

NEED OF LAWS FOR ANTI-DISCRIMINATION AND EQUAL OPPORTUNITY

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Abstract

The movement towards empowering vulnerable employees through protective laws is a monument to our common dedication to social justice, equality, and human dignity. This movement has been a long and winding road. We create the ground for good change that will spread through communities and generations if we acknowledge the issues encountered by employees in slum regions and implement effective legal frameworks. These protective regulations not only serve as a safety net for the working population, but they also lay the groundwork for a society that is fair and just. They uphold the concepts of fair salaries, safe working conditions, and equal opportunities, all of which are vital components of human rights that every individual is entitled to.

Keywords: Legal Laws, Empowering Employees, Protective Laws, Slum.

Introduction

As we move forward, it is essential to acknowledge that the process of empowering disadvantaged workers goes beyond the provisions of the statutes. It includes comprehensive support systems that encompass education, healthcare, and the development of skills, among other things. It is absolutely essential for governments, non-governmental organisations, enterprises, and communities to work together in order to guarantee that these employees will have access to the resources they require in order to prosper.

The improvement in people's lives will determine whether or not our efforts were successful. Workers who have more autonomy not only contribute to their own well-being, but also to the expansion and success of the communities in which they live. By helping people who are marginalised in society, we can contribute to making it more inclusive and creating an environment in which the potential of every person can thrive.

The journey towards empowering vulnerable employees through protective laws is, in the end, a journey towards a brighter and more equal future. It is a reflection of our collective commitment to working towards the creation of a world in which the rights of every people are honoured, opportunities are available to everyone, and hope is reignited. Together, we have the ability to turn this vision become a reality and bring about a transformation that will be long-lasting for vulnerable workers and the communities in which they live.

Within the context of our larger global community, the empowerment of vulnerable workers through the implementation of protective laws offers the potential to cultivate a society that is more equitable and harmonious. The effects of these efforts are not limited to the individuals directly involved; rather, they ripple out to families, communities, and even entire regions. We not only improve people's lives but also contribute to long-term economic growth and societal advancement when we tear down obstacles and provide opportunities for achievement.

Literature Review

In the year 2021's – Alberto [2]; In cities of poor countries, slums are a common and pervasive form of urbanization. Poorer households are able to access urban markets that, in other circumstances, would be inaccessible thanks to the existence of these neighborhoods, which typically consist of low-quality housing built on valuable property. In order to investigate the overall impacts of India's urban policy, I construct a model based on the concept of spatial general equilibrium. The model takes into consideration individual choice as well as locational differences in terms of the returns on investments in education and productivity as well as the cost of housing. My research has shown that eradicating slums in the most productive locations results in a lower urban population, which has a negative impact on social welfare while having no positive impact on labor productivity. On the other hand, doing away with formal housing distortions might result in a rise in urban population while simultaneously bringing

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about a sizeable reduction in the number of slums. A 6.8 percent boost in welfare and a 1.3 percent rise in labor productivity are two more benefits. The presence of slums requires decision-makers to strike a balance between competing priorities. On the one hand, slums are dense neighborhoods in which residents can obtain access to labor market possibilities in urban centers, while at the same time avoiding the costs of establishing infrastructure and formal housing. On the other hand, slums frequently occupy valuable land that may be exploited for commercial reasons or the construction of formal housing; however, this comes at the expense of barring the most economically disadvantaged population from appealing metropolitan places. This trade-off is made even more difficult by the presence of costly laws that limit the supply of legal housing. As a result, prices in this sector continue to rise, while the demand for and value of residential space in slums continue to rise as well. Measurement of the aggregate repercussions of anti-slum initiatives in the setting of inefficient housing markets is the primary objective of this piece of research. I create a quantitative model of general equilibrium that takes into account disparities in human capital, housing rents, and overall productivity across geographic locations. However, the cost of living in urban areas is higher than in rural areas, despite the fact that urban areas offer superior economic opportunities in terms of income and returns on schooling. The availability of residential land in metropolitan areas influences the cost of housing rents. Residential property can be put to use in the construction of either formal or informal dwellings. Slums are created despite the fact that employees desire to live close to the most productive sectors of the city and that official housing is expensive due, in part, to rules. The demand for land is higher in central urban areas, therefore the marginal value of land occupied by slums is high.

