

# **WORKING WOMEN AND ISSUE OF HUMAN RIGHTS IN SOUTH AFRICA AND INDIA**

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## CHAPTER-6

# CONCLUSION

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### Introduction

Women are exploring the new horizons in the world. They are attaining new roles and capabilities to enrich the lives of the people across the globe. The women of the world are working hard to achieve their position in the society. The women are working as journalists, actors, media professionals, astronauts, politicians, economists etc. They are enlarging their roles by adopting new professions. The women are acting as agents of change, bringing change in the society by diminishing the old patterns, which continue to suppress women, and looking forward towards adapting new roles of women in the different societies across the globe.

Throughout the history, girls and women always had less opportunity and encouragement than boys and men to participate in education, employment, and economic activities. The women lack their basic human rights such as political rights, economic right, social rights and cultural rights etc. and they lack equality in terms of opportunities and participation of women in the economy. But, the women today have checked the shortcomings, and forging ahead towards advancing their future as well the future of the world.

Opening up possibilities for girls and equipping them with the confidence and skills to participate equally in society has the potential to unlock a more prosperous and promising future for all people. Girls and women hold a disproportionate share of care and domestic burdens compared to male family members. ‘Globally, girls aged 5 to 14 spend 40 percent more time on household chores as compared to boys of their age group. In households, where girls are restricted to the domestic sphere, their time and mobility are severely limited. As changes in time-use can disrupt the balance of power in the home, parents may initially view girls’ exploration and empowerment as a threat to the family structure. When daughters aspire to greater educational attainment, mobility, or employment, it may impede their ability to contribute to household livelihood activities, perform chores, or help with care work’ (**Opening up Possibilities for Girls, 2020**). Today, the women are more confident of themselves

and are looking for new job opportunities to enhance their position in the society. The women are emerging as change makes initiating the process of changing the way the society looks upon them not as a suppressed one, but as an equal citizen.

From the history of both South Africa and India, it is quite evident that women were the sufferers and continue to suffer at the hands of the male counterparts even today. Their sufferings were not only confined to domestic homes but to the workplaces as well. But, the women are spreading their wings and emerging with potential to bring prosperity towards the family, the nation and towards the world at large. They inherit strong will power with which the women of South Africa and India are paving path of gender equality for the generations to come.

In the 21<sup>st</sup> century, the gender relations in both South Africa and India are more flexible as compared to the earlier period. The lives of the women are changing towards a better future wherein there are no notions of gender discrimination, paving the path for a gender neutral environment. Women of the South African and Indian societies are no more bounded by the boundaries of family and work life, they are contributing immensely for a better environment. In the global age, technology is emerging as a powerful tool to empower women throughout the world. The advancement of technology and adapting programming will be useful for fighting for the rights of women and leading to gender equality.

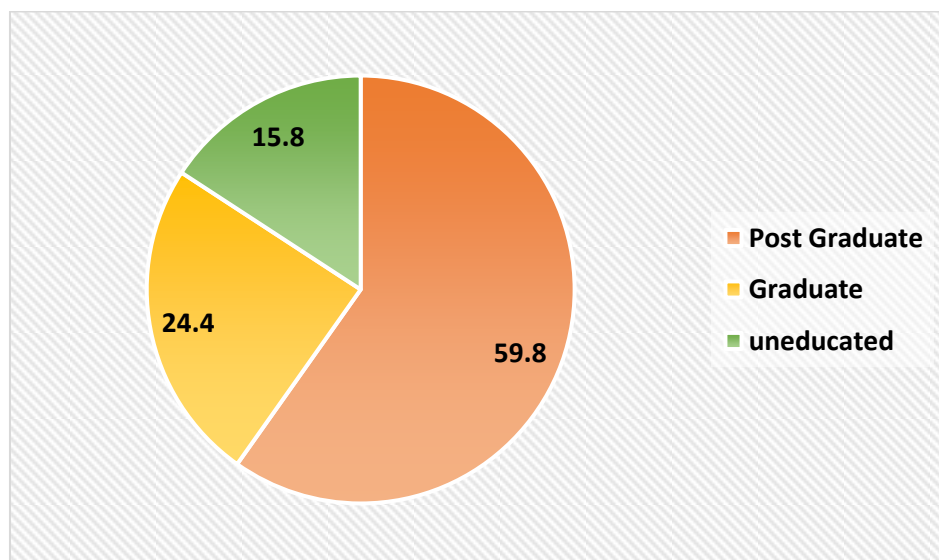
The unpaid labor that the women does is filled with love and care. The household chores along with child rearing activities, taking care of the elderly all of this, initiates a new word power to women across the nations of the world. The women act as power engines who work earnestly showering their care and concern for all. Through thick and thin, the women are encompassing all roles be mother, sister, wife, daughter throughout her life. The women of the world are witnessing change as how the families are talking about the care and efforts that the women put in, in each and every responsibility throughout her life. The modern families of both South Africa and India are viewing women as potential assets and are required for the smooth functioning of both the house and the economy. The need of the world today is empowering women, their rights need to be safeguarded in the domestic place and at the work-place also. There is a strong need to value the unpaid labor of the women in the world.

The Covid-19 epidemic is spreading in the world. It has impacted the lives of the people badly, but it is the women who are more seriously hit by this epidemic. This epidemic has increased the responsibility of households on the women. The working women is playing dual responsibility by taking care of the household needs, children, family, and performing the official work from home. The new life has included the concept of 'Work from Home (WFH)' for all. In the modern societies of South Africa and India, the male is also offering a helping hand to the females in the household chores, but still the responsibility of maintaining the household lies on the shoulder of the women.

### Questionnaire as a Method of Research

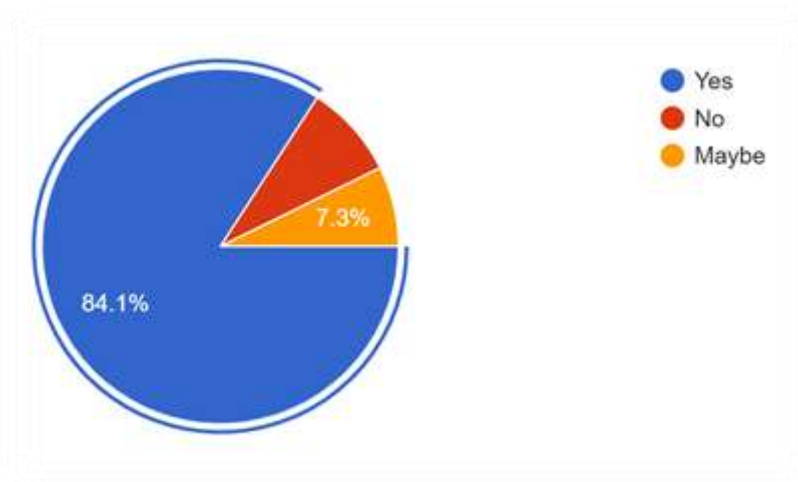
During my research, I have prepared Questionnaire titled Working Women and Issue of Human Rights in South Africa and India. Around 100 women from both South Africa and India filled the Questionnaire. The analysis of the Questionnaire was that the educated women lived life with more respect and dignity than the uneducated women. In both South Africa and India, educated women whether married or unmarried assumed an important role in the family, and being an independent women acted as a powerful instrument to establish themselves independently in the society today. The analysis of Questionnaire in terms of Education is described as follows:

**Pie Chart 6.1**



The Pie chart 6.1 explores the percentage of educated women- Post Graduate and Graduate and the Uneducated women. In analysis of 100 women from South Africa and India, about 59.8 % women are Post Graduate, 24.4% are Graduate and only 15.8% women are uneducated. The analysis showed that the educated women faced less number of discrimination at the workplace. The educated women continue to raise their voice against discrimination against violation of the rights of the women. the employment status is of the working women who are contributing towards the development of the nation. Women need to be aware of their human rights at the global level.

