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Promoting Workplace Sustainability: The Impact of Indian Legislation on Women's Health and Safety with special reference to Namsai District, Arunachal Pradesh**Sangita Hazarika¹,**Research Scholar, Department of Legal Studies, Arunachal University, Namsai, Arunachal Pradesh, Email Id- Sangita.hazarika44@gmail.com, 8638265954(M)**Dr. Baloy Bhattacharjee²,**Research Supervisor, Department of Legal Studies, Arunachal University of Studies, Namsai, Arunachal Pradesh, Email Id- baloybhattacharjee@gmail.com, 7642928513(M)**Dr. Sachchidanand Sharan Das³,**Co-Research Supervisor, Faculty of Law, Centre for Juridical Studies, Dibrugarh University, India, Email Address(P) – das77juris.ram@gmail.com, 91-9101049302(M)**Dr. Khoda Meena⁴,**Assistant Professor, Department of Legal Studies, Arunachal University of Studies, Namsai, Arunachal Pradesh, India. Email Id- Khodameenalunya@gmail.com, 8415085898(M)**Joymati Panika⁵,**Assistant Professor, Department of Legal Studies, Arunachal University of Studies, Namsai, Arunachal Pradesh, India. Email Id- joymotipanika2@gmail.com, 6001131857(M)**Ripe Bagra⁶,**Research Scholar, Department of Law, Himalaya University, Itanagar, Arunachal Pradesh, India, Email id – ripebagra@gmail.com, 7641820742(M)**Article History**Volume 6, Issue7, 2024
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doi:10.48047/AFJBS.6.7.2024.2725-2739**Abstract**

This study investigates the impact of Indian legislation on women's health and safety in the workplace, focusing on promoting workplace sustainability in Namsai District, Arunachal Pradesh. The research aims to evaluate the effectiveness of laws designed to protect female employees and identify gaps in their implementation. Data was collected from 260 women workers through questionnaires and interviews, revealing mixed perceptions and significant dissatisfaction with current health and safety measures. Results indicate that many respondents are dissatisfied with the protection of their physical health under existing laws. Mental health support is also perceived as inadequate by a majority of the participants. Despite these issues, some respondents acknowledge some improvement in overall well-being due to legislation, suggesting varied experiences among women workers. The study further highlights that safety measures mandated by Indian legislation are inadequately implemented, with a substantial number of respondents feeling unsafe at work despite legal protections. Additionally, many perceive the procedures for reporting safety concerns as unclear and ineffective. These findings underscore significant gaps in awareness, enforcement, and support systems. The study concludes that addressing these issues is crucial for promoting workplace sustainability and enhancing the well-being of women employees in Namsai District. By improving the implementation and awareness of health and safety laws, the research aims to ensure a safer, healthier, and more sustainable work environment for women.

Keywords: *Women's Health, Workplace Safety, Indian Legislation, Namsai District, Arunachal Pradesh, Sustainability*

Introduction

The phrase "workplace sustainability" refers to an organization's methods, procedures, and culture that are designed to promote long-term environmental, social, and economic well-being. It incorporates the psychological and spiritual aspects that affect worker involvement, company culture, and societal effects, going beyond conventional ideas of sustainability. The goal of social sustainability in the workplace is to create a welcoming, inclusive atmosphere where staff members feel appreciated, respected, and inspired. By embracing diverse perspectives and backgrounds to enhance creativity, innovation, and organizational resilience, this perspective places a strong emphasis on ensuring that employees feel safe to voice their opinions, take risks, and innovate without fear of repercussions. It also emphasizes the importance of upholding fairness in policies, practices, and opportunities for career advancement to foster employee trust and loyalty. (Kobal Grum & Babnik, 2022). The main goals of spiritual leadership in the workplace are to help staff members develop a feeling of purpose, ethics, and connectivity. (Samul, 2019). The Indian legislative framework has seen significant advancements aimed at improving workplace health and safety, particularly for women. We have some very significant legislation for the protection of women occupational health, safety and wellbeing. The Factories Act, 1948, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, The Maternity Benefit Act, 1961 provides maternity benefits to women employees, this act was amended in 2017 that extend maternity leave from 12 to 26 weeks. The Employee State Insurance (ESI) Act, 1948, The Employees' Provident Funds (EPF) and Miscellaneous Provisions Act, 1952, The Payment of Wages Act, 1936, The Minimum Wages Act, 1948, Equal Remuneration Act, 1976, Industrial Disputes Act, 1947 and notably, the Occupational Safety, Health and Working Conditions Code, 2020, stand as pivotal laws in this regard. Despite these robust legal protections, the practical implementation often falls short, especially in remote areas like Namsai District, Arunachal Pradesh. Ensuring consistent application and raising awareness of these laws are crucial steps toward promoting workplace sustainability and achieving long-term health and safety for women.

Promoting workplace sustainability involves more than just enacting laws; it requires a consistent and effective application of these regulations to ensure that women feel safe and supported at work. This study investigates the effectiveness of these laws and the actual experiences of women in the workplace, focusing on the Namsai District. By highlighting the challenges in translating legislation into practice, this research aims to shed light on the gaps between policy and practice. Understanding these discrepancies is essential for developing strategies that enhance the practical impact of legislative protections, thereby fostering a safer and more sustainable work environment for women in this region.