2018 by Sugata; Within the framework of the Sustainable Development Goals, the United Nations has established aims for the year 2030, including the modernization of slums and the reduction of poverty in all of its forms. In order to create effective policies for bettering the living conditions of people who live in slums, it is necessary to conduct an accurate assessment of their level of living and gain an understanding of the features that are linked with them. In this paper, we first assess the standard of living of slum dwellers using both monetary and non-monetary approaches. Then, we explore how various household and spatial characteristics are consistently or differently associated with both forms of assessments by using slum-level primary household survey data from the three largest cities in India. We employ standard monetary indicators, but in order to evaluate other aspects of the standard

of living in slums, we apply a counting approach framework and justify the choice of specific indicators.

Our research has led us to several fascinating discoveries, such as the fact that some attributes are connected with monetary and non-monetary living standards in distinct ways. These findings have the potential to influence policy design in urban slums. [3, 4]

Analysis

It is important to emphasise that the process of gaining autonomy is ongoing and calls for consistent devoting of one's time and energy. The passage of protective legislation is only the first step; ensuring that these rules are effectively enforced and remaining flexible in response to shifting conditions are equally essential. In order to accomplish this, vigilance, coordination, and an unyielding commitment to protecting the rights and well-being of vulnerable workers are required. Moreover, increasing awareness of these issues and shifting people's perspectives are essential to the success of these efforts. For vulnerable employees to be empowered, there must first be a shift in the views of society as a whole, one that overcomes the prejudices and stereotypes that maintain inequality. Education and advocacy are two of the most important factors in fostering an atmosphere in which equal treatment is not only a legally mandated standard but also a commonly held principle. [5, 6]

It is essential to keep in mind that even the smallest actions constitute progress as we negotiate the difficulties of empowerment. Whether it's a provision in the law that protects equitable salaries or an initiative in the community that offers skill training, all of these acts add up to produce a significant impact. The transforming power of protective legislation is demonstrated by each and every improved life, each and every restored sense of dignity, and each and every returned sense of hope.

In the end, empowering vulnerable employees is not a mission that can be accomplished by a single person; rather, it is a community effort that cuts beyond national boundaries and cultural norms. It is a demonstration of the power of our interconnectedness and the fact that we all have the same goal of making the world a more accepting and loving place. We have the ability to turn the tide and create a future in which the emancipation of workers in vulnerable positions is not an ideal but a reality that is woven into the fabric of our society if we stand together.

The path we have taken to empower vulnerable employees through the passage of protective laws gives a vivid picture of our dedication to social fairness and human rights. This journey is a thread in the tapestry of human progress. It illustrates our ability to challenge structural injustices and lead the way towards a future that is better for everyone.

As we take some time to reflect on the significance of this journey, it is critical that we acknowledge that empowering people in vulnerable positions is not only a legal requirement; it is also a moral one. This highlights the importance of our obligation to ensuring that every people, regardless of their circumstances, is treated with respect, fairly, and with decency in the workplace.

In addition, the effects of empowering employees in vulnerable positions are seen over multiple generations. By putting an end to a pattern of disadvantage, we may leave a legacy of advancement for future generations that will reverberate across families and communities, determining the course that their lives will take for many years to come.

In order to further our efforts towards self-determination, we must continue to have a firm resolve. This trip requires perseverance, as there will inevitably be obstacles and roadblocks along the way. Nevertheless, these obstacles offer chances for development and improvement, driving us to hone our plans, enhance our policies, and strengthen our dedication to effecting change.

Not only do protective laws have transformative power because of their legal provisions, but also because of the values they embody and the narratives they rewrite. They represent a communal decision to move away from the status quo of inequality and signify a common desire to construct a society that is more equitable and inclusive.

Empowering vulnerable employees through protective laws plays a beautiful melody of compassion, resilience, and optimism in the larger context of the grand symphony of progress. It strikes a chord with the widespread yearning for a world in which the rights of every individual are protected, in which human dignity is not restricted by any boundaries, and in which the door to personal agency is always wide open. In terms of the development of society, the path that has been travelled towards the empowerment of vulnerable employees through the passage of protective laws is a demonstration of our capacity for constructive change. It is a symbol of our willingness to gain wisdom from the past, make amends for existing

inequalities, and work towards the creation of a future characterised by compassion and equity.

