriminatory hiring practices and excluding married women from jobs at its iPhone assembly facility in Tamil Nadu's Sriperumbudur.

After that, a five-member team from the regional labour department visited Foxconn's factory and spoke to company directors and executives from the human resources department.

Back then, the regional labour commissioner cited Foxconn and said that the Chennai factory employs a total of 41,281 workers, including 33,360 women. Among these women, approximately 2,750, or about 8%, are married, according to the information provided by Foxconn.

In August, Foxconn chairman Young Liu said that the company hires employees regardless of gender.

Later in November 2024, the company instructed its recruitment agents in the country to remove age, gender, marital status criteria and the company's name from job advertisements for iPhone assembly positions.

While the controversy ignited the debate of gender discrimination at the workplace, Foxconn continued to move ahead with its developments in the country.

Last year, Foxconn's Singapore arm bought 1.203 Bn ordinary shares from its Indian unit for around \$144 Mn.

Additionally, the manufacturing giant is also in discussions with the Tamil Nadu government to expand its battery manufacturing business in India. Additionally, the company is gearing up to start making iPhone 16 Pro Series at its Tamil Nadu.

During his visit to India last year, Liu said that the Taiwanese electronics manufacturer has invested \$10 Bn in India so far and has plans to infuse more capital in the country in the coming year.

## **NHRC criticizes officials over Foxconn hiring discrimination; demands reinvestigation**

<https://www.businessupturn.com/business/corporates/nhrc-criticizes-officials-over-foxconn-hiring-discrimination-demands-reinvestigation/>

By Aditya Bhagchandani Published on January 23, 2025, 12:33 IST

India's National Human Rights Commission (NHRC) has criticized labour officials for inadequately investigating reports of hiring discrimination at Foxconn, the manufacturer of Apple iPhones. The NHRC has directed federal and Tamil Nadu state authorities to revisit their findings following concerns of biased recruitment practices at Foxconn's southern India plant.

### **Background:**

- In June 2023, NHRC ordered probes into Foxconn's hiring practices after a Reuters investigation revealed that married women were allegedly excluded from assembly line jobs at the Tamil Nadu plant.
- The plant is a critical component of Apple's manufacturing expansion in India and aligns with Prime Minister Narendra Modi's vision to reduce reliance on China.

### **Initial Findings and Criticism:**

- Labour officials, after visiting the plant in July 2023, reported that 6.7% of the 33,360 women employees were married. However, they did not confirm if these women worked on the assembly line.
- Officials cited diversity in hiring from six districts as evidence against discrimination.
- NHRC criticized these findings, pointing out that the investigation did not examine hiring documents or address allegations of marital status-based exclusion. The commission deemed the reliance on testimonies from current employees inadequate.

### **NHRC's Directive:**

- The NHRC has instructed labour officials to conduct a comprehensive investigation within four weeks.
- It emphasized that the failure to scrutinize recruitment records and address specific allegations undermines the investigation's credibility.



**Legal Framework and Industry Response:**

- NHRC's directive is based on the Equal Remuneration Act, which prohibits discrimination in hiring based on gender or marital status.
- Both Apple and Foxconn denied discriminatory hiring practices, stating that married women are hired at the plant. In 2024, Foxconn instructed recruiters to remove criteria like age, gender, and marital status from job advertisements.

The case remains ongoing as authorities work to meet NHRC's reinvestigation deadline, ensuring compliance with labour rights and equity standards.

## **NHRC orders fresh probe into employment discrimination at Foxconn India**

<https://www.newsbytesapp.com/news/business/nhrc-seeks-new-investigation-into-alleged-employment-discrimination-at-foxconn/story>

By [Akash Pandey](#) Jan 23, 2025 12:25 pm

India's National Human Rights Commission (NHRC) has slammed labor officials for failing to properly investigate alleged employment discrimination at Foxconn, a key manufacturer of Apple iPhones.

The NHRC has directed the officials to re-examine the matter, documents reviewed by Reuters showed.

The probe was initiated following a Reuters investigation which indicated that Foxconn was keeping married women out of iPhone assembly jobs at its southern India plant.

Probe details

### **Initial probe into Foxconn's hiring practices deemed insufficient**

The NHRC had ordered both federal and Tamil Nadu state officials to probe Foxconn's hiring practices in June.

The Ministry of Labour and Employment also requested a detailed report from the Tamil Nadu labor department regarding media reports.

Foxconn refuted allegations of discriminatory hiring practices against married women, stating that 25% of its new hires are married women.

Indian labor officials visited the Foxconn facility in July and questioned executives about their employment practices, but didn't disclose their findings.

NHRC criticizes labor officials' handling of Foxconn investigation

The NHRC had criticized labor officials in November for their apparent failure to thoroughly examine Foxconn's hiring documents or address the central issue of discrimination against married women.

The commission said the officials had based their reports on testimonies from current employees and had filed their reports in a "routine/casual manner."

The NHRC emphasized the number of female employees currently employed doesn't answer whether the company discriminated against married women during recruitment.

## **Re-investigation ordered**

Thorough re-investigation of Foxconn's hiring practices

On November 19, the NHRC expressed its dissatisfaction with the government officials' handling of the case and ordered them to conduct "a thorough investigation" within four weeks.

The commission said it could not provide further information as the case was ongoing, in its January 10 response to Reuters.

Reuters' investigation into Foxconn's hiring practices revealed that many job ads between January 2023 and May 2024 specified only unmarried women of certain ages were eligible for smartphone assembly roles.

## **NHRC flays TN officials for casual probe on discrimination at iPhone factory: Report**

<https://www.thenewsminute.com/tamil-nadu/nhrc-flays-tn-officials-for-casual-probe-on-discrimination-at-iphone-factory-report>

NHRC noted that the reports filed by Tamil Nadu labour officials failed to address the core issue of discrimination against married women.

Written by:TNM Staff Published on: 23 Jan 2025, 12:12 pm

The National Human Rights Commission (NHRC) has criticised the Tamil Nadu government for failing to address allegations of discrimination against married women in the recruitment process at Foxconn India's iPhone manufacturing plant in Sriperumbudur. According to a Reuters report, the NHRC has called for a re-investigation into the matter, citing inadequacies in the state government's earlier inquiry.

"The commission has no hesitation in stating that the authorities concerned have failed to identify and understand the core issue," NHRC observed, as per the report.

The NHRC noted that the reports filed by Tamil Nadu labour officials were "routine and casual" and failed to address the core issue of discrimination. The matter first came to light following a Reuters investigation in June 2024, which highlighted several violations of Apple's and Foxconn's supply chain policies prohibiting discrimination.

The investigation revealed that married women were routinely barred from entering the factory premises during recruitment. Security guards allegedly questioned women about their marital status, citing reasons such as family responsibilities, pregnancy, and higher absenteeism as justifications for not hiring them. A former HR executive at Foxconn attributed the bias to "cultural issues" and the perceived "risk factor" associated with hiring married women, including potential complications arising from maternity.