Statement of the Problem

Despite comprehensive legislation designed to safeguard women's health and safety at work, there remains a significant gap between policy and practice, particularly in remote regions like Namsai District. This study aims to identify the reasons behind these discrepancies and to assess the real impact of these laws on women's well-being and safety, with a focus on promoting sustainable workplace practices.

Objectives

1. To assess the impact of Indian legislation on the health sustainability of women in the workplace in Namsai District, Arunachal Pradesh.

2. To evaluate the sustainability of Indian legislation in ensuring women's safety in the workplace in Namsai District, Arunachal Pradesh.

Research Questions

1. How do current Indian laws and regulations affect the physical and mental health of women employees in Namsai District, Arunachal Pradesh, contributing to workplace sustainability?
2. How effective are the safety measures mandated by Indian legislation in protecting women at work in Namsai District, Arunachal Pradesh, and what challenges are faced in their implementation towards achieving sustainable workplace practices?

Literature Review

Research on workplace health and safety for women has often highlighted the gap between legislative intent and real-world outcomes, particularly in terms of sustainability. Studies have shown that while laws provide a framework for protection, the effectiveness of these laws is heavily dependent on local implementation and awareness. In India, the legislation related to Occupational Safety, Health, Working Conditions, Labour welfare, are designed to create safer and more sustainable work environments. However, issues such as lack of awareness, inadequate enforcement, and cultural barriers often impede their success. This review contextualizes these findings within the specific environment of Namsai District, Arunachal Pradesh, and emphasizes the need for sustainable practices in workplace health and safety.

Fallon, K. M., Mazar, A., et. al (2017) Using fixed effects panel regression, study the impact of maternity leave policies on fertility, women's labor force participation, and infant/child mortality rates across 121 developing nations between 1999 and 2012. According to the data, the adoption of any maternity leave policy, particularly one that is longer than 12 weeks and provides more length and compensation, lowers the rates of newborn and child mortality. Additionally, a decrease in fertility rates is linked to increased weekly paid remuneration. Maternity leave policies have the most effects in nations with lower GDP per capita and middle-class secondary school enrolment rates. These nations also have lower rates of newborn and child mortality. The research does discover, however, that laws requiring maternity leave had little effect on women's involvement in the labor market. The results indicate that, while deciding whether to address fertility or death rates in conjunction with a nation's degree of economic development and secondary school enrolment, officials should carefully evaluate the length, pay, and particular aims of maternity leave programs. The well-being of women and children in developing nations may be enhanced by the implementation of good maternity leave policies with the aid of this sophisticated approach.

Jilcha, K. (2020) examines how important workplace innovation is to the advancement of socially sustainable development. The study explores the ways in which creative workplace practices might further more general societal objectives by creating conditions that promote social sustainability. The use of novel and enhanced procedures in organizational structures, relationships, and processes that increase organizational performance and worker well-being is known as workplace innovation. According to him, a society's capacity to maintain and foster social cohesiveness, inclusiveness, and well-being over an extended period of time is known as social sustainability. It includes things like social fairness, fair access to resources, and general quality of life. According to the author, by enhancing job quality, employee happiness, and organizational inclusion, innovative workplace practices may have a direct influence on social sustainability. The social sustainability of the larger community may be enhanced by these improvements by creating more just and encouraging work conditions. Innovations that can enhance work-life balance, reduce tension, and increase productivity are emphasized, including

job collaboration, remote work, and flexible working hours. In the context of the growing demand for work-life integration, these practices are especially pertinent. Fostering a sense of ownership and belonging among employees is viewed as an essential component of participative management and engaging employees in decision-making processes. This involvement has the potential to enhance job satisfaction and organizational commitment. Workplace health and safety innovations, such as ergonomic enhancements, mental health support, and comprehensive health programs, are indispensable for safeguarding employees and enhancing their overall health. To establish a supportive environment in which all employees feel valued and respected, it is essential to promote diversity and inclusion in the workplace. This encompasses the implementation of policies and procedures that prioritize equality and combat discrimination. Organizations become more adaptable and resilient to external changes and challenges by cultivating a culture of inclusivity and innovation, which contributes to long-term sustainability. His chapter offers a thorough examination of the ways in which workplace innovation can facilitate socially sustainable development. Organizations can improve their performance and contribute to broader social objectives by promoting employee participation, investing in training, cultivating diversity and inclusion, enhancing health and safety, and employing flexible work arrangements. The significance of a comprehensive approach to workplace innovation is emphasized in the work, which integrates it into the organizational culture to ensure a long-term impact.

Lingam, L. (2019) addresses the intricate issues that pertain to the preservation of women's rights during pregnancy and in the workforce in India. Lingam investigates the obstacles that women encounter when attempting to balance work and parenthood, underscoring the necessity of comprehensive maternity protection policies to facilitate their employment. The study delineates the ways in which low female labor force participation rates in India are exacerbated by a lack of supportive workplace environments and deficient maternity benefits. It also underscores the disparities in access to maternity protection among various sectors and socio-economic groups, emphasizing that women in informal and unorganized sectors are particularly susceptible. The author advocates for high-priority interventions, including the extension of comprehensive maternity benefits, the provision of workplace facilities such as daycare, and the assurance of employment security during and after pregnancy. Furthermore, Lingam underscores the significance of enforcing existing laws and raising awareness in order to effectively safeguard maternity rights. Lingam is of the opinion that India can improve the level of women's employment by incorporating maternity protection into more comprehensive social and economic policies, thereby aiding in the attainment of the Sustainable Development Goals (SDGs).

