

# Legal Safeguards and Socio-Economic Empowerment a Study of Women Workers in Haryana

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**Abstract**—This study analyzed the legal protections and socio-economic advancement of female workers in Haryana, emphasizing the efficacy of labor laws in guaranteeing workplace rights and equity. It examined essential policies, such as equal pay, maternity provisions, and occupational safety regulations, to evaluate their influence on women's employment participation. Results demonstrated that although legislative structures are in place, enforcement deficiencies and socio-cultural obstacles persist, impeding complete empowerment. The work emphasized the necessity for policy reforms, enhanced implementation mechanisms, and awareness initiatives to reconcile legislation with actual outcomes. The study determined that extensive legal safeguards, economic prospects, and social support frameworks are vital for cultivating a more inclusive and equal workplace for women in Haryana.

**Index Terms**—Women Workers, Legal Perspective, Socio-Economic Empowerment, Haryana State.

## I. INTRODUCTION

Women have an important role to play in the development of human society. From time immemorial, women have been accorded the highest and most respected place in society in India. In the Vedic age, women had a high place in society. Women's condition worsened during the post - Vedic period. After the Industrial Revolution, the social situation changed all over the world and in India. After the independence of the country, the number of women leaving home increased day by day. According to the 2001 census, women constitute 25 - 68 per cent of the total workforce in the country. At present women are engaged in various fields such as agriculture, planting, mining, construction, beedi rolling, animal husbandry, locking industry, thermometer industry, brick factory, agarwood industry, handloom industry and many other service

sectors [1]. But unfortunately, there are many factors that affect women's employment such as marriage, instability, housing, education, discrimination, labor problem, sexual harassment etc. and cause women to lag men in the world of work. Women are an integral part of the Indian workforce visited on March 4, 2022, after independence of Country the number of women to come out of their houses for work increased day by day. They also took to education. In the early period women were mostly engaged in unskilled or semi - skilled occupations, as ayahs, nurses, mid wives, water women, cooks, domestic servants, as labourers on construction sites, in agricultural farm and on plantations. But now they are increasingly being employed in services, industries, shops, establishments, offices and professional / technical occupations. This change enhanced the status of women on the one hand and Country prosperity on the other, but it gave rise to many problems and difficulties for them by way of exploitation, discrimination and dismal working conditions. They must perform dual responsibilities respectively termed “reproductive” and productive. This is not an easy task for women to work at home and working place. The problems and difficulties got multiplied due to their peculiar social, biological and psychological conditions and due to their illiteracy and ignorance [2]. In recent years, India has seen a wide-ranging retrenchment of hard-won labour rights with serious consequences for working communities in general, and for the rights of women workers. This has only been exacerbated by the global pandemic, which as elsewhere, has exposed and deepened the fault-lines and the structural inequalities that inhere in Indian society. While the country was already witnessing a crisis of unemployment prior to the pandemic, the pandemic and the government's response in the form of a brutal and stringent lockdown that was enforced

on 1.3 billion people with 4 hours of notice on 24 March 2020 has had devastating consequences particularly for those in already precarious contexts. In 2014, after the National Democratic Alliance (NDA) government was elected to power, it initiated a series of wide-ranging reforms at the central level through the 'consolidation and simplification' of 44 central laws into 4 Labour Codes on Wages, Industrial Relations, Social Security, and Occupational Safety, Health and Working Conditions. While the proposals for reform reached various stages of formulation and consultation during its first term amidst widespread protests and discontent, when it was returned to power with an overwhelming majority in 2019, the NDA government renewed its commitment to the labour law reform agenda. In August 2019, it enacted the Code on Wages consolidating and amalgamating 4 previous legislations, and in September 2020, it enacted 3 further Labour Codes on Industrial Relations, Social Security, and Occupational Safety, Health and Working Conditions consolidating and amalgamating a further 25 laws. These laws were enacted amidst an opposition boycott in parliament and widespread protests, including a recent national general strike that saw a reported 250 million workers across the country calling for the repeal of the Codes [3]. As is widely known, for women workers, the vast majority of whom are in the informal economy, labour laws are, for the most part inapplicable; in fact, it is the very fact that their work falls outside legal protection or regulation that defines their informality. The law reform process then provided a singular opportunity for the government to extend labour rights to women workers – to formalise and secure their working relations, to recognise their rights at work, including the right to the timely payment of a fair wage, the regulation of their working conditions, the right to social security, and so on. However, the Labour Codes have continued with the patchy and piecemeal recognition of the rights of women workers that existed prior to the reform process while hollowing out labour rights for even those in the formal economy. This has thrown new obstacles in the pathways to securing the rights of informal women workers to decent work. Given this context, the paper discusses the way forward for the labour rights of women in the informal economy [4].

