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A CRITICAL ANALYSIS ON THE EXISTING LAW – ISSUES & CHALLENGES IN RECONCILING PERSONAL LAWS WITH THE IDEAL OF UNIFORM CIVIL CODE IN INDIA

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Abstract

This practice note outlines the principal aspects of employment-related anti-discrimination and anti-harassment laws in India. It examines various forms of discrimination and prohibited behavior, identifies protected characteristics, and discusses employer responsibilities, complaint procedures, penalties, and potential liabilities.

Introduction

Workplace protections against discrimination and harassment differ significantly across jurisdictions. Employers operating internationally must be aware of their legal duties in each country to safeguard employees from unlawful conduct. With growing emphasis on diversity, equity, and inclusion, organizations must proactively ensure compliance to minimize legal exposure and reputational harm.

To achieve this, employers should clearly understand:

- What constitutes unlawful discrimination and harassment in the workplace.
- Which personal attributes are legally protected.
- The extent of their liability for discriminatory practices or failure to address harassment.

- Effective strategies to prevent and respond to such issues.

Principle of Equal Treatment

The concepts of equality and equal opportunity are deeply rooted in the Constitution of India and are reflected in various employment laws. Key constitutional provisions include:

- **Article 14**, which guarantees equality before the law and equal legal protection.
- **Article 15**, which prohibits discrimination based on religion, race, caste, sex, or place of birth.
- **Article 16**, which ensures equal opportunity in public employment and forbids discrimination on similar grounds.

In addition to constitutional provisions, several laws require employers—including those in the private sector—to:

- Provide equal pay for equal work.
- Avoid discrimination in recruitment, promotions, and other employment decisions.
- Promote equal opportunities for individuals with disabilities, transgender persons, and those living with HIV.

Legal Framework on Discrimination and Harassment

India does not have a single comprehensive statute addressing workplace discrimination. While constitutional protections mainly apply to public sector employment, a range of statutes extends protections to private sector employees as well.

Key legislations include:

- The Equal Remuneration Act, 1976, which mandates equal pay for men and women and prohibits gender-based discrimination in employment.
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, which provides safeguards against workplace sexual harassment of women.
- The Maternity Benefit Act, 1961, which secures maternity-related rights and protects women from dismissal during maternity leave.
- The Rights of Persons with Disabilities Act, 2016, which grants rights to individuals with disabilities and requires employers to establish an Equal Opportunity Policy.
- The Transgender Persons (Protection of Rights) Act, 2019, which prohibits discrimination against transgender individuals and mandates similar policies.
- The HIV/AIDS (Prevention and Control) Act, 2017, which forbids discrimination based on HIV status and restricts mandatory testing for employment.

- The Industrial Disputes Act, 1947, which addresses unfair labor practices, including discriminatory treatment of workers or retaliation against employees involved in disputes.
- The Mental Healthcare Act, 2017, which ensures equality and non-discrimination in mental healthcare services.
- The Industrial Employment (Standing Orders) Act, 1946, which requires employers to clearly define employment conditions, including grievance redressal mechanisms related to unfair treatment.

Additionally, various state-level Shops and Establishments Acts regulate working conditions in the private sector and prohibit discrimination against women in areas such as hiring, training, promotions, transfers, and wages.

Violations of these laws may result in penalties, including fines and, in certain cases, imprisonment.

Protection Based on Caste and Social Identity

India's legal system also addresses discrimination rooted in caste and tribal identity. The Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989 imposes criminal penalties for offenses committed against historically marginalized communities. This reflects India's unique socio-economic context and the need to address long-standing inequalities.

Recognition of Mental Health and Neurodiversity

Recent legislation has expanded protections to include mental health and neurodivergent conditions:

- The Mental Healthcare Act affirms the right to equality, non-discrimination, and confidentiality regarding mental health conditions and treatment.
- The Rights of Persons with Disabilities Act recognizes mental illness, learning

disabilities, and autism spectrum disorders as protected disabilities. Employers are required to implement and register Equal Opportunity Policies, although broader obligations remain limited.

