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## A Glimpse of Laws Regarding Women Empowerment in India

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*Abstract : Women empowerment has emerged as a central theme in contemporary socio-legal discourse, reflecting the growing recognition of women's rights as fundamental human rights. Legal provisions play a crucial role in dismantling gender inequalities, ensuring justice, and enabling women to participate fully in all spheres of life. In India, "constitutional provisions such as Articles 14, 15, and 21 guarantee equality, non-discrimination, and protection of life and liberty, forming the foundation of women's legal empowerment. Landmark legislations including the Dowry Prohibition Act, 1961; the Protection of Women from Domestic Violence Act, 2005; and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, have provided significant safeguards against exploitation and violence. Judicial interventions in cases like Vishaka v. State of Rajasthan and Apparel Export Promotion Council v. A.K. Chopra have further reinforced the legal mechanisms for gender justice". Despite these advancements, challenges such as inadequate implementation, socio-cultural barriers, and lack of awareness continue to impede progress. This paper critically examines the law provisions of women empowerment, analyzing constitutional mandates, statutory provisions, and judicial interpretations while highlighting the need for effective enforcement to the protection of women and to ensure true empowerment and gender equality.*

**Key words– Women Empowerment, Gender Justice, Statutory Provisions, Women's Rights.**

**1. Introduction-** A combination of legal privileges and the actual ability to exercise action in both private and public realms is what is meant by the term "women empowerment." There have been instances in India where the law has served as both a sword and a shield. Courts have overturned discriminatory conventions and read constitutional ideals into loopholes, while Parliament has established specific acts to prevent violence, improve economic opportunities, and equalize status within the family. However, legislative guarantees are not sufficient to guarantee empowerment on their own. Social norms, deficiencies in infrastructure, and inconsistent enforcement can all work to mitigate the consequences of legal reform. It is therefore necessary to (i) map the constitutional foundations of equality and dignity, (ii) study significant statutes and the doctrinal work that courts have done to interpret them, and (iii) evaluate how institutions turn precedent and policy into outcomes in order to gain an understanding of the legal side of empowerment.

### **2. Constitutional Provisions for Women Empowerment:**

The Const. of India provides a layered framework for gender equality and empowerment:

**1. Equality and Non-Discrimination:** "Article 14 guarantees equality before the law and equal protection of laws"; Articles 15(1) and 16 prohibit discrimination on grounds including sex and ensure equality of opportunity in public employment.

**2. Protective and Enabling Measures:** "Article 15(3) empowers the State to make special provisions for women and children", constitutionally validating affirmative and remedial schemes.

**3. Life, Liberty, and Dignity:** Article 21 has been expansively read to include privacy, bodily integrity, reproductive autonomy, health, and decisional freedom-values crucial to women's rights.

**4. Directive Principles:** Articles 39(a), 39(d)-(e), and 42 urge equal livelihood, fair wages, and maternity relief, guiding legislation and judicial interpretation.

**5. Fundamental Duties:** "Article 51A(e) calls upon citizens to renounce practices derogatory to women's dignity, providing a normative backdrop for anti-stereotyping".

Indian constitutionalism has moved from formal equality to substantive equality and transformative constitutionalism, requiring scrutiny of the effects of rules on structurally disadvantaged groups and enabling courts to dismantle entrenched hierarchies.

### **3. Legislative Initiatives for Women Empowerment-**

#### **3.1 Safety, Bodily Integrity, and Freedom from Violence:**



• **Protection of Women from Domestic Violence Act, 2005 (PWDVA):** A civil, rights-based statute that recognizes physical, sexual, verbal, emotional, and economic abuse; provides residence orders, protection orders, custody, and monetary relief; and creates Protection Officers and service providers.

• **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH):** Codifies employer duties, Internal/Local Committees, timelines, and survivor-centric redress; rooted in the earlier Vishaka guidelines.

• **Criminal Law (Amendment) Acts, 2013 & 2018:** Following the Justice Verma Committee, these reforms clarified consent, broadened the definition of rape, and created offences such as stalking, voyeurism, and acid attacks, alongside stronger sentencing and procedural safeguards.

• **POCSO Act, 2012:** A child-protective, gender-neutral statute (critical for girls) with special courts, presumptions, and child-friendly procedures.