**Pie Chart 6.2**



The Pie Chart 6.2 depicts the awareness regarding human rights of women at the workplace. The analysis through the Questionnaire depicts that large number of educated women stand aware of their human rights. It is quite evident that the educated women who are working in the organised sectors are much aware of their human rights than the women working in the unorganised sectors in both South Africa and India.

Education is the strong foundation of human life can be laid. Both men and women should be given equal opportunities to develop and prosper themselves in the world. By investing in the education of women, it is a step toward building nations. As continent and nations, the need of education continues to grow. Education is not only about educational system, it is about everything of a person's life. From the

perspective of educated people, education of the women is the need of the modern global world.

The family is responsible for empowering girls since the beginning of their lives. The women need to claim their rights, they are bearing the brunt of being victims, reporting to the Police needs to be imagined in a far better way. There needs to be changed attitude towards girls and women. Mind-set needs to be changed regarding women as inferior. At the ground level, the improvements need to be done at the domestic sphere.

The analysis of the Questionnaire also focussed on the existence of Gender inequality in core roots of both the South African and Indian societies. In both these nations, the gender related policies need to be developed, implemented and monitored based on the circumstances in which the women live. The nations should aim at developing and implementing such policies that aim at reducing gender inequalities at the domestic sphere and in the work sphere. The workplace should incorporate gender sensitization programmes looking forward to establish a gender neutral society.

In order to improve inequalities, the people should stop judging on the basis of gender, rather respect the efforts and task performed by them. The need is to look beyond the gender. The need is to look about the capabilities a person has. The women of the global era should be assigned roles according to her capabilities and not according to the gender. The nations should aim at providing ample opportunities to the women to grow and prosper in the respective fields. The women should not be considered weak, she should be given challenging roles and it is true that women will excel in these roles through her capabilities.

The analysis of the Questionnaire also raised awareness on setting up sexual harassment committees in every workplace. It is necessary to set up sexual harassment committees and grievance cell to address the challenges and problems faced by the working women in organised and unorganised sectors of both South Africa and India. These committees will also provide counselling and guidance to the working women in distress. Basic human rights of women to have education. Gender equality affects women by considering for men before the women.

## **Protecting and Promoting Human Rights of Working Women in South Africa and India**

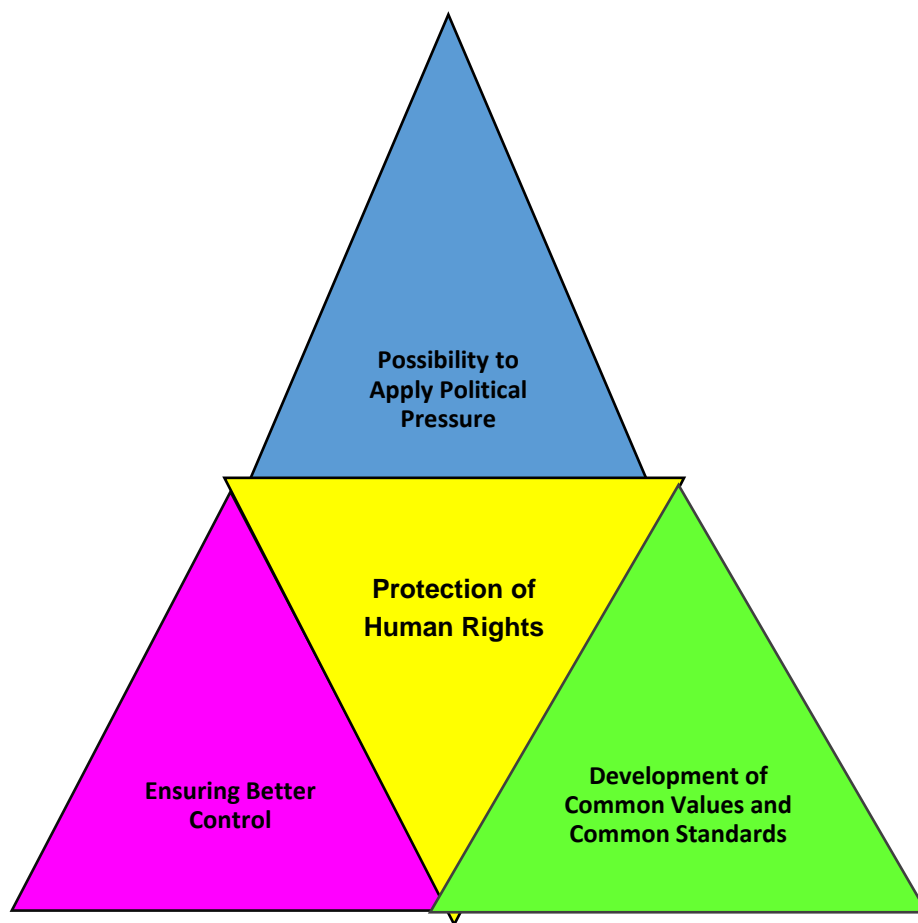
The concept of human rights is as old as the human civilization. Human rights form an essential place in the lives of the people all over the world. The idea of human rights encompasses the basic idea of humanity. According to the United Nations, “human rights ensure that a human being will be able to fully develop and use human qualities such as intelligence, talent, and conscience and satisfy his or her spiritual and other” (**Human Rights Basics, 2020**). Human rights encompasses certain principles of equality, liberty, freedom and justice and are equal for all irrespective of any discrimination. The notion of protection and promotion of human rights is gaining momentum. The human rights of the women especially the rights of the working women need to be taken care of.

Protection of human rights entails the need for the human rights to be protected. The world is witnessing changes in the form of changing gender roles. The women are empowering themselves, thus it calls upon for the protection of the human rights of the women worldwide. The women are the most vulnerable section of the society who are devoid of their basic human rights such as right to food, clothing, shelter, right to education, right to equality etc. Thus, at the international level, there arises the need to protect the rights of the women. Poverty, illiteracy and unemployment acts as barriers in the path of protection of human rights of the people in the world. As Nelson Mandela rightly said “overcoming poverty is not a gesture of charity. It is an act of justice. It is the protection of a fundamental human right, the right to dignity and a decent life” (**Nelson Mandela, 2020**). The essence of the life lies in treating all people equal, nobody should face discrimination on the basis of caste, class, sex, religion, ethnicity, region etc.

