



Ms. Bebi Afroj Sayyad

(M.A., B.Ed., M. Phil., Ph.D. Appeared)

She is working as an Assistant Professor in Kalikadevi College Shirur Kasar Dist. Beed (MS). She has 19 years teaching experience. She has visited as a guest faculty at Jilha Udyog Center, Beed. She has received on a National Best Teacher Awards. Her areas of interest are extension education, textile clothing, human development and health - nutrition. She has worked as guest editor of UGC care listed journal Sandhodhdk. She has actively attended more than 20 Seminars and Conferences. She has published 20 research papers in different national and International Journals as well as reference books.

Dr. Tabassum Inamdar

(M.A., B.Ed., M. Phil., Ph.D.)

She is working as an Assistant Professor and IQAC Coordinator at Mahila Mahavidyalaya, Georai Dist. Beed (MS). She has 18 years teaching experience. She has received two National Best Teacher Awards. Her areas of interest are Feminism, Dalit Studies and Post - Modernism. She has edited a book entitled Contemporary Indian Women Novelists: Reviews and Discussions. She has actively attended more than 15 Workshops, Seminars, Conferences and Symposiums. She has published 18 research papers in different national and International Journals as well as reference books.



Dr. Khanduji Waghmare

(M.A., M.Phil., Ph.D. SET)

He is working as an Assistant Professor at Kalikadevi College, Shirur Kasar Dist. Beed (MS). He has published more than 25 research papers in National- International Journals and Magazines. There are two state and national awards on his credit. He is worked as a guest editor of Current Global Reviewer: International Journal.

Dr. Vitthal Sakharam Jadhav

(M.A., SET., Ph.D.)

He is Associate Professor and Head Department of Public Administration at Kalika Devi College, Shirur kasar Dist. Beed (MS). He has 15 years teaching experience. He is a elected member as a Board of studies in Public Administration at Dr. Babasaheb Ambedkar Marathwada University, Aurangabad (M.S.) He has received four National Best Teacher Awards. His research interest areas are Indian Constitution and Indian Administration, Constitutional Culture and Nationalism, itutional Literacy. He has actively attended more than 33 Seminars and Conferences. He has published 20 research papers in different national and International Journals. He has edited three books.



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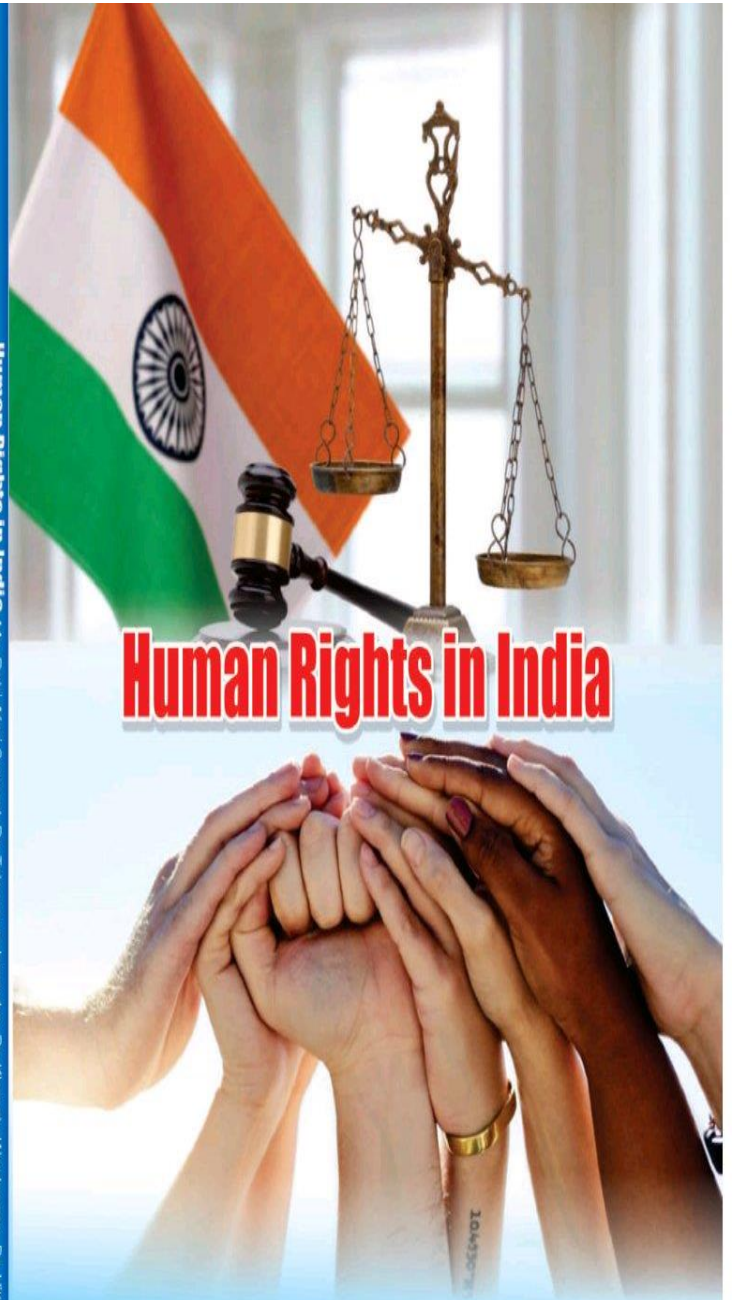
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Human Rights in India Ms. Bebi Afroj Sayyad, Dr. Tabassum Inamdar, Dr. Khandu Waghmare, Dr. Vitthal Jadhav