Data Protection and Technology in Employment

Employers handling employee data must comply with India’s data protection framework, including the Information Technology Act, 2000, associated rules, and the Digital Personal Data Protection Act, 2023 (once fully implemented). Organizations that use digital or AI-based tools in hiring or performance management must ensure these systems follow prescribed security standards and do not produce biased or discriminatory outcomes. Compliance with these requirements he Protected Characteristics Under Anti-Discrimination Laws

Indian law recognises several personal attributes that are safeguarded against discrimination. These include:

- Religion, race, caste, sex, and place of birth, as protected under constitutional provisions.
- Caste and tribal identity, with specific protections for historically disadvantaged communities under special legislation.
- Gender-based protections in employment, including safeguards for women against unequal treatment and workplace harassment.
- The principle of equal pay for equal work for men and women performing similar roles.
- Protection for women during maternity, including safeguards against dismissal and entitlement to benefits.
- Safeguards for women in various aspects of employment such as hiring,

training, transfers, promotions, and wages under state-specific laws.

- Rights of individuals with mental health conditions, including equality and non-discrimination in healthcare access.
- Recognition and protection of mental health conditions and neurodivergent traits.
- Protections for persons with disabilities, including a wide spectrum of physical and mental conditions.
- Protection against discrimination for individuals living with HIV or AIDS, including restrictions on mandatory testing for employment.
- Legal recognition and protection for transgender individuals in employment.

Unfair Labour Practices and Worker Protections

The Industrial Disputes framework addresses conflicts between workers, employers, and trade unions. It identifies certain discriminatory practices as unfair, such as:

- Taking adverse action against a worker for filing complaints or participating in legal or dispute resolution proceedings.
- Showing bias or favoritism toward certain workers without merit-based justification.

¹¹³⁸Use of Technology and Data Protection

Employers relying on digital or automated systems for hiring or workforce management must comply with applicable data protection standards. These rules aim to ensure that decisions made using such tools do not result in biased or discriminatory outcomes.

¹¹³⁸ <https://www.hrv.org>
<https://www.un.org/en/>

Classification of Employees: Workmen and Non-Workmen

Indian labour law distinguishes between “workmen” and “non-workmen” based on the nature of duties performed:

- **Workmen** generally include individuals engaged in manual, technical, operational, or clerical work.
- **Non-workmen** typically include those in managerial, administrative, or higher supervisory roles (subject to wage thresholds).

This classification depends on actual job responsibilities rather than job titles or salary alone. Workmen benefit from additional statutory protections under labour laws, while non-workmen are primarily governed by employment contracts, company policies, and applicable state laws.

Protection for Non-Traditional Workers

Legal protections for individuals outside the traditional employer-employee relationship—such as gig workers, contract labourers, and platform workers—vary depending on the legislation and judicial interpretation. Although pre-employment discrimination is not comprehensively regulated, general constitutional principles ensure equal opportunity. One clear statutory restriction is the prohibition of mandatory HIV testing during recruitment. Certain categories of workers, even if not traditionally classified as employees, are protected under specific laws. For example, women engaged as contract workers, trainees, apprentices, or even volunteers are covered under workplace sexual harassment legislation due to its broad definition of “employee.” Interns and trainees are also recognised under certain laws and court rulings, which extend protections relating to workplace safety and harassment. Similarly, contract labour is regulated to ensure fair working conditions and basic rights, including protection from discrimination.

Protection for International and Mobile Employees

Foreign nationals working in India are generally covered by Indian anti-discrimination laws, especially when employed by Indian entities. Constitutional principles ensure equality, and employment laws require fair treatment, including equal pay and protection against harassment. Employees on international assignments may also benefit from these protections if their employment is governed by Indian law. Additionally, international agreements between countries may influence their rights and working conditions. Recent judicial developments have also addressed unequal treatment of foreign workers. For instance, provisions that imposed different social security contribution requirements on international employees were struck down for violating equality principles.

Employer Coverage

Most anti-discrimination laws in India apply broadly, regardless of the size of the workforce. However, certain statutes apply only when an organisation employs a minimum number of workers. For example:

- Some laws governing employment conditions apply only to establishments with a specified number of employees.
- Workplace harassment laws require larger organisations to establish internal complaint mechanisms.

Employers with a certain workforce size may also have additional responsibilities, such as appointing officers to support inclusion and implementing detailed equal opportunity policies, particularly for persons with disabilities.

Stages of Employment Covered

During Employment:

Employees can challenge discriminatory practices in promotions, disciplinary actions, or other workplace decisions. Employers must ensure compliance with laws that prohibit

gender-based discrimination and unfair labour practices.