## II. REVIEW LITERATURE

Kaur & Kaur (2024) indicated that women constitute fifty percent of the global population, perform two-thirds of the world's labour hours, receive one-tenth of the global income, and possess less than one-tenth of the world's wealth. Historically, women have held a revered and esteemed position in Indian society. The history of women's involvement in productive employment was very recent. Following the Industrial Revolution, the global social landscape transformed, including in India. The family was no longer the focal point of production. Industrialization and urbanization engendered novel social ideals. Employment prospects, economic adversity, and conducive cultural and social conditions motivated women to pursue work beyond the domestic sphere. Following the nation's independence, the population of women grew progressively. The inclusion of women in the workforce had elevated their economic and social standing; yet, it had also resulted in other challenges, including exploitation, discrimination, and adverse working conditions. Challenges and adversities intensified owing to their peculiar social, biological, and psychological circumstances, compounded by illiteracy and ignorance; thus, legal protection and safeguards were necessitated against discrimination and exploitation. The Constitution of India ensures the protection and safety of female workers [5]. S. Jeysari (2023) demonstrated the empowerment of women in the Indian workforce by analyzing their rights under labor legislation. The involvement of women in the workforce was crucial for sustained economic development and gender parity. Nonetheless, gender-based discrimination and inequitable treatment continue to obstruct women's advancement in the workplace. The study sought to identify and examine the principal stipulations of Indian labour legislation that protect women's rights, including the Equal Remuneration Act, Maternity Benefit Act, and the Sexual Harassment of Women at Workplace Act, among others. Furthermore, it examined the implementation and enforcement procedures of these laws to evaluate their efficacy in advancing gender equality. The research utilized a blend of qualitative and quantitative methodologies, encompassing document analysis, stakeholder interviews, and statistical examination of pertinent data. The findings illuminated the current challenges encountered by

women in the Indian workforce and offer recommendations to bolster women's empowerment through policy reforms, awareness campaigns, and capacity-building efforts [6]. Surendra and Gayathari (2023) indicated that the trajectory of labor laws was progressing toward a dynamic future, requiring agility and adaptation in response to changing work paradigms. These laws were at a critical point, ready to establish inclusive, sustainable, and resilient frameworks that address a diverse and quickly evolving workforce. Integrating technological breakthroughs while protecting worker rights, enhancing diversity, and encouraging environmental stewardship are essential components for the future framework of labor rules. Moreover, inclusion was fundamental, requiring the implementation of strategies that promote diversity, equality, and representation in professional environments. Eliminating gender wage discrepancies, addressing inequities experienced by underrepresented groups, and promoting an inclusive culture were essential for the advancement of labor laws towards a more just and equitable future. The future of labor laws depends on their capacity to adapt to change, promote inclusivity, and maintain ethical and sustainable practices. By proactively tackling new difficulties and promoting resilient, adaptive frameworks, these laws could establish a foundation for a more egalitarian, empowered, and progressive workforce in the future [7]. Fernandez & Puri (2023) indicated that the Female Labor Force Participation Rate had been a subject of significant discourse throughout recent decades. The economic and social advantages of an inclusive labor force were extensively documented in the literature. Nevertheless, economic, social, and cultural barriers restrict women's participation in the labor force. The PLFS analysis identified the primary factors contributing to women's low labor force participation as the pursuit of higher education, unpaid caregiving responsibilities, and inadequate access to healthcare. Consequently, policymakers could formulate strategies aimed at addressing these concerns collectively. It presented the subsequent recommendations. The government should advocate for and offer incentives to households to support the education of girl children, especially in rural areas where female literacy rates are very low. The Sarva Shiksha Abhiyan (SSA) initiative represented the initial stride towards this objective. This initiative had

