
SEXUAL HARASSMENT AT WORKPLACE ACT 2013 FOR LEGAL SAFEGUARDS UNDER INDIAN LAW

Vedika Agarwal, SVKM NMIMS, Indore

ABSTRACT

Sexual harassment at the workplace is a serious violation of women's dignity, equality and fundamental rights. In India, the Sexual Harassment of Women at Workplace Act 2013 was enacted to provide women a safe working environment. This study examines the legal safeguards provided under the Act and evaluates how effectively they protect women, to the person who work in informal and gig-based employment. The research further analyses the limitations of existing laws, including the ambiguity in defining "employee" and "workplace" under the Posh Act. It also discusses the limited role of criminal remedies under the BNS, which mainly focus on punishment rather than preventive mechanisms. The study concludes that while the POSH Act represents an important step toward ensuring workplace safety for women, to ensure stronger implementation and greater awareness and legal reforms that are necessary.

Keywords: Sexual Harassment at Workplace, POSH Act 2013, Workplace Safety, Gig Economy Workers, Informal Sector Labour, Women's Rights, Gender Equality, Workplace Discrimination, Legal Safeguards, Bharatiya Nyaya Sanhita (BNS), Internal Complaints Committee (ICC), Labour Law in India.

“Workplace safety is not merely a statutory mandate, but a cornerstone of dignity, equality, and inclusivity.”

- Swami Vivekanand

INTRODUCTION:-

The Preamble of the Indian Constitution informs us about the citizens' rights guaranteed by Article 14 of the Constitution, which explains the need to maintain equality, where no one should be discriminated against, and everyone should be treated equally without any discrimination.

A safe workplace is mentioned under Articles 14, 15, and 21 of the Indian Constitution. These articles ensure a right to equality, to live free from discrimination and the right to life and personal liberty. This is further done by the UN Convention on the Elimination of all forms of discrimination against women (CEDAW)¹, which was adopted by the UN General Assembly in 1979 and ratified by India, but not yet signed by India. It tells us that everyone should be treated equally with no discrimination or torture.

Sexual harassment constitutes a violation of women's right to equality and dignity. It has its own roots and perception, which tell us that men are at a superior level to women and that some forms of violence against women are acceptable. Natural male behaviour or harmless flirtation, which women enjoy, but these perceptions cause serious harm at the workplace. Not only is it an infringement of fundamental rights under Article 19(g) of the Indian Constitution to practice any profession or to carry out any occupation, trade or business, but it also erodes the equality and psychological well-being of workers at risk.

The biggest obstacle to resolving and preventing sexual harassment is these patriarchal ideas and values held by both men and women. Sexual harassment at work is not innocuous, much like other types of assault. There are significant physical, human, financial, and social costs associated with it, which show up in the country's overall development metrics.

In order to provide safe working conditions for women and to create supportive work settings that uphold their right to equality of status and opportunity, the Sexual Harassment of Women

¹ Lukman IAS, Sexual Harassment at the workplace: Law, Fear, and ethics of silence (Feb. 11, 2026),

at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was passed. A successful execution of the Act will improve women's participation in work, in their economic empowerment and inclusive growth.

A large portion of the work that women conduct is not recorded in official data accounts, despite the low official estimates for women's employment participation. It is argued that 86.2% of women would participate in the workforce overall if this were to be taken into account. Although official data indicates that women's labour estimates show that there is a large workforce of women, it is necessary to ensure their employment and rights. The participation rate is around 25.3% in rural areas and 14.7% in urban areas. Since 93% of women work in the unorganised sector, they are not legally protected. Since there are no rules or safeguards in place, proactive steps must be taken to make it safe.

Additionally, it's critical to make sure that prevention is prioritised over punitive measures. This necessitates that managers, employers, and employees all have a thorough understanding of the Act.

Women employees frequently experience sexual harassment, although they might not be aware that it violates their rights and that they can take action to address it. They must be aware that they are capable of taking action. Others, on the other hand, might think that it is a private issue that should be handled by the parties concerned. It is critical to take action to alter attitudes and mindsets by raising awareness of what can be changed in society.

Historical Analysis:-

The Indian gig economy, which is also platform-based, has grown swiftly through various developments, through new ways of providing gig work to people who are all working. According to the estimates of the Government data shown in 2020, 7.7 million gig workers exist in India currently (approximately 1.5% of the labour force).

These estimates show that the year 2020 had 7.7 million workers as of now. In the current year of 2026, the volume and the number of workers has Increased which needs an Overlook on how laws can govern in any given situation with respect to sexual harassment Issues which are faced by workers in daily basis. Official estimates give this in effect to rise to approximately 23.5 million by 2030. Only a small proportion of these gig workers is made up of women,

which is only 28 per cent. A majority of the female gig workers are in what are termed as feminised jobs, i.e., beauty services, domestic services, home-based care and house²cleaning that provides them with an opportunity to work remotely or in the evenings but subject them to just as much exposure to clients working in private homes. It is interesting to note that women have not increased their involvement at an equal pace to the general gig workforce: one study identified a decline of 6.9% in urban female gig employment in 2021 (when a general increase in gig work occurred also). These trends imply that there are still structural obstacles.

Key Data Points Include:-

Gig workforce size: In 2020, it is estimated to be about 7.7 M, and is expected to be approximately 23.5 M in 2030.

Women share: 28 per cent of gig employees are women (largely in-home services, not highpaying delivery and taxi jobs).

Gender gap: The involvement is low on the part of female participants; a 2021 survey reported that employment on gigs by urban females decreased by approximately 6.9 per year, which illustrates the ongoing impasse.

