

## EDUCATIONAL INTERVENTION RELATED TO WOMEN LAWS AND ITS IMPACT ON WOMEN DECISION IN TIMES OF ISSUES- A STUDY ON WORKING WOMEN IN BANGALORE

Dorothy Anthony<sup>1</sup>, Dr. S. Rajalakshmi<sup>2</sup>

<sup>1</sup>Research Scholar, Avinashilingam University.  
HOD & Assistant Professor, Mount Carmel College – Bangalore  
[dorothyanthony05@gmail.com](mailto:dorothyanthony05@gmail.com)

<sup>2</sup>Professor, Department of Home Science Extension Education,  
Avinashilingam University  
[rajalakshmi\\_ext@avinutv.ac.in](mailto:rajalakshmi_ext@avinutv.ac.in)

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### ABSTRACT

The COVID-19 pandemic is only one of many obstacles that women's social duties in India and around the world have had to overcome. The deterioration of preexisting gender barriers means that certain aspects must be addressed even though gender inequalities are declining. We must address and resolve the following issues: gender stereotypes in the workplace; bullying; sexual harassment; domestic abuse; and the necessity for equitable educational opportunities. The advancement of women's empowerment initiatives relies heavily on raising public consciousness about gender inequality and making use of technological resources. Local support groups, mobile apps, and interactive videoconferencing software can all be set up and used. Women will be able to build self-esteem, find inspiration, and get the self-assurance and drive to help themselves and others through these programs. Educating and supporting women in society is of utmost importance, as is increasing awareness among people of all genders. Part of this is being able to see how oppression alters women's behavior and understanding how this alteration manifests. To back up this effort, you must be well-versed in navigating different situations and competent in interacting with governmental and non-governmental groups. This is because eliminating gender inequality will need concerted effort from all parties involved. Those women who have taken part in the present training module on 12 women's legislation have grown intellectually and spiritually as a result.

**KEYWORDS:** Educational intervention, Women Laws, Women Decision, Working Women

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### INTRODUCTION

Women have long been subjected to discrimination and abuse by so-called patriarchal societies across the world, particularly in Indian society (Saini, 2024). Women have traditionally been seen as the lesser members of society, and hence have been conditioned to believe in male dominance. When those men subjected them to abuse, they were supposed to be submissive to the male gender, to serve the male gender, and they were silenced. A woman who meekly went through all of this without speaking out was regarded fit for society, or else she was labelled uncultured and degraded for her mere presence (Singh, 2020). Social and cultural standards are anticipated to evolve as time passes. It's unfortunate, though, that even in this contemporary period, when greater things are happening and the globe is facing bigger difficulties, and our culture still sees women's freedom and right to equality as one of the greatest dangers (Florence, 2022).

The issue is people's attitudes, and women will continue to be subjected to sexism until the male chauvinist mentality is shook to its core. As a result, it is critical that women are educated and made aware of their constitutional rights so that they do not succumb to cultural pressures and prejudice (Paul & Karmakar, 2024).

Women have been empowered in all social, cultural, and economic arenas thanks to the Indian Constitution, which has repeatedly promoted the ideals of equality among people (Goel & Ravishankar, 2022). It forbids discrimination on the basis of caste, religion, sex, and other factors. These laws were created in order to help women live a more honourable and dignified life. Only when a woman has equal vocational, educational, decision-making, and freedom rights, as well as the right to choose what is best for herself, is she considered equal to males.

It is commonly acknowledged that discrimination against women in the workplace and gender inequality rank among the most urgent issues of our day (Sivasankar et al., 2024). Although there has been progress in promoting gender equality, harassment, unequal pay, and few prospects for career progression are just a few of the discriminatory practices that women continue to confront. As a result, women's empowerment has emerged as a critical element of sustainable development, with growing recognition that attaining it requires a strong legal understanding (Jaysawal & Saha, 2023). Understanding one's rights and the legal framework that protects them is known as legal awareness. It is an essential weapon for women to assert their rights and guarantee that they are shielded from harassment and discrimination. In contrast, women who are empowered have more access to opportunities, resources, and decision-making ability, which eventually results in increased autonomy and self-determination (Kaur, 2018).