significantly enhanced the gross enrolment ratio of girls in schools by reinforcing current educational infrastructure. This had been accomplished by supplying supplementary classrooms, potable water, and restrooms. It had also allocated grants for the repair and enhancement of school infrastructure. Secondly, homemaking and childcare significantly impede many women from entering the job field. Therefore, incentive mechanisms must be established in both rural and urban regions to address this problem. The government should provide a "pull" factor in rural areas to attract women into the work market by emphasizing non-agricultural sectors. These positions may be in either low-skilled manufacturing or service-oriented sectors. In the urban economy, the sectoral distribution of employment for women was more evenly allocated. Consequently, the government's objective must be to entice more women into the workforce by formulating policies that mitigate current socioeconomic disparities, enhance social security benefits, and ameliorate working conditions [8]. Ramaswamy and Binnuri (2023) indicated that Indian labour law comprises multiple legislations, the primary aim of which was to promote social welfare and security. In 2020, India's labour laws underwent a purported transformation with the amalgamation of previous regulations into four new Labour Codes. This article exclusively examined the effects of the Codes on India's unorganized sector and its Information Technology (IT) industry, where the pattern of layoffs was prevalent. It also examined how the inapplicability of the Codes to the unorganized sector negatively impacts its stakeholders. The examination of the unorganized sector was crucial as it reveals deficiencies in current legislation and underscores the inadequate improvements introduced by the Labour Codes. The work employed the doctrinal approach of legal research to collect and examine the facts. It offered a summary of the labor law framework in India, culminating in the four Labor Codes, and finally demonstrated the inadequacy of the Codes in their current state while proposing potential improvements [9]. Agarwal (2023) demonstrated that the increasing involvement of women in the workforce, alterations in work organization and intensification, insufficient policies to balance work and family life, a reduction in state-provided care services, the feminization of international migration, and societal aging had collectively heightened the demand for care workers

in recent years. The research indicated that younger women exhibit a diminished propensity for engaging in household labor. Due to the absence of alternatives, women from lower socio-economic backgrounds with less education or illiteracy are compelled to engage in domestic labor. Domestic labor must be situated within the broader framework of patriarchy and the oppression of women [10]. Prasad G.V. (2023) stated to evaluate the socio-economic status and working circumstances of female workers in the unorganized manufacturing sector in Ernakulam district, Kerala. Female workers encountered numerous challenges, including extended working hours, inadequate earnings, minimal piece rates, absence of social security, and little union and organizational assistance. Their working conditions and health were deplorable. The current study employed a descriptive research methodology to conduct the survey. A properly structured questionnaire was developed and distributed to the target group for this purpose. The findings indicated that 68 percent of female workers fall between the age range of 20 to 40 years. Forty percent of female workers were classified as temporary employees. Weekly payment was the predominant method of remuneration. Forty-two percent of female workers reported experiencing maltreatment in their workplace. Nevertheless, despite these challenges, the unstructured manufacturing sector represented the most appropriate channel for employment generation among rural and urban women [11]. Mishra et al. (2023) performed a comparative analysis of labor legislation in India and China concerning the agricultural industry. The research design employed a qualitative methodology utilizing existing literature from diverse sources, including governmental papers, academic journals, and online databases. The gathered data underwent examination through text analysis and quantitative approaches to discern significant parallels and variations in the labor laws of both countries and assess their efficacy in safeguarding the rights of farm workers. The study determined that both nations possess advantages and disadvantages in their labor legislation and can benefit from each other's experiences to enhance the protection of workers' rights [12]. Parmar & Padaria (2022) investigated the impact of labor law on employee safety and the maintenance of workplace standards. Labor law regulates the interactions of employees, employers,

labor unions, and the government. Collective labor law pertained to the tripartite interaction of employees, employers, and unions. Individual labor law pertains to employees' rights in the workplace, including those outlined in employment contracts. One of the most significant issues was the challenges women encounter regarding their rights and privileges in India. From antiquity to the present, women had grappled with establishing their social status and securing a respectable role in society. During this period, Indian women required legal reforms to enhance their social standing and offer protection against psychological and physical abuse. The Constitution of India stipulates that women would be regarded as equals and forbids any discrimination against them across all domains, including education, vocational training, skill development, and employment. The Constitution safeguards the rights of female workers by ensuring their health and safety were adequately protected while employment, especially for pregnant women [13]. Pateriya & Sahu (2022) stated that India had the second largest working-age population globally. The labor force of India was a crucial element that influences the overall economic system, including investments, production, savings, and capital development. Current industrialization, characterized by its inhospitable nature and diminished amicable ties between employers and employees, has precipitated several labor disputes. Consequently, the government of India had instituted various labor laws to shield workers from exploitation and to preserve their rights and interests. However, numerous loopholes and limits exist regarding the application and enforcement of labor regulations in our country. This study examined the diverse obstacles faced by labor laws in India and proposes potential ways to address these issues [14].

