

Social security under work place Laws In India With Special Reference To District Kolkata (West Bengal)

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ABASTRCT:

Social security is the strongest institutional expression of social cohesion and an important means of ensuring an adequate standard of living for people. The Ministry of Labor and Employment has enshrined laws relating to social security with a view to extending social security to all employees and workers in organized and unorganized or any other sector related or ancillary. Social Security Act Dr. Baba Saheb Bhimrao Ambedkar first passed workmen's compensation act, 1923 as a result of hard struggle. Social security is the main driving force of a modern state and the standard of development of the nation is determined based on it. A child's mother's income from retirement is also taken into account by the government even after retirement. Social security implicitly implies that a citizen who has contributed or can contribute to the welfare of his nation should be provided with protection against such life events as unemployment, sickness, occupational injury, maternity, old age, disability, death of the earner in retirement and other emergency expenses that he may incur. During his career or as a result of it, the discussion research paper will attempt to present the history of this organization in the social security of people and their activities.

Index Word:Institutions, citizens, security, Kolkata.

Social Security is inextricably linked in our lives. The Social Security Act has brought radical changes in our lives since its passage, first of all a National Health Insurance Scheme was set up for the poor and underprivileged. Nowadays many citizens have got protection due to the improvement of social security law, but few decades ago i.e. 1970-1980 there was no security, there was no government hospital health center for any disease, in rural areas there was Dr. Bharasa in Hatur, disease, hospital health center and many more. There are some things which are very important for the social security of people, and that is employment, many people suffer from unemployment due to lack of awareness of work, engage people with work in various organized and unorganized sectors, and also have programs for people. The Industrial Employment (Standing Order) Act 1946, which states that employers must have terms and conditions including working hours, leave productivity targets, methods of dismissal, classification of workers, administered by government agencies, was no exception in the Kolkata district of West Bengal, the stream of labor movement flooded this district, and consequently worker movement began in this district as well. West Bengal Shops & Establishments Act, 1963: Regulates Working Conditions and Employment of Employees in Shops and Establishments. An attempt will be made to highlight the history of how the employment of the people of the district was signed through the employment law.

The biggest obstacle to human development is employment, before entering into the main discussion, it is necessary to have an understanding of the program, various issues related to "wages regulations," "The contract labour," "Factories act," "Minimum wages act," "Industrial Disputes," "Child and Adolescents labour." The Government of India passed the Mahatma

Gandhi National Rural Employment Guarantee Act in September 2005. This Act provides a legal guarantee of one hundred days of wage employment in a financial year to adult members of rural households, MGNREGA is mainly implemented by Gram Panchayats, Rs 9000 received is fully taxable, starting from the age of 70 years, Rs 10000 is also fully taxable, before the general elections at the Center in 2024-2025 fiscal. MGNREGA has promised 3-10 percent hike in wage rates for workers for the year, the new wage rates will be effective from April 1, 2024, MGNREGA was launched by Manmohan Singh, 60000 crores in the budget estimate for 2023-24 under **MGNREGA**.

India has a long history of patriarchal traditions, and women have often faced discrimination and oppression in various forms. However over the years, the India Government has introduced several laws and policies to protect women's rights and ensure gender equality. These laws aim to address issues such as violence against women, unequal pay, discrimination in the workplace, and more, while there is still a long way to go in terms of achieving true gender equality the existence of these laws is a positive step towards empowering women and promoting a more equitable society. In the article, we will explore the Laws protecting women's rights in India and their significance in the ongoing struggle for gender equality India has several laws in place that protect women's rights and promote their safety, some of the **major Laws:** Law Year The Protection of The Dowry Prohibition Act-1961 The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act-2013 ,The Medical Termination of Pregnancy Act-1971,The Maternity Benefit Act-1961,The Equal Remuneration Act-1976,The Prohibition of Child Marriage Act-2006,The Hindu Succession Act-1956,The Indecent Representation of Women (Prohibition) Act-1986,The National Commission for Women Act-1990,Laws Protecting Women's Rights in India - The Protection of Women from Domestic Violence Act (2005) This act was enacted to protect women from violence and abuse within their homes. It recognizes a woman's right to live a life free from violence and abuse and provides various forms of protection and relief to women facing domestic violence.Know the tribes of Uttar Pradesh

Laws Protecting Women's Rights in India - **The Dowry Prohibition Act (1961)**

This act prohibits the giving or taking of dowry, which is a practice prevalent in some Indian communities, where the bride's family is expected to give money or gifts to the groom's family. This act aims to prevent the exploitation of women by their in-laws and to promote gender equality.

Laws Protecting Women's Rights in India - The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act (2013)

This act aims to protect women from sexual harassment at their workplace and provides a mechanism for redressal of complaints. It requires all organizations to have a committee in place to deal with complaints of sexual harassment and to ensure a safe working environment for women.

