

ABOUT THE EDITORS



Dr. BASEERAT FATIMA

Dr. Baseerat Fatima is an accomplished legal academic and Assistant Professor at Unity Post Graduate College, Lucknow. She holds a Ph.D. from Jamia Millia Islamia, New Delhi, and is UGC-NET qualified. With over twelve years of teaching experience, she has served at reputed institutions including Symbiosis Law School, Pune and Noida, Jagran Lakecity University, and Integral University. She also worked as a Law Clerk-cum-Research Assistant at the Supreme Court of India. A prolific researcher, speaker, and editor, her work focuses on socio-legal studies, gender justice, women's rights, and child rights through research, publications, and academic contributions.



Dr. SADAF KHAN

Dr. Sadaf Khan is Associate Professor at the Faculty of Law, Integral University, Lucknow, with more than twelve years of academic experience. She holds a Master's degree and Ph.D. in Modern Indian History from the University of Lucknow. An accomplished scholar and researcher, she has published numerous papers in national and international journals and contributed chapters to academic books. She has edited significant works including Indian Constitutional Values and Political Ethos, Artificial Intelligence – A Socio-Legal Paradigm, and Child Rights in India: From Vulnerability to Empowerment. Her research interests include Indian Legal History, Women's Studies, Modern Indian History, and socio-legal issues in Indian society.



Dr. KAMINI VISHWAKARMA

Dr. Kamini Vishwakarma is a dedicated legal academic and Assistant Professor of Law at Mahatma Jyotiba Phule Rohilkhand University, Bareilly. She earned her LL.B. (Hons.), LL.M. from the University of Lucknow, and a Ph.D. from MJP Rohilkhand University. With over ten years of teaching and research experience, she has supervised more than 30 dissertations. An accomplished author and editor, she has contributed significantly to legal and social scholarship through books and edited volumes on law, education, justice, and women empowerment. She has presented research papers internationally and actively contributes as a speaker, academic leader, and moot court judge.

Dr. Fatima | Dr. Khan | Dr. Vishwakarma

GENDER AND GROWTH

Women Redefining Professional Boundaries



GENDER AND GROWTH

Women Redefining
Professional Boundaries



Dr. Baseerat Fatima | Dr. Sadaf Khan
Dr. Kamini Vishwakarma



9 788169 130783

Gender and Growth: Women Redefining Professional Boundaries

Editors

Dr. Baseerat Fatima

Dr. Sadaf Khan

Dr. Kamini Vishwakarma

**Integrity Education
Publishing**





Gender and Growth : Women Redefining Professional Boundaries

Copyright © 2026, Editors

ISBN : 978-81-69130-35-6

First Impression – May 2026

Published by INTEGRITY EDUCATION INDIA

New Delhi

First Floor, 4598/12-B, 1st Floor,
Padam Chand Marg, Daryaganj,
New Delhi, Delhi 110002
Phone: +91 98 11 66 62 16 (M)
Phone: +91 70 11 60 56 18 (M)

USA

New Jersey
14 Grandview Ave, Upper Saddle River,
NJ-07458, USA
Phone: +14805226504 (M)

Bengaluru

Jallahalli East
Bengaluru, Karnataka, India.
Phone: +91 98 11 66 62 16 (M)
Email: publisher.integrity@gmail.com

London

37 Degree Media
64, Hodder Drive, Perivale, London UB68LL,
United Kingdom.
Phone: +44 7950 78 18 17 (M)
Website: integrityeducation.co.in

© Editors, 2026

Disclaimer

The author, editor (s) and the publisher have taken every efforts to the maximum of their skill, expertise and knowledge to provide correct material in the book. The responsibility of the content in the chapter/ research publication is solely of the Author(s). The publisher and editor(s) shall have no liability to any person or entity with respect to any loss or damage caused or alleged to have been caused directly or indirectly by the information contained in this book.

The Author has fully tried to follow the copyright law. However, if any work is found to be similar, it is unintentional and the same should not be used as defamatory or to file legal suit against the author.

If the readers find any mistakes, we shall be grateful to them for pointing out those to us so that these can be corrected in the next edition.

All disputes are subjected to the jurisdiction of Delhi courts only.