### III. RESEARCH OBJECTIVES

- To examine the socio-economic and working conditions experienced by women workers.
- To assess the working conditions of the women workers.

### IV. CHARACTERISTICS OF WOMEN'S WORK IN INDIA

In the present situation, one can determine the associate features of women's work in India as under [15]:

### 1. Unpredictability of Work

The unpredictability of employment is particularly one of the foremost issues for women. For the majority, the employment is merely sporadic or seasonal. Within a single generation, there has been a significant transition of women's labor from unpaid homemaking to the paid workforce. This has led to a scenario where several independent women are established in an unstable and dynamic commercial environment. Conversely, women's employment in rural regions has been affected by the agrarian crisis in many developing countries.

### 2. Changes in the idea of women's work

The evolution of the concept of women's work included an increase in informal employment, characterized by greater reliance on casual contracts and a rise in service-oriented roles. There was a substantial increase in self-employed low-end service jobs, particularly in the residential and retail sectors. 3. Emergency of Occupations in Farming The progression of advancement has coincided with a decline in the global agricultural sector. Agriculture established the primary role of women in developing nations and serves as a crucial source of income for a significant portion of the global impoverished population. In affluent nations, machinery has supplanted labor, resulting in a consistent decline in the agricultural workforce. 4. Gigantic Increase in Women's Relocation for Work Women are recognized for their involvement in households, home improvement, and many production environments, including garment manufacture and electronics assembly. The women engaged in numerous occupations, either traditional or as independent workers, in varied capacities or as paid employees. In mountainous regions, women predominantly participated in activities associated with fuel wood collection. A significant proportion of women are employed in the informal sector, where they receive minimal compensation. The number of women engaging in the unorganized sector has substantially risen from 40 million to 90 million throughout the years. Women constitute a significant portion of the workforce in India; yet, it is regrettable that they are disadvantaged compared to men in both performance and income. It is now a recognized fact that a significant portion of the national workforce comprises women, resulting in a growing trend of

increased female participation in professions or fields previously met with reluctance or prohibition.

The novel aspect was the manner in which women were traversing alone. Migration beyond the state has emerged as a significant concern, resulting in a shift in macroeconomic power. It constituted a further form of abuse. The local movement has also broadened. Migrant laborers possessed limited rights, and governments occasionally contemplated ensuring their protection.

### 5. Employment Opportunities and Wage Disparity

Currently, as in the past, employment opportunities are diminished relative to those of males. They have indeed explored numerous fields; nonetheless, they still trail behind men in career opportunities. Even when securing employment, individuals encounter disparities in earnings and other benefits. In India, as in numerous developing countries, sexual orientation and gender inequalities persist, particularly regarding women's participation in the labor force, lower income, and access to resources. Females comprise around 48% of India's overall population, however the female labor force participation rate is under 26%, in comparison to 52% for males. In India, over 24.9% of women in rural areas and around 14.8% of women in urban regions participated in the workforce during 2009-10. Despite the existence of legal regulations aimed at ensuring wage equality between men and women, the implementation and practice often reveal that women receive lower wages in India and several other countries. This tradition is not exclusive to India. The International Labor Organization's research indicates that this practice is widespread in numerous nations globally.

## V. THE POSITION OF WOMEN IN HINDU CIVILIZATION

Women in ancient Hindu civilization were actively involved in various forms of labour, including agricultural work, handicrafts, and domestic duties. In rural areas, women were responsible for many of the agricultural tasks, while in urban areas they often worked as artisans, musicians, dancers, and actors. They also played important roles in religious ceremonies and festivals. However, their labour was often undervalued and underpaid, and they were subjected to exploitative labour practices. Despite

these challenges, women in ancient Hindu civilization played a vital role in the economy and society [16].

#### Issues Faced by Women in This Current Era

In India, prejudice, uneven pay, and little prospects for job growth still exist for women. These problems can cause anger and discontent, which can result in high turnover rates and a lack of diversity in the workplace.