*But, a very small population of women are fully aware of the laws and rights available for women safety in India. There is a need to design an educational intervention module which can be a helpful tool in enhancing the Knowledge and awareness of women laws.*

## **REVIEW OF LITERATURE**

Working women's lives are greatly impacted by two important factors: women's empowerment and legal awareness. A growing corpus of research has examined the connection between these two elements and how they affect women's rights and gender equality in the workplace in recent years. Research has indicated that initiatives aimed at increasing legal awareness can improve working women's understanding of their legal rights, boost their self-assurance while negotiating with employers, and motivate them to speak out against discrimination based on gender at work. The establishment of a gender-inclusive workplace that supports women's economic and social empowerment can be facilitated by legal empowerment. The research also highlights the significance of institutional and regulatory changes that promote women's legal empowerment and gender equality, as well as the necessity of addressing the social norms and cultural practices that uphold gender-based discrimination against women.

Life in today's world is always changing, especially for those who live in the technology era, when globalisation is accelerating and technical breakthroughs are at an all-time high (Somani et al, 2021). Gender equality is a basic human right that each individual in society has, and it is a necessary basis for a peaceful and sustainable world; nonetheless, despite major advances, gender disparity persists (Belingheri et al., 2021). Historically, a woman's job in the house was primarily to undertake domestic activities in the early 1800s. They were classified as housekeepers and home-based ethical instructors who instilled ethics in their families and society. Simultaneously, women were housewives who resumed their roles as mothers, caregivers, and spouses, surrendering to their husbands (Cerrato & Cifre, 2018). Women were viewed as the weaker sex in social contexts, hence insufficient in comparison to men, leading in gender disparities. Because women did not have control over their own lives and were instead dominated by males within society, the way women were treated in history may be compared to slavery in today's culture (Gidengil et al., 2003). This was due to male parents before marriage, and afterwards the women's spouse. Women began to question the social, cultural, economic, and political structures that had produced injustice for a long time as a result of the efficient execution of women movements, which ushered in their new positions in society. Nonetheless, because women's professional priorities were regarded motherhood and wifehood, they were formerly exposed to fewer occupational prospects and legal rights as a result of underrepresentation compared to men. With the passage of time, women gained the right to vote towards the end of the nineteenth century (Teele, 2020). Women have also improved their prospects of gaining entry to school and other professions previously exclusive for males. The sacredness of marriage provided a solid basis for the stability of society (Pessin, 2018). Women were expected to obey their husbands and agree with them in order to maintain a stable and happy marriage in this relationship. However, several issues sparked debate, one of which being women's entitlement to education, which resulted in demonstrations (Cain & Dier, 2020). Only the girls of rich parents were able to obtain formal education for a significant monetary value in their home situations. A well-educated woman, on the other hand, was seen as ugly by a male suitor, making obtaining a marriage proposal more difficult. As a result, even within education, access to learning disciplines like as reading, writing, and languages was limited. In addition, disciplines like as knitting, midwifery, cooking, and weaving were provided to teach women to be competent homemakers, and the subjects were regarded to assist women achieve perfection in their 'wifely tasks' (Whittle & Hailwood, 2020). The emergence of "women's rights movements" encouraged anti-slavery and anti-dictatorship rallies. This sparked a revolution, which led to constitutional amendments and the abolition of slavery. Women were able to express themselves without being oppressed, which was a significant breakthrough for women in history.