‘The protection and promotion of human rights is a universal appeal to and a goal of individuals, groups, countries, international organisations, non-government organisations and other stakeholders. In the countries, the basic rights and freedoms are laid down in legal rules of the supreme legal force as well as international treaties. The purpose of having human rights regulated in legislation is to ensure that they are respected by not only private entities but also governments and public bodies’

(National Strategy for Human Rights Protection and Promotion, 2020). Both the Government and the non-state actors are responsible for protecting and promoting human rights in the world. The Government by implementing policies and programmes aims to guarantee the basic human rights to its people. The nations are adopting protection and promotion of human rights as a key agenda for empowering the people including the women. The Protection of Human Rights comprises of various components such as

**Chart 6.1**



**Source: International Protection of Human Rights, 2020**

The Chart 6.1 explores the different components of international protection of human rights across the nations of the world. Positioning the protection of human rights on the level of international law provides for a possibility of a better and stronger control over actions of states. But sometimes the states' domestic provisions prove to be ineffective or insufficient in solving matter. In some occasions, the people have also



experienced that states use their legal system to violate human rights on a large scale especially towards the violation of the human rights of the weaker and vulnerable sections of the society.

International protection of human rights leads to the development of common values and standards on the level international relations. This is extremely important in a globalised world wherein there may be many differences among the states and various cultures, but the common basic value could be regarding human rights. All the nations should aim at focusing on common standards for protecting and promoting human rights in the world. The nations themselves act as violator of human rights, need to be debarred from the international agencies and rules. Nations should focus on development with the aim of protecting and promoting human rights of the people. The idea of human rights protection contains the idea of freedom, equality and justice, and needs to be adhered by all the countries of the globe. At the global level, there is need to educate the masses regarding the importance of human rights and catering to the needs of women.

South Africa and India shared common history of colonial rule, and are witnessing similar challenges in the path of protecting and promoting human rights. Various legal provisions are adopted by the Government of South Africa and India to protect the human rights of the people. The state commissions mainly perform one important function of protecting the human rights of their citizens. The National Human Rights institutions established by the Government of South Africa and India aimed at promoting and protecting human rights. Vienna conference played a major role for national human rights commission.

Both India and South Africa have established National Human Rights Commission (NHRC) and State Human Rights Commission (SHRC) at national and regional level. These institutions have also contributed to the welfare of their citizens and the State Human Rights Commission (SHRC) checks the functioning related to health. The South African Human Rights Commission (SAHRC) collects funds from the State for eliminating discrimination and human rights violations in South Africa.

The South African Human Rights Commission (SAHRC) has the power to take effective remedial measures, carry out research and to educate people regarding their basic human rights. It also functions to take effective measures to guarantee the basic necessities of life such as housing, health care, food, water, social security, education etc. In India the National Human Rights Commission is entitled to solve cases of human rights violations faced by the citizens of India. It also deals with major issues of human rights violations across the nation regarding civil and political rights; economic, social and cultural rights; and the third generation rights as well as group or collective rights etc. It also works to promote reforms and good governance in the country.

Despite various efforts made by the Government of both South Africa and India, the problems of human right violations need to be solved. By changing the old mind-set and leaving behind the old ill practices only can make the lives of people much safer and easier. Both South Africa and India should tighten the laws for the crimes. The accusers should be punished without fault. The cases of human rights violations should not be kept pending before the courts, instead fast track courts should be made to address the cases of gross human rights violations. Education should be used as a weapon to empower girls to raise their voice against any form of exploitation and humiliation.

Imparting moral based education would also help in inculcating good values of humanity, equality and justice would create a just society free from biasness and exploitation of one person by the other. With the efforts of each and every person can only be the problem of human rights violation can be solved worldwide. At the national level many agencies should be set up in each district of every state to cater to the problems of human rights violations in these countries.

Both the nations have established various institutions and bodies to cater to the problem of human rights abuses in the country. In concern with the women's human rights, India has also established the National Commission for Women. It is the prime body dealing with the violations of human rights against women at both the domestic front and the work front. It aims to provide justice to the women victims of crime

such as domestic violence, rape, murder, kidnapping, stalking, sexual harassment at the workplace, acid attacks, dowry death, cyber-crime etc.

‘Law must be ensured with immediate effect to maintain, protect & preserve the law and order, society country & also for the credibility in human towards enforcement system. The conception of human rights & its law can be succeeded only by enforcement system or implementation human rights & its Law as required according to requirements, time & circumstances’ (**A critical appraisal of implementation of law relating to human rights with special reference to enforcement system in India, 2017**). These institutions are working to implement the laws set up by the Government of South Africa and India. These institutions expertise in the policies, programmes which deal with promoting and protecting human rights of the rights of the women, children, elderly, disabled people.

### **Government, Non -State Actors in the pursuit of Human Rights Protection**

By playing an important role the National Human Right Institutions aim at increasing awareness regarding the national human rights system worldwide. Besides the Government functionaries, the non- governmental organizations (NGOs) and civil society assume important place in the society for protecting and promoting human rights. The main goal of the non-governmental organizations is to protect and promote people regarding the unfair happenings in the country. ‘Various non-governmental organizations such as Amnesty International conduct research and generate action to prevent and end violation of human rights. It demands justice for the victims of gross human rights violation in various parts of the world. It aims to collect funds worldwide and help the victims in distress. The International Committee of the Red Cross (ICRC) protects the lives and dignity of victims of war and internal violence and to provide them with assistance. It also directs and coordinates international relief and works to promote and strengthen humanitarian law and universal humanitarian principles’ (**Human rights organizations, 2015**). These organisations work at the international level to protect and create awareness among people regarding human rights.

As the Preamble of the Universal Declaration of Human Rights proclaims that ‘Every individual and every organ of society shall strive by teaching and education to

promote respect for these human rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of the Member States themselves and among other peoples of territories under their jurisdiction’ (**Role of non-state entities, 2020**). Thus, it is quite evident that it is the duty of each and every person to contribute towards the society. It is the responsibility of each person to promote the notion of peace and harmony among the people and shed off the concepts of discrimination.

It is the duty of each and every person on the Earth to protect and promote human rights of each person. The responsibility of the protection and promotion of human rights is universal and for all including the Government, Non State Actors such as NGOs etc. The State itself cannot deny its duty to guarantee a safe environment for its people where there is no human right violation based on gender, caste, religion, ethnic origin or any other factor.

Government of India and South Africa have adopted the conventions laid down by the United Nations to protect the rights of the people. Both the nations have incorporated the rights enshrined in the Universal Declaration of Human Rights in their Constitutions. South Africa and India through ratifying the UDHR guarantees its citizens the right to freedom, right to equality, right to prohibition of discrimination, right to equality of opportunity, right to Abolition of Untouchability, right to freedom of religion etc. By ratifying ‘The International Convention on Economic, Social and Cultural Rights both nations are eligible to ensure its citizens the economic, social and cultural rights such as right to work, right to just and favorable conditions of work, right to education, right to social security, right to an adequate standard of living, right to form and join trade unions, right to participate in cultural life etc.’ (**ICESCR, 2015**). By ratifying ‘The International Covenant on Civil and Political Rights, both South Africa and India are liable to ensure civil and political rights to the citizens of their country. These include right to vote, right to life etc.’ (**ICCPR, 2015**). These international covenants form the base of framework of protection and promotion of human rights document established by both South Africa and India.

India has also a partied to the ‘Conventions on the Elimination of Racial Discrimination of 1965; on the Suppression and Punishment of the Crime of Apartheid of 1973; on the Elimination of All Forms of Discrimination against Women of 1979; and on the Rights of the Child of 1989. Thus, NHRC along with SHRC and other human rights institutions aims to promote and protect human rights in India’ (Singh, 2004:112). These international treaties impose certain legal obligations, rules which both India and South Africa should follow in order to promote human rights in their nations as well as across the globe. After ratifying these documents, the nations were liable to follow the rules of these documents. The nations cannot go against the clauses mentioned in the treaties. The role of the State is not limited to providing jobs, healthcare, or the growth of the nation. Its role included providing the basic human rights to its citizens such as economic rights, legal rights, political rights, social rights etc.