Termination:

Any termination must be based on legitimate, non-discriminatory reasons such as misconduct, redundancy, or poor performance, and must comply with applicable laws.

Recruitment Protections

Although no single law governs recruitment practices, general legal principles prohibit discrimination in hiring. Employers should avoid biased language in job advertisements and ensure that any job requirements are genuinely necessary.

While there are no strict legal limits on interview questions in the private sector, inquiries into personal matters—such as religion, marital status, pregnancy, or caste—may be challenged if irrelevant to the job.

Employers are required to provide reasonable accommodations for persons with disabilities, such as accessible facilities, assistive technologies, or alternative evaluation methods during recruitment.

Pre-employment testing must be job-related and applied consistently. Background checks are permitted but should avoid intrusive or irrelevant questioning.

Data Privacy in Recruitment

Employers must handle candidate data responsibly, particularly when it involves sensitive personal information such as financial details, health records, biometric data, or personal identifiers. Data collection and retention should be limited, lawful, and consistent with privacy obligations.

Forms of Discrimination

Indian law recognises both direct and indirect discrimination:

- **Direct discrimination** occurs when an individual is treated less favourably because of a protected characteristic.

- **Indirect discrimination** arises when seemingly neutral policies disproportionately disadvantage certain groups.

Courts in India have acknowledged both forms, even if not always explicitly defined in statutes.

For example, policies that restrict opportunities for certain groups—such as gender-based employment restrictions—may be struck down if they have a discriminatory impact.

Direct Discrimination: Legal Approach

To establish direct discrimination, a person typically needs to demonstrate that they received less favourable treatment compared to someone in a similar situation due to a protected characteristic. Courts evaluate whether the adverse treatment was linked to such characteristics, even if not explicitly stated. Proof of intent is not always necessary; the discriminatory effect itself may be sufficient. Although Indian law does not formally recognise a “bona fide occupational requirement” defence in all cases, courts may accept such justifications in limited situations where they are reasonable and necessary—for example, roles tied to religious functions. Ips mitigate risks of discrimination claims arising from automated decision-making.¹¹³⁹

Indirect Discrimination, Harassment, and Reasonable Accommodation under Indian Law

Indirect Discrimination

Indian legal jurisprudence acknowledges the idea of indirect discrimination, even though it is not always expressly defined in statutory provisions. This concept has largely developed through constitutional principles and judicial interpretation. Indirect discrimination arises when a rule or policy that appears neutral on its face ends up placing a particular group, identified by a protected characteristic, at a disadvantage.

¹¹³⁹ <https://www.legalserviceindia.com>
<https://www.safecity.in>

To successfully establish indirect discrimination, three key conditions must be satisfied. Firstly, there must be a policy or practice that is neutral in appearance and does not explicitly differentiate between individuals. Secondly, this policy must have a disproportionate adverse effect on a specific protected group. Thirdly, the policy must lack proper justification, meaning it is not a proportionate method of achieving a legitimate objective.

Once these elements are demonstrated, the responsibility shifts to the employer to justify the policy. The employer must show that the measure is both necessary and appropriate to achieve a legitimate aim. Courts have generally held that reasons such as administrative ease or subjective evaluation standards are not sufficient to justify a discriminatory impact.

In *Aditi Kumar Sharma v State of Madhya Pradesh & Another (2024)*, the Supreme Court examined the application of performance benchmarks to a woman judicial officer who had undergone serious personal and health-related challenges. Justice B.V. Nagarathna questioned whether such standards were applied uniformly across genders and whether they failed to consider the specific circumstances of women. The case illustrates how neutral criteria can inadvertently lead to gender-based disadvantages if applied without sensitivity.

Similarly, in *Lt. Col. Nitisha & Others v Union of India (2021)*, the Supreme Court clearly recognised indirect discrimination and held that even policies without discriminatory intent may be unlawful if they disproportionately affect women. The Court emphasised that the consequences of a policy are more significant than the intention behind it.

It is also important to note that Indian law does not formally accept a mixed-motive defence in cases of indirect discrimination. Therefore, even if an employer can point to legitimate objectives, liability may still arise if the policy results in unjustified disproportionate harm.

Harassment

Sexual Harassment

Sexual harassment at the workplace is specifically regulated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This legislation provides a structured mechanism to prevent and address such misconduct.