The linked nature of our global community is another theme that is brought to light by this trip. The efforts to empower vulnerable workers transcend geographical boundaries, which demonstrates our shared commitment to building a world in which the value of every individual is recognised and upheld, regardless of their origins or the circumstances of their lives.

As we move forward along this path, it is crucial to keep in mind that emancipation is not a destination but rather a process that occurs continuously. In order to meet the ever-evolving demands and meet the ever-changing difficulties, it is necessary to continuously adapt, innovate, and collaborate. Because of its durability, the effect of protective laws is guaranteed to stay pertinent and sustainable over the course of time.

In addition, the journey towards empowering employees in vulnerable positions is a demonstration of the efficacy of lobbying and collective action. The voices of workers, activists, organisations, and governments that are united in their pursuit of justice are reflected in it. This unified front demonstrates the power of collaboration to generate genuine change and demolish systemic barriers in the world.

The voyage is, at its heart, an investment in the potential of human beings. We contribute to a future in which societies flourish as a consequence of the inclusion and empowerment of all persons by fostering the talents and aspirations of vulnerable employees. This will allow for societies to thrive in the future.

Weaving a narrative of empowerment allows us to build a story of resiliency, development, and hope for the future. It is a story that will reverberate with the hopes of future generations, and it serves as a reminder to us that the path to empowerment is not simply about passing legislation; rather, it is about leaving behind a legacy of equality, opportunity, and respect for the dignity of the individual.

1. Minimum Wage Regulations

Regulations Regarding the Minimum Wage Protective laws frequently establish a minimum wage that firms are required to provide to workers. This guarantees that workers receive fair pay for their labour, which helps prevent exploitation that can occur when wages are kept artificially low. Regulations on minimum wage are legal rules that are enacted by governments to determine the lowest

hourly, daily, or monthly wage that employers are required to pay to their employees.

These regulations can be broken down into hourly, daily, or monthly pay rates. These restrictions are meant to assist reduce poverty and income disparity, prevent workers from being exploited, and ensure that they receive a fair and reasonable remuneration for their labour. The regulations that govern a country's minimum wage can vary widely from country to country and are frequently revised on a regular basis to keep up with fluctuating economic conditions and inflation.

The regulations that govern the minimum wage establish the bare minimum amount of money that businesses are required to pay their workers. This salary is not open for discussion, and it must be paid to all workers who qualify for it, despite the business or industry in which they are employed.

Coverage: Generally speaking, these restrictions apply to all workers, including full-time, part-time, and temporary employees. Additionally, some types of workers, such as apprentices and interns, fall under the purview of these regulations.

Adjustments & Indexation: Rates for the minimum wage are frequently subject to changes in order to take into account variations in the cost of living and inflation. In some nations, increases in the minimum wage are tied to an index or formula that takes into consideration various aspects of the economy.

Variations by Region: The federal, state, and municipal governments are required to take into consideration regional and local variations in the cost of living when determining minimum wage rates.

There are, however, some workers who do not have to comply with the minimum wage requirements. These workers fall into one of many categories: those who are disabled, those who are in training, and those who work in specified industries.

Compliance with minimum wage legislation is monitored and enforced by the government, which sets up the tools necessary for this purpose. Employers who do not pay their employees the legally required minimum wage may be subject to sanctions.

Minimum wage regulations play a role in the reduction of poverty by ensuring that workers receive a pay that enables them to meet their fundamental needs and enhance their overall quality

of life. This, in turn, has the effect of lowering the number of people living in poverty.

2. Working Hours and Overtime

These regulations impose limitations on the number of working hours each day and week, as well as provisions for overtime pay when employees work over the allowed hours. In other words, these rules set a cap on the total amount of time an employee is required to put in at work. The amount of time that employees are required to be on the job is governed by working hours and overtime regulations. This is done to ensure that workers receive sufficient rest and are compensated for time worked in excess of their regularly scheduled shifts. The purpose of these regulations is to find a middle ground between the demands of work and the employees' interests in terms of their health, overall well-being, and the ability to maintain a healthy work-life balance. The important aspects of laws regarding working hours and extra time worked are as follows:-

Normal business hours: The typical length of a workweek or workday, as determined by legislation or the policy of the company, is referred to as "regular working hours." They are different in different fields and countries.

Hours of Extra Work: The term "overtime" refers to any hours worked by an employee that are in excess to their scheduled workweek. Regular hours typically result in a lower hourly wage, while overtime hours typically result in a higher hourly wage.