In order to ensure safe and dignified life for the women in the countries, both South Africa and India have also partied to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The Government of both these nations have set up Commissions to look into matters of violence against women. India has set up National Commission for Women (NCW), which is looking into the matters dealing with crime against women, violation of human rights of women in any form and in any place in the country. Till now, the National Commission for Women (NCW) has been working to solve the cases of violation against women both at the home and the work place.

The NCW acted strongly in the case of a journalist working with Prag News in Guwahati, to protect the pregnant journalist from being thrown out of work and not guaranteeing her maternity leave. NCW, in its written statement, said, “Of all the rights of women, one of the rights is motherhood; however, a recent incident from Assam exposes the double-standards of organizations towards its pregnant employees. The commission, being deeply perturbed by the violation of provisions of the Maternity Benefit Act, 1961, has asked Prag News to send feedback on the incident at the earliest” (Ranjita, 2020). This case, highlights the insensitivity of the attitude of the news channel towards the working woman.

The National Commission for Women made a huge step towards guaranteeing equal right to female workers in all spheres in India by including in the NCW draft Bill, inclusion of ‘domestic workers’ in the definition of ‘employee’ had been proposed. The definition of ‘workplace’, NCW included a ‘house or a dwelling place’ (**NCW Report on Sexual Harassment, 2020**). NCW is assuming important role in protecting the rights of the women across the nation. ‘It is evident from the status that in the year 2019 the National Commission for Women received 19730 cases and solved these cases. In the year 2020, the number of cases registered by women has increased during the Covid-19 epidemic in the lockdown period. The total number of complaints received by NCW is 10610 till 21<sup>st</sup> July 2020’ (**NCW Complaints, 2020**). The NCW is looking into the complaints and working to provide justice to the women in the country. It is emerging as a major help to protect violation of women’s rights in the country.

In the purview of protecting the rights of women workers in the country, the National Human Rights Commission is looking forward to implement policies and programmes dealing with the issue of sexual harassment of women in the workplace. It has started consultations with Government and has started consultations with Government Departments, Private Institutions/Agencies as well as NGOs for setting up a Complaints Mechanisms in these organizations for redressal of complaints relating to sexual harassment of women employees.

‘Dealing with the case of suicide of a woman lawyer on 15 June 2000 in Andhra Pradesh, allegedly due to sexual harassment by certain fellow and senior lawyers, The National Human Rights Commission issued notices to the Chief Secretary and Director General of police of Andhra Pradesh and decided to examine the larger issue of sexual harassment of women lawyers in the country’ (**NHRC takes issue of Sexual Harassment of Women at the Workplace, 2020**). The NHRC has taken up the issue of sexual harassment of women at the workplace in the companies and at the university level as well by issuing guidelines to the offices, companies and educational institutions all over India to set up Complaints Committee dealing with the complaints regarding sexual harassment of women. As per NHRC guidelines, the

institutions must adhere by the Anti-ragging measures to protect human rights violations in the country.

NHRC has also issued guidelines to prepare mechanism for a safer transport for women in the nation to minimise the incidents of harassment of women while travelling in the public transport.

In this regard, it was suggested that a Helpline for women should be initiated initially in the capital, which could then be replicated all over the country. In order to ensure that the Vishakha guidelines were implemented in the right spirit, the Commission has decided to issue a directive to the press and electronic media whereby the body of a woman is not depicted in a vulgar manner or treated as a commodity, as this creates a contemptuous picture of women in general (**NHRC takes issue of Sexual Harassment of Women at the Workplace, 2020**). Thus, in order to provide a safer environment to the women, the National Human Rights Commission is expanding its wings by catering to the women across the nation by setting up awareness camps, seminar etc.

South Africa has established institutions such as Commission for Gender Equality (CGE) and the South African Human Rights Commission (SAHRC) to safeguard and promote the rights of the women in the country. These commissions are playing a vital role in uplifting the lives of the young girls and the women by empowering them and making them aware of their basic rights. The Commission for Gender Equality (CGE) was made with a mandate to monitor, evaluates research, investigate complaints and conduct public awareness and education on women's rights and gender equality.

The South African Human Rights Commission collects funds from the State for eliminating discrimination and human rights violations in South Africa. SAHRC has the power to take effective remedial measures, carry out research and to educate people regarding their basic human rights. It also functions to take effective measures to guarantee the basic necessities of life such as housing, health care, food, water, social security, education etc. South Africa has established Commission for Gender Equality (CGE) for fostering equality among gender in the society. This commission

has mandated to protect and promote respect for gender equality in the public and private sectors in South Africa.

The Commission on Gender Equality Act gives the Commission the power to monitor and evaluate the policies and practices of government, the private sector and other organizations to ensure compliance with the promotion and protection of gender equality in South Africa (**Employment Equity Hearings on Gender Transformation in the Workplace: Limpopo, 2020**). This Act aims to provide equality to the people in the rainbow nation in terms of equal opportunities and equal pay for equal work. It wants to abolish the notion of discrimination at workplace in the country.

‘The Commission for Gender Equality made remarkable judgement in the case of the student who was raped and killed by a former post office worker in South Africa. The Commission issued sentencing of Luyanda Botha the criminal. It is a welcome step that signals the willingness of the judicial system to combat gender based violence in the nation. “The Commission for Gender Equality (CGE) is aware that this sentencing will not bring back Uyinene, however the family will start the process of healing cognizant of the fact that the doer of this heinous deed is languishing in Jail”, said Mme Tamara Mathebula, the Chairperson of the Commission of the Gender Equality. The CGE once again implore South Africans to join hands as part of the 365 Days of Activism to continue raising awareness and advocating against the scourge of gender-based violence’ (**Justice for Uyinene by Commission for Gender Equality in South Africa, 2020**). Through this case, it is proven that the Commission has a speedy conclusion of gender-based violence (GBV) cases.

All over the world, the non- state entities are gaining momentum. They are both at the national and international level catering to the needs of the people and delivering justice to them. The role of non-state actors is working to implement policies and programmes for uplifting the lives of the people. As quoted by Kofi Annan, Former UN Secretary General ‘The 21st Century will be an era of NGOs’ (**Realization of Human Rights and Role of NGO, 2020**). The NGOs are assuming important place



in the lives of the people today. The NGOs all over the world play the role of torch bearer in protecting and promoting the human rights of the people.

NGOs such as Amnesty International has played a major role in the drafting of the Convention against Torture; the impact of NGOs working for children's rights on the text of the Convention on the Rights of the Child, and the pressure exerted by, inter alia, the International Commission of Jurists, Amnesty International and Human Rights Watch for the treaty establishing the International Criminal Court. NGOs have also come to play an important role under the UN treaty-based system, especially with regard to the strengthening of reporting mechanisms. The NGOs are preparing parallel reports regarding implementing policies and programmes and NGOs play a vital role in NGOs play a vital role in assisting victims to bring complaints.