#### Equality Salary and Promotion

Every employee should be entitled to equal remuneration for equivalent labour as a fundamental right. In contrast, women in India are still paid less for doing the same work as men. The cultural expectations and biases that hold women to be less valuable than males are frequently blamed for this inequality. Women are frequently passed over for promotions or managerial roles in addition to receiving unequal compensation. By fostering an inclusive and diverse workplace culture, this problem may be solved. The Equal Remuneration Act, 1976, which forbids discrimination in employment and guarantees equal pay for men and women for the same labour or work of comparable type, codifies the idea of equal pay for equal work under Indian labour law.

#### Sexual harassment

In the Indian workplace, sexual harassment is a common problem. A hostile and hazardous work environment is produced by the frequent unwelcome approaches, remarks, or physical contact made towards women. According to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act of 2013, sexual harassment is illegal under Indian labour law. The Act generally defines sexual harassment as any unwanted sexual approaches, demands for sexual favors, or any sexually explicit physical or verbal behaviour that makes a workplace unfriendly or threatening for women.

#### Menstrual leave

In India, the topic of menstrual leave is contentious. Menstrual leave policies have been implemented by certain businesses, while others consider them to be superfluous expenses. Women who are on menstrual leave may get the time and support they need to manage their periods, which will lessen their discomfort and increase their productivity. Menstrual leave is not now specifically included in Indian labour

legislation. To provide its female employees more relaxation and assistance throughout their menstrual cycle, several businesses have implemented menstruation leave as a policy.

#### Dalit women as labourers

Women from the lowest castes or Dalits in India confront extra difficulties in the workplace. These women are more likely to work in low-paying, low-skill professions since they frequently have restricted access to education and employment alternatives. Dalit women also experience harassment and discrimination at work because of their gender and caste. They frequently endure verbal abuse, physical abuse, and sexual harassment, which makes it challenging for them to do their jobs well. They are also denied access to necessities like toilets and bathrooms, which can have negative health effects. Indian labour laws provide protection to all employees, including Dalit women. However, they frequently experience exploitation and discrimination at work, as well as prejudice in society based on their gender and caste.

#### Sex workers

In India, sex workers are a marginalised population that encounters several difficulties in the workplace. Due to poverty, a lack of education, and a lack of other prospects, many sex workers are compelled to work in the industry. They are frequently the targets of abuse from customers, pimps, and police enforcement personnel. The stigma attached to sex work makes it challenging for sex workers to get essential services like healthcare and education. Additionally, because sex workers are not protected by labour rules, it is challenging for them to assert their rights and benefits.<sup>16</sup>

Indian labour laws do not officially recognise sex work as a legitimate profession, and as a result, sex workers frequently experience marginalisation, discrimination, and exploitation at work. Some Indian cases, nevertheless, have addressed sex workers' difficulties and supported their legal rights.

#### Transgender individuals

There are many difficulties for transgender people in the Indian workforce. They frequently encounter assault, harassment, and discrimination, and they are frequently denied job prospects. Transgender people

frequently experience physical and verbal abuse, which makes it challenging for them to function well at work. They are also denied access to necessities like restroom's and toilets, which can have negative health effects. They are also not recognised by employment regulations, which makes it challenging for them to assert their rights and benefits.

## VI. WOMEN WORK & LABOUR LAWS

The legal framework for labour rights in India comprises an intricate and complex web of constitutionally guaranteed labour rights, labour legislations at both the state and central levels (labour is in the concurrent list of the Seventh Schedule of the Constitution), judicial and administrative interpretations of labour rights, and international human rights and labour rights instruments. The Fundamental Rights of the right to equality (Article 14), protection from discrimination (Article 15), equality of opportunity for all citizens for public employment (Article 15), the rights to freedom of speech, assembly and association (Article 19), the rights to life and personal liberty (Article 21), prohibition of traffic in human beings and forced labour (Article 23), prohibition of employment of children in hazardous employment (Article 24) as well as several Directive Principles of State Policy such as Articles 38, 39, 39A, 41, 42, 43, 43A and 47 which require the state to promote the welfare of the people, to make effective provision for securing the right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement, and to secure just and humane conditions of work and maternity relief, as well as a living wage and ensuring a decent standard of life, amongst other things, form the bedrock of the Constitutional framework of labour rights in the country [17].