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3. Human Rights of Women

Dr. Ayodhya Pawal
Department of Home Science
Arts, Science & Commerce College, Shivajinagar Gadhi
Email Id: ayodhyapawal@gmail.com
Mob. No: 7588178059

Introduction:

Human rights are rights inherent to all human beings, regardless of gender, nationality, place of residency, sex, ethnicity, religion, color or and other categorization. Thus, human rights are non-discriminatory, meaning that all human beings are entitled to them and cannot be excluded from them. While all human beings are entitled to human rights, not all human beings experience them equally throughout the world. Many governments and individuals ignore human rights & grossly exploit other human beings.

There are variety of human rights such as the rights to life, liberty & security, political rights like rights to the protection of the law & equality before the law. Economic rights including rights to work, to own property & to receive equal pay, social rights like rights to education & consenting marriages, cultural rights to freely participate in their cultural community & collective rights to self-determination. Women & girls rights are human rights. They cover every aspect of life health, education, political participation, economic well-being & freedom from violence among many others.

Objectives:

1. To study gender equality.
2. To study women, have the rights to dignity & decency.
3. To study women, have the right against workplace harassment.
4. To study women, have the right to equal pay.
5. To study women, have the right against domestic violence.
6. To study female sexual assault victims, have the right to keep their identity anonymous.

Methodology: Secondary data is used for collection of data. The necessary information collected from books, journals, newspapers & Internet etc.

Rights of Women:

Women & girls rights are human rights. They cover every aspect of life health, education, political participation, economic wellbeing & freedom from violence, among many others. Women & girls are entitled to the full & equal enjoyment of all of their human rights & to be free from all forms of discrimination. This is fundamental to achieve human rights, peace & security and sustainable development. Women & girls need to know their rights & have the power to claim them. Social attitudes & stereotypes under cutting must be challenged & changed. Many organizations & governments worldwide focus on improving the status of women & girls. According to ILO 11.4 million women & girls are victims of forced labor in different forms including bondage, trafficking & forced prostitution. As global leaders seek to improve the status of women & girls, it's critical to focus on decreasing women & girls exploitation in forced labor, trafficking & slavery. When women & girls are enslaved or trafficked, they do not have access to programs aimed at women's equality & development.