The Act defines sexual harassment broadly as any unwelcome conduct of a sexual nature. This includes physical advances, requests for sexual favours, sexually suggestive remarks, displaying pornographic material, or any other behaviour that is verbal, non-verbal, or physical in nature and is unwelcome.

Harassment may take several forms. Verbal harassment includes inappropriate comments or jokes. Physical harassment involves unwanted contact or advances. Visual harassment includes gestures or displaying offensive material. The crucial factor is whether the conduct is unwelcome and affects the dignity of the individual. The intention of the person engaging in the conduct is less important than the effect it has on the recipient.

The law also makes it clear that a single incident can be sufficient to constitute sexual harassment if it creates a hostile or intimidating environment. In *Nisha Priya Bhatia v Union of India (2020)*, the Supreme Court held that harassment is not limited to overt acts but also includes situations where a woman is subjected to humiliation, bias, or a hostile work atmosphere in her daily functioning.

Although the Act is specifically designed to protect women, courts have encouraged organisations to implement gender-neutral workplace policies. However, the current legal framework does not extend the same statutory protection to men or non-binary individuals.

Employer Responsibilities

Employers play a crucial role in preventing and addressing workplace harassment. They are

required to establish an Internal Complaints Committee (ICC) in organisations with ten or more employees. Additionally, employers must ensure that anti-harassment policies are clearly communicated and displayed within the workplace.

Regular training and awareness programmes must be conducted to educate employees about their rights and responsibilities. Employers are also obligated to provide a prompt and fair mechanism for handling complaints.

Failure to comply with these requirements can result in penalties, including monetary fines and potential cancellation of business licences. Employers may also be held responsible if they fail to take appropriate action to prevent or address harassment.

The law further extends responsibility to situations involving third parties, such as clients or vendors. In such cases, the employer must assist the affected individual in seeking appropriate remedies, including filing complaints with relevant authorities. Courts have also linked this obligation to the constitutional right to dignity under Article 21, thereby reinforcing the duty to maintain a safe working environment.

Reasonable Accommodation

The Rights of Persons with Disabilities Act, 2016 imposes a legal obligation on employers to provide reasonable accommodation to individuals with disabilities. This obligation applies both during the hiring process and throughout the course of employment.

Reasonable accommodation refers to necessary and appropriate modifications or adjustments that enable persons with disabilities to enjoy equal opportunities, provided that such measures do not impose an undue burden on the employer.

Such accommodations may include making physical changes to the workplace, providing assistive technologies, or adjusting job roles where feasible. Importantly, the requirement is

proactive and must be tailored to meet the specific needs of the individual concerned.

An employer may refuse to provide accommodation only if it can demonstrate that doing so would create a disproportionate or undue burden. This determination depends on several factors, including the cost of the accommodation, the size and financial capacity of the organisation, and the impact on its operations.

In *Vikash Kumar v Union Public Service Commission (2021)*, the Supreme Court emphasised that denying reasonable accommodation amounts to discrimination. The Court highlighted the importance of making individual-specific adjustments to ensure substantive equality.

At present, the duty to provide reasonable accommodation in Indian law is primarily limited to persons with disabilities. There is no general legal requirement to extend similar accommodations to other protected groups such as those defined by religion or gender. However, constitutional protections under Articles 14, 15, and 21 have occasionally been interpreted to support adjustments in specific situations.

Additionally, laws relating to maternity provide certain protections to pregnant employees. These include maternity leave, nursing breaks, and restrictions on assigning physically strenuous work. Although these measures are not explicitly termed as reasonable accommodations, they function in a similar manner by requiring employers to adjust working conditions.

Judicial developments have also reinforced this approach. In *Aditi Kumar Sharma v State of Madhya Pradesh & Another (2024)*, the Court acknowledged that pregnancy-related health conditions must be taken into account when evaluating an employee's performance, thereby recognising the need for workplace adjustments in such circumstances

Reasonable Accommodation and Employer Responsibilities under Indian Law

Reasonable Accommodation

The Rights of Persons with Disabilities Act, 2016 establishes a clear legal duty on employers to provide reasonable accommodation to persons with disabilities at all stages of employment, including recruitment, training, and continued service. The objective of this obligation is to ensure substantive equality, where individuals are not merely treated equally in form but are given the necessary support to participate effectively in the workplace. The Act defines reasonable accommodation as modifications or adjustments that are necessary and appropriate to enable persons with disabilities to exercise their rights equally, so long as such measures do not impose a disproportionate or undue burden on the employer.