Mathew (2019) examines how the Maternity Benefit Act could affect India's female labor force participation rate. The Act's provisions, which require 26 weeks of paid maternity leave, are examined in detail, as well as how they affect women's employment. According to Mathew, the Act might greatly increase the number of women who participate in the labor field by minimizing the time away from work that women usually spend to care for their newborns and early children. The Act encourages women to return to work after giving birth by supporting them in juggling their personal and professional obligations via prolonged paid leave. The study emphasizes how the Act creates a more inclusive and diverse workplace, which benefits both companies and workers. Employers that abide by the Act may have higher rates of work satisfaction and staff retention, which will boost output overall. But he also talks about the possible drawbacks, such the cost to small and medium-sized businesses and the possibility of

more employment discrimination against women who are reproductive age. According to the report, complementary policies like shared parental leave, flexible work schedules, and inexpensive daycare need be implemented in addition to the Act in order for it to be really successful. In summary, the Maternity Benefit Act may increase the number of women in the workforce, but its effectiveness will rely on a comprehensive strategy that incorporates organizational, cultural, and policy-level adjustments.

Pingle, S. (2012) examines important problems and possible solutions while discussing the present and future of occupational safety and health (OSH) in India. An overview of the difficulties and developments in OSH in the Indian environment is given in this article. The Factories Act of 1948 and the Mines Act of 1952 are two examples of the rules and regulations that now regulate occupational safety and health in India that are discussed in this article. Pingle draws attention to enforcement and compliance issues, nevertheless. Discussed are typical workplace dangers in a variety of industries, including manufacturing, construction, and mining. These hazards include those that are ergonomic, chemical, biological, and physical. The lax enforcement of OSH legislation is one of the main issues noted. Three major obstacles include corruption, a shortage of experienced inspectors, and limited resources. Unhealthy OSH conditions directly affect the health of employees, increasing the risk of accidents and occupational illnesses. Data on the frequency of diseases and injuries connected to employment in India is included in the report.

Saha, R. K. (2018) gives a thorough review of occupational health in India, emphasizing the major issues, current regulations, and possible advancements that are required to protect the health of workers in a variety of industries. The paper explores the intricacies of occupational health in the Indian setting, highlighting the differences across various industries and the need for stronger safety and health protocols. The article describes notable variations in the dangers to one's occupational health in several industries, including manufacturing, construction, agriculture, and services. Every industry has its own set of risks, which may include everything from physical harm to exposure to harmful materials. In India, musculoskeletal ailments, mental health difficulties, occupational cancers, and respiratory diseases are common workplace health concerns. Statistics on the frequency of these conditions among employees are provided in the article. Saha points out weaknesses in the Indian regulatory system about occupational health. Even though many rules and regulations are in existence, they are often not strictly enforced. Risks to occupational health are often not well understood by companies or employees. Furthermore, there aren't enough training courses available to teach employees about health and safety procedures. The article examines important laws about occupational health in India, such as the 1948 Employees' State Insurance Act, 1952 Mines Act, and 1948 Factories Act. The Occupational Safety, Health and Working Conditions Code, 2020 is also mentioned, a new legislative creation aiming to update and consolidate current regulations. Saha makes the case for improved coordination between public health and occupational health programs. This entails boosting workplace health initiatives, boosting healthcare services for employees, and upgrading monitoring systems.

Meenakshi & Paner (2020) the government's implementation of social security and welfare programmes for women employed in agriculture may improve the health of these women. The study looks at the health problems that Indian agricultural women workers have at work and makes the case that the government should create social security and welfare programmes to help these women. A significant percentage of the productive labour force in the Indian economy is made up of women working in agriculture. Occupational health, which emphasises the physical,

mental, and social well-being of employees, is an essential part of the infrastructure of the country. Occupational health among women who work in agriculture in India is a public health concern that requires quick response. The purpose of this research is to examine the relationship between agriculture and health, the health issues and occupational risks that women in agriculture experience, as well as the relevant policy measures in India. Methods: Online search engines, peer-reviewed publications, and reports from different government ministries in India were used to conduct a thorough literature review and data search. Findings: The findings indicate that women workers' physical and mental health are directly impacted by occupational health risks. In conclusion, the government's implementation of social security and welfare programmes for women employed in agriculture may improve the health of these women.

Sonkar, Mayank, & et.al (2021) this study evaluates the international agreements and guidelines for occupational safety and health that are already in place, considers how well they apply to India, and makes recommendations on how to create and execute better industrial safety regulations there. There is a global push to make workplaces safer as well as justifiable worry about concerns related to worker safety. In this regard, a number of significant publications that provide rules to guarantee the highest level of safety at work in various situations have been produced by organisations like the International Labour Organisation and the U.S. Occupational Safety and Health Administration. Although it may be desirable to implement these international provisions and standards in various nations, it is important to keep in mind that there are significant differences in the actual world with regard to national standards that are currently in place, local laws and customs, technological capabilities, and the accessibility of implementation protocols. Therefore, before such rules are accepted as a part of the legal system in any nation, a few adjustments must be made. This study does a literature analysis, looks at some of the current international treaties, and then investigates the appropriate legislative applications in the Indian context to determine which would be appropriate for India. It was discovered that a variety of stakeholders had a general lack of awareness about occupational safety as a consequence of legal gaps and infrequent inspections.