Understand the functions and anatomy of human body!

Laws Protecting Women's Rights in India - The Medical Termination of Pregnancy Act (1971)

This act allows women to terminate a pregnancy under certain circumstances, such as when the pregnancy poses a risk to the woman's life or health or when the pregnancy is a result of rape or failure of contraceptive measures. This act empowers women to make decisions about their bodies and reproductive health.

Here are some of the longest bridges in India.

Laws Protecting Women's Rights in India - The Maternity Benefit Act (1961)

This act provides for maternity benefits, such as paid leave, to women who are pregnant or have recently given birth. This act aims to ensure that women are not discriminated against in the workplace due to their pregnancy and to support them during this period.

Laws Protecting Women's Rights in India - The Hindu Succession Act, 1956

The 2005 Amendment to the Hindu Succession Act granted daughters equal rights to inherit property in joint families, ensuring both men and women are treated as rightful heirs. Publications like the Hindu Succession Act, 1956 by Universal and Lexis Nexis enhance its utility by including examples like Deeds for appointing an heir, Petitions for granting Succession Certificates, and Petitions for granting or revoking Letters of Administration for property.

Laws Protecting Women's Rights in India - The Prohibition of Child Marriage Act, 2006

This act also aims to stop forced marriages of minors to protect their rights. It ensures that girls can grow up, get an education, and make informed decisions about their lives and marriages, which is crucial for their health and well-being. However, enforcing this law has been challenging in many regions due to local customs and traditions. The Prohibition of Child Marriage Act is a significant law, and publications like Universal and Lexis Nexis provide comprehensive coverage of all its legal aspects.

Laws Protecting Women's Rights in India - The Indecent Representation of Women (Prohibition) Act, 1986

The law prohibits any inappropriate portrayal of women in print, media, or advertisements. It aims to safeguard women's dignity and decency, and encourages respect towards them. Publications like Universal and LexisNexis provide detailed information about The Indecent Representation of Women (Prohibition) Act, 1986, including its rules and regulations.

Laws Protecting Women's Rights in India - The National Commission for Women Act, 1990 (NCW)

The National Commission for Women (NCW) was established in 1990 under the NCW Act to protect and promote women's rights in India. It addresses issues such as gender discrimination, violence against women, and other violations of women's rights. The National Commission Acts Bare act by Universal and Lexis Nexis includes related laws such as the Women Act, 1990 and Minorities Act, 1992.

Parlament has passed the constitutional (one Hundred and Twenty Eight Amendment) Bill,2023 Which seeks to reverse one Third of the total number of seats for women in loksabha sate legislature.

The **Me Too**(or **#Me Too**; original English name **#MeToo** Movement) movement, with local or international name variations, is a social movement against sexual abuse and sexual harassment, where people file complaints of sexual crimes,[1][2][3] In this context, the phrase "me too" was first used in social media on MySpace in 2006 by sexual assault survivor and activist [4].The Center, which had formed a special committee on women's safety at work, recently launched a nationwide "Mee Too Movement," a social movement against sexual abuse and harassment, with varying local and international names. movement, where people air sexual assault allegations,[1][2][3] the phrase "me too" in this context was first used in the media by sexual assault survivor and activist Tarana Vaka in 2006 on MySpace [4] where celebrities Sexual harassment and even rape. Women were accused of sexual harassment one after the other, the names of the people are being mentioned, the Center took initiative to understand the situation, a special committee has been formed under the leadership of Union Home Minister Rajnath Singh. A Home Ministry official said the Rajnath Singh-led committee, which includes Transport Minister Nitin Gadkari, Defense Minister Nirmala Sitharaman and Women and Child Welfare Minister Maneka Gandhi, will examine the existing laws and institutional frameworks to protect women from sexual harassment in the workplace. If necessary, recommend the resources, ensure that there is no loophole anywhere. This movement reached the capitals of the country and recently entered the Parliament House, where MG Akbar was accused of harassment by his former colleagues, who resigned from the position of Minister of State in the Ministry of External Affairs. He has to pay.

Work Schedule:

The Act provides special provisions regarding the working hours for women:

No woman worker shall be allowed to work in a factory except between 6 a.m. and 7 p.m. The State Governments may by notification vary the limits as set out in this point, but in no circumstance will women employees be allowed to work between 10 p.m. and 5 a.m.

A female worker's shift timing need not be altered except after a weekly holiday or a different holiday. Thus, employees (female) now have the right to receive at least a 24-hour notice for their change in shift timing.

