

***CALL FOR  
CHAPTERS FOR  
AN EDITED BOOK***

**WOMEN AND WORK :  
CONTEMPORARY TRENDS IN RIGHTS,  
POLICY AND LEGISLATIVE  
FRAMEWORKS**



# Conceptual Background of the Book

The discourse surrounding women's rights and further course of policy action remains inadequate without discussing women's experiences and their lived realities. With the feminization of economics, academic inquiries started to dwell upon women and work, their employment rights, rights related to conditions of work, safety at work and various other aspects that continue to affect women. The current trends that are evident while addressing these inquiries are suggestive of a need to rethink and reassess political, legal and social strategies to further elevate women's conditions. The 2023 Nobel Laureate Claudia Goldin's work tried to explain how and why differences in wages and level of employment between men and women have changed over time. Gender gap is even higher today, with women spending more than seven times as much as men on same financial activities. Further, countries like India are still contemplating paid menstrual leave at work, in a society where progressive thought is bending towards period or menstrual positivity. Other labour welfare measures like daycare facility for working mothers' children, nursing rooms, hygienic sanitation, safety of women etc. are still being negotiated. Do we need further policy and legislative intervention or there is a need for thorough reimagination of "women and work" as an agenda. Existing policies often address specific issues in isolation (e.g., maternity leave, harassment) without a holistic view of women's work experiences. There's a need for integrated frameworks that address various aspects of women's work lives simultaneously.

Policies and strategies should consider the intersectionality of gender with other factors such as race, class, disability, and geographic location. This ensures that policies are inclusive and address the diverse experiences of all women. Also, Reassessing and recognizing the definition of work and its value, including unpaid work such as caregiving, economic support, etc. This book proposes to address a multitude of viewpoints.

# Themes and Sub-themes

## 1. Women and Conditions of Work

- **Social Security Issues**
- **Migrant Workers' Issues**
- **Organised and Unorganised sector dichotomies**
- **International Standards and Sustainability Goals**

## 2. Workplace Safety and Women's Rights

- **Revisiting and Reforming Laws against Sexual Harassment at Workplace**
- **Re-Analysing State's Role in Women's Safety at Workplace**
- **Workplace Safety Issues and Gender Inclusivity**
- **Impact of Unsafe Work Environments on Women's Health**

# Themes and Sub-themes

## 3. Gender Equality, Representation and Pay Parity

- **Industry-wide Disparities at Workplace**  
(Sports, Entertainment, Aviation, Academics, etc.)
- **International Standards and Comparative Practices**
- **The Role of Social Media in Shaping Gender Representation**
- **Representation of Gender in Literature and Arts**

## 4. Cultural Hierarchies and Reflections on Gender Justice at Workplace

- **Gender Stereotyping and Societal Discrimination at Workplace**
- **Role of Leadership in Promoting Gender Justice**
- **Glass Ceiling in Corporate Structures and Business Spaces**
- **Caste, Class, Race and Gender Intersectionality**



### **Eligibility:**

Chapter Proposals are invited from Academicians, Ph.D. Research Scholars, Industry Experts, Policy makers, Gender Activists, Legal Practitioners.



Important Dates:



Submission of Abstract: September 22, 2024



Abstract Acceptance Notification: October 1, 2024



Full Chapter Submission: November 5, 2024



Acceptance/Revision Notification: November 15, 2024



Revised Chapter Submission: November 25, 2024



Acceptance/ Rejection Notification : December 1, 2024

# ***SUBMISSION GUIDELINES***

Abstract should be between 250-350 words and must have 5 Keywords.

Abstract should clearly state the title, scope and methodology of the chapter.

Authors should email their original and unpublished submissions in.doc or.docx format via Google form Link only.

Please enclose a cover letter along with the abstract.

The cover letter must contain Full name, Designation, Name of the Affiliated Institute/Organization/ University, email address, and Contact number of the Author(s).

Co-authorship is allowed up to 2 co-authors.

Submission Link  
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# About the Editors

Dr. Aradhya Singh is an Assistant Professor at the School of Law, UPES, Dehradun. She holds a PhD in Criminal Law from the Faculty of Law, Banaras Hindu University, Varanasi, awarded in December 2023. She qualified UGC-NET exam in 2017. She holds a Gold Medal for her undergraduate graduation. Aradhya has published various articles and papers in Criminal Law, Gender Studies, Special Exceptions in Criminal Law, Animal Law, and Environmental Law in Scopus-indexed journals published by Springer and other International and National Law University journals. She has also presented various papers at National and International Conferences across India and has won the Best Paper Presenter Award for 4 International Conferences. She also has experience teaching at Amity Law School, Noida (2023-24) and at Uttaranchal University, Dehradun (2018-19), respectively.

Dr. Radhika Jagtap is an Assistant Professor at the School of Law, UPES, Dehradun. She holds a PhD in Public International Law from Centre for International Legal Studies, Jawaharlal Nehru University, New Delhi, which was awarded in September 2021. Radhika has worked, published, presented, and organized extensively in public international law and gender studies in various national and international journals including publishers like Oxford University Press, Duncker & Humblot's German Yearbook of International Law, and Economic and Political Weekly amongst others. She has presented and cascaded her research at various intellectual and academic forums including the Max Planck Institute for Comparative Public Law and International Law, Heidelberg, Germany, Walther Schlücking Institute for International Law (WSI) at the University of Kiel, Germany, University of Westminster and Melbourne Law School's 14th Doctoral Forum on Legal Theory. She was an active part of the Gender Champions' cell at Symbiosis Law School, Pune (where she previously taught for 2.6 years) which is a cell formed under UGC mandate for gender sensitization, awareness, and dialogue.

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