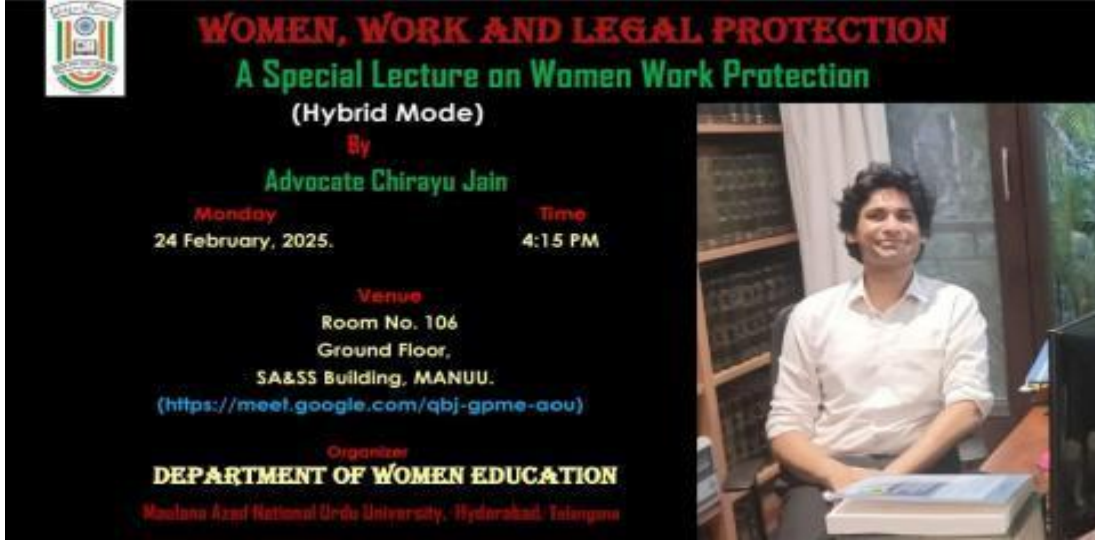


**Department of Women Education**  
Organized a Special Lecture on  
**Women, Work and Legal Protection**  
on 24 February, 2025  
(Report)



Department of Women Education, Maulana Azad National Urdu University, Hyderabad organised a special Lecture on **Women, Work and Legal Protection**, on 24 February 2025, at 4:00 PM in Room No. 106, Department of Women Education, School of Arts and Social Sciences Building, MANUU, Hyderabad.

Providing awareness of laws to students helps in knowing their rights and responsibilities. It also helps in protecting them from misuse of application of law and makes informed decisions when needed. It also navigates the legal process. The Department of Women Education felt it important to organise a lecture titled *Women, Work and Legal protection* so that students can have awareness about various legal provisions available while at work and how they can best advocate for their entitlements.

The lecture was delivered by well-known Advocate Chirayu Jain. Advocate Jain is a practicing lawyer before the courts in Delhi-NCR. His expertise includes civil, commercial disputes and labour laws. He regularly assists retired Judges of the Supreme Court of India in commercial arbitrations and associates at chambers with many senior advocates of the Supreme Court. He has many research publications in his credit and editorials in leading News Papers.

Mr. Jain discussed at length about the work and the legal protections available to the workers in general and women in particular. Providing knowledge means empowering them and protect them from misuse and enable them to get fair and equal treatment so, various laws related to work, working conditions, equal wage for equal work, maternity benefit, domestic workers, protection from sexual harassment were discussed.

The lecture was followed by the discussion. It was quite enriching and equipped the audience with knowledge that may foster confidence and independence in them. It was attended by a large number of students, scholars and others.

Dr. Shabana Kesar, Head of the Department, while giving the concluding remarks highlighted the need of legal awareness especially for women as they face many challenges.

The event was successfully coordinated by Dr. Parveen Qamar, Associate Professor and was convened by Dr. Tabrez Taj, faculty in the Department.

### Glimpses of the Event:

2/24/25, 5:11 PM

Meet - qbj-gpme-aou

Chirayu Jain (Presenting)

File Edit View Insert Format Slide Slide Show Tools Window Help

## UWSSA and POSH Act

- UWSS Act recognition of 'domestic workers' as wage workers – Should BWSSB v A Rajappa be re-looked?
- Idea of Social Security by state vs the employer (UWSS Act and BOCW Act).
- POSH Act – debatable issues:
  - Idea of Internal Complaints Committee – history and the need;
  - Having employer in the position of judge.

Slide 12 of 13

Default 8.05 / 14.23 0.00 x 0.00 English (India) 114%

Chirayu Jain

Arshad

SHAFQUAT JAHAN

Rukhsar A

Tauhid Ansari

24

## UWSSA and POSH Act

- UWSS Act recognition of 'domestic workers' as wage workers – Should BWSSB v A Rajappa be re-looked?
- Idea of Social Security by state vs the employer (UWSS Act and BOCW Act).
- POSH Act – debatable issues:
  - Idea of Internal Complaints Committee – history and the need;
  - Having employer in the position of judge.

Slide 12 of 13

Default 8.05 / 14.23 0.00 x 0.00 English (India) 114%

2/24/25, 4:30 PM Meet - qbj-gpme-aou

Chirayu Jain (Presenting)

### Unjust terminations

- Contractual/ daily-wage/ gig/ platform-based workers;
- Terminations, wages and continuity of service around maternity periods;
  - Maternity Benefits Act, 1961 – Section 4. Employment of, or work by, women prohibited during certain periods: (1) no employer shall knowingly employ a woman in any establishment during the 56 weeks immediately following the day of her delivery if [ miscarriage or medical termination of pregnancy]
- Termination of Contractual Academic by not renewing the contract (Delhi University) – S. 2(so)(bb), ID Act.
- Grounding of over-weight air hostesses (Air India).
- Concepts of period leaves in app-based works.
  - Period leaves for white collar employees – ‘Partner status’ for blue collar

4:30 PM | qbj-gpme-aou

<https://meet.google.com/qbj-gpme-aou>

1/1

People

Add people

Contributors 33

P	Parveen Qamar ... (You)	🔊	⋮
A	Anshad	🔊	⋮
B	Ben Hassan	🔊	⋮
C	Chirayu Jain	🔊	⋮
C	Chirayu Jain	🔊	⋮
D	Dr Shabana Kesar	🔊	⋮
D	Dr Tabrez Hussain	🔊	⋮
H	HOD Department of W... Meeting host	🔊	⋮
H	Huma Khan	🔊	⋮
J	Journalist Rahmatulla ...	🔊	⋮
K	Korasha Khatoon	🔊	⋮
M	Md Ashif alam Md Ash...	🔊	⋮
M	Musrat Abdullah	🔊	⋮
N	Navidul Hasan	🔊	⋮
P	Parvez Iqbal	🔊	⋮
R	Rukhsar Anjum	🔊	⋮
S	saba Firdaus	🔊	⋮
S	SAHLA MOLPN	🔊	⋮
S	Sabun Tara	🔊	⋮
S	Sajad Ahmed	🔊	⋮
S	Sara Samad	🔊	⋮

Program Coordinator

Head of the Department