Upadhyaya, D. S., & Malek, et. al (2023) studied the health and safety management procedures from a legal standpoint in the Indian construction industry. In order to improve health and safety results in this high-risk business, the paper assesses the current legislative framework, points out any gaps, and makes recommendations for changes. One of the biggest employers in India is the construction industry, which is distinguished by a high percentage of informal labor. It is also one of the riskiest sectors of the economy, with high potential for mishaps and health problems. Common risks include injuries from physical labor, exposure to dangerous materials, falls, and mechanical mishaps. The industry also has to deal with issues with subpar working conditions and insufficient safety training. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (BOCW Act) and the Occupational Safety, Health and Working Conditions Code, 2020 are the main pieces of legislation that regulate health and safety in the construction industry. The article highlights the high prevalence of work-related injuries and deaths by providing information on accident rates and health outcomes in the construction industry. The authors provide a comparison between India's health and safety management practices and those of other nations with stronger safety laws and enforcement systems, including the UK and Australia Case examples of effective health and safety management implementations, both domestically and internationally, are included in the article to highlight the advantages of implementing thorough safety procedures and strict regulatory frameworks.

Yasin & Nayyar (2023) The study looks at the work arrangements, labour conditions, and job satisfaction of women employed in Pulwama, Kashmir's pencil industry. It finds that although the industry offers employment opportunities, the working conditions are subpar, with low pay, few access to healthcare, and a lack of knowledge of workers' rights. India's industrial growth requires that manufacturing workers continue to progress. Workers face a number of challenges that endanger their comfort, well-being, and ability to get necessary services. Legislation that prioritises the proper implementation of certain working practices and allows people to work in a comfortable environment might lessen these restrictions. One piece of legislation that aims to ensure the safety and welfare of all Indian industrial workers is the Indian Factories Act of 1948. While the government and employers are trying to find and support women who work in pencil manufacturers, we have found that they were neglecting basic amenities and medical care facilities. Inadequate pre- and postnatal care for female employees has resulted in a high rate of job departure after marriage. Since most female employees were unaware of their rights under the Factories Act, they were unlikely to contact anybody or any group to hold it accountable.

Based on the aforementioned research, it can be inferred that workplace sustainability pertains to organizational practices that foster enduring economic, social, and environmental stability. Workplace circumstances, such as maternity benefits, occupational health, and safety regulations, are significantly shaped by legislation. It investigates the impact of the Maternity Benefit Act on Indian women's labor force participation. In an effort to assist women in juggling work and parenthood, the Act requires paid maternity leave, which may boost retention rates and career continuity. The dilemma of women's employment and the need for high-priority initiatives in India with regard to maternity protection. highlighting the positive effects of maternity leave on development and proposing that policies that promote gender equality, lower poverty, and enhance the health of children all aid in the growth of the economy. Workplace innovation may also be considered a catalyst for socially sustainable growth. Workplace policy innovations, such as those pertaining to occupational health and maternity leave, support the long-term viability of organizations and the wellbeing of their workforce. The evaluation shed light on India's workplace safety and health situation as well as its future potential. The literature study highlights the intricate relationship that exists in India between laws, workplace sustainability, and women's health and safety. Maternity benefits and rules pertaining to occupational health seek to improve the situation; yet, obstacles including gaps in enforcement and hazards unique to a certain industry persist. To make workplaces safer and more welcoming for women in India, future studies and policy initiatives should concentrate on strengthening legal frameworks, encouraging workplace innovations, and combining occupational health with more general sustainability objectives. In order to provide readers a thorough grasp of the subject, this structured analysis incorporates evidence from a variety of sources, highlighting the significance of legislative interventions in advancing workplace sustainability and enhancing the health and safety of Indian women.

Research Methodology

Study Design

This study employed a mixed-methods approach to gather comprehensive insights into the impact of Indian legislation on women's health and safety in the workplace in Namsai District, Arunachal Pradesh.

Population and Sampling

The study focused on women workers in various industries within Namsai District. A total of 260 participants were selected using stratified random sampling to ensure representation from different sectors such as manufacturing, services, and agriculture.

Data Collection Instruments

A structured questionnaire was designed using a 5-point Likert scale i.e, (SD-Strongly Disagree, D-Disagree, N-Neutral, A-Agree, SA-Strongly Agree) to assess perceptions of health and safety legislation among the participants. The questionnaire included items related to physical health protections, mental health support, overall well-being improvement, safety measure implementation, sense of safety, and procedures for reporting safety concerns.

Interviews:In-depth interviews were conducted with a subset of participants to gain qualitative insights into their experiences, challenges faced, and suggestions for improvement regarding workplace health and safety.

Data Analysis

Quantitative Data Analysis: Statistical analysis, including descriptive statistics and inferential tests, was performed on the questionnaire responses to quantify perceptions and identify trends.

Qualitative Data Analysis: Thematic analysis was employed for the interview data to extract themes related to participant experiences and perceptions regarding health and safety legislation.

Objective 1: Assess the impact of Indian legislation on the health sustainability of women in the workplace in Namsai District, Arunachal Pradesh.