Department of Women Development and Social Welfare, Government of West Bengal (DWD&SW) has designed the Kanyashree Prakalpa - a conditional cash transfer scheme with the aim of improving the status and well being of the girl child in West Bengal by incentivizing schooling of all teenage girls and delaying their ...Kanyashree Prakalpa scheme in West Bengal is open to girls between 13 – 18 years of age who belong to families with an annual income of less than Rs. 1,20,000. The capping on annual income is not applicable for girls who have lost both parents, are physically challenged (40% disability), or are inmates of J.J. The scheme has two cash transfer components: The first is an Annual incentive of Rs. 1000/- to be paid annually to the girls in the age group 13 to 18 years (studying in Class VIII equivalent or above for every year that they remained in education, provided they are unmarried at the time.

SABOOJ SATHI Scheme promotes the empowerment of girl students by providing them with bicycles, making it easier for them to travel to school. Enhanced Mobility: The scheme provides enhanced mobility to students who live in remote areas, which makes it easier for them to attend school.

Hon'ble Finance Minister, in his Budget Speech of 2015-2016, announced a scheme for distribution of bicycles to an estimated 40 lakh students studying in classes IX to XII in Government and Government Aided Schools and Madrasahs of the State.

Eligibility criteria for student credit cards vary by bank and credit card company. However, some common requirements include: Being at least 18 years old, Being a student at a college or university, Having a student ID card, Having an Indian citizenship.

The Swasthya Sathi scheme is a health insurance plan in West Bengal that provides cashless medical treatment for residents. Here are some of the laws and regulations of the Swasthya Sathi scheme: Eligibility To be eligible, you must be a permanent resident of West Bengal and cannot be enrolled in another government health insurance scheme. Coverage The scheme covers primary, secondary, and tertiary care, pre-existing diseases, and physically challenged dependants. Benefits The scheme offers a health coverage of up to Rs. 5 lakh annually per family. The state government bears the entire premium, and there is no contribution from the beneficiary. Smart card

Each family receives a Swasthya Sathi smart card on the day of enrollment. The card captures details of family members, such as photographs, biometric, address, and mobile.

The Lakshmir Bhandar scheme is a program by the West Bengal government that provides financial assistance to women from economically disadvantaged backgrounds:

Eligibility

Women between the ages of 25 and 60 who are residents of West Bengal and enrolled in the Swasthyasathi scheme are eligible. They cannot be government employees or retired government employees.

Benefits

Women receive a monthly cash transfer of ₹1,000, or ₹1,200 for women from SC/ST households. The money is transferred directly to the beneficiary's bank account.

The Rupashree Prakalpa is a scheme by the West Bengal government to provide a financial grant to families in need when their daughter marries. The scheme aims to help families who would otherwise have to borrow money at high interest rates to pay for their daughter's wedding.

To be eligible for the Rupashree Prakalpa, the applicant must meet the following criteria:

Be at least 18 years old

Be unmarried when applying

Be a permanent resident of West Bengal, or have lived in the state for at least five years, or have parents who are permanent residents

Have a family income of no more than Rs. 1.5 lakhs per year

Have a prospective groom who is at least 21 years old

Have an active bank account in her name, with an IFS and MICR code, that can make e-payments through NEFT

The application form, along with all required documents, must be submitted to the office of the borough officer where the applicant lives. The application must be submitted between 30 and 60 days before the proposed marriage date.

The application will be assigned to an Enquiry Officer who will verify the details and submit a report. The Sanctioning Officer will then approve or reject the application. If the application is approved, the Drawing and Disbursing Officer will transfer the grant to the applicant's bank account at least five days before the wedding.

Summary :

One of the most discussed and debated issues that happened recently, which is known to all today, R.G. Kar Medical College and Hospital (RGKMCH) is a Public hospital in Kolkata, West Bengal, India[5] which started as Asia's first private medical college.[6][7] It was established in 1886 to ensure self-sufficiency in medical education and services in the colonial era. On May 12, 1958, the West Bengal Government assumed management of the establishment.[8] It was under the University of Calcutta from 1916 to 2003 and affiliated to West Bengal University of Health Sciences when it was established in 2003.[9][10] The college is a co-educational institution that is recognized by the National Medical Commission and affiliated with the West Bengal University of Health Sciences. Is a horrible incident that happened in R.G.KAR.MEDICAL COLLEGE, a woman on duty Dr. Moumita Debnath on 9th August night, she was engaged in 36th hour of work and rested in the seminar room. He was being taken, while he was in semte some male peaches ate him like a beast West Bengal govt did not take any action against the culprits associated with him, this movement started after the death of **Dr. Moumita Debnath** there all the people demanded "**Justice For R.G.KAR**" slogans regardless, but The movement is still continuing, which has not been resolved. 50 junior doctors have resigned. Now, in the 21st century, we have to see incidents like employment sexual harassment. seems.

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