The International Labour Organisation (ILO) is also working to improve the conditions of the workers across the globe. It is an international organisation working for the needs of the workers. 'NGOs also play an active role as regards the different human rights regional bodies such as the Council of Europe (COE), the African Union (AU) and the Organisation of American States (OAS). The 1995 Additional Protocol to the European Social Charter Providing for a System of Collective Complaints allows international NGOs with consultative status with the CoE to lodge complaints against states parties that have failed to apply the Charter properly in their domestic systems (Article 1). National NGOs can also lodge complaints in cases where the state party has made a declaration providing for this possibility when or after it becomes party to the Additional Protocol (Article 2). A body heavily dependent on NGO information is the European Committee for the Prevention of Torture. The Committee relies on information from NGOs about which countries and detention centres are a cause of concern, and based on that information the Committee may decide to undertake an on-site visit to the country in question' **(Role of non-state entities, 2020)**. Various NGOs have been set up in both South Africa and India to provide care and protection to the women, women workers etc. These organisations have been playing an instrumental role in proving justice to the women.

In India, the NGO The Prajnya Trust is working to prevent gender and sex-based violence against women. This NGO for women conducts workshops, facilitates discussions. The NGO also provides legal advice and sensitizes service providers who might encounter cases of sexual violence at work. With counselling and legal services, these NGOs for women also provide them with freedom and financial independence, giving them a new lease of life (**NGOs for women in India, 2020**). It is catering to providing women justice and legal aid in matters of exploitation at the workplace in the country.

Akshara, another non-profit organisation working to enhance gender equality. It recognises that giving women the ability to stand up for themselves, provide for themselves and protect themselves. It aims to ensure a gender-equal atmosphere. “It runs the ‘Empowering Dreams’ program, wherein it empowers disadvantaged young women by providing scholarships and capacity building workshops to help them break out of their circle of poverty. They also equip the girls with the perspective to understand and resist gender-based discrimination and violence.

The NGO Akshara realizes that it’s important to not exclude men in the process of acting in support of women’s empowerment and thus, its ‘Youth for Change’ program trains young men and women to become supporters of gender equality and take up personal and social action. The organisation also advocates for a safe city by promoting solutions through lobbying with local authorities and institutions like the Mumbai Police, BEST buses; and mobilising public support through campaigns. Its popular campaign #GaanaRewrite challenged the sexism in Bollywood by running a national competition inviting rewritten lyrics of sexist Bollywood songs. The campaign was an extension of their work on preventing sexual harassment and making the city safe” (**Gender at Work, 2020**). The NGO aims for providing women a violent free environment, freedom to live without any form of gender inequality. In India, women’s NGOs Gujarat mobilized local communities to participate in urban development projects. The NGO helped to form community-based organizations to represent local interests and implemented community development projects such as health services, adult literacy and child care.

The NGOs are working to enable women to be independent and fight against the inequalities.

The NGOs in South Africa are aiming at removing the notions of racial discrimination and providing gender equality to all. 'Sonke Gender Justice Network works across Africa to strengthen government, civil society and citizen capacity to support men and boys to take action to promote gender equality, prevent domestic and sexual violence, and reduce the spread and impact of HIV and AIDS. In this way the organisation contributes to the development of societies in which men, women, youth and children can enjoy equitable, healthy and happy relationships that contribute to the development of just and democratic societies.

Another NGO, Gender Links (GL) is a Southern African NGO founded in 2001 that is committed to a region in which women and men are able to participate equally in all aspects of public and private life in accordance with the provisions of the Southern African Development Community (SADC) Protocol on Gender and Development' **(Make Every Women Count in Africa,2020)**. These non-governmental organizations are working to improve the condition of the women in the African societies.

Human Rights Watch documents right abuses around the world with the ultimate goal of ending them and bringing the perpetrators to justice. **(Human Rights Watch, 2020)**. These organizations are contributing in empowering the people including the women through seminars, educating them and enriching their lives. The women are participating in movements such as AM/I/NEXT/ MOVEMENT in South Africa and Me/Too/Movement in India. The NGOs and the civil society is playing a major role in awaking the women about their rights and helping them to fight against injustice. South Africa launched the 'IFP March Against Gender-Based Violence' in 2019 to reduce gender violence in the rainbow nation. After the AM/I/NEXT Movement, the IFP March gained momentum looking at the rising incidents of gender based violence in the country.

In the 21<sup>st</sup> century, the NGOs taking on the responsibility of implementing the gender equality and women's empowerment agendas in the global world. These Non-

Governmental Organizations are working with governments, civil society, community, private sectors to impart awareness of the human rights of women including the rights of women workers in both the organised and unorganised sectors of the economies. Worldwide, NGOs are gaining momentum in establishing gender neutral society without any fear or discrimination. The NGOs are working forward to achieve the goal of justice and promotion of human rights. The Non State Actors play a major role in creating awareness among the masses regarding their human rights, the protection and promotion of human rights is essential component of a dignified and healthy life.

### **Role of Governmental Functionaries in the Protection & Promotion of Human Rights**

The Government of South Africa and India are working tremendously for protecting and promoting the human rights of South Africa and India. The role of the government agent in the pursuit of protection and promotion of human rights is important as it is the agent in the form of police, government officials, bureaucrats, social workers who take the lead forward to provide a safe and dignified environment.

In both South Africa and India, the responsibility of ensuring compatibility of legislation and practice lies on the shoulder of the government agent. Once the policies are made, the implementation of policies and programmes lies in the hands of the government officials, the Commissioners, police etc. These people act as mediators between the Government and the people. It is the duty of the Government functionaries to reframe the local concerns as human rights issues. Using human rights to frame a conversation can increase public support, attract new allies and promote a more active approach to addressing particular concerns. States, cities and counties are drawing on the human rights framework to inform their responses to issues dealing with violation of human rights of people including women, violation of the rights of the working women in organised and unorganised sectors. These efforts are reflected in local resolutions, as well as more comprehensive legislative and policy changes.

In South Africa and India, the government agents are contributing towards the protection and promotion of human rights. It is through Governance that the community stakeholders are engaged in identifying the matters related to human rights issues and are working to address to improve the existing programmes and policies. The public participation in the formulation of policy can enhance governments existing policies.

The Government is initiating programmes and policies at the local and district level to educate and aware people about their human rights. In India, the National Commission for Women NCW launches ‘Empowering women through legal services’ campaign on 15<sup>th</sup> August 2020 to empower women and making them aware of their legal rights. NCW, in collaboration with the National Legal Services Authority (NALSA) launched a campaign on empowering women through legal services on the occasion of 74th Independence Day. The campaign aims “to make women aware of the channels available for grievance redressal”.

The National Commission for Women (NCW) had also initiated a “Countrywide Legal Awareness Programme for Women and Girls” with an aim to achieve equality and justice by increasing women’s knowledge about their legal rights. The NGOs and reputed institutions were tasked with the programme’s implementation (**Empowering Women Through Legal Services, 2020**). Through these campaigns the Commission is forging ahead to educate and aware women about their basic rights.

The efforts are made by the local law enforcement and city governments to protect human rights include fostering community participation by actively engaging community members in efforts to develop and evaluate local policies in the field of human rights education and awareness. The Government officials also engage in the periodic human rights treaty reporting process to assess their own compliance with human rights principles. They are using human rights standards as benchmarks to understand the potential impact of their policies and decisions, to measure program effectiveness and to identify barriers to reaching intended beneficiaries. These assessments can help to ensure that state and local authorities properly weigh human rights concerns of all community members when formulating and executing policies.