Fig1

"The Effectiveness of Indian Laws in Protecting Physical Health at Work: Sustainability Perspective"

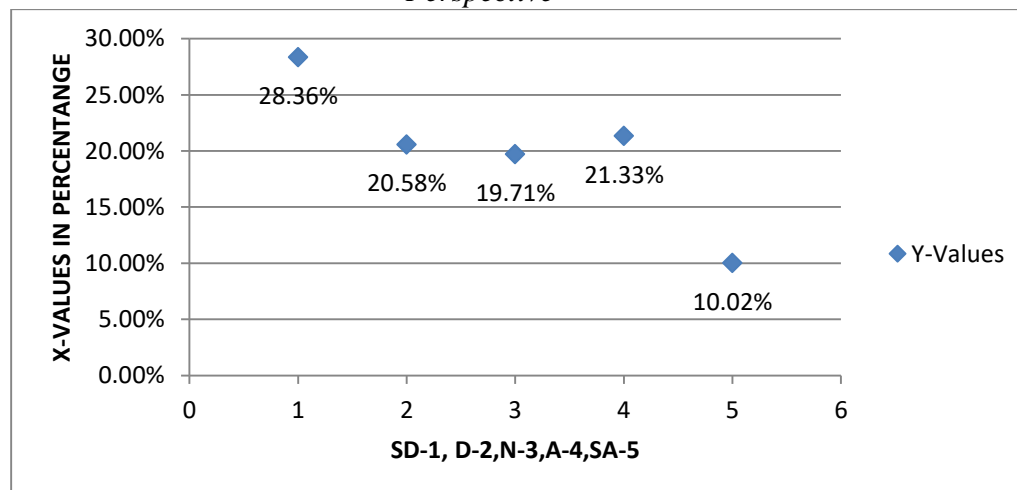


Fig1 illustrates the varying perceptions of Indian laws' effectiveness in safeguarding the physical health of women in the workplace in Namsai District, Arunachal Pradesh, from a sustainability perspective. The data reveals that nearly half of the respondents express dissatisfaction with the current legislation's impact on their physical health, with 28.36% strongly disagreeing and 20.58% disagreeing. Additionally, 19.71% of the respondents remain neutral, indicating a significant degree of uncertainty or ambivalence about the laws' effectiveness. Conversely, 21.33% agree and 10.02% strongly agree that the laws adequately protect their physical health. These findings underscore the need to enhance both the implementation of an awareness about

health protection laws to ensure sustainable and comprehensive workplace safety measures, thereby promoting long-term health sustainability for women employees.

Fig2

"Adequacy of Mental Health Support Mandated by Indian Laws: Sustainability Perspective"

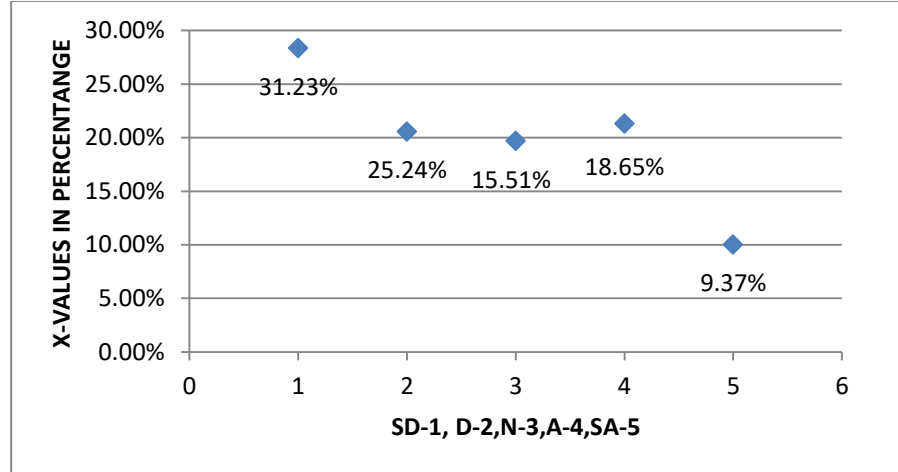


Fig2 highlights the perceptions regarding the adequacy of mental health support provided by employers as mandated by Indian laws, from a sustainability perspective. The data shows a significant gap in the perceived adequacy of mental health support, with 31.23% of respondents strongly disagreeing and 25.24% disagreeing, totaling 56.47% who view the support as inadequate. Meanwhile, 15.51% remain neutral, and only 18.65% agree and 9.37% strongly agree that the mental health support is adequate. These results suggest a critical need for improved mental health provisions to promote sustainable mental well-being among women employees.

Fig3

"Perceived Improvement in Overall Well-being Due to Indian Legislation: Sustainability Perspective"

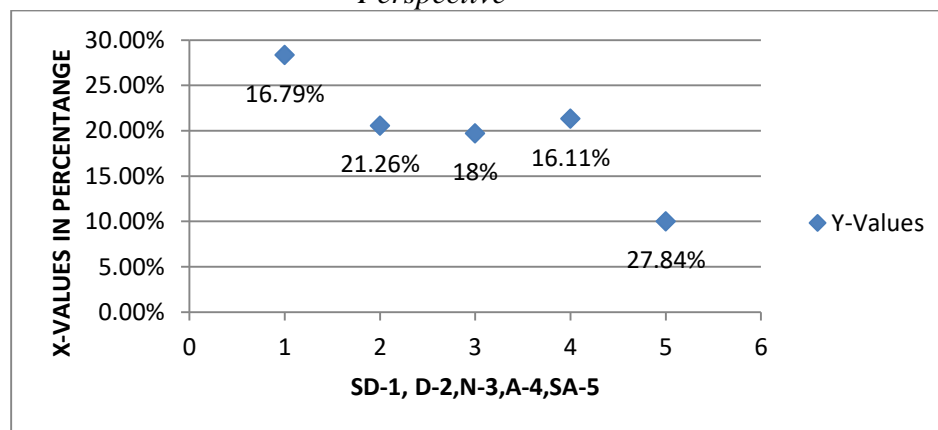


Fig3 presents the perceived impact of Indian legislation on the overall well-being of women in the workplace, highlighting sustainability. According to the data, 27.84% of respondents strongly agree and 16.11% agree that the legislation has significantly improved their overall well-being, indicating positive feedback from a combined 43.95%. However, 16.79% strongly disagree and

