



SAFETY OF WOMEN AT THEIR WORKPLACE

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Abstract:

Safety, a term derived from a French term 'Sauf' that signify the state or condition of being protected from any damaging consequences that might include physical, social, political, financial, psychological etc., failure, accident, harm or any situation or condition which is considered to be undesirable.

KEYWORDS:

women , workplace , encyclopedia , physical , political.

.INTRODUCTION

Wikipedia the free encyclopedia defines safety as the control on recognized hazards for achieving an acceptable level of risk which can take the form of being protected from the event or from getting exposed to anything that can cause health or economic losses. Thus according to this we can say that safety means protection of people or possession.

Women of today have expanded their area of work. Their status in the society has increased since last few decades. They have now started working outside their home and have started to support their family financially along with managing the household fruitfully. This thus, has brought lot of respect for them in society. As said by philosophers freedom never comes alone freedom is always followed by responsibility the increased freedom of women has increased their responsibilities which has increased the physical and mental pressure on the women. Though the work of women has increased the time to complete all the work is still the same. More work and less time has developed the situation of stress and in many cases, the women, in order to complete their work in time, have to opt some unsafe methods while working at their workplace.

Workplaces for women of today are not limited to their kitchen it has now expanded to every field where these women work with men equally efficiently. But when asked that are these women safe, the only answer we can get is no and when asked why the majority would answer due to the increased pressure of responsibilities.

The next obvious question that arises is what could the reasons behind women being unsafe and after lot of observation and research and case studies we might get the reasons like unhealthy living conditions, work stress, lack of training, lack of knowledge, irresponsible attitude of women while working as well as of the employer, lack of proper cordial management, managerial negligence and many such issues.

The government of India has enacted many laws in favor of women regarding their safety and well being. The Employee State Insurance (ESI) Act 1948 was enacted by the central government India with the object to provide various benefits to employees. It provided benefits during sickness, injury caused due to the employment, medical reliefs, pension to the dependants of accident affected employee and compensation to those who are fatally injured or has developed some or the diseases for women employees it provided benefits like maternity benefits during pregnancy and few days after pregnancy. The act is

Title:SAFETY OF WOMEN AT THEIR WORKPLACE. Source:Review of Research [2249-894X] SHWETA KATHWATE AND SUNITA BORKAR yr:2013 vol:2 iss:10

applicable all over India. It is applicable to all the factories including the government factories but excluding seasonal factories. The factory to be covered under ESI act should employ 10 or more employees involved in manufacturing process with the help of power and the factories where 20 employees are engaged in manufacturing process without the help of power. The act also covers shops and other establishments that employ more than 20 employees.

The maternity benefit act 1961 provides benefits along with the safety of health of a woman employee during after few day of pregnancy in order to protect the dignity of motherhood. The women employees, under this act, are provided with leave of six months immediately after delivery or miscarriage or medical termination of pregnancy.

The Equal Remuneration Act 1976 empowered women of getting equal work and equal remuneration for the same. This was a step to prohibit any kind of discrimination regarding remuneration of work and provides equal remuneration to men and women employees for same or similar nature work. This provided financial safety to women. The act is applicable all over India.

Along with all these acts the government of India has also formed some rules for working women to provide them safety at work. The year 2001 was declared as the women empowerment year to empower the women. The government organization that employ women, have to follow certain rules and regulations assigned under the "Women In Public Sector" (WIPS), for employing women employees, that include:

Workplace for women: Government of India does not allow the women employees to work in the mines or at the field where there is high risk and more manual work is required.

Work hours for women: The Government of India does not allow the women employees, of state or central government undertaking, to work after 6 pm and if in any case they are required to work after the allowed time, the management has to take permission from the District Labuor Officer (DLO) in writing

Despite of all these acts and rules the safety of women is not as expected the main reason behind this is lack of awareness among the women employees as well as the negligence of employer. Tough many of the employers are aware of these act and rules but they don't implement any or some of these as that may affect the quantity of work on the other hand the women employees who are aware of these act do not fight for their right because that may affect their financial condition.

As a result of all this the working women, today, have become more unsafe and insecure while being at work. This research article is an attempt to increase the awareness amongst the employees as well as employer because ultimately both of them have to pay for the consequences thus arise due to unsafe workplace. For employees it may be in the form of mental or any kind of physical harm and for the employer it may be in the form of compensation. The women employees should fight for their right of being safe at workplace without any kind of fear in their mind so as to avoid further big or may be huge loss.