CONTENTS

Acknowledgements

Table of Cases 1-11

CHAPTER

I INTRODUCTION 1-13

II WOMEN LABOUR: SOCIO-ECONOMIC PERSPECTIVE 14

Historical Perspective 14-22

II Woman Employment—Causes and and Compulsions 22-38

1. Economic 23-29
   a. Poverty 24-26
   b. Low Income of the Family 26-28
   c. Death of the bread winner 28-29

2. Socio-Cultural Forces 29-
   a. Illiteracy 29-32
   b. Lack of Training 32-36
   c. Agrarian Social Structure 36-38

III Woman Labour—Magnitude and Sectoral Distribution 38-101

a. Women in Mines 38-50
b. Women Workers in Agriculture 50-62
c. Women in Plantations 62-72
d. Women Worker in Factories 72-91
e. Contract Labour 92-97
f. Women in Shops, Offices and Establishments 97-99
g. Domestic Service 99-101

III WOMEN LABOUR—IMPLICATIONS AND EFFECTS 102-157

I Family 102-119

II Resultant Effect on Children 119-130

III Women Welfare 130-137

IV Women Labour—Effects on Male Employment 137-140
V Labour Productivity 140-146
VI National Policy 146-157
IV WOMEN AND LABOUR LAWS - THE GLOBAL TRENDS AND PATTERNS 158-263
I Woman Labour - An Universal Phenomenon 158-166
II Institutional Organisation 166-192
i) International Labour Organisation 167-183
ii) UNO Contribution and Woman Labour 184-186
iii) UNESCO 187-192
III Woman Labour in Foreign Countries - 192-263 Areas of Perception
i) Women Employment 192-207
ii) Occupational Safety 207-216
iii) Wage Parity 216-224
iv) Maternity Benefits and Social Security 224-255
v) Protection from Industrial Hazards and Risks 255-263
V WOMEN LABOUR AND PUBLIC POLICY PERSPECTIVE 264-320
I Constitutional Safeguards 264-273
II Judicial Responses 273-297
III State Policy and Women Labour 297-320
a. Government Policy 299-311
b. Plan Policies 312-320
VI WOMEN LABOUR AND LEGISLATIVE FRAMEWORK 321-394
I Employment Conditions 322-328
II Working Hours 329-334
III Working and Service Conditions 335-344
IV Health, Safety and Welfare 344-358