In practical terms, reasonable accommodation may involve a variety of adjustments depending on the nature of the disability and the job role. This can include making structural changes to the workplace, such as installing ramps or accessible restrooms, providing assistive technologies like screen readers, or altering work schedules and responsibilities. Importantly, the obligation is individual-centric, meaning that employers must assess each case on its own merits rather than applying a uniform solution.

The concept of “undue burden” acts as a limitation on this duty. While the law does not provide a fixed definition, it is generally assessed based on the cost of the accommodation, the financial capacity and size of the organisation, and the extent to which such accommodation would disrupt normal business operations. Employers must provide clear and reasonable justification if they deny an accommodation request, ensuring that such refusal is based on genuine constraints rather than discriminatory attitudes.

Judicial interpretation has reinforced the importance of this obligation. In *Vikash Kumar v*

Union Public Service Commission (2021), the Supreme Court held that denying reasonable accommodation undermines the principle of equality and amounts to discrimination. The Court emphasised that equal treatment does not always lead to fairness, and that positive steps are required to address the specific disadvantages faced by persons with disabilities.

At present, the requirement of reasonable accommodation is primarily confined to disability-related cases in India. However, constitutional guarantees under Articles 14, 15, and 21 have occasionally been interpreted to support similar adjustments in limited contexts. Additionally, maternity-related protections under the Maternity Benefit Act, 1961, such as leave, nursing breaks, and restrictions on strenuous work, function in a manner similar to reasonable accommodation by requiring employers to modify working conditions for pregnant employees.

Employer Duties to Prevent Discrimination and Harassment

Employers in India are under a legal and constitutional obligation to ensure that workplaces are free from discrimination and harassment. This duty is derived not only from specific statutes but also from broader constitutional principles that guarantee equality, non-discrimination, and dignity. Articles 14, 15, and 21 of the Constitution collectively establish the right to equal treatment, prohibit discrimination on specified grounds, and protect the dignity and personal liberty of individuals. The judiciary has played a significant role in shaping these obligations. In the landmark case of *Vishaka v State of Rajasthan (1997)*, the Supreme Court recognised the responsibility of employers to prevent sexual harassment at the workplace and laid down binding guidelines in the absence of specific legislation at that time. These principles later formed the basis of statutory protections under the POSH framework. In addition to constitutional

mandates, statutory provisions such as the Industrial Disputes Act, 1947 require employers to establish mechanisms for addressing employee grievances. Section 9C of the Act mandates that establishments with twenty or more workers constitute a Grievance Redressal Committee to resolve individual complaints. While this committee deals with a wide range of issues, including unfair treatment and workplace disputes, it complements specialised mechanisms dealing with harassment. Employers are also expected to adopt preventive strategies rather than merely reactive responses. This includes promoting awareness, ensuring transparency in decision-making, and fostering an inclusive organisational culture. Government advisories and policy guidelines, although not always legally binding, encourage employers to implement anti-discrimination measures and training programmes. Overall, the obligation to prevent discrimination and harassment is not limited to compliance with specific laws but extends to creating a safe, respectful, and inclusive work environment. Failure to fulfil this duty can result in legal liability as well as reputational damage.

Employer Policies

Indian labour laws increasingly emphasise the importance of formal policies and structured training programmes to prevent discrimination and harassment in the workplace. Various statutes impose specific requirements on employers to adopt and implement such policies as part of their compliance obligations. Under the Rights of Persons with Disabilities Act, 2016, employers are required to prepare and publish an Equal Opportunity Policy (EOP). This document outlines the measures taken by the organisation to support employees with disabilities, including the facilities and accommodations available. The policy must be registered with the appropriate authority and made accessible to employees, either through the organisation's website or by displaying it at the workplace. Employers are also required to maintain records of employees

with disabilities to ensure accountability. Similarly, the Transgender Persons (Protection of Rights) Act, 2019 mandates that employers implement policies aimed at preventing discrimination against transgender individuals. This includes the establishment of grievance redressal mechanisms and sensitisation programmes to promote awareness and inclusion. The HIV and AIDS (Prevention and Control) Act, 2017 imposes additional obligations, requiring employers to ensure non-discriminatory treatment of individuals living with HIV/AIDS. It also mandates strict confidentiality regarding an employee's health status and requires the appointment of a designated officer to handle related complaints. In addition to statutory requirements, employers are encouraged to adopt comprehensive workplace policies covering anti-discrimination, anti-harassment, and equal opportunity principles.