Women & girls oftentimes do not attend school. Many times these women & girls are illiterate. Women & girls face gross sexual violence, whether in forced prostitution, forced marriage or during forced physical labor. Women & girls are subject to domestic violence. Women & girls do not have access to reproductive & maternal health. The physical & sexual

abuse of their exploitation leads to many early pregnancies, forced abortions & exposure to HIV & other disease. Women & girls often face critical malnutrition. Women & girls do not have access to anti-poverty programs, micro-loans or other economic development initiatives, leaving them dependent on their exploiters

Gender Equality:

Women in the society are often concerned & are reframed from getting equal rights as men to health, education, decision making & economic independence in terms of wages. The social structure that prevails since long in such a way that girls do not get equal opportunities as men. Gender equality is an important factor in determining a country's overall growth. There are several indexes to measure gender equality. Gender related development Index is a gender centric measure of Human Development Index. GDI considers parameters like life expectancy, education & incomes in assessing the gender equality of a country. Gender empowerment measure includes much detail aspects like the proportion of seats than women candidates hold in national parliament, percentage of women at economic decision-making role, the income share of female employees. Gender Equity Index ranks countries on three parameters of gender inequality, those are education, economic participation & empowerment. However, GEI ignores the health parameter. Global Gender Gap Index the world economic forum introduced the global gender gap index in 2006. This index focuses more on identifying the level of female disadvantage. The four important areas that the index considers are economic participation & opportunity, educational attainment, political empowerment, health & survival rate. Gender inequality in India as per the world economic forums gender gap ranking, India stands at rank 108 out of 149 countries. This is a major concern as it highlights the immense gap in opportunities in women with comparison to men.

In Indian society from a long time back the social structure has been such that the women are neglected in many areas like education, health, decision making areas, financial independence, etc. Another major reason, which contributes to the discriminatory behavior towards women in India is the dowry system in marriage. Because of this dowry system most Indian girls as in a burden. Preferences for son still prevails. Girls have refrained from higher education. Women are not entitled to equal job opportunities & wages. In the 21st century women are still preferred gender in home managing activities. Many women quit their job & obtained from leadership roles because of family commitments.

Overall wellbeing & growth of a nation, scoring high on gender equality is the most crucial aspects. Countries with less disparity in gender equality have progressed a lot. The government of India has also started taking steps to ensure gender equality. Several laws & policies are prepared to encourage girls. Beti Bachao, Beti Padhao Yojana save girl & make girls educated campaign is created to spread awareness of the importance of girl child. Several laws to protect girls are also there. However we need more awareness of spreading knowledge of women rights. In addition the government should take initiatives to check the correct & proper implementation of policies.

The Prohibition of Sexual Harassment of Women at Workplace Act 2013:

The Prohibition of Sexual Harassment of Women at Workplace Act 2013 procedural requirements for employers. The act provides an outline about employer's requirements to develop a complaint mechanism. Further employers are required to display at the workplace details of the penal consequences of indulging in acts of sexual harassment, the composition of the ICC & the grievance redressal mechanism available to aggrieved employees. The maternity Benefit Act, 1961 motherhood is a very special experience in a woman's life. A woman needs to be able to give a quality time to her child without having to worry about her job & her source of income. Parity in wages is one of the major components of service law jurisprudence which has evolved over the years.

The Equal Remuneration Act 1976:

If two workers are doing the same work they should be equal wages. Even Article 39 of the constitution envisages that the state shall direct its policy among other effect to this constitution provision. The Equal Remuneration Act 1976 was passed to provide for the payment of equal remuneration to men & women workers & for the prevention of discrimination on the grounds of sex against women in the matter of employment.

Rights of women from domestic Violence Act:

Violence against women & girls is defined as any act of gender based violence that results in or is likely to result in physical, sexual or mental harm or suffering to women & girls including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. The most recent legislation is the Protection of women from Domestic Violence Act 2005. The PWDVA a civil law includes physical, emotional, sexual, verbal & economic abuse as domestic violence.

Conclusion:

Women had rights of gender equality, the rights of dignity & decency, the rights of against workplace harassment, the right to equal pay, right against domestic violence & female sexual assault victims have the right to keep their identity anonymous etc. Almost all problems of women is solved due to gender equality in the society. Harassment of women has stopped in the society when positive mentality of the people regarding women is developed in the society.

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