Pay for Extra Time: In order to compensate workers for the additional time they put in, employers typically pay them a higher hourly or flat rate for overtime work. The actual fee differs from place to place and is subject to the regulations of individual businesses.

Maximum Allowable Hours of Work: In order to reduce the likelihood of an employee experiencing burnout, exhaustion, or other negative health impacts, maximum working hours restrictions cap the number of hours that can be worked in a given time period by an employee.

Rest Periods Along with Rest Days: In order to encourage employees' recovery and maintain a healthy work-life balance, regulations may require that they take rest breaks during their shifts and have mandated days off.

Work on shifts and work at night: In many cases, regulations will establish rules for shift work as well as night employment. These guidelines may include

considerations for the health and safety of employees as well as compensation.

Conclusion

Laws ban discrimination on the basis of a wide variety of characteristics, including but not limited to gender, ethnicity, religion, age, handicap, and more. They watch out for everyone in the workforce, making sure that everyone is treated properly and has equal access to employment opportunities. The goal of anti-discrimination and equal opportunity policies and legislation is to establish environments that are inclusive and fair, and in which people are treated fairly and without prejudice on the basis of their race, gender, age, religion, handicap, sexual orientation, or any other protected feature. These rules and laws make it illegal to discriminate against people in a variety of contexts, such as the workplace, the classroom, the housing market, and the provision of public services. [1]

Characteristics that are kept private: Anti-discrimination laws often protect individuals based on a variety of factors, some of which are their race or colour, their country origin, their gender, their religion, their age, a disability, their sexual orientation, and even more.

Acts that are banned: These rules prohibit discriminatory actions such as hiring, firing, promotion, compensation, harassment, and unequal treatment based on protected characteristics. Examples of these types of actions include: hiring, firing, promotion, and compensation.

Taking into reasonable consideration: Individuals who have disabilities are often required by law to have their employers and other organisations offer them with reasonable accommodations, which ensures that these individuals have equal access and opportunities.

A fair share: Equal pay rules require that all employees, regardless of gender or other protected characteristics, should get the same amount of compensation for the same amount of work.

The prevention of harassment: The issue of harassment in the workplace, including sexual harassment, racial harassment, and other forms of mistreatment, is addressed through laws that prohibit discrimination.

The following are some of the advantages of anti-discrimination and equal opportunity policies:

The importance of diversity and inclusion: These policies encourage diversity in the workplace, the educational system, and society as a whole. As a

result, they develop inclusive environments in which people from a variety of backgrounds can thrive.

Lower levels of inequality: By combating bias and ensuring that everyone is treated in an equal manner, rules against discrimination make a significant contribution to the reduction of systemic inequities.

Productivity in the workplace: Workplaces that are more inclusive contribute to higher levels of employee morale, greater levels of production, and improved ability to work together.

Attracting and keeping skilled employees: Businesses that place a high priority on diversity and equal opportunity not only appeal to a wider pool of potential employees but also succeed in recruiting and retaining those workers who value working in inclusive settings.

Social compatibility: By confronting discriminatory attitudes and encouraging mutual respect, anti-discrimination regulations contribute to the development of societal harmony. To combat subtle kinds of prejudice and implicit biases, it is necessary to raise awareness, receive proper education, and maintain consistent effort.

Enforcement: It can be difficult to ensure that anti-discrimination rules are followed and to find a way to hold offenders accountable for their actions.

Cultural sensitivity: Because different cultures have different norms and beliefs, anti-discrimination activities may need to be approached in a more sensitive manner.

Intersectionality: Because individuals might be subjected to discrimination based on numerous qualities, it is essential to address intersectional discrimination in today's society.

Finding a Middle Ground Striking a balance between the need to protect persons from discrimination and the desire to preserve the right to freedom of expression can be a difficult task.

The promotion of social justice, the advancement of equality, and the creation of conditions in which everyone has the opportunity to fulfil their full potential all require anti-discrimination and equal opportunity legislation, which are crucial to these goals. These policies help contribute to the formation of a society that is more welcoming and harmonious, in which people of all backgrounds and characteristics are accorded dignity and respect, regardless of their backgrounds and qualities.

Conflicts of Interest

The authors declare that there are no significant competing financial, professional, or personal interests that might have influenced the performance or presentation of the work described in this manuscript.

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