The Government functionaries such as police, bureaucrats, Commissioners are conducting outreach programmes to clearly communicate the idea of human rights towards the masses. They are working on the implementation of human rights documents, including the standards set forth in ratified treaties, an articulation of how implementation at the local level can better the lives of the residents, and how responsibilities are shared among all. The government officials design proposals to invite financial support from the Government to encourage human rights and increase the capacity of state and local actors to undertake this work. A number of models for direct funding already exist to support education and outreach efforts related to employment and violence against women.

The Government officials are conducting trainings, and programmes to create awareness of human rights, its norms, the benefits of human rights. the officials are paying an effective role in the promotion of human rights in the country. Dedicated Staff is required for true coordination to integrate human rights in laws, policies and practices. By adopting various approaches to incorporate a human rights framework the nations can progress towards realization of equal rights for all the people irrespective of their gender.

The Government functionaries in both South Africa and India are working in partnership with communities, and leveraging resources at all levels of government, state and local officials play an essential role in ensuring that human rights become a reality (**Bringing Human Rights Home,2012**). Thus, it is the collective effort of each and every person in the realization of human rights and advancement of the world towards an equitable society.

Role of the Social Workers in the nations is much more than explained. They are the part of the civil society, thus it is the duty of the social workers to think as per the needs and wants of the civil society. Social workers look after the common human needs of all the people of the society. Their role is not only limited to improve the quality of life for all people but they work to prevent or alleviate individual, group and community from human rights atrocities. The Social workers operate in real life situations and they are aware of the violations faced by the people especially the

women at the domestic sphere and at the work front. Their experience often encourages the people to deal with situations wherein people are devoid of their human rights. The Social workers play an important role in uplifting the lives of the people by sharing their experiences and helping the people to get justice.

Their experience of the impact of social conditions on the capacity of individuals and communities to resolve difficulties means that they recognise that the full realisation of civil and political rights is inseparable from the enjoyment of economic, social and cultural rights. Policies of economic and social development have, therefore, a crucial part to play in securing the extension of human rights. As a result of their particular role and responsibility in society, social workers are often the conscience of the community.

Therefore, the value system, training and experience of social workers requires that they take professional responsibility for promoting human rights. Social workers need to work with other professions and non-governmental organisations in action on human rights issues. As advocates for change, they are often in the forefront of movements for change and thus are themselves subject to repression and abuse **(Human Rights policy, 2020)**. All the Government Functionaries form the backbone of the human rights system in the nations. Without the efforts of these functionaries no nation can prosper and achieve human rights and justice.

The State works as a saviour to protect human rights violations. 'The primary responsibilities and obligations in the field of human rights enjoyment remain with the state, and the state cannot relieve itself of these obligations by 'delegating' human rights obligations to non-state entities or, for that matter, international organisations' **(Role of non-state entities, 2020)**. Thus it is the primary duty of the State to look into matters of protection and promotion of human rights and provide a dignified life to its citizens. The State works to protect and promote human rights in the nations worldwide. Their aim is to create awareness among people regarding human rights education. The nations and NGOs are playing a lead role in the creation of international standards and legally binding treaties that incorporate these standards.

## **Action Plan to Strengthen the Practices of Human Rights of Working Women**

- **Changing the mind-set of the people**

It will enable the society to get rid of human rights violations in the society. If people in the 21<sup>st</sup> century regard women as an object to be traded and sold than they must change their mindsets, otherwise India and South Africa can never overcome the problem of human rights abuses. Patriarchal thinking needs to be changed. The people need to change their mind-set by viewing each and every individual equal. The 21<sup>st</sup> century aims to provide a gender neutral environment wherein both the males and females can live a dignified life with health and prosperity. Women need to be considered an equal to men despite their physical differences. Both South Africa and India need to implement policies and programmes to uplift their working conditions whether working in the domestic or the public sphere. Both the countries need to uplift the lives of the women by implementing gender neutral policies which aim at reducing the gender discrimination at home, in the workplace and in the society as a whole.

In India recently, Mumbai has made a remarkable effort to reduce gender discrimination as the 'Brihanmumbai Municipal Corporation (BMC) has installed signs with female figures in a move to promote gender equality. The city's civic body is reportedly changing its road signs and pedestrian signals on the Dadar- Mahim arterial road' (**Mumbai Sets Another Example for Other Indian Cities promoting Gender Equality, 2020**). This is indeed a major step towards establishing gender equality. It can be done by changing the way people think. Education is first done at home during the initial stages of the life, this would not only impart training to the child, but it should also focus on educating the child about gender equality, considering all equal. South Africa should also implement policies and programmes to cater to the concept of establishing gender equality in the country.

- **Education**

Is a major tool which can help in removing the ill practices of human rights violation. By educating people specially the girls both the nations will be able to fight against the problem of human rights violations. Educating the women of the world is



important for uplifting the lives of women across the globe. Empowerment of women is only possible when women are educated. Only when a woman is educated, she will be able to realize her own self-importance and demand for respect and dignity in the society. An educated woman will not only educate herself, but she will become the torch bearer of educating her family and the society as well.

Education and literacy are the most important component of any society. To eliminate any gender discrimination, strict laws are to be made and enforced. Right to education to each and every citizen is a must. By educating people, gender base discrimination will eventually diminish. Govt of India has launched many policies like ‘Beti Bachao, Beta Padhao’ to ensure the widespread message spread associated with such policies, which then should reach to each and every citizen of the society. Government, Civic Societies, NGOs should encourage to take part in these activities which would minimize such gender bias by just educating people. By educating people, the women should be able to stand up and raise their voice against any discrimination, in short they must be aware of their rights. As quoted by Malala Yousafzai, “Let us pick up our books and our pens, they are the most powerful weapons” (Malala, 2019). Education is indeed the need of the hour not only for today but for the world tomorrow also. Both South Africa and India should focus on imparting free and compulsory education to all irrespective of any form of discrimination.

- **Woman should be confident about themselves and they should not feel inferior to men.**

The women need to be aware of their rights. Women should not feel inferior to the males. The Women need to be educated and empowered in order to eliminate the notion of being discriminated on the basis of their gender. Women should be independent and efficient enough to take a stand for themselves and continue to fight for injustice.

The working women in the organized or in the unorganized sectors need to stand against any form of harassment at the workplace and fight against the policies and programmes harming their dignity. Women deserve recognition contributing towards the household chores or at the workplace. Their efforts need to be appreciated to bring

the concept of gender neutral society. Young Women are shaping the world for a new tomorrow incorporating the values of freedom, equality and justice. Women need to be independent and fight for their rights and injustice against them. Today's women have succeeded in improving their status and are improving day by day. The 21<sup>st</sup> century is the century of education.

If any women witness any kind of humiliation than she should report the cases immediately to the Police without any form of hesitation and shame of the society. They should not fear what the society will think, they should report to the police for the exploitation or violence. The women should not fear the shame of being a victim, instead she should stand to fight against the culprit. The awareness among the women needs to be improved, they should be educated to act strong enough to stand up and fight against any form of exploitation. The women working in both the organized and the unorganized sectors need to look upon themselves with sense of pride without any fear of humiliation. They should report the cases of exploitation immediately to the Police and official authorities without any delay.