• **Acid Attack Regulation (via judicial directions) & Compensation Schemes:** Courts have driven standards for regulation of acid sales and victim compensation.

• **Immoral Traffic (Prevention) Act, 1956:** Information Technology Act, 2000 (Sections 66E, 67, 67A) addressing voyeurism, obscenity, and privacy violations online”.

### 3.2 Family Status and Property Rights:

• **“Hindu Succession (Amendment) Act, 2005:** Grants daughters equal coparcenary rights, correcting historic exclusions from ancestral property”.

• **“Prohibition of Child Marriage Act, 2006”:** Declares child marriage voidable, creates Child Marriage Prohibition Officers, and enables preventive injunctions.

• **Personal Law Reforms and Judicial Review:** Incremental changes across religious personal laws have been catalyzed by judicial scrutiny grounded in equality and dignity.

### 3.3 Economic and Labor Rights:

• **Equal Remuneration/Code on Wages:** Principle of equal pay for equal work aligns with Article 39(d) and ILO norms.

• **Maternity Benefit Act, 1961 (as amended):** Expanded paid maternity leave and mandated creches for larger establishments.

• **Representation in Public Employment:** Rules and reservations under Articles 15(3)/16 and sectoral policies build pipelines, while courts have tackled indirect discrimination in promotion and evaluation norms.

### 3.4 Emerging Digital and Public Sphere Harms:

• **IT Act and Intermediary Rules:** Enable takedown of non-consensual intimate imagery, cyberstalking, and deepfakes; yet require capacity-building for swift evidence preservation and survivor support.

## 4. The Role of Judiciary towards Women Empowerment-

### 4.1 Workplace Dignity and POSH:

• **Vishaka v. State of Rajasthan (1997):** In a legislative vacuum, the Supreme Court issued binding guidelines recognizing sexual harassment as a violation of Articles 14, 15, 19, and 21, thus constitutionalizing workplace dignity.

• **Apparel Export Promotion Council v. A.K. Chopra (1999):** Clarified that harassment includes non-physical conduct that undermines dignity and equal opportunity.

• **Medha Kotwal Lele v. Union of India (2013):** The Court monitored compliance with Vishaka, catalyzing institutionalization that later informed the POSH Act.”

### 4.2 Bodily Autonomy, Privacy, and Reproductive Choice:

• **“K.S. Puttaswamy v. Union of India (2017) (Right to Privacy Verdict case):** Recognized privacy as a fundamental right; its dignity and autonomy rationale anchors reproductive rights and informational privacy”.

• **“Independent Thought v. Union of India (2017):** In this case Judgement read down Exception 2 to Section 375 IPC (the marital rape exception case), criminalizing sex with his minor wife, foregrounding child protection over marital status”.



- **X v. Govt. of NCT of Delhi (2022)**: Interpreted the MTP (Amendment) Act, 2021 to extend abortion access for unmarried women within the 24-week framework and emphasized confidentiality and non-discrimination.
- **Nipun Saxena v. Union of India (2019)**: Strengthened survivor anonymity and ethical reporting standards.

#### 4.3 Family Status, Stereotypes, and Equal Citizenship:

- **“Shayara Bano v. Union of India (2017)**: Invalidated instant triple talaq (talaq-e-biddat), aligning personal law practices with constitutional equality and dignity”.
- **“Joseph Shine v. Union of India (2018)**: Decriminalized adultery, repudiating paternalistic notions of women as property and reinforcing decisional autonomy”.
- **“Hiral P. Harsora v. Kusum Narottamdas Harsora (2016)**: Expanded Protection of Women from Domestic Violence Act, 2005 (PWDVA’s) scope by removing the “adult male” limitation, enabling action against any perpetrator”.

#### 4.4 Equality in the Armed Forces and Public Institutions:

- **Secretary, Ministry of Defence v. Babita Puniya (2020)**: Mandated permanent commission and command positions for women in the Army, rejecting stereotypes about physiological limitations.
- **Union of India v. Lt Cdr Annie Nagaraja (2020)**: Ordered permanent commission for women in the Navy.
- **Lt. Col. Nitisha v. Union of India (2021)**: Condemned indirect discrimination in evaluation criteria, operationalizing substantive equality.