In today's world, women have become resistive to male oppression in a number of nations throughout the world, and they want to be entirely self-sufficient from their male counterparts. Women have earned their rights by perseverance and rallies seeking equal access to education and religious action, overcoming oppressive hurdles imposed by males and even opposing females in the past. Women eventually began to work outside the house and transmitted their knowledge and talents in socially acceptable job roles. Despite the fact that society has developed, presenting more chances for women, there are still numerous gender discrepancies that need to be addressed.

Research Gap – Most previous studies are related to understanding the role of Women laws in empowerment of women. Very few studies have conducted an intervention study to impart knowledge to women and measure its effect on their decisions in future. This research gap is addressed by this study.

## **OBJECTIVES**

The objectives of the research paper are to -

- To create an intervention module for women to enhance their awareness and knowledge of women laws
- To measure the effectiveness of educational intervention module related to women laws in India
- To assess the impact of awareness of women laws on decision taken when women related issues are encountered.

## Educational intervention Aid

Figure 1 - Educational Intervention aid



The above mentioned 12 legal rights were clearly explained to the women under the study at interval of each week. 12 weeks intervention programmes was carried out through Online medium during COVID-19. The 12 weeks intervention module included interactive online sessions, informational videos, and one-on-one consultations with legal experts. The women were able to ask questions and seek clarification on any of the legal rights discussed, ensuring that they fully understood their rights and how to exercise them. The intervention module also provided resources for further support and guidance, empowering the women to advocate for themselves and protect their rights.

## RESEARCH METHODS

Table 1- Research methods

Research Type	Intervention research
<b>Data collection tools</b>	Questionnaire – A questionnaire containing demographic variables of women participating in the study and 12 measures taken by women when issues are encountered was prepared. The data was collected once before the intervention started and then after the data was collected.
<b>Data collection Techniques</b>	Hard copy of the questionnaire were used and Google forms when women were comfortable in filling the questionnaires online
<b>Sampling: Population</b>	Women in Bengaluru city
<b>Determination of sample size</b>	Cochran Formula of Known Population The study used a sample size of 100 respondents, with 116 women included, and a confidence level of 95%. The margin of error was 10%. (Woolson et al., 1986).
<b>Sampling Frame</b>	Any women, working or non-working are part of the study who have technical knowledge to attend the online educational intervention sessions
<b>Sampling Technique</b>	Non probability – Purposive sampling (Rai & Thapa, 2015).
<b>Sample</b>	116 women
<b>Pilot Study</b>	The education module was pre tested with 10 women and slight changes were made to the educational intervention.
<b>Plan of Analysis</b>	Descriptive statistics – SPSS Ver 25 Independent t test

## RESULTS AND DISCUSSION

### Testing of Hypothesis

- Null Hypothesis: There is no significant change in women decision in times of difficulty post educational intervention

- Alternate Hypothesis: There is a significant change in women decision in times of difficulty post educational intervention

**Independent t test**

*Table 2 – Independent t tests – Change in women decision in times of difficulty*

