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Q10

Case study. Briefly describe at least four laws that have been enacted by the Government with respect to providing a healthy, safe and equitable working environment for women.

UPSC Civil Services Mains 2023 · GS IV · 20 marks · Ethics Case Studies

Case Studies on above issues.

Facts & figures for this PYQ only.

Numbers move. Confirm the latest Budget, Economic Survey or census round. This sheet is for revision, not a substitute for the model answer.

<https://wrapexams.com/upsc/mains-answers/gs-4/2023/case-study-briefly-describe-at-least-four-laws-that-have-been-enacted-by-the-government-with-respect-to-providing-a-healthy-safe-and-equitable-working-environment-for-women/>

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The POSH statute after **Vishaka v. State of Rajasthan**; **Internal Complaints Committee** and **Local Committee** are its main forums.

Maternity Benefit (Amendment) Act, 2017

Raised paid maternity leave to twenty-six weeks for eligible women and added crèche and work-from-home provisions in specified establishments.

Equal Remuneration Act, 1976

Required equal pay for the same or similar work and barred sex discrimination in recruitment for that work, now largely folded into the Code on Wages, 2019.

Factories Act, 1948

The principal factory-safety law, including welfare amenities such as crèches where the prescribed number of women are employed.

Code on Social Security, 2020

Consolidates maternity benefit and other social-security laws; commencement depends on notification.

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