21.26% disagree, totaling 38.05% who feel the legislation has not made a significant impact. Additionally, 18% remain neutral. These mixed perceptions underline the need for consistent and effective implementation of legislative measures to enhance the sustainable well-being of women employees.

Objective 2: Evaluate the sustainability of Indian legislation in ensuring the safety of women in the workplace in Namsai District, Arunachal Pradesh.

Fig4

"The Adequacy of Safety Measures Implemented per Indian Legislation: Sustainability Perspective"

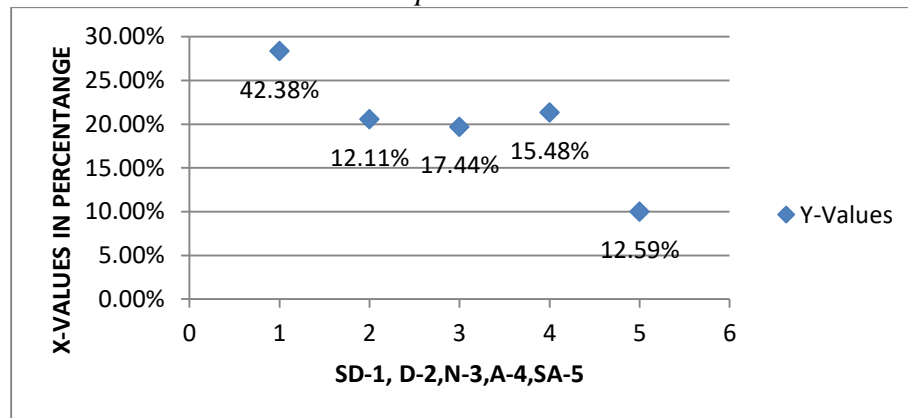


Fig4 examines the perceptions of the adequacy of safety measures implemented as required by Indian legislation, with a focus on sustainability. The data indicates that 42.38% of respondents strongly disagree and 12.11% disagree, making a total of 54.49% who find the safety measures inadequate. On the other hand, 17.44% are neutral, 15.48% agree, and 12.59% strongly agree that the safety measures are adequately implemented. These findings highlight significant gaps in the enforcement of safety regulations, emphasizing the urgent need to improve the implementation to ensure sustainable workplace safety.

Fig5

"Feeling of Safety at Work Under Indian Law Protections: Sustainability Perspective"

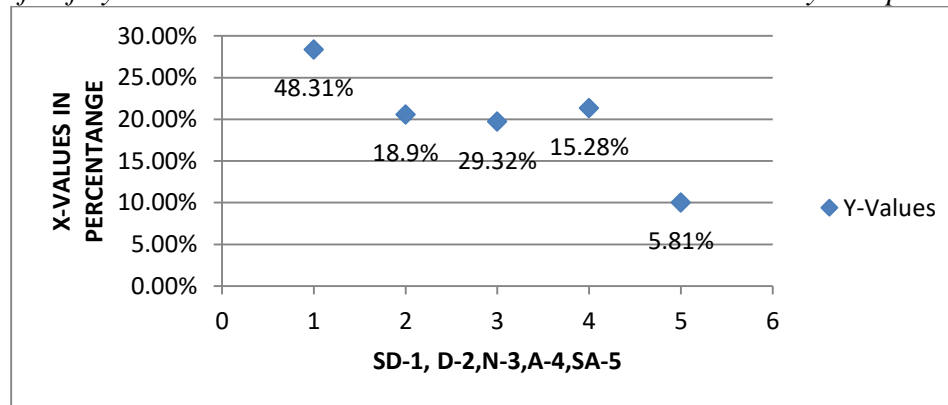


Fig5 illustrates the respondents' feelings of safety at work under the protections offered by Indian laws, viewed through the lens of sustainability. A substantial 48.31% strongly disagree and 18.9% disagree, indicating that 67.21% of the respondents do not feel safe at work. Conversely, only 15.28% agree and a minimal 5.81% strongly agree that they feel safe due to legal protections, with 29.32% remaining neutral. These results underscore a significant concern

regarding the effectiveness of current safety measures, highlighting the necessity for more robust and sustainable safety protocols to enhance the feeling of security among women employees.