#### 4.5 Transformative Constitutionalism in Public Spaces:

- **“Indian Young Lawyers Association v. State of Kerala (2018) (Sabarimala case)**: Held that exclusion on the basis of menstruation-linked practices violates equality and dignity (subject to reference on broader questions)”.
- **Shafin Jahan v. Asokan (2018) (Hadiya case)**: Affirmed an adult woman’s decisional autonomy in marriage, religion, and movement (an adult women to marry a person of her choice).

The above case law advance a jurisprudence of non-stereotyping, substantive equality, and autonomy, binding executive agencies, employers, and lower courts to gender-just standards.

#### 5. Govt. Initiatives for providing gender equality and empowerment-

- **National and State Commissions for Women (NCW/SCWs)**: Statutory bodies for policy advice, inquiry, and complaints, with powers to recommend and monitor implementation.
- **Legal Aid and Special Courts**: The Legal Services Authorities Act facilitates free legal aid; POCSO and fast-track courts provide specialized forums with child- and survivor-friendly procedures.
- **“One-Stop Centres (OSCs)**: Provide integrated medical, legal, and psychosocial support to survivors of violence”.
- **POSH Internal Committees & Local Committees**: Decentralized mechanisms for prevention and redress of workplace harassment, requiring employer training, policies, and periodic reporting.

#### 6. Persistent Challenges Faced by Women’s in India-

1. **Implementation Gaps**: Laws often outpace capacity-Protection Officers are overburdened; POSH committees may be absent or non-functional in smaller establishments; and shelter, counseling, and forensic services vary widely by state.
2. **Intersectionality**: Women’s experiences are shaped by caste, tribe, religion, disability, sexuality, age, migration, and rurality; uniform remedies can miss context-specific harms.
3. **Under-Reporting and Attrition**: Social stigma, financial dependence, and prolonged trials discourage reporting and contribute to high attrition from FIR to conviction.
4. **Digital Harms**: Rapidly evolving technologies (deepfakes, encrypted platforms, doxxing) outstrip investigative capacity and evidence preservation protocols.
5. **Workforce Participation and Care Burdens**: Maternity provisions exist, but creche implementation, flexible work, and safe public transport remain uneven, affecting economic empowerment.
6. **Personal Law Reform**: Piecemeal changes leave unresolved tensions between equality and group autonomy, requiring participatory law-making.



**7. Health and safety:** Public safety for women is an essential part of development.

**7. Conclusion-** The analysis of legal aspect of women's empowerment in India is a story of constitutional ideals steadily translated into enforceable norms through legislative action and judicial innovation. Parliament has crafted statutes that protect against violence, open economic opportunity, and secure equal status within families. The Judiciary has played an important role in providing gender equality and women empowerment. Yet empowerment ultimately turns on implementation—on whether a survivor can file a complaint safely, obtain timely relief, keep her job without harassment, and access healthcare and justice without humiliation. The next frontier is institutional: investing in people, processes, and data that make rights real. With sustained political will, community engagement, and gender-responsive governance, India can move closer to the Constitution's promise of equal citizenship for all women.

#### **8. Suggestions-**

- **From Formal to Substantive Enforcement:** Audit rules and HR policies for indirect discrimination (e.g., height/weight cut-offs, gaps in maternity/promotion pathways); require reasoned decisions that apply proportionality and non-stereotyping.
- **Strengthen Frontline Capacity:** Invest in Protection Officers, OSCs, forensics, special prosecutors, and digital evidence labs; standardize survivor-friendly SOPs (video testimony, support persons, interpreter services).
- **Compliance and Transparency:** Mandate quarterly POSH and PWDVA compliance reporting, random audits, and public dashboards; link performance-based grants to states meeting service benchmarks.
- **Legal Literacy and Community Partnerships:** Scale rights education with women's collectives, bar associations, and local governments; embed legal awareness in school/college curricula and workplace induction.
- **Inclusive Economic Measures:** Enforce equal pay for equal work, creche norms, and anti-discrimination in hiring; encourage flexible work and safe transport; promote women's participation in public procurement and entrepreneurship schemes.
- **Harmonize Personal Law with Equality:** Pursue transparent, participatory reforms that respect religious freedom while ensuring core non-discrimination and dignity guarantees.
- Establish high level leadership for gender equality.

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