In July 2024, Tamil Nadu government officials visited the plant and questioned its executives about employment practices. However, their findings were not disclosed publicly. Later, state officials submitted a report giving Foxconn a clean chit, stating that no discrimination was found. They highlighted that 6.7% of the 33,360 women employed at the factory were married and that workers hailed from six districts.



Officials also claimed to have interviewed 21 married women at the plant, all of whom reportedly denied experiencing discrimination in wages or promotions. However, the NHRC criticised this approach in November, arguing that the percentage of married women employed was insufficient to determine whether discriminatory recruitment practices were in place. The commission emphasised that the inquiry needed to focus on the experiences of women during the hiring process, not just their conditions post-employment.

## NHRC launches new probe into discriminatory hiring at Foxconn's India plant

[https://www.business-standard.com/companies/news/foxconn-tamil-nadu-apple-iphone-plant-married-women-hiring-nhrc-probe-125012300448\\_1.html](https://www.business-standard.com/companies/news/foxconn-tamil-nadu-apple-iphone-plant-married-women-hiring-nhrc-probe-125012300448_1.html)

Foxconn, which manufactures iPhones in India, was accused of excluding married women from assembly line jobs at its Tamil Nadu plant

Vasudha Mukherjee New Delhi 3 min read Last Updated : Jan 23 2025 | 11:57 AM IST

India's National Human Rights Commission (NHRC) has strongly criticised labour officials for failing to adequately investigate reports of employment discrimination at Foxconn, the manufacturer of Apple iPhones. The NHRC has instructed the authorities to revisit their findings, following concerns about biased recruitment practices at Foxconn's southern India plant, *Reuters* reported on Thursday.

The NHRC had ordered both federal and Tamil Nadu state officials to probe [Foxconn's](#) hiring practices in June 2023, after a *Reuters* investigation revealed that the company had been excluding married women from assembly line jobs. The plant, which is key to Foxconn's and Apple's manufacturing expansion in India, had reportedly relaxed this policy during peak production periods.

Foxconn's factory in Tamil Nadu is a flagship foreign investment, crucial to both Apple's production in India and Prime Minister Narendra Modi's ambition to reduce reliance on China for electronics manufacturing. However, the discovery of discrimination against married women in recruitment practices raises serious concerns about labour rights in the sector.

### Initial findings and criticism

In July 2023, labour officials visited the Foxconn plant and questioned company executives regarding their hiring practices. While these officials reported that 6.7 per cent of the 33,360 women working at the plant were married, they did not specify whether any of these women were on the assembly line. Additionally, the officials claimed that the women were hired from six different districts, suggesting there was no discrimination in the hiring process.

However, the NHRC was dissatisfied with these findings. In a letter to the labour officials in November 2023, the NHRC pointed out that the investigation did not examine Foxconn's hiring documents and failed to address the core issue of discrimination on the basis of marital status.

The commission noted that the reliance on testimonies from current employees was insufficient and did not directly address whether married women had been excluded during the recruitment process. NHRC further noted that officials had not fully grasped the issue.

### **NHRC's directive to reinvestigate**

The NHRC has now instructed the labour officials to conduct a "thorough investigation" into the matter within four weeks. The commission also highlighted that the failure to scrutinise recruitment records or address the specific allegations of marital discrimination undermines the investigation's credibility.

The NHRC's actions come under the Equal Remuneration Act, which mandates that there should be no discrimination based on gender or marital status in recruitment, and the government's recent push to ensure equitable labour practices in the country.

### **Apple and Foxconn's deny allegations**

In response to the allegations, both Apple and Foxconn have denied discriminatory hiring practices. They have previously stated that Foxconn hires married women in India.

In 2024, Foxconn instructed recruiters to remove age, gender, and marital status criteria from job advertisements.

## **NHRC says labour officials failed to adequately investigate complaints of employment discrimination at Foxconn**

<https://www.businesstoday.in/latest/corporate/story/nhrc-says-labour-officials-failed-to-adequately-investigate-complaints-of-employment-discrimination-at-foxconn-461786-2025-01-23>

The NHRC has criticised labor officials for not thoroughly investigating complaints of discrimination at Foxconn, which highlighted the exclusion of married women from assembly jobs.

Business Today Desk Updated Jan 23, 2025, 11:34 AM IST

The National Human Rights Commission (NHRC) has criticised labour officials for not thoroughly investigating allegations of employment discrimination at Foxconn's iPhone assembly plant in India. The watchdog has instructed federal and Tamil Nadu state officials to reassess Foxconn's hiring practices after reports revealed the exclusion of married women from assembly line jobs, a ban reportedly eased during peak production periods. The NHRC's directive comes as Foxconn and Apple aim to expand manufacturing in India, aligning with Prime Minister Narendra Modi's vision of boosting electronics production in the country.

According to a report in Reuters, labour officials conducted a visit to the Foxconn plant in July but did not release their findings publicly. Documents that it reviewed showed that Tamil Nadu labor officials informed the NHRC that 6.7 per cent of the 33,360 women employed at the plant were married, without specifying if they worked on the assembly line. The officials claimed that the recruitment of female employees from six districts "makes it clear that a large number of female employees have been hired by the company ... without any discrimination." However, the NHRC noted that the officials did not address the core issue of discrimination against married women.

The NHRC stated that labor officials "filed their reports in a routine/casual manner" and failed to scrutinise Foxconn's hiring documents. The commission emphasised that "the presence of (a) certain number of female employees at present does not answer the question (of) whether the company had actually discriminated against the married women at the time of recruitment," highlighting that officials were "apparently silent in this regard".



The commission has ordered a "thorough investigation" to be conducted within four weeks, reflecting its powers akin to a civil court to recommend remedial actions, including compensation. Neither the state nor federal labour departments responded to requests for comments on the NHRC's assessment. The NHRC's intervention aligns with the government's assertion that India's Equal Remuneration Act prohibits discrimination in recruitment based on gender.

## India's NHRC Calls for Probe into Foxconn Hiring Bias

<https://www.devdiscourse.com/article/law-order/3235746-indias-nhrc-calls-for-probe-into-foxconn-hiring-bias>

India's National Human Rights Commission (NHRC) has criticized labor officials for not adequately investigating allegations of employment discrimination at Foxconn, an Apple iPhone manufacturer. The NHRC urged a re-examination of Foxconn's hiring practices after reports of exclusion of married women from assembly jobs at its India plant.

Devdiscourse News Desk | Updated: 23-01-2025 10:23 IST | Created: 23-01-2025 10:18 IST

The National Human Rights Commission (NHRC) of India has criticized labor officials for insufficient investigation into allegations of employment discrimination at Foxconn's iPhone manufacturing plant. Evidence suggested that married women were excluded from assembly roles, and the NHRC has called for a reevaluation of the company's hiring practices.