Independent Samples Test		Levene's Test for Equality of Variances	t-test for Equality of Means				
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference
Measures_Postedu Intervention_1 Ignore the issues	EVA	3.831	0.042	2.368	144	0.019	0.342
	EVNA			2.368	135.935	0.019	0.342
Measures_Postedu Intervention_2 Take Help of an NGO	EVA	0.296	0.031	-22.765	144	0.000	-2.315
	EVNA			-22.765	121.134	0.000	-2.315
Measures_Postedu Intervention_3 Take necessary action with legal help	EVA	0.11	0.000	-24.919	144	0.000	-2.575
	EVNA			-24.919	125.405	0.000	-2.575
Measures_Postedu Intervention_4 Keep Quiet	EVA	0.003	0.000	2.419	144	0.017	0.329
	EVNA			2.419	141.088	0.017	0.329
Measures_Postedu Intervention_5 Meet a lawyer	EVA	18.226	0.000	-18.474	144	0.000	-2.37
	EVNA			-18.474	107.754	0.000	-2.37
Measures_Postedu Intervention_6 Take help of a counsellor	EVA	31.631	0.000	-34.536	144	0.000	-3.123
	EVNA			-34.536	112.099	0.000	-3.123
Measures_Postedu Intervention_7 Discuss with friends and relatives	EVA	0.269	0.005	2.353	144	0.020	0.315
	EVNA			2.353	142.03	0.020	0.315
Measures_Postedu Intervention_8 File a virtual / zero FIR	EVA	18.864	0.000	-26.178	144	0.000	-2.904
	EVNA			-26.178	97.558	0.000	-2.904
Measures_Postedu Intervention_9 Give warnings to the offender in light of the law	EVA	14.733	0.000	-18.794	144	0.000	-2.411
	EVNA			-18.794	101.73	0.000	-2.411
Measures_Postedu Intervention_10 File a Complaint	EVA	12.037	0.001	-25.453	144	0.000	-2.89
	EVNA			-25.453	116.055	0.000	-2.89
Measures_Postedu Intervention_11 Inform the immediate superior	EVA	2.917	0.050	-23.398	144	0.000	-2.726
	EVNA			-23.398	113.068	0.000	-2.726
Measures_Postedu Intervention_12 Taking help of the Women commission	EVA	1.722	0.002	-21.812	144	0.000	-2.562
	EVNA			-21.812	115.304	0.000	-2.562

EVA - Equal variances assumed / EVNA - Equal variances not assumed

Independent t test results shows the significant impact of educational intervention on the women awareness of Laws for their safety. Here, All 12 measures have seen a significant change in decision of the women post attending the

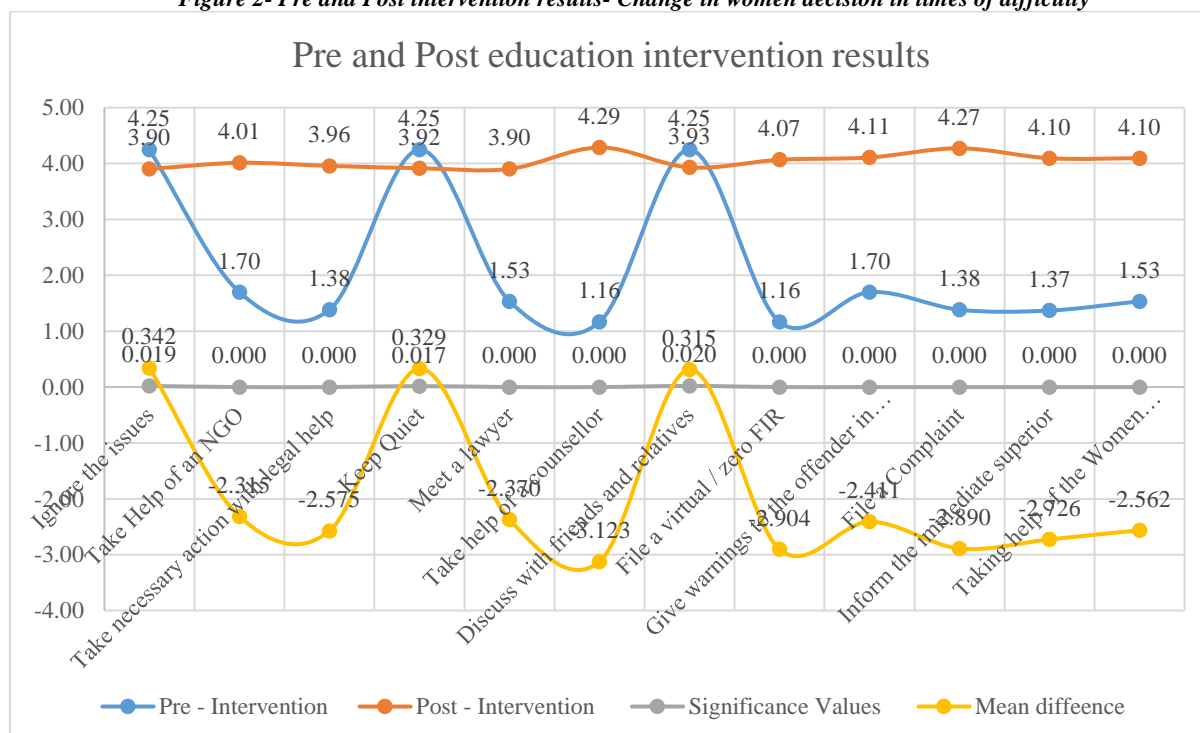
educational intervention. F statistics of Levenes test is statistically significant at 0.000, Therefore the results of t-test for Equality of Means are checked and t statistics with 144 degrees of freedom is statistically significant at  $p = 0.000$ .

