Objective of the study:

1. In 1949 a Constitution was drafted which gave equal rights and status to all Indian citizens. The objective of the study is to review provisions made in constitution of India for women.

2. The government has taken a number of steps and enacted a number of legislations to protect and safeguard women and ensure that their rights are not abused. The objective of the study is to review provisions made for protection of women under various other Indian laws.

3. India has witnessed many social changes post independence. Today, women have come out of homes and established an identity of their own in different areas of work. Women are part and parcel of the labor force of the most menial and often dangerous occupations in India. The objective of the study is to review welfare provisions made for working women in labor legislation of India.

4. The Supreme Court has also time to time laid down certain guidelines & norms to be strictly observed at all workplaces for the preservation & enforcement of the women rights. These directions according to the court would be binding and enforceable under the law until suitable legislation is enacted to occupy the field. Hence the objective of the study is to review judicial responses for protection of women.
5. The important role played by women in electronics, information technology and food processing and agro industry and textiles has been crucial to the development of these sectors. However, there still exists a wide gap between the goals enunciated in the Constitution, legislation, policies, plans, programmes, and related mechanisms on the one hand and the situational reality of the status of working women in India, on the other. **The objective of the study is to explore status of working women in India.**

6. The Government of India has begun to formulate policies and laws to address the problems of women in the work environment. A special cell within the Ministry of Labor seeks to improve working conditions, wages, and skills of women. **The objective of the study is to find out awareness among women regarding number of legislations to protect & safeguard rights of women.**

7. Employment of women in industrial establishment is common in almost all the countries including India. Special provisions of labour law exist to deal with the special problems of women workers employed in factories, mines, plantation & other industrial establishments. **To investigate whether above all legal provisions influence women to take employment in India & also to reduce career break in the life of women.**
8. To study whether maternity benefits reduce career break in the life of working women even after child birth in India & to study maternity benefits of other countries.

9. The employment of women leads to widespread disorganization of family life. The lack of parental care on the development of a child’s personality may continue even in his adult life. Parental leave mandates are associated with high female employment rates, but with reductions in relative female wages if leave is of extended durations. If fathers were given longer periods of leave, would it shorten the career breaks of women? There is room for policy changes, so objective of study to design policy which might promote both female labor supply & equal role sharing by male & female.