A previous Reuters investigation revealed that Foxconn relaxed hiring restrictions on married women only during peak production times. The NHRC noted that neither state nor federal officials adequately examined hiring documents nor directly addressed discrimination issues. They relied on current employee testimony instead.

The NHRC is pushing for a thorough investigation to address the potential breach of India's Equal Remuneration Act. This move comes as Foxconn plays a crucial role in Apple's strategy to increase manufacturing in India, aiming to compete with China in electronics production.

(With inputs from agencies.)

## **Foxconn: "Inadequate" probe into job discrimination case raises human right body's hackles; call for fresh probe**

[https://economictimes.indiatimes.com/news/company/corporate-trends/nhrc-calls-for-fresh-probe-into-alleged-employment-discrimination-at-foxconns-india-plant/articleshow/117475730.cms?utm\\_source=Google\\_Newsstand&utm\\_campaign=RSS\\_Feed&utm\\_medium=Referral](https://economictimes.indiatimes.com/news/company/corporate-trends/nhrc-calls-for-fresh-probe-into-alleged-employment-discrimination-at-foxconns-india-plant/articleshow/117475730.cms?utm_source=Google_Newsstand&utm_campaign=RSS_Feed&utm_medium=Referral)

ET OnlineLast Updated: Jan 23, 2025, 11:18:00 AM IST

India's National Human Rights Commission (NHRC) has started taking keen interest in the allegations of employment discrimination at Foxconn, the manufacturer responsible for making Apple iPhones, news agency Reuters reported on January 23. The powerful rights body expressed concern over what it termed "inadequate investigation" by labour officials into the grave allegations.

The NHRC has instructed officials to re-evaluate the situation, as revealed in recently obtained documents, Reuters' report said.

### **Origins of the case**

In June, the NHRC mandated Central and (Tamil Nadu) state officials to investigate Foxconn's hiring practices. This directive came after a Reuters investigation uncovered that the company was allegedly excluding married women from assembly line jobs in its southern India facility. Although Foxconn reportedly relaxed this restriction during peak production times, the concerns raised warranted further scrutiny.

The iPhone factory represents a significant foreign investment in India, crucial not only to Apple and Foxconn's expansion plans but also to Prime Minister Narendra Modi's vision of competing with China in the electronics sector. Despite the importance of this facility, the initial investigations have not yielded transparent findings.

### **Labour Officials' Findings and NHRC's Response**

During July visits to the Foxconn plant, Indian labor officials questioned executives regarding employment practices but did not disclose the results publicly.

A review of NHRC case files revealed that on July 5, Tamil Nadu labor officials reported that only 6.7% of the 33,360 women employed at the plant were married.

However, they did not clarify whether these women worked on the assembly line. In their report, they claimed that women were hired from six different districts, suggesting a lack of discrimination.

Federal investigators also reported interviewing 21 married women, who claimed they experienced no wage or promotion discrimination. However, the NHRC criticized the labor officials for not thoroughly examining Foxconn's hiring documents or addressing the core issue of discrimination against married women in recruitment. The NHRC stated that the officials relied too heavily on current employee testimonies and approached the investigation in a casual manner.

### **Call for Comprehensive Investigation**

The NHRC emphasized that the presence of female employees does not negate the possibility of past discrimination during recruitment. They expressed frustration that the labor authorities did not adequately grasp the core issue of the allegations. In November, the NHRC mandated a thorough investigation within four weeks, citing dissatisfaction with the initial findings. In calling for the investigations, Modi's government reaffirmed India's commitment to the Equal Remuneration Act, which prohibits discrimination in recruitment based on gender. Both Apple and Foxconn have previously stated that they hire married women in India but did not respond to inquiries regarding the NHRC's findings or correspondence.

### **NHRC's Authority and Previous Cases**

As a statutory body with civil court powers, the NHRC can investigate human rights violations, summon officials, and recommend remedial actions, including compensation. In the past, the NHRC has urged investigations into harsh working conditions at various companies, including Amazon, which later reported taking corrective measures. In its response to Reuters, the NHRC stated that further information could not be disclosed as the case remains open. The Reuters investigation into Foxconn's hiring practices involved interviews with current and former executives, recruitment agents, and job candidates, as well as an examination of job advertisements. Many of these ads, posted between January 2023 and May 2024, explicitly stated that only unmarried women of certain ages were eligible for assembly roles, violating anti-discrimination policies set by Apple and Foxconn. Following the revelations, Foxconn reportedly instructed recruiters to eliminate age, gender, and marital status criteria from job advertisements.



## **Exclusive: India watchdog faults probe of Foxconn hiring, orders new inquiry**

<https://www.reuters.com/world/india/india-watchdog-faults-probe-foxconn-hiring-orders-new-inquiry-2025-01-23/>

<https://www.msn.com/en-nz/money/topstories/exclusive-india-watchdog-faults-probe-of-foxconn-hiring-orders-new-inquiry/ar-AA1xHhPS>

By Aditya Kalra and Munsif Vengattil January 23, 2025 2:52 PM GMT+5:30 Updated 18 hours ago

NEW DELHI, Jan 23 (Reuters) - India's powerful human rights watchdog has admonished labor officials for failure to adequately investigate evidence of employment discrimination at Foxconn, which makes Apple iPhones, and told them to re-examine the matter, documents show.

The National Human Rights Commission (NHRC) in June ordered federal and Tamil Nadu state officials to probe Foxconn's hiring practices, after a Reuters investigation found the manufacturer excluded married women from iPhone assembly jobs at its southern India plant. Foxconn relaxed the ban during high-production periods, Reuters found.

The iPhone factory is a flagship foreign investment in India, crucial to Apple (AAPL.O), opens new tab and Foxconn's (2317.TW), opens new tab plans to grow manufacturing in the country, as well as Prime Minister Narendra Modi's aim of rivaling China in electronics production.

Indian labor officials visited the Foxconn plant in July and questioned executives about employment practices, but did not make their findings public.

Reuters this month reviewed NHRC case files related to the probe after the news agency sought the records under India's Right to Information laws. The details have not been previously reported.

An undated NHRC case status document shows Tamil Nadu labor officials told the commission on July 5 that 6.7% of the 33,360 women working at the Foxconn plant were married, without specifying whether they were on the assembly line. They said women employed at the factory came from six districts, "which makes it clear that a large number of female employees have been hired by the company ... without any discrimination."

The federal investigators told the commission they had interviewed 21 married women at the factory, who said they faced no discrimination over wages and promotions, according to the document.

In response, the NHRC told the labor officials in November that they did not appear to have scrutinized Foxconn hiring documents, nor addressed the core issue of discrimination against married women in recruitment. The officials had relied on current employees' testimony and "filed their reports in a routine/casual manner," according to the case details.

"The presence of (a) certain number of female employees at present does not answer the question (of) whether the company had actually discriminated against the married women at the time of recruitment," the NHRC said, noting the labor officials were "apparently silent in this regard."