- **Efficient and effective judiciary**

Is needed to help the NGOs in helping the victims by providing them legal assistance and advice from the judiciary. The role of the judiciary needs to be explored with the view to provide justice to all including women. Women should have faith in judiciary. The NGOs should encourage the women victims to have courage and hope with the judicial system. The judicial system should act fast in order to provide justice to women victims. The cases should not be kept pending for years, to get justice. There should be effective and efficient judiciary to provide justice. Legal advice should not be costly, so that a poor woman cannot afford it. Government should make policies to provide free legal aid to the women whether rich or poor, or non-working and working in the organized or unorganized sector.

- **Raising your voice against the odds of the society**

All section of the population being it tribal women or women belonging to minorities, everyone should be aware enough to raise their voice against any form of violation or

discrimination. The nations should impart training programmes to educate the women regarding their rights and stand against the injustice.

- **Institutions like the Courts, Rajya Sabha, Lok Sabha, Government offices etc. should have some seats reserved for women**

The nations should aim at ensuring women's full and effective participation and equal opportunities at all levels of decision-making in political, economic and public life. Strict compliance of the acts, provisions of the law and their implementations are to be enforced by the statutory organizations such as Courts, Commissions to safeguard the interest of needy women. Suitable law, acts are to be framed, amended keeping in view the present scenario and circumstances so that discrimination against women diminishes. The participation percentage of women section are to be enforced by way of giving them equality, rights, reservations without any gender bias.

- **Nations should establish a gender equality for development programme**

The programme should contribute in the field of gender equality and eradicating discrimination. Priority will be given to women's economic and political empowerment. The programme should include educating, creating awareness and cooperation between relevant institutions to establish a gendered neutral society. The nations should establish a gender equality task force. It may comprise of representatives from the Ministry of Foreign Affairs of different nations. The Gender equality task force will have day-to-day responsibility for implementing the Action Plan and will interact with other parts of the Foreign Service and coordinate efforts to uplift the lives of the women worldwide.

- **Family support**

Is another major tool to combat human rights violations taking place in the society. Family is the backbone of any person in the society. Family support is the most essential part of a human being. Civic societies and NGOs should come forward to educate people of the society so that gender discrimination particularly to the girl child, women should not be practiced. Equal opportunities to man and woman are to be provided originating from family itself. It should be enforced from the grassroots

level i.e. small village, town, cities irrespective of caste, religion. Uniform equal opportunities are to be made available to all sections of the society.

- **All public transport should have some seats reserved for women**

There should be provision of women bus drivers, women conductors, women auto drivers and women cab drivers in the public transport for ensuring the safety of women. Every effort should be made by the law enforcing agencies to make available the reserved seats to the women passengers so that they may commute without any gender bias difficulties. The organizations should provide free cab services to the women employees, with a female cab driver. The women working in late hours should be also provided with a security guard in the cab provided by the organizations to ensure safe travelling by the women employees.

- **NGOs should be established to support the victims and protect and promote their human rights**

NGOs should be established solely to work for the welfare of victims of human rights violations. The Government should support human rights defenders such as the NGOs. Work to ensure positive recognition of the important role played by human rights defenders. These organizations should be set up to protect women and educate them regarding the rising violations faced by the women. The NGOs should promote measures to prevent, combat and respond to all forms of violence against women. Assist partner countries in building and strengthening protection systems for eradicating violence against females. They should support the development of quality alternative care and the transition from institution-based to quality family- and community-based care for women.

- **Promote a zero-tolerance policy on violence against women, and the eradication of forced labor**

The promotion of human rights of women should be adopted in in global policy and efforts to promote equality for all at the domestic sphere and at the workplace. The workplace should include women development cell, sexual harassment at workplace cell, grievance cell etc., to help women register complaints against the exploiters. The

nations should adopt permanent setting up of grievance cell at the workplaces to address to the problems faced by the female employees.

- **Male section of the society should change the odd thinking understanding girl or women as weaker to men.**

Males should regard women as equal to them and should give due respect to her. In the 21<sup>st</sup> century, the nations should adopt a gender neutral approach looking forward to establishment such an environment where the domestic chores are a shared responsibility of both men and women and not only of females. The individuals themselves can play a role in changing their own behavior within families. This gendered division of housework will not be made equal by women doing less, but by men doing more. Daily habits matter, and without change they will continue to drag women down. The notion of shared responsibility will enable a healthy environment wherein women are living life in a happy state of mind and with due respect.

- **Civil society**

It needs to become aware and look into matters pertaining to human rights abuses in the society. The public should be aware enough and raise voice against any inhuman practice happening in front of them and prevent violation of human rights. The civil society should play an active role in curbing crime or violations against women and make people aware of human rights.

- **The nations should recognize full and equal participation of both men and women for promoting peace, surety and human rights at the global level.**

The women and men should advance equally to build a just and equitable society free from any forms of discrimination or exploitation.

The Government of South Africa and India should impart human rights values among their citizens by imparting human rights and human values based school through school curriculum. Each school should have human rights as a compulsory subject in the school curriculum from the primary classes to higher classes. Gender education should be imparted in all educational institutions starting from primary schools to

higher institutions. A course on Human rights education should be made compulsory for all in the school syllabus.

- **Strict Laws**

The laws should be made so strict that any person before committing any human rights violation should think hundred times about the consequences of the violation of human rights. Strict punishment and fast court hearings will be helpful in delivering justice. Strict laws include strict punishment and strict action must be taken against the criminals.

- **Opening Counselling Centers**

Counselling centers should be opened to provide free legal aid and counseling to the victims of human rights violations. These counseling centers will help the victim to share their pain and it will also help them and encourage them to leave behind the pain and start a new life again. The nations should provide easily accessible, affordable and free counseling services for the empowerment of victims, perpetrators and survivors of violence. Both South Africa and India should establish the Counseling Centers will take part in the mainstream without feeling of any stigma and discrimination. In India, at present the Ministry of Women and Child Development with the help of Social Work Department and district authorities has encouraged to open “one stop centre” to help discriminated women and encourage them to lead a normal life. These one stop centers are planned to be operated by female staff only. It also emphasizes that Govt, The Civil Society, NGOs are providing medical and other essential services to the needy women. There is need to provide support to the women in distress in both the nations. The counselling centers should provide easily accessible, effective and responsive information on services available to women victims and other survivors of violence relating to health, social welfare, legal, police and other services.

- **Opening women hostels**

Opening up women hostels to provide women the basic human right ‘right to shelter’. Working women hostels should be opened to provide safety and security to working women. South Africa and India need to set up women hostels for the working women.

It is also essential that all security and safety measures are to be observed in these hostels.

- **Women Safety Apps**

With the help of latest IT Technology, Women Safety Apps are essential to be developed and be functional for the safety of women in case of any emergency situation in both the countries. The organizations aim to create women hostels for providing accommodation to the working women. With the help of internet new apps should be opened up for people apps to provide help to women in emergency situations. The Government of India has launched new apps for women safety such as women mobile tracker app, 112 India app, Safetipin, Raksha - women safety alert, Women safety, Himmat SOS, Smart24x7, Shake2Safety etc. The Government of South Africa has launched new apps for women safety such as Namola, bSafe, MiBlackBox etc. These apps will be helpful in ensuring safety and security of women in the nations across the globe. The nations are advancing technology and initiating apps for safety and security of women.