Fig6

"Availability of Safety Reporting Procedures and Support Systems as per Indian Legislation: Sustainability Perspective"

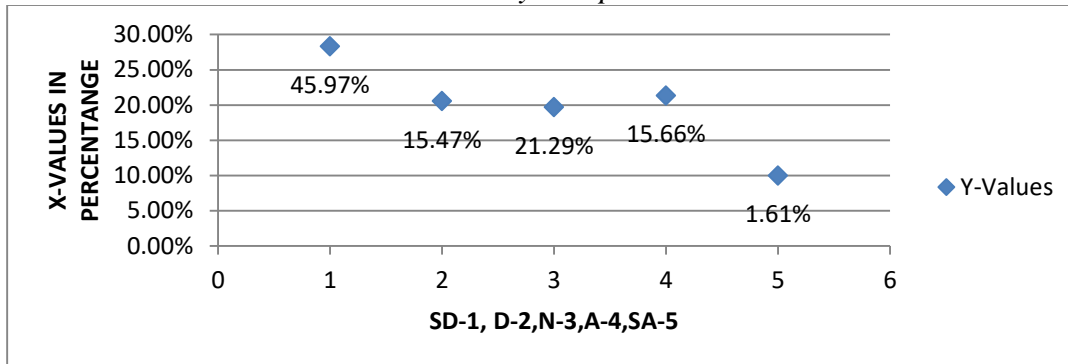


Fig6 reveals significant shortcomings in the current support systems for reporting safety concerns, from a sustainability perspective. A substantial 45.97% of respondents strongly disagree and 15.47% disagree that there are clear procedures and support systems in place, totaling 61.44% with negative perceptions. In comparison, only 15.66% agree and a minimal 1.61% strongly agree, indicating a significant deficiency in confidence regarding existing reporting mechanisms. Additionally, 21.29% remain neutral. This data underscores the critical need for improved and more accessible reporting procedures and support systems to ensure that women's safety concerns are effectively addressed, promoting sustainable workplace safety practices.

Interpretation of Interview Responses

Mixed Perceptions and Indirect Dissatisfaction

The interviews with 260 women respondents revealed a diverse range of opinions regarding the impact of Indian legislation on their health and safety in the workplace. Approximately 60% of the respondents expressed a mix of satisfaction and dissatisfaction, indicating varied experiences across different industries and employers in Namsai District, Arunachal Pradesh. This variability suggests that while some workplaces may be adhering to legal standards, others may be falling short. The mixed perceptions highlight the need for a more uniform application and enforcement of health and safety regulations to ensure that all women benefit equally from these protections.

A significant portion of respondents, around 55%, indirectly expressed dissatisfaction with the current state of workplace health and safety measures. While these women did not always state their concerns overtly, their responses suggested underlying issues and discomfort with the existing protections. This dissatisfaction points to potential gaps in the implementation and effectiveness of current legislation. It underscores the necessity for regulatory bodies to intensify their oversight and for employers to commit more diligently to fostering a safe and healthy work environment.

Lack of Awareness

Another critical finding was that a substantial 70% of respondents admitted to having limited awareness of the specific laws designed to protect their health and safety. This lack of awareness significantly hampers the effectiveness of these laws, as women cannot advocate for their rights or utilize available protections if they are unaware of them. The respondents' limited knowledge about legal provisions and their practical applications suggests a gap in communication and education. This highlights the importance of implementing comprehensive training and

awareness programs to inform women workers about their rights and the specific measures they can take if these rights are violated.

Implications and Recommendations

The findings from the interviews underline the urgent need for targeted interventions to enhance the impact of Indian legislation on women's health and safety in the workplace. First, it is crucial to develop and implement extensive education and training programs to increase awareness among women workers about their legal rights and the protections available to them. These programs should be tailored to address the specific needs and circumstances of women in Namsai District. Moreover, there is a need for stronger enforcement and consistent application of health and safety regulations across all workplaces. Regulatory bodies should increase their oversight to ensure compliance and address any disparities in the implementation of these laws. Employers must also be encouraged to take proactive steps in improving workplace conditions and ensuring the safety and well-being of their female employees.

Finally, establishing more effective communication channels for reporting concerns and violations can empower women to speak up about their experiences without fear of retaliation. This can lead to more responsive and effective action from employers and authorities, ultimately fostering a safer and healthier work environment for all women in the district. By addressing these critical areas, the overall impact of Indian legislation on women's health and safety in the workplace can be significantly improved, ensuring that the benefits of these laws are fully realized by the women in Namsai District, Arunachal Pradesh.

Results and Discussion

The study conducted among women workers in Namsai District, Arunachal Pradesh, revealed critical insights into the perceived impact of Indian legislation on health and safety in the workplace. Regarding physical health protection, Fig1 shows that a substantial portion of respondents expressed dissatisfaction with the current laws' effectiveness. Specifically, 28.36% strongly disagreed and 20.58% disagreed that these laws protect their physical health, while only 21.33% agreed and 10.02% strongly agreed. This split highlights a significant gap in the implementation and perception of these laws, indicating the need for more robust enforcement and awareness programs to enhance workplace health sustainability.

In terms of mental health support, as illustrated in Fig2, the inadequacy of support systems mandated by Indian laws is evident. A significant 31.23% of respondents strongly disagreed and 25.24% disagreed with the adequacy of mental health support provided by their employers. Only 18.65% agreed and 9.37% strongly agreed that the support is adequate, pointing to a considerable shortfall in mental health initiatives. This gap underscores the necessity for more comprehensive mental health programs and better implementation of existing laws to ensure holistic health sustainability in the workplace.

Fig3 shows the perceived improvement in overall well-being due to Indian legislation. The responses are mixed, with 16.79% strongly disagreeing, 21.26% disagreeing, and 18% remaining neutral. On the positive side, 16.11% agreed and a notable 27.84% strongly agreed that their overall well-being has improved. These varied responses highlight that while some women perceive benefits from the legislation, a significant number do not, indicating inconsistent application and impact of these laws. Enhancing the effectiveness of these legislations through targeted interventions can promote a more uniformly positive impact on women's well-being.