"The commission has no hesitation in stating that the authorities concerned have failed to identify and understand the core issue."

Neither the state nor federal labor departments responded to Reuters requests for comment about the NHRC's assessment. In calling for the investigations in June, Modi's government said India's Equal Remuneration Act stipulates that there should be no discrimination in the recruitment of men and women.

Apple and Foxconn also did not respond to questions about the correspondence. Both companies have previously said that Foxconn hires married women in India.

The NHRC is a statutory body with powers akin to a civil court. It can investigate human rights violations, summon officials and recommend remedial actions, including compensation payments.

Last year, the watchdog asked India's federal labor department to look into reports of harsh working conditions at an Amazon warehouse near New Delhi. Amazon (AMZN.O), opens new tab subsequently said it conducted an investigation and took remedial action.

In the Foxconn case, the NHRC files show the agency conveyed its dissatisfaction to government officials on Nov. 19, and ordered them to re-examine the matter by carrying out "a thorough investigation" within four weeks.

The NHRC in its Jan. 10 response to Reuters said it could not provide further information as the case was ongoing.

Reuters' investigation into Foxconn's hiring practices was based on interviews with current and former executives, recruitment agents and job candidates, and a review of

job advertisements circulated by the hiring vendors who help recruit smartphone assembly workers in India.

Many ads posted between January 2023 and May 2024 stated that only unmarried women of specified ages were eligible for smartphone assembly roles, contravening Apple and Foxconn anti-discrimination policies.

Reuters reported in November that Foxconn had ordered the recruiters to remove age, gender and marital criteria in job ads.

## **Foxconn, Apple's iPhone Maker's Hiring Process Under Scrutiny In India Again? Know Why**

<https://english.jagran.com/india/foxconn-hiring-controversy-why-is-apple-iphone-maker-foxconn-under-scrutiny-in-india-again-what-tamil-nadu-probe-reveals-to-nhrc-10214345>

Foxconn hiring controversy: NHRC has criticised labour officials for failure to "adequately" investigate evidence of employment discrimination at Foxconn and told them to re-examine the matter.

- By [Ajeet Kumar](#) Published: Thu, 23 Jan 2025 02:03 PM (IST)

Apple's iPhone witnessed a massive jump in sales in India, with media reports claiming shipments crossed \$10.7 billion (about Rs 90,680 crore) by value so far this calendar year. However, its manufacturer Foxconn, has again hit the headline for the wrong reasons.

News agency Reuters published an investigative report in June last year where it claimed discrimination in the hiring process at a Foxconn plant in Tamil Nadu. According to the Reuters report, the manufacturer excluded married women from iPhone assembly jobs at its southern India plant. This led to a massive backlash in India.

### **NHRC orders probe into Foxconn plant**

The National Human Rights Commission (NHRC) ordered federal and Tamil Nadu state officials to probe Foxconn's hiring practices. Subsequently, labour officials visited the Foxconn plant in July and questioned executives about employment practices. However, they did not make their report public. Now, NHRC has criticised labour officials for failure to "adequately" investigate evidence of employment discrimination at Foxconn and told them to re-examine the matter, Reuters reported quoting the documents.

### **What do labour officials find in Foxconn's hiring process?**

An undated NHRC case status document shows Tamil Nadu labour officials told the commission on July 5 that 6.7 per cent of the 33,360 women working at the Foxconn plant were married, without specifying whether they were on the assembly line. They said women employed at the factory came from six districts, "which makes it clear that a large number of female employees have been hired by the company ... without any discrimination."



The federal investigators told the commission they had interviewed 21 married women at the factory, who said they faced no discrimination over wages and promotions, according to the document.

### **NHRC slams investigative officers**

In response, the NHRC told the labour officials in November that they did not appear to have scrutinised Foxconn hiring documents, nor addressed the core issue of discrimination against married women in recruitment. The officials had relied on current employees' testimony and "filed their reports in a routine/casual manner," according to the case details.

"The presence of (a) certain number of female employees at present does not answer the question (of) whether the company had actually discriminated against the married women at the time of recruitment," the NHRC said, noting the labour officials were "apparently silent in this regard."

"The commission has no hesitation in stating that the authorities concerned have failed to identify and understand the core issue."

The NHRC is a statutory body with powers akin to a civil court. It can investigate human rights violations, summon officials and recommend remedial actions, including compensation payments. Last year, the watchdog asked India's federal labour department to look into reports of harsh working conditions at an Amazon warehouse near New Delhi. Amazon subsequently said it conducted an investigation and took remedial action.

### **NHRC dubs probe "dissatisfactory"**

In the Foxconn case, the NHRC files show the agency conveyed its "dissatisfaction" to government officials on November 19 and ordered them to re-examine the matter by carrying out "a thorough investigation" within four weeks.

News agency reported that its investigation into Foxconn's hiring practices was based on interviews with current and former executives, recruitment agents and job candidates, and a review of job advertisements circulated by the hiring vendors who help recruit smartphone assembly workers in India.

Many ads posted between January 2023 and May 2024 stated that only unmarried women of specified ages were eligible for smartphone assembly roles, contravening Apple and Foxconn anti-discrimination policies. Reuters reported in November that Foxconn had ordered the recruiters to remove age, gender and marital criteria in job ads.

## India watchdog demands fresh probe into Foxconn hiring

<https://dig.watch/updates/india-watchdog-demands-fresh-probe-into-foxconn-hiring>

*Scrutiny over alleged employment discrimination at Tamil Nadu plant.*

23 Jan 2025

India's National Human Rights Commission (NHRC) has rebuked labour officials for inadequately investigating claims of employment discrimination at Foxconn's iPhone manufacturing plant in Tamil Nadu. The commission called for a thorough re-examination after a Reuters investigation revealed that Foxconn systematically excluded married women from assembly line jobs, relaxing the rule only during high-production periods.

Labour officials, who visited the Foxconn plant in July, reported that 6.7% of its 33,360 female workers were married but failed to confirm whether they worked on the assembly line. Federal investigators also relied on employee testimonies, finding no wage or promotion bias but neglected to scrutinise recruitment records. The NHRC criticised these findings as superficial, stating they failed to address the alleged discriminatory hiring practices effectively.

Foxconn and Apple, both key players in India's electronics manufacturing push, did not respond to inquiries about the NHRC's concerns. While Foxconn previously instructed recruiters to remove discriminatory job criteria, the NHRC has ordered a fresh investigation into the matter. The statutory body, which holds civil court-like authority, continues to push for accountability in safeguarding workers' rights.