These policies should be regularly reviewed and updated to reflect changes in the legal framework and organisational needs. Training plays a crucial role in ensuring the effectiveness of these policies. Regular awareness programmes help employees understand acceptable workplace behaviour, recognise inappropriate conduct, and become familiar with complaint procedures. Training sessions for managers and supervisory staff are particularly important, as they play a key role in enforcing workplace standards.

Complaint Mechanisms

A well-defined complaint mechanism is essential for addressing issues of discrimination and harassment in the workplace. Indian law requires employers to establish accessible, fair, and confidential procedures for handling such complaints, supported by various statutory frameworks.

Under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and

¹¹⁴⁰ <https://www.legalserviceindia.com>
<https://www.safecity.in>
<https://www.ohchr.org>

Redressal) Act, 2013, employers must constitute an Internal Complaints Committee (ICC) to address complaints of sexual harassment. The law prescribes a structured process, requiring complaints to be filed within a specified time frame, usually three months from the date of the incident. However, this period may be extended in appropriate circumstances.

The ICC is required to conduct a thorough and impartial inquiry, ensuring that both parties are given an opportunity to present their case. Investigations must be completed within ninety days, and the employer must act on the recommendations within sixty days. The process must maintain strict confidentiality to protect the privacy of all parties involved.

Other statutes also provide for grievance redressal mechanisms. For instance, the Rights of Persons with Disabilities Act requires the appointment of a Liaison Officer to oversee compliance and address concerns related to disability.

Employers are encouraged to provide multiple channels for reporting complaints, such as human resources representatives, helplines, or external ombudspersons. Although anonymous complaints are not mandatory, providing flexible reporting options can improve accessibility and encourage reporting.

Overall, an effective complaint mechanism not only ensures compliance with legal requirements but also builds trust among employees and promotes a culture of accountability.

Vicarious Liability

The principle of vicarious liability plays a crucial role in holding employers accountable for the actions of their employees. Under Indian law, an employer may be held liable for wrongful acts committed by an employee if such acts occur in the course of employment or are closely connected to the employee's duties.

In the context of workplace discrimination and harassment, vicarious liability arises when the employer fails to take reasonable steps to

prevent or address such conduct. This includes situations where adequate policies are not in place, complaints are ignored, or appropriate disciplinary action is not taken.

The risk of liability is particularly significant when the misconduct is committed by individuals in positions of authority, such as managers or supervisors. Their actions are often seen as reflective of the organisation's culture and practices. Courts have recognised that the knowledge and actions of such individuals can be attributed to the employer.

Employers are therefore expected to exercise due diligence by implementing preventive measures, conducting regular training, and responding promptly to complaints. Failure to do so may result in both direct and vicarious liability.

Penalties and Remedies

Indian law provides a comprehensive framework of penalties and remedies for cases involving discrimination and harassment. These consequences vary depending on the nature of the violation and the applicable statute, and may include civil, criminal, and administrative sanctions.

For example, non-compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 can result in financial penalties, and in serious cases, cancellation of business licences. The Rights of Persons with Disabilities Act imposes fines for discriminatory practices, with higher penalties for repeated violations.

The Maternity Benefit Act, 1961 provides for both fines and imprisonment in cases where employers violate maternity-related rights. Additionally, employees who suffer discrimination or harassment may be entitled to remedies such as reinstatement, payment of back wages, and compensation for emotional or physical harm.

Courts and tribunals may also award damages based on the severity of the misconduct and the impact on the employee. In cases involving

unfair labour practices, employees may seek relief through labour courts, including reinstatement or compensation.

Conclusion

The legal framework governing workplace relations in India reflects a growing commitment to ensuring equality, dignity, and inclusivity. Employers are not only required to comply with statutory provisions but are also expected to take proactive steps to create a safe and respectful working environment. Employees who engage in discriminatory or harassing conduct may face disciplinary action, including termination of employment. In certain situations, individuals may also be held personally liable, particularly where the conduct constitutes a criminal offence under applicable laws. By implementing effective policies, providing reasonable accommodation, and ensuring robust complaint mechanisms, employers can contribute to building equitable workplaces that uphold the principles of justice and fairness.

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