

# RECOMMENDATIONS

1. Women is an agent of change can bring a positive change in society which will lead towards development.
2. There is no limit to women empowerment provided women fulfils her responsibilities conforming to Quran and Sunnah. She can do whatever she likes\_ Sky is the limit. Keeping in mind struggle within boundaries of Islam with a vision beyond limit.
3. Today is the era of IT so increased access to ICT should be given to women.
4. Legislation for flexible working hours for both men and women especially for women.
5. Women face barriers owing to limited education and training opportunities. Women need to be developed and equipped with knowledge and skills required to address emerging challenges of this century.
6. All possible steps should be taken to promote women friendly, honourably conductive working environment. So, she can realize her full potential without any stress and strain.
7. The Factory Act-1934 (as amended in 1977) and existing laws which facilitate women workers regarding maternal leaves, overtime and rest during working hours etc should be enforced strictly. There should be monitors for violation of these laws.
8. All women workers should be entitled to old age benefit schemes.
9. Strict safety and security regulation for women be ensured at the work place.
10. Families of working women especially for their children should be given due to consideration. Ministry of women and family development should be asset up to formulate family friendly policies in the interest of women.
11. The Islamic, constitutional and legal rights of working women must be enforced in letter and spirit.
12. Special labour courts must be established to be dispense immediate justice in case of mental and physical torture and violation of laws.

13. There must be separate cell for women in every department being headed by a women so that women may describe their problems to them without hesitation.

14. The age limit of women in government services must be higher than that of men to give them incentive to work ( if they have the potential, qualification and time to work).

15. The promotion process of women must be hassle free of red tapism and seniority list of working women must be prepared separately from men.

16. Transport facility to female workers should be provided specially on long routes.

17. Ladies washroom, restroom and day care center be provided to mothers of infants specially to feeding mothers due consideration be given. It is a child's precious right over their mothers that must be given.

18. Private companies must be forced to comply with the rules and regulations regarding the female labor force.