## **Top news of the day: Centre decides to annul tungsten block auction in Madurai; Ajit Pawar says fire rumour led to Jalgaon train tragedy, and more**

<https://www.thehindu.com/news/top-news-from-the-hindu-23-01-2025/article69132146.ece>

### **The major news headlines of the day and more.**

Published - January 23, 2025 07:03 pm IST

#### **Madurai tungsten mining: Centre decides to annul auction of mineral block at Nayakkarpatti**

The Union Ministry of Mines on Thursday announced that it has decided to annul the auction of tungsten mineral block at Nayakkarpatti in Madurai district. It may be recalled that locals had carried out a massive rally in Madurai district against the proposal and the Tamil Nadu Legislative Assembly had last month unanimously adopted a special resolution urging the Union government to immediately cancel the tungsten mining rights granted.

#### **Fire rumour by tea-seller led to Jalgaon train tragedy: Deputy CM Ajit Pawar**

Maharashtra Deputy Chief Minister Ajit Pawar on Thursday said the Jalgaon train accident was the result of a “sheer rumour” about fire by a tea-seller inside the Pushpak Express, which led to panic and some passengers jumping off. Some passengers of the Lucknow-Mumbai Pushpak Express, who got off the train after an alarm chain-pulling incident, were run over by the Karnataka Express heading from Bengaluru to Delhi on the adjacent tracks in Maharashtra’s Jalgaon district on Wednesday (January 22, 2025) evening.

#### **Man kills wife in Hyderabad; cooks her body parts before disposing them in lake**

Days after a woman went missing, her husband, an ex-serviceman, confessed that he killed her and disposed her body parts after cooking them. He confessed that he dumped the pieces in a lake at Jillelaguda of Meerpet, a senior official close to the investigation confirmed. He confessed on Wednesday (January 22) amid searches for 35-year-old Venkata Madhavi, who was reported missing from January 18.

#### **Elephants in Kerala religious festivals: Supreme Court refuses urgent hearing of plea to lift stay**

The Supreme Court of India on Thursday did not heed an oral plea to urgently take up for hearing an application to lift its Order of December 19, 2024, staying a clutch of

directions issued by the Kerala High Court, including that elephants must maintain a minimum distance of three metres from each other at religious festivals, parades and exhibitions.

### **Arvind Kejriwal promises to end unemployment in Delhi within five years**

With voting in Delhi Assembly elections less than two weeks away, AAP national convener Arvind Kejriwal on Thursday vowed to eliminate unemployment in the national capital within the next five years. In a video message, the former Delhi Chief Minister emphasised his focus on employment. "My top priority will be to provide employment to our youths. Our team is drafting a detailed plan to address the issue of unemployment," he said.

### **Over 500 model code violations reported in Delhi ahead of Assembly polls**

Over 500 cases of alleged violation of the Model Code of Conduct have been registered so far ahead of the assembly elections in the national capital, an official said on Thursday. The cases were registered between January 7, when the model code came into effect, and January 22. A total of 17,879 people were arrested under various provisions, including the Excise Act, during this period, according to a statement.

### **Delhi Police launch two AI-based chatbots for effective management of Assembly elections**

"As the Delhi Assembly polls draw nearer, the police have introduced two AI-driven chatbots 'Chunav Mitra' and 'Cyber Sarthi' to assist their personnel and paramilitary forces with their election-related duties," an officer said. "These bilingual chatbots, available in Hindi and English, will ensure effective management of the upcoming Delhi Assembly polls," the officer added.

### **Delhi CM writes to Election Officer accusing Delhi Police of intimidating AAP workers, seeks transfer**

Delhi Chief Minister and AAP leader Atishi wrote a letter to the Election Officer of Delhi, alleging that Delhi Police is trying to close the complaint against BJP workers who allegedly intimidated AAP volunteers on January 21 and 22 and sought transfers of accused police officials. CM Atishi has written that AAP workers are being pressured to sign false statements by police that mention that no violence or intimidation took place.

### **Hight Court seeks NIA's stand on J&K MP Rashid Engineer's plea in terror case**

The Delhi High Court on Thursday sought the stand of the NIA on Jammu and Kashmir MP Rashid Engineer's plea on the issue of granting him bail in a terror-funding case.

Justice Vikas Mahajan asked the agency to file its response and listed the matter for further hearing on January 30.

### **National Human Rights Commission faults probe of Foxconn hiring, orders new inquiry**

The National Human Rights Commission (NHRC) has admonished Labour Dept. officials for failure to adequately investigate evidence of employment discrimination at Foxconn, which makes Apple iPhones, and told them to re-examine the matter, documents show. The National Human Rights Commission (NHRC), in June, ordered the Union and Tamil Nadu State Dept. officials to probe Foxconn's hiring practices, after a Reuters investigation found the manufacturer excluded married women from iPhone assembly jobs at its southern India plant. Foxconn relaxed the ban during high-production periods, *Reuters* found.

### **Filmmaker Ram Gopal Varma gets 3 months jail in cheque bounce case; arrest warrant issued**

A court here has sentenced filmmaker Ram Gopal Varma to three months imprisonment in a cheque bounce case and issued a non-bailable arrest warrant against him. Judicial Magistrate (First Class) in Andheri, Y P Pujari, on Tuesday (January 21, 2025) convicted Varma for the offence punishable under the provisions of the Negotiable Instruments Act. The court has also directed the filmmaker to pay a compensation of ₹3,72,219 to the complainant within three months from the date of the order. The detailed order was not available yet.

### **U.S. sanctions hit Russian oil supply to India; BPCL says supplies may be impacted**

The wide-ranging sanctions imposed by the U.S. on the Russian oil sector have started to dent near-term oil flows to India with state-owned Bharat Petroleum Corporation Ltd. (BPCL) saying not enough cargoes are available for March. The U.S. on January 10 issued sweeping sanctions targeting the Russian energy sector. The measures include sanctions on Russian oil producers Gazprom Neft and Surgutneftegas, the blacklisting of 183 vessels involved in Russian energy exports, and curbs on dozens of oil traders, oilfield service providers, tanker owners and managers, insurance companies and energy officials.

### **Union government sends notices to Uber, Ola over pricing disparity on Apple and Android phones**

A Union government body has sent notices to ride-hailing firms Ola and Uber over alleged differential pricing for Android and Apple phones, Consumer Affairs Minister,



Pralhad Joshi, said in a post on X on Thursday. The move comes after several reports by local media and complaints by users on social media that iPhone users were charged higher prices for the same ride than those using phones that ran on Android operating systems.

### **LGBTQ+ couples in Thailand register their marriages on the first day of law giving them equal status**

Hundreds of LGBTQ+ couples in Thailand are expected to make their wedded status legal on Thursday, the first day a law took effect granting them the same rights as heterosexual couples. The enactment of the Marriage Equality Act makes Thailand the first country in Southeast Asia and the third place in Asia to legalize same-sex marriage, after Taiwan and Nepal. Marriage registration is customarily done at district offices, but on Thursday, around 300 couples are expected to complete the formalities at a daylong gala celebration in an exhibition hall at a shopping mall in central Bangkok. Hundreds more are predicted to register in less fancy circumstances around the country.

