

INTERNATIONAL LEGAL PROTECTION OF WOMEN'S LABOR RIGHTS

Begimkhon Abdurakhimova

*The University of World Economy and Diplomacy Master's student in
International Law*

Annotation: *The issue of women's labor rights realization as a vulnerable demographic has spread throughout the global society. Regardless of whether a state is a party to ILO conventions and recommendations, recognition of a woman as an equal labor unit due to her social and work vulnerability must be established and secured by international labor standards and labor legislation. Government policy should prioritize protecting women's labor rights, and safe and equitable working conditions should take the place of labor limitations. The article investigates the mechanisms of international legal regulation for the protection and promotion of women's labor rights in the areas of maternity protection, women's night work, and the use of women's labor in underground work in accordance with the provisions of ILO conventions and recommendations, as well as the effectiveness of the application of international control mechanisms of the UN Committee on the Elimination of Discrimination Against Women.*

Key words: *International law, Women's labor rights, UN Committee on the Elimination of Discrimination against Women.*

Introduction

In the subject of international law, there has been discussion and interest in the international legal protection of women's work rights. Several significant international treaties and conventions govern the international legal protection of women's labor rights. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is a cornerstone agreement that offers women's labor rights international legal protection, which was adopted by the United Nations General Assembly in 1979, is commonly referred to as the international bill of rights for women. It requires states parties to take all necessary steps to eliminate workplace discrimination against women. Another important aspect of international legal protection for women's labor rights is the International Labour Organization (ILO) conventions. The Equal Remuneration Convention, 1951 (No. 100), which mandates equal pay for work of equal value for men and women, and the Maternity Protection Convention, 2000 (No. 183), which aims to protect the health and employment rights of pregnant and nursing women, are two of the conventions that the International Labour Organization (ILO) has adopted that specifically address women's labor rights. The Universal Declaration of Human Rights is not a legally binding document, the Declaration of Human Rights

contains clauses pertaining to women's labor rights, including the freedom to work, the principle of equal pay for equal effort, and reasonable and comfortable working circumstances. The last but not the least Regional Human Rights documents. The European Convention on Human Rights and the African Charter on Human and Peoples' Rights are two examples of regional human rights documents that safeguard women's work rights.

Many countries have passed domestic laws and policies intended to advance gender equality in the workplace and safeguard the labor rights of women in addition to these international agreements. Notwithstanding the existence of legal safeguards, obstacles persist in guaranteeing that women get equitable career prospects, obtain just compensation, and are protected from discriminatory practices and workplace harassment. In order to solve these issues, continued activism, public awareness campaigns, and the upholding of current rules and laws are necessary.

Conclusion

Despite these initiatives, securing strong international legal protection for women's labor rights remains extremely difficult. These include problems with the ways in which laws are enforced, employers' and employees' ignorance of and lack of comprehension of women's rights, and the enduring societal and cultural hurdles that prevent gender equality in many regions of the world. Discrimination against women in the workforce continues to be a significant issue, and efforts to address these challenges are ongoing.

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