*Table 3 – Mean difference – Post Intervention - Change in women decision in times of difficulty*

	Pre Intervention	Post Intervention	Significance Values	Mean difference
Ignore the issues	4.25	3.90	0.019	0.342
Take Help of an NGO	1.70	4.01	0.000	-2.315
Take necessary action with legal help	1.38	3.96	0.000	-2.575
Keep Quiet	4.25	3.92	0.017	0.329
Meet a lawyer	1.53	3.90	0.000	-2.370
Take help of a counsellor	1.16	4.29	0.000	-3.123
Discuss with friends and relatives	4.25	3.93	0.020	0.315
File a virtual / zero FIR	1.16	4.07	0.000	-2.904
Give warnings to the offender in light of the law	1.70	4.11	0.000	-2.411
File a Complaint	1.38	4.27	0.000	-2.890
Inform the immediate superior	1.37	4.10	0.000	-2.726
Taking help of the Women commission	1.53	4.10	0.000	-2.562

It can be seen that Women who attended the educational intervention are more confident and will take independent and right measures to safeguard their rights. The intervention not only provided them with important information and resources but also empowered them to advocate for themselves in various aspects of their lives. As a result, these women are more likely to speak up against injustices and discrimination they may face and seek support when needed. Overall, the educational intervention has had a positive impact on the women's ability to protect and assert their rights in society.

*Figure 2- Pre and Post intervention results- Change in women decision in times of difficulty*



A major positive mean difference can be seen from the above graph, that the intervention program has increased the knowledge legal of the women and they are ready to act appropriately when women safety issues arise. This suggests that the intervention program has been successful in educating and empowering women to take action to ensure their own safety. With increased knowledge of their legal rights and how to protect themselves, these women are better equipped to handle situations where their safety may be at risk. The positive outcomes seen in this study indicate the



importance of continued support and resources for women's safety initiatives. The educational intervention program seems to be effective and shall be taken ahead for the future research.

## CONCLUSION

There has been a lot of pressure on women's position in society, both in India and around the world, due to factors like as the COVID-19 pandemic and other historical events. Although there has been a general improvement in the gender gap, there are still a number of factors that must be considered because pre-existing gender barriers have only become worse. For instance, there are many problems that must be solved, such as gender stereotypes in the workplace, bullying, sexual harassment, domestic abuse, and equal educational opportunities for all. Raise public awareness of gender inequality and find ways to use technology to bolster initiatives aimed at empowering women. Interactive videoconferencing software, mobile applications, and local support groups can all be organized. By participating in these initiatives, women will have the opportunity to find their place in the world, discover their unique gifts, and gain the self-assurance and motivation to help those in need. Educating and supporting women in society is critical, but so is raising awareness among people of the opposite sex about the need to watch out for changes in women's behaviour caused by repression and the consequences of these changes. The only way to reduce gender imbalances is to work together, so it's important to know how to approach problems confidently and how to communicate with government and non-government organizations to back this endeavor. There has been a notable shift in the women's understanding and consciousness brought about by the present educational module on 12 women legislation.

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