### **Israeli forces kill two Palestinian militants who carried out West Bank bus attack**

Israeli forces have killed two Palestinian militants who carried out a deadly attack on a bus in the West Bank earlier this month. The Israeli military said on Thursday that the two men barricaded themselves in a structure in the West Bank village of Burqin and exchanged fire with Israeli troops before they were killed overnight. The army said a soldier was moderately wounded.

### **Yemen's Houthi rebels release crew of commercial vessel seized in Red Sea in November 2023**

Yemen's Houthi rebels on Wednesday released the crew of the Galaxy Leader, a vehicle carrier seized in November 2023 at the start of their attacks on shipping in the Red Sea corridor over the Israel-Hamas war. The move by the Iranian-backed Houthis marks their latest effort to de-escalate their attacks following a ceasefire in Gaza. However, it came as U.S. President Donald Trump moved to reinstate a terrorism designation he made on the group late in his first term that President Joe Biden had revoked, potentially setting the stage for new tensions with the rebels.

### **Islamic State claims responsibility for Chinese national killed in Afghanistan**

The Islamic State has claimed responsibility for the killing of a Chinese national in Afghanistan's northern Takhar province, in a post on its Telegram channel late on Wednesday. Afghan police in the province had said on Wednesday that a Chinese citizen was murdered and a preliminary investigation had been launched, but it was not clear who was behind the attack.

## **Trump says he may withhold federal aid for Los Angeles if California doesn't change water policies**

President Donald Trump on Wednesday threatened to withhold federal disaster aid for wildfire-ravaged Los Angeles unless California leaders change the state's approach on its management of water. In a *Fox News* interview, Mr. Trump repeated false claims that the state's fish conservation efforts in the northern part of the state are responsible for fire hydrants running dry in urban areas. He says the blame for Los Angeles' struggles to tame some of the deadly fires lies with Democratic Gov. Gavin Newsom, a political foe who has called for partnership and mutual respect as the state fights the blazes.

## **Australian Open: Sabalenka grinds down Badosa to reach women's singles final**

Double defending champion Aryna Sabalenka overpowered Paula Badosa 6-4 6-2 to reach her third successive Australian Open final on Thursday. Top-seed Sabalenka will meet the winner of second-seed Iga Swiatek versus American Madison Keys in the decider on Saturday as she bids for a fourth Grand Slam title.

## **Gukesh becomes highest-ranked Indian at 4th in latest FIDE rankings, displaces Erigaisi**

Continuing his rapid rise, world champion D. Gukesh dethroned compatriot Arjun Erigiasi to become the highest-ranked Indian chess player, at fourth, in the latest FIDE rankings on Thursday. Gukesh (18) achieved the feat when he logged his second victory in the Tata Steel Tournament in Wijk Aan Zee (Netherlands) defeating Vincent Keymer of Germany.

## Rajasthan News : पुलिस की कड़ी सुरक्षा व्यवस्था के बीच निकली दलित दूल्हे की बारात, 200 पुलिसकर्मी तैनात

<https://www.jagmarg.com/rajasthan/rajasthan-news-dalit-grooms-wedding-procession-took-place-amid-tight-police-security-200-policemen-deployed>

By Tanya Chand, Jan 22, 2025

जयपुर: राजस्थान के अजमेर जिले में दलित समाज के एक दूल्हे की बारात पुलिस की कड़ी सुरक्षा के बीच निकली क्योंकि दुल्हन के परिवार को आशंका थी कि गांव के उच्च जाति के लोग इसमें बाधा डाल सकते हैं। पुलिस ने यह जानकारी दी। मामला 21 जनवरी को जिले के लवेरा गांव का है जहां युवती अरुणा खोरवाल के परिवार के सदस्यों ने पुलिस प्रशासन से संपर्क कर बारात व बारातियों की सुरक्षा को लेकर आशंका जताई। प्रशासन ने बारात आदि की सुरक्षा के लिए लगभग 200 पुलिसकर्मियों को तैनात किया।

दूल्हा विजय रेगर घोड़ी पर बैठकर दुल्हन के घर पहुंचा जिसके बाद पारंपरिक बिंदोली की रस्म निभाई गई। अजमेर की पुलिस अधीक्षक वंदिता राणा ने कहा, एक परिवार ने पुलिस के सामने चिंता जताई थी कि वे बारात निकालना चाहते हैं और इसमें कुछ परेशानी हो सकती है। एहतियातन गांव में बैठक की गई और ग्रामीणों ने भी समर्थन दिया था कि कोई समस्या नहीं होगी। बारात, पुलिस सुरक्षा में निकाली गई। अरुणा के पिता नारायण खोरवाल ने भी स्थानीय कार्यकर्ताओं से मदद मांगी थी।

खोरवाल ने कहा, अगर हम डरे रहेंगे तो कैसे काम चलेगा। हम एक शिक्षित परिवार हैं। पहले भी बारात निकलने के दौरान अप्रिय घटनाएं हो चुकी हैं, इसलिए हमने पुलिस और कार्यकर्ताओं से संपर्क किया। उन्होंने कहा कि प्रशासन और पुलिस के सहयोग से शादी शांतिपूर्ण तरीके से संपन्न हुई। खोरवाल ने कहा कि उन्होंने बारात निकासी के लिए मानव विकास एवं अधिकार केंद्र संस्थान के सचिव रमेश चंद बंसल से मदद मांगी थी। उन्होंने बताया कि बंसल ने **राष्ट्रीय मानवाधिकार आयोग (एनएचआरसी)** को पत्र लिखा और स्थानीय पुलिस से मदद मांगी, जिसके बाद कई थानों से पुलिसकर्मियों और अधिकारियों को तैनात किया गया।

## AUS ने शिक्षा के अधिकार पर राष्ट्रीय कार्यशाला आयोजित की

<https://jantaserishta.com/local/arunachal-pradesh/aus-organises-national-workshop-on-right-to-education-3789238>

Tulsi Rao 23 Jan 2025 6:26 PM

Arunachal अरुणाचल: अरुणाचल यूनिवर्सिटी ऑफ स्टडीज (एयूएस) ने 20 और 21 जनवरी को यहां शिक्षा के अधिकार पर दो दिवसीय राष्ट्रीय कार्यशाला आयोजित की। **राष्ट्रीय मानवाधिकार आयोग** द्वारा प्रायोजित इस कार्यशाला में देश भर के शिक्षक, विद्वान और नीति-निर्माता एक साथ आए। अपने उद्घाटन भाषण में एयूएस के कुलपति प्रोफेसर डी.एस. हर्नवाल ने शिक्षा के अधिकार (आरटीई) पर एक ज्ञानवर्धक भाषण दिया। प्रोफेसर हर्नवाल ने आरटीई की उत्पत्ति, व्यावहारिक कार्यान्वयन और भविष्य के परिप्रेक्ष्य पर विस्तार से बताया और इस प्रयास में शिक्षकों की महत्वपूर्ण भूमिका को रेखांकित किया।