- **To ensure safety of working women all the offices should have guards employed in the cabs when women are returning late from work.**

Laws should be strictly implemented for deploying security guards in each and every public transport, cabs etc. for safe commutation of women. Wide publicity of women helpline numbers is to be given by the printed electronic media and social media. Govt Civic Societies and NGOs are encouraged to give the wide publicity to this effect. Women should be aware of her rights while working in the organized and the unorganized sectors of the economy. The working environment should be hygienic and well equipped with electricity, water and proper sanitation facilities. It should have proper ventilation, fresh air to breathe while working in the workplace.

- **Skill Development Programmes**

In order to empower women, the nations should launch opportunities for skill development of women. Through training and capacity building programmes, the women can be empowered and lead a dignified life. The government of India launched the Mahila Shakti Kendra in 2017 to empower rural women with

opportunities for skill development, employment, digital literacy, health and nutrition. The Mahila Shakti Kendras will work through community engagement through student volunteers in the 115 most backward districts. Each Mahila Shakti Kendra will provide an interface for rural women to approach the government to avail of their entitlements works at the National, State, District, and Block levels in the nation (**Government empowerment schemes in India, 2020**). These Shakti Kendra will help the women to empower and enrich their lives.

- **Police should provide helpline numbers**

To help people and protect them against human rights violations. Providing women helpline numbers and encouraging telephonic and virtual mode discussions will enable women to share their experiences and encourage other women to fight against all forms of violations.

- **Establishing Fast track courts**

Fast track courts should be established to deliver justice to the victims in distress within a short period of time. Cases should not keep pending for more than three months in the courts. Government should arrange lawyers for the victims unable to hire lawyers. As a matter of fact, it has been observed that judiciary system takes a very long time to punish the culprits by orders. The justice delayed is justice denied. To overcome these obstacles, more and more fast track courts and other investigating agencies are to be roped in a way so that the victim gets full justice, compensation etc. at the earliest possible time. The Government should prepare a panel of suitable lawyers and by deploying these lawyers to the needy victims without charging any cost, effective rules in this regard are to be implemented. Special Women courts should be set up delivering justice to women in a short span to time. In India, the Government have continued introduce fast-track courts and expand public safety measures, including the introduction of help-lines and the installation of CCTV on public transport. In addition, special police stations, staffed only by female police officers, have been set up to encourage women to come forward and report crimes. These initiatives are working as great measures to combat violence against women.



- **Sensitization Workshops**

A Special Group with representatives from Ministry of Labor, FICCI, ILO and other related organizations to monitor enforcement of the law. Sensitization workshops for Senior/Director level be conducted and exist. Both South Africa and India should embark gender sensitization programmes and public awareness campaigns aimed at eradicating violence, especially violence against women and all forms of discrimination faced by the women. The nations should introduce and promote gender sensitization training of all service providers engaged in the administration of justice, such as, judicial officers, prosecutors, police, and welfare and health officials. The gender sensitization programmes should aim at educating the masses about gender equality, that no person despite of their gender is superior or inferior than the other person.

- **In house training modules**

The Human Rights Commission should develop module for in-house training for the participants so that they can train other employees and educating them regarding protecting and promoting human rights. The special Commissions should be set up dealing with the issues of women. Special grievance cell and sexual harassment cell should also be setup in accordance the problems faced by the women.

- **Skill Training Programmes**

The nations should set up skill training programmes for the women. These programmes can help the rural women to develop skills and get employment. The Government of India launched, The STEP scheme to provide skills to women so that they can take up gainful employment. It also provides the right competencies and training for women to become entrepreneurs. Open to every woman above the age of 16, it is run through a grant given to an institution/organization including NGOs directly (**Government empowerment schemes in India, 2020**). These schemes will lead to an empowered nation with empowered women. The skill training programmes should impart human rights education to the women so that women are aware of their rights and duties. The training and awareness campaigns should be implemented and seminars and conferences should be held imparting human rights training and

education to all. Both nations should implement these programmes aiming at reducing gender based violence.

- **Establishment of Day care facilities**

Establishing day care facilities for working women's children will be of great help for the women across the globe. The organizations whether organized or unorganized should aim at providing day-care centers for the children of the working women near the working place. The government of India launched the Working Women Hostels to ensure availability of safe accommodation for working family, along with daycare facilities for their children in urban, semi-urban and rural areas. The day care centers will help the women to work efficiently without taking stress for the children.

Thus, these action plans need to be incorporated in both the countries, to foster a healthy environment in which the women can enrich themselves. Through these action plans women will be educated and aware of their rights. These action plans will help the working women whether working in the organised or the unorganised sector to uplift their lives and the country as well. The world is witnessing transformation in the form of gender relations and are becoming more developed with the notions of equality and justice.

### **Conclusion**

Today women play the role of a mother, wife, sister, daughter and as the breadwinner of the family. The nations today not only look upon women as mere women but as resource full of potential to develop and grow with happiness. Earlier women used to enter the professions of teacher, doctor, nurse, domestic helpers, but today women are engaging themselves in varied professions such as women boxers, women astronauts, women taxi cab drivers etc. They are developing themselves to not to be termed as weak, she is working at both the domestic sphere and in the workplace. The role of the women is expanding and the world is witnessing women as potential resource of strength and courage.

Even in the Covid-19 pandemic, women observing multiple roles by contributing towards the domestic chores, the family needs and the work targets. Since the women

contributing in multiple fields, it is the male section of the society who are changing their thinking by considering the work of the house as the responsibility of both males and females. The notion of sharing the gender roles in the homes today is emerging as a positive signal towards establishing an equitable society without any discrimination on the basis of the gender.

The Government of South Africa and India have taken various measures to protect and promote human rights of women in their countries. But these efforts are not enough and the Government needs to establish strong and strict laws to fight the problem of human rights violations. Education acts as an important tool to stop the menace of gross human rights atrocities rising in the world. The task of the civil society is to become aware and look into matters pertaining to human rights abuses against women especially the working women in the society. The public should be aware enough and raise voice and prevent violation of human rights. Changing the mind-set of the people will enable the society to get rid of human rights violations in the society, the old patriarchal thinking needs to be changed.

The 21<sup>st</sup> century calls for transformation of society wherein both men and women are establishing themselves and moving on the paths of development. Women have transformed today as they are more aware of their rights and duties than the women 50 years ago. The humanistic conduct is gaining momentum wherein people are aiming to respect and care for each other. Women are emerging as pioneers of development for the nations across the globe. They are emerging as victorious souls by removing the ill notions of the society which continue to haunt the past, present and future of the women.

Dialogue is very important for development of the world. Women are assuming important roles working on the path of development and contributing in establishing world peace and the need is to engage women in good governance. It is good time now to establish new skills and partnerships with the grassroots organizations and start-ups to empower women. There is need for a State of Emergency for education of all girls and eradicating the ill practices which hamper equality to women.

The league of framework needs to be modified with a view to educate and empower women to be aware about her rights. There is big difference between making of law, and implementation of law. We need serious mechanisms to make the law being implemented strictly. We need to think out of the box, improving the condition of human rights of women is the need of the hour. The leadership at workplace must be neutral and not gender biased. One of the root cause of differentiated attitudes towards the women lies in the roots of our culture which continue to portray women as weak and need support from males.

Women are harnessing the world today. Their efforts need to be recognised and appreciated to bring about change in the gender relations in the society. The gender action plan includes education and development of women. The world needs call for attention to needs of the women needs to be taken care of by implying inclusive and end discriminative policies towards the women and assigning leadership roles to the women. The idea is to amplify the state of young women, and the programmes are engaging to raise the voices of disadvantaged ones.

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