At the international level, Article 23 (1) of the Universal Declaration of Human Rights on the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment, innumerable international instruments on labour rights, including the eight core conventions of the ILO, the ILO Declaration on the Fundamental Principles and Rights at Work 1998, ILO's

Decent Work Agenda (which has found expression in the UN Sustainable Development Agenda in the form

of SDG 8), and the recently adopted ILO Centenary Declaration on the Future of Work provide some of the key principles of the normative legal framework for labour rights. Despite the breadth of this normative and legislative landscape, for informal women workers in India, the protections accorded by labour law have been few and far between. Before we turn to analysis of how labour law deals with women's work, particularly in the informal economy, we examine some of the broad features of women's work in India.

Labor laws play a crucial role in safeguarding the rights of women in the workforce, ensuring equal opportunities, protection against exploitation, and enabling economic independence. Over the years, various legal provisions have been enacted to create a safe, fair, and inclusive work environment for women across industries.

### 1. Equal Pay & Non-Discrimination

- The Equal Remuneration Act (1976) mandates that employers must provide equal pay to men and women for the same work or work of similar nature.
- It also prohibits gender-based discrimination in recruitment, training, promotions, and conditions of employment.
- Despite legal backing, pay disparities still exist due to lack of strict enforcement, requiring continuous monitoring and organizational accountability.

### 2. Maternity Benefits & Childcare Support

- The Maternity Benefit Act (1961, amended in 2017) ensures paid maternity leave for 26 weeks, job security during pregnancy, and adequate healthcare for expecting mothers.
- Employers must provide crèche facilities for working mothers under the amendment, helping women balance work and childcare responsibilities.
- The law applies to organized sectors, but women in informal employment often struggle to access maternity benefits, demanding policy reforms for wider inclusion.

### 3. Protection Against Workplace Harassment

- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (2013) mandates the formation of Internal

Complaints Committees (ICC) in organizations to handle cases of harassment.

- The Act ensures protection from unwelcome advances, verbal abuse, and hostile work environments.
- While legal frameworks exist, awareness and reporting mechanisms need strengthening to help more women seek justice against workplace harassment.

#### 4. Health & Safety Regulations

- The Factories Act (1948) and the Shops and Establishments Act regulate working hours, sanitation, and safety measures in workplaces where women are employed.
- These laws prohibit night shifts for women in hazardous industries unless proper security and safety protocols are in place.
- However, implementation challenges remain, particularly in manufacturing and construction sectors, where women are often exposed to unsafe working conditions.

#### 5. Social Security & Welfare Provisions

- The Employees' State Insurance Act (1948) offers healthcare benefits, unemployment allowance, and disability compensation for women working in registered firms.
- The Code on Social Security (2020) consolidates various provisions related to pensions, insurance, and provident funds to ensure financial stability for women employees.
- Unorganized sector workers, such as domestic helpers, farm laborers, and gig workers, require more targeted policies to extend social security coverage effectively.

#### 6. Work Participation & Gender-Inclusive Policies

- Laws such as The Contract Labour (Regulation and Abolition) Act (1970) and The Minimum Wages Act (1948) protect women from wage exploitation.
- Efforts to promote gender-diverse workplaces include skill training programs, tax benefits for employers hiring women, and flexible work arrangements.
- While legal mechanisms exist, patriarchal norms, workplace bias, and lack of career growth

opportunities continue to hinder women's full participation in the economy.

#### Challenges & Need for Policy Reform

- Lack of enforcement: Many companies fail to implement labour laws effectively, leaving women vulnerable to discrimination.
- Limited awareness: Women in rural and informal sectors often remain unaware of their legal rights.
- Slow legal procedures: Redressal mechanisms for workplace harassment and unfair practices are time-consuming, discouraging victims from filing complaints.
- Need for gender-neutral laws: Emerging workplace structures, such as gig economy jobs and remote work models, require updated labour policies to protect women's employment rights.

### VII. CONCLUSION

The research on legislative protections and socio-economic advancement of female workers in Haryana underscores the advancements and obstacles encountered by women in the labor market. Although labor laws like the Equal Remuneration Act, Maternity Benefit Act, and workplace safety regulations establish a legal framework for protection, deficiencies in execution and socio-cultural obstacles persist, impeding complete empowerment. The results indicate that enhanced enforcement mechanisms, educational initiatives, and policy reforms are crucial to reconcile the disparity between legislation and practical achievements. Furthermore, economic opportunities, skill development programs, and gender-inclusive workplace rules are essential in promoting a fairer work environment. Going forward, cooperation among government, industry, and civil society is essential to guarantee effective legislative safeguards and sustainable socio-economic empowerment for women workers in Haryana.

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