डीएचएसके लॉ कॉलेज (डिब्रूगढ़) के प्रिंसिपल डॉ. प्रसेनजीत बोरकाकोटी, जवाहर नवोदय विद्यालय रोइंग के प्रिंसिपल ए. अथिखो और आईजीजीसी, तेजू के एसोसिएट प्रोफेसर डॉ. पीसी स्वैन ने आरटीई के विभिन्न पहलुओं, इसके इतिहास, चुनौतियों और स्कूल पारिस्थितिकी तंत्र को मजबूत करने के लिए अनुपालन के महत्व पर विचार-विमर्श किया।

असम के डिब्रूगढ़ विश्वविद्यालय की डॉ. अपराजिता दत्ता ने आरटीई के प्रभाव आकलन पर बात की, जबकि विवेकानंद केंद्र शिक्षक शिक्षा महाविद्यालय के प्राचार्य आदित्य प्रकाश ने आरटीई के तहत समावेशी शिक्षा के लिए शिक्षकों को सशक्त बनाने पर ध्यान केंद्रित किया।

समापन सत्र में नामसाई जिला परिषद की अध्यक्ष नांग उर्मिला मंचेखुन और एयूएस के अध्यक्ष डॉ. अश्विनी लोचन ने भाग लिया।

डॉ. लोचन ने सभी के लिए शिक्षा के अवसर सुनिश्चित करने में भारत सरकार और WEM की भूमिका पर प्रकाश डाला।

कार्यशाला में 200 से अधिक उपस्थित लोगों ने उत्साहपूर्वक भाग लिया।

## **Arunachal अध्ययन विश्वविद्यालय में शिक्षा के अधिकार पर कार्यशाला आयोजित**

<https://jantaserishta.com/local/arunachal-pradesh/workshop-on-right-to-education-held-at-arunachal-pradesh-university-3788821>

SANTOSI TANDI 23 Jan 2025 10:32 AM GMT

Itanagar ईटानगर: नामसाई स्थित अरुणाचल यूनिवर्सिटी ऑफ स्टडीज (एयूएस) ने 20 जनवरी से **राष्ट्रीय मानवाधिकार आयोग** द्वारा प्रायोजित 'शिक्षा के अधिकार' पर दो दिवसीय कार्यशाला आयोजित की। इस कार्यक्रम में शिक्षा के अधिकार (आरटीई) अधिनियम की उत्पत्ति, कार्यान्वयन और भविष्य पर चर्चा करने के लिए शिक्षाविदों, विद्वानों और नीति निर्माताओं को एक साथ लाया गया। कुलपति प्रो. डीएस हर्नवाल ने अपने उद्घाटन भाषण में अधिनियम की सफलता सुनिश्चित करने में शिक्षकों की महत्वपूर्ण भूमिका पर जोर दिया। इस अवसर पर इंदिरा गांधी सरकारी कॉलेज के डॉ. पीसी स्वैन, डीएचएसके लॉ कॉलेज के डॉ. प्रसेनजीत बोरकाकोटी और जवाहर नवोदय विद्यालय रोइंग के ए. अधिखो ने भाग लिया। उन्होंने आरटीई के इतिहास, चुनौतियों और स्कूल पारिस्थितिकी तंत्र को मजबूत करने में इसकी भूमिका जैसे विषयों पर चर्चा की। डिब्रूगढ़ विश्वविद्यालय की डॉ. अपराजिता दत्ता ने आरटीई के प्रभाव का आकलन प्रस्तुत किया, जबकि विवेकानंद केंद्र शिक्षक शिक्षा कॉलेज के डॉ. आदित्य प्रकाश ने समावेशी शिक्षा के लिए शिक्षकों को सशक्त बनाने पर चर्चा की।



## हजारीबाग : बिरोहर की मौत मामले में कार्रवाई, अनुसूचित जनजाति आयोग ने मामला दर्ज किया

<https://thefollowup.in/jharkhand/news/action-taken-in-the-case-of-birohar%C2%A0death-in-hazaribagh-56216.html>

BY Zeb Akhtar Jan 23, 2025

कुछ माह पहले हजारीबाग जिले के केरेडारी प्रखंड में स्थित NTPC की चट्टी बरियातू कोल परियोजना में खनन के दुष्प्रभाव से आदिम जनजाति समुदाय के 2 सदस्यों, किरणी बिरहोर और बहादुर उर्फ दुर्गा बिरहोर की मौत का मामला सामने आया था। इस घटना पर **राष्ट्रीय मानवाधिकार आयोग** को हजारीबाग जिला प्रशासन से अभी तक जवाब नहीं मिला है। वहीं, राष्ट्रीय अनुसूचित जनजाति आयोग ने इस पर मामला दर्ज कर लिया है।

### एक्टिविस्ट मंटु सोनी की पहल पर मामला दर्ज

लगातार डॉट इन की रिपोर्ट के अनुसार, इस मामले में सामाजिक कार्यकर्ता मंटु सोनी की शिकायत और आपत्तियों के बाद दर्ज किया गया। आयोग ने मंटु सोनी को मामले की प्रगति की जानकारी दी है। पहले आयोग ने हजारीबाग के डीसी और एसपी से जवाब मांगा था। जवाब आने के बाद शिकायतकर्ता को अपनी आपत्तियां दर्ज करने को कहा गया, जिसके आधार पर षड्यंत्र की ओर इशारा करते हुए विस्तृत जानकारी आयोग को सौंपी गई।

### डीसी-एसपी के जवाब से आयोग असंतुष्ट

शिकायत के अनुसार, बिरहोर टोला के नाबालिगों की मौत के मामले में डीसी और एसपी ने जवाब दिया, लेकिन आयोग और शिकायतकर्ता ने इसे संतोषजनक नहीं माना। मंटु सोनी ने सवाल उठाया कि खनन शुरू करने से पहले वन अधिकार अधिनियम के तहत बिरहोर परिवारों को पुनर्वास क्यों नहीं किया गया? साथ ही, फॉरेस्ट क्लियरेंस में गलत जानकारी क्यों प्रस्तुत की गई?

