

# **“RIGHTS OF WOMAN IN THE WORK PLACE UNDER THE INDIAN LEGAL SYSTEM”**



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## **OBJECTIVE OF THE STUDY:**

- To study the impact of the international bill of rights on the constitution of India in safe guarding women's rights and protection.
- To study and analysis on some of the legislations which has enacted for the protection of women.
- To provide practical suggestion for legal empowerment of women.

### **Research Methodology:**

- Theoretical and Doctrinal methodology

## **INTERNATIONAL INSTITUTIONAL ARRANGEMENTS FOR PROTECTING RIGHTS AND DEVELOPMENT OF WOMEN**

**The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** was adopted in 1979 'International Bill of Rights' for women.

### **Role of Constitution:**

- The Preamble of the constitution of India
- Directive Principles of State Policy of the Constitution
- Fundamental Rights

# Legislations and legal concern for Women:

## **Labour Legislation Act:**

- The Equal remuneration Act 1976
- The Maternity benefit Act ,1961
- The Factories Act , 1948
- Mines Act 1952
- Information and Technology Act 2000

The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill, passed by the upper house of parliament on February 27, 2013

aims to ensure a safe environment for women working in both the public and private sectors.

covers students in schools and colleges, patients in hospitals, maids in private residences and agricultural labourers.

Employers have to set up grievance committees to investigate all complaints.

Employers who fail to comply will be fined up to 50,000 rupees. Repeated violations may lead to higher penalties and cancellation of license or registration to conduct business

# **Criminal Law (Amendment) Act, 2013**

This new Ordinance created some new offences or has expressly created certain offences which were dealt under related laws. These new offences like, acid attack, sexual harassment, voyeurism, stalking has been incorporated into the Indian Penal Code (IPC).

# Legal Empowerment of Women: Role of school / colleges/Society

- Exhibitions
- Legal expert talks
- Availability of legal literature in library
- Legal Education as a part of the curriculum, **gender sensitization classes in primary and secondary education**
- Legal Aid centers in the campus and Speedy redressal and strict enforcement
- Human Rights Education
- Sensitizing the students for use of digital technology with values
- Good Governance ***Attitudes to women and recognition of their full range of rights should be linked to recruitment, promotion'***
- Training of personnel of executive , legislative and judicial wings

# CONCLUSION

In Toto large number of enactments international conventions and other policy are been formulated to safeguard and protect women's right but its implementation have become as hazardourdous task because of many factors like social, political, economic & legal which do exist in our society.

**And wish to live in a world where all women - mothers, sisters, daughters and granddaughters feel safe, have an adequate standard of living and a decent home , where they are not disadvantaged in the work place because of their gender and where violence has no place. This is about respecting everyone, everyday, everywhere.**

**THANK YOU**