For any Query / Feedback

Phone: +91 98 11 66 62 16 (Vineet Sharma)

Printed in India @ New Delhi

TABLE OF CONTENTS

<i>Chapters</i>	<i>Chapters Particulars</i>	<i>Page No.</i>
1.	Women in Political Leadership: Representation, Challenges and the Impact of Female Leaders in the Era of Globalisation <i>Dr. Seema Siddiqui & Dr. Aijaz Husain</i>	1
2.	Dismantling Workplace Gender Inequality in India: A Human Rights and Legal Perspectives <i>Dr. Mirza Juned Beg & Mohd. Sufiyan Kha</i>	10
3.	Motherhood Penalty and Women's Career Trajectories: Challenges and Solutions in the Workplace <i>Dr Suman Vimal & Mr. Mayur Anand</i>	30
4.	Balancing Career and Childcare: Women's Workplace Struggles <i>Dr. Syedah Fatima Zahara Jafri</i>	42
5.	Gender Inequality at Work: A Legal Study of Wage Gap, Leadership Exclusion and Sexual Harassment -in the Context of Viksit Bharat 2047 <i>Dr. Pradeep Kumar & Adv. Prateek Kumar Sharma</i>	63
6.	Women-Centric Laws and Their Impact on Women's Professional Advancement in India <i>Dr. Anita Ladha</i>	89
7.	Pink Heels, Power Suits: Women, Leadership and the Negotiation of Authentic Identity at Work <i>Ms.Swati Joshi & Dr. Gaurav Gupta</i>	99
8.	Constitutional Framework and Contemporary Challenges to Gender Equality in Professional Spaces <i>Dr. Mohd Talib Ather Ansari & Dr. Bushra Farat Ansari</i>	110
9.	Redefining Safety: Strategies for Combating Workplace Harassment and Sexual Misconduct <i>Dr. Kirti Prajapati</i>	121

10.	Rights on Paper, Realities at Work: A Legal Perspective on Women's Professional Advancement <i>Dr. Wasim Ahmad</i>	132
11.	Gender Equality in Professional Spaces: Constitutional Guarantees, Workplace Justice and Women's Leadership in Contemporary India <i>Dr. Yasharth Gautam & Ms. Sunny Kannojiya</i>	149
12.	Gendered Scripts at Work: Stereotypes, Self-Presentation, and Women's Professional Identity in India <i>Mr. Abhishek Raj & Ms. Ayushi Srivastava</i>	162
13.	Significance of Aligning Workplace Reforms with Global Standards: A Critical Legal Analysis of the POSH Act, Equal Remuneration Act, and Diversity Policies in India <i>Mr. Rajesh Kumar Vishwakarma & Adv. Lovely Yadav</i>	172
14.	Towards Gender-Neutral Workplace in India: Legal Framework, strategies and Challenges <i>Mr. Rakesh Kumar Jaiswal & Adv. Niharika Dwivedi</i>	182
15.	Power Dynamics and the ICC: Structural Limitations of the POSH Act <i>Mr. Faiz Osmani</i>	197
16.	Women's Leadership in the Digital Age: A Socio-Legal Analysis of Opportunities, Cyber Challenges, and Regulatory Frameworks in India <i>Mr. Ram Kumar & Adv. Narendra Kumar</i>	206
17.	Gender Inequality in the Workplace-Addressing the Wage Gap and Limited Representation of Women in Leadership Positions <i>Ms. Reshma Hayat</i>	226
18.	The Fragmented Ceiling: A Comparative Analysis of Women's Political Leadership and Structural Resistance <i>Ms. Komal Aggarwal & Dr. Syedah Fatima Zahara Jafri</i>	250



2.

Dismantling Workplace Gender Inequality in India: A Human Rights and Legal Perspectives

Dr. Mirza Juned Beg & Mohd. Sufiyan Khan***

ABSTRACT

Despite the introduction of progressive laws, constitutional assurances, and international agreements, gender discrimination in the workplace continues to be a major issue in India. Using a human rights framework, this Chapter reviews the three dimensional approaches structural, legal and social economic to understanding workplace gender discrimination in India. This chapter will evaluate the adequacy of India's legal system, identify issues relating to its implementation, and review judicial interventions. The chapter further explains that the current state of gender equality is related to the patriarchal social structure, that the majority of women work in an informal economy and that there are insufficient enforcement mechanisms in law. Additionally, the author offers suggestions for dismantling systemic barriers to their advancement: use human rights language; examine inter-sectionality issues; and create policies based on these analyses.

KEYWORDS: *Gender Inequality, Labour Law, Human Rights, Equal Pay, Workplace Harassment, India.*

INTRODUCTION

“Women’s equality is at the heart of human rights. It is a fundamental principle of the United Nations Charter and essential for the realization of all human rights.”

- United Nations¹

Gender based discrimination in employment is still one of the longest standing forms of systemic oppression in India. While substantial advances have been made by women regarding access to education (political representation), and access to many more progressive reforms, and improvements have taken place in each area including education, political representation and the legal system, these improvements have not yet translated into equal outcomes for women in the labour market. Women’s participation in the labour force is still much lower than men’s and those women that do work continue to face systemic barriers to success in the workplace, such as income inequality; occupational segregation (the large number of women who work in certain jobs); slow to no upward mobility opportunities;

Associate Professor, Faculty of Law, Integral University, Lucknow.
Faculty of Legal Studies, CMS G-1, Lucknow