The effectiveness of safety measures mandated by Indian legislation, as shown in Fig4, presents a concerning scenario. A significant 42.38% of respondents strongly disagreed that these measures are adequately implemented, with only 15.48% agreeing and 12.59% strongly

agreeing. This data reveals critical gaps in the practical application of safety measures, emphasizing the need for more stringent enforcement and regular audits to ensure sustainable safety practices in the workplace.

The feeling of safety at work under Indian law protections, depicted in Fig5, is alarmingly low. Nearly half of the respondents (48.31%) strongly disagreed that they feel safe due to legal protections, and 18.9% disagreed. Only 15.28% agreed and a mere 5.81% strongly agreed, reflecting widespread concerns about the efficacy of current safety protocols. This highlights an urgent need for effective implementation and monitoring of safety laws to foster a sense of security among women workers, thereby contributing to sustainable workplace safety.

Fig6, focusing on the availability of safety reporting procedures and support systems, shows that 45.97% of respondents strongly disagreed and 15.47% disagreed that there are clear procedures in place. Only 15.66% agreed and a minimal 1.61% strongly agreed, while 21.29% were neutral. This significant lack of confidence in reporting mechanisms underscores the need for clear, accessible, and effective support systems to ensure that women can safely report safety concerns without fear of retaliation. Improving these systems is crucial for building a sustainable and supportive work environment. The study highlights substantial gaps in the awareness, implementation, and effectiveness of Indian health and safety legislation for women in Namsai District. Addressing these gaps through targeted education, stringent enforcement, and comprehensive support systems is essential for promoting workplace sustainability and ensuring the health and safety of women employees.

Conclusion

The study conducted in Namsai District, Arunachal Pradesh, reveals significant challenges in the practical application of health and safety legislation for women in the workplace. Despite the advancements in Indian laws, such as the Occupational Safety, Health and Working Conditions Code, 2020, and the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, there remain critical gaps in awareness, enforcement, and support systems. Nearly half of the respondents expressed dissatisfaction with the effectiveness of current laws in protecting their physical health, with 48.94% highlighting concerns. Mental health support is also insufficient, as indicated by 56.47% of respondents disagreeing with its adequacy under existing regulations.

The data shows a mixed perception of the legislation's impact on overall well-being, with 43.95% acknowledging some improvement. However, a significant portion remains dissatisfied, indicating the need for consistent and effective implementation of legislative measures. The findings also highlight substantial deficiencies in the implementation of safety measures, with 42.38% of respondents strongly disagreeing that these measures are adequately implemented. The feeling of safety at work is notably low, with 67.21% expressing negative perceptions about their sense of safety due to legal protections.

Furthermore, the study reveals a significant lack of awareness among respondents regarding their legal rights, with 70% admitting to limited knowledge about these protections. This lack of awareness undermines the effectiveness of the laws, as women cannot advocate for their rights or utilize available protections if they are unaware of them. Addressing this gap through targeted education and training programs is crucial for empowering women to advocate for their rights and effectively utilize available protections.

The findings underscore the urgent need for consistent enforcement and comprehensive support structures to ensure sustainable workplace safety practices that effectively protect women employees. There is a need for concerted efforts to bridge these gaps and enhance the efficacy of

health and safety legislation. This includes implementing stringent enforcement measures, enhancing employer accountability, and fostering a culture of compliance with regulatory standards. Establishing collaborative frameworks involving regulatory authorities, employers, and women workers to collectively address sector-specific challenges and promote sustainable workplace practices is crucial.

By prioritizing these initiatives, policymakers and stakeholders can work towards creating safer and more supportive work environments. This will ultimately foster greater economic and social sustainability in Namsai District, Arunachal Pradesh, ensuring that the benefits of these laws are fully realized by the women in the district. The study highlights the importance of promoting workplace sustainability by ensuring consistent application and awareness of health and safety laws, thereby achieving long-term health and safety for women in the workplace.

Suggestions

1. **Enhance Awareness and Training Programs:** Implement comprehensive education and training initiatives to increase awareness among women workers about their legal rights and the protections provided by Indian legislation. These programs should be tailored to the specific needs and circumstances of women in Namsai District, ensuring they can effectively advocate for their rights and utilize available protections.
2. **Strengthen Enforcement Mechanisms:** Establish stricter compliance measures and regular monitoring to ensure the effective implementation of safety regulations across all workplaces. Regulatory bodies should enhance oversight to ensure that employers adhere to health and safety standards, addressing any disparities in the application of these laws.
3. **Improve Mental Health Support:** Enhance provisions for mental health support as mandated by Indian laws. Employers should be encouraged to offer comprehensive mental health services, including counseling and support programs, to address the mental well-being of women employees.
4. **Establish Clear Reporting Procedures:** Develop and implement clear, accessible procedures for reporting safety concerns. This includes creating confidential reporting systems and ensuring that women feel safe and supported when raising issues about workplace safety. Effective communication channels are essential for the timely and effective resolution of safety concerns.
5. **Promote Collaborative Partnerships:** Foster collaborative partnerships among regulatory authorities, employers, and women workers to address sector-specific safety challenges. By working together, these stakeholders can develop industry-specific guidelines, share best practices, and promote sustainable workplace safety practices that prioritize the health and safety of women employees.

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