### खनन से पहले पुनर्वास की अनदेखी

खनन शुरू होने से पहले बिरहोर परिवारों ने जिला प्रशासन को पुनर्वास के लिए आवेदन दिया था, जिसे नजरअंदाज कर दिया गया। सदर अनुमंडल पदाधिकारी की अध्यक्षता में बनी जांच समिति की रिपोर्ट पर कोई कार्रवाई नहीं हुई। मृतकों के परिजनों को मात्र ₹40,000 का मुआवजा देकर मामला शांत करने की कोशिश की गई। सबसे गंभीर बात यह है कि दोनों शवों का पोस्टमार्टम भी नहीं कराया गया।

### तेजी से खनन शुरू करने का आरोप

आयोग को बताया गया कि कोयला मंत्रालय ने समय पर खनन कार्य न होने के कारण NTPC पर पेनल्टी लगाई थी। इसके चलते जिला प्रशासन की मिलीभगत से आदिम जनजाति समुदाय पर खतरे की अनदेखी कर खनन कार्य को जल्दबाजी में शुरू कर दिया गया। यह मामला अब आयोग के समक्ष गंभीर चिंता का विषय बना हुआ है। प्रभावित आदिवासी परिवारों को न्याय दिलाने के लिए सख्त कदम उठाने की मांग की जा रही है।

## Work Discrimination: 'विवाहित महिलाओं से काम' पर घिरा फॉक्सकॉन, भेदभाव पर NHRC की फटकार; नए सिरे से होगी जांच

<https://www.amarujala.com/business/business-diary/foxconn-workplace-discrimination-against-married-women-nhrc-slams-labour-officer-fresh-probe-order-2025-01-24>

एजेंसी, नई दिल्ली Published by: [दीपक कुमार शर्मा](#) Updated Fri, 24 Jan 2025 01:30 AM IST

राष्ट्रीय मानवाधिकार आयोग (एनएचआरसी) ने जांच में विफल रहने पर श्रम अधिकारियों को फटकार लगाई और मामलों की नए सिरे से संपूर्ण जांच चार सप्ताह के भीतर करने का निर्देश दिया है।

राष्ट्रीय मानवाधिकार आयोग (एनएचआरसी) ने एपल की प्रमुख निर्माता कंपनी फॉक्सकॉन पर काम को लेकर विवाहित महिलाओं से चल रहे भेदभाव मामले की कड़ी आलोचना की है। साथ ही, जांच में विफल रहने पर श्रम अधिकारियों को फटकार लगाई और मामलों की नए सिरे से संपूर्ण जांच चार सप्ताह के भीतर करने का निर्देश दिया है।

जांच दस्तावेज से पता चला कि फॉक्सकॉन ने अपने तमिलनाडु प्लांट में आईफोन असेंबली के कामों से विवाहित महिलाओं को दूर रखा था। लेकिन, उच्च उत्पादन अवधि में प्रतिबंधों में ढील देकर इन्हीं विवाहित महिलाओं से असेंबली का काम कराया। इसके बाद एनएचआरसी ने जून, 2024 ने केंद्र और तमिलनाडु सरकार के श्रम अधिकारियों को फॉक्सकॉन की इन प्रथाओं की जांच का आदेश दिया था। श्रम अधिकारियों ने जांच के लिए जुलाई में फॉक्सकॉन प्लांट का दौरा किया था, लेकिन जांच निष्कर्षों को सार्वजनिक नहीं किया। श्रम एवं रोजगार मंत्रालय ने भी तमिलनाडु श्रम विभाग से मामले की विस्तृत रिपोर्ट मांगी मांगी थी।

### एनएचआरसी ने इस आरोप का भी संज्ञान लिया

एनएचआरसी ने इस आरोप पर भी संज्ञान लिया कि कंपनी सांस्कृतिक मुद्दों और सामाजिक दबाव के कारण विवाहित महिलाओं को काम पर नहीं रखती है। एनएचआरसी की कार्रवाई मीडिया रिपोर्टों के खुलासे के बाद आई है। खबरों में दावा किया गया था कि कंपनी में नौकरी चाहने वालों से जनवरी 2023 और इस साल मई के बीच संपर्क किया गया था। उन्होंने खुलासा किया कि केवल अविवाहित महिलाएं ही कंपनी की असेंबली लाइन पर नौकरियों के लिए पात्र थीं, जबकि कंपनी के विज्ञापनों में ऐसी किसी भी नीति का कोई उल्लेख नहीं था।

### एनएचआरसी जांच से संतुष्ट नहीं

तमिलनाडु के श्रम अधिकारियों ने 5 जुलाई को एनएचआरसी को बताया था कि प्लांट में कार्यरत 33,360 महिलाओं में 6.7 फीसदी विवाहित हैं। हालांकि, उन्होंने स्पष्ट नहीं किया कि वे असेंबली लाइन में काम करती थीं या नहीं। एनएचआरसी ने फटकार लगाते हुए कहा, श्रम अधिकारियों ने फॉक्सकॉन के भर्ती दस्तावेजों या विवाहित महिलाओं के प्रति भेदभाव की जांच ठीक से नहीं की है।

## मानवाधिकार आयोग ने फॉक्सकॉन के खिलाफ दोबारा जांच के दिए आदेश, जानिए क्या है मामला

<https://hindi.newsbytesapp.com/news/business/human-rights-commission-orders-re-investigation-against-foxconn/story>

लेखन दिनेश चंद शर्मा Jan 23, 2025 03:10 pm

राष्ट्रीय मानवाधिकार आयोग (NHRC) ने आईफोन बनाने वाली कंपनी फॉक्सकॉन में रोजगार भेदभाव के सबूतों की पर्याप्त जांच करने में विफलता के लिए श्रम अधिकारियों को फटकार लगाई है।

इसके साथ ही दस्तावेजों से पता चला है कि आयोग ने अधिकारियों को मामले की फिर से जांच करने के लिए कहा है।

NHRC ने जून में आयोग और तमिलनाडु राज्य के अधिकारियों को फॉक्सकॉन की भर्ती प्रथाओं की जांच करने का आदेश दिया था।

### महिलाओं के साथ होता है यह भेदभाव

रॉयटर्स की जांच में पाया कि फॉक्सकॉन ने अपने [तमिलनाडु](#) के श्रीपेरंबुदूर प्लांट में विवाहित महिलाओं को आईफोन असेंबली में नौकरियों से बाहर रखा।

इस पर आयोग ने स्वतः संज्ञान लिया, जिनमें कहा गया है कि कंपनी सांस्कृतिक मुद्दों और सामाजिक दबाव के कारण विवाहित महिलाओं को काम पर नहीं रखती है।

NHRC ने इसे विवाहित महिलाओं के खिलाफ भेदभाव मानते हुए केंद्रीय श्रम और रोजगार मंत्रालय के सचिव और तमिलनाडु सरकार के मुख्य सचिव को जांच के आदेश दिए।

### आयोग ने माना- सही नहीं हुई जांच

श्रम विभाग के अधिकारियों ने जुलाई में फॉक्सकॉन प्लांट का दौरा किया और रोजगार प्रथाओं के बारे में कंपनी के अधिकारियों से पूछताछ की, लेकिन अपने निष्कर्षों को सार्वजनिक नहीं किया।

रॉयटर्स ने सूचना के अधिकार कानून के तहत जांच का रिकॉर्ड मांगा और दस्तावेजों से पता चला है कि अधिकारियों ने महिला कर्मचारियों से बातचीत के आधार पर जांच में लीपापोती की है।

बिना नियुक्ति दस्तावेजों को देखे की गई इस जांच को आयोग ने सही नहीं ठहराया है।