Women in the gig economy are usually lone workers in remote or casual work settings where employer protection is low. Consequently, the female gig workers are at a significant risk of sexual harassment and assault, among other types of violence. Even though the Indian government does not keep official records on the harassment in the gig industry, revealing the severity of the problem, independent partners and surveys also show it. As an example, a survey commissioned by Honeybook established that half of those interviewed said that they had been sexually harassed at their place of work. Various cases have been documented in India: one of the incidents described by unions and NGOs occurred when a beautician was asked by one of her clients to have sex with him, and the other instance when a worker was locked up in a bathroom by a client after refusing to be harassed. They are also evident in worker testimonies; for instance, in a 2026 protest, one of the workers, whose name was Mamta, claimed that she was harassed at work and that no actions were taken against her allegations.

² Gujarat National Law University, *A brief critical Analysis of sexual Harassment of women at workplace (prevention, prohibition and Redressal) Act, 2013 (Mar. 2014)*.

³One of the greatest causes of this weakness is the legal framework that regulates the gig work. In the majority of platform firms, workers are treated as independent contractors but not as employees, which denies them a wide range of labour protection. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) imposes the responsibility on the employer; a company of ten or more employees is required to set up an Internal Complaints Committee (ICC). Most of these protections tend not to be met, however, due to the fact that gig workers are not formally recognised as employees by gig platforms. Consequently, gig workers are deprived of an evident and easily reachable grievance platform and have to address Local Complaints Committees at the district level, which is seldom applied in practice.

⁴In turn, the adoption of POSH safeguards in the gig industry has been extensively denounced as inefficient. When female gig workers, like the riders, cleaners, or beauticians, are harassed by the customers, both the platform firms and the state have no apparent responsibility in this case. This legal loophole helps to underreport harassment and violence immensely. Even though the gig economy in India has been developing fast, with women representing the number of approximately 28% of all gig employees, formal policies and data gathering are insufficient. In general, the existing surveys, employee testimonies, and union reports show that sexual harassment is a longstanding and increasingly severe issue in the gig economy, and the lack of legal rights, the insufficient effectiveness of data collection, and the unclear possibilities to present a complaint should be highlighted.

Methodology:-

This report outlines an in-depth strategic analysis of the legal processes practised in India to address and prevent sexual harassment at workplaces, and specifically the limitations of the processes in safeguarding labour-class women and unorganised sector workers. The discussion is based on a thorough study of the primary materials of the law, such as the POSH Act and Bharatiya Nyaya Sanhita (BNS), evaluating their possible applicability in the country, and the variety of crimes that they cover. This study is aimed at searching for practical strategies which would lead to the interpretation of the intent of a statute into functioning instead of focusing

³ Dishima Jain, *Workplace Safety in the Digital Economy: Revisiting the Posh Act in the Context of India's Gig Informal Workforce, The Amikus Area* (Sept. 2025).

⁴ Meere Laura Patel, *From workplace to Cyber-workplace: Practical challenges under sexual Harassment of Momen at workplace (Prevention, prohibition and redressal) Act,2013, Live law* (July 22, 2020)

the discussion on the strictly doctrinal explanation of legislative statutes. The report will also offer policy-based information to lawmakers, employers, trade unions, and civil society stakeholders to address the chronic difference between the normative purposes of the law and the actual application of the law on the ground. It also applies judicial interpretation and landmark decisions to check the relevance of the existing provisions of law, and a critical analysis of individual statutory provisions and operational difficulties.

Main Body Analysis:-

POSH Applicability to gigger's

The Sexual Harassment of Women at the Workplace Act, 2013⁵, protecting women from SH, emanates from a 1997 Supreme Court judgement for the fundamental right to carry on any occupation, trade, or profession, depending on the availability of a safe working environment. They followed several guidelines to frame these issues until POSH was enacted.

POSH is remarkable because it protects women in all ways of life, whether on a regular, temporary, ad-hoc or daily-wage basis. Such workers are termed express or implied. However, employees are recently defined under the Code on Social Security, 2020, as those who perform work outside the ambit of traditional employment relationships.

Who will guard against sexual harassment of gig workers?

⁶The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) presents a challenge when it comes to gig workers, such as delivery partners and taxi drivers.

The POSH statute requires the employer to:- Stop sexual harassment, raise awareness, and establish an Internal Committee (IC) to deal with grievances.

However, gig workers typically don't have a formal employer. They work through platforms (like taxi or delivery apps) as independent workers. Because of this, it is unclear who should

⁵ NITI Aayog, *India's Booming Gig and Platform Economy: Perspectives and Recommendations on the Future of Work* (2022).

⁶ Sexual Harassment of women at workplace (prevention, prohibition and redressal) Act, No. 14 of 2013, India Code.

take responsibility if a gig worker faces sexual harassment.

The growing pace of the gig economy in India has generated novel labour relations and associations that problematize the conventional legal institutions governing workplace safeguards. Although there have been statutory protections against sexual harassment, especially the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) and Bharatiya Nyaya Sanhita, 2023 (BNS), the laws have shown very notable loopholes when it comes to gig workers. The uncertainties of the employee and workplace definitions and the legal status of gig platforms pose serious questions of whether the current legal frameworks are sufficient to protect women in the gig economy sector.

Current Situation:-

According to some city taxi regulations in cities like Delhi and Mumbai, cab aggregators are required to have mechanisms in place to safeguard female employees under POSH.

But:- Drivers who use these platforms are not considered employees, but rather independent contractors.

Gender-sensitisation training is only required of them once a year.

A gig worker can only file a complaint with the company's internal committee if the harasser is an employee.

Ambiguity in The Current Indian Laws:-

⁷It becomes challenging to register a complaint if a consumer commits harassment. It gets much more difficult if the gig worker is unaware of the offender's employer.

POSH might not be applicable if the work takes place at someone's house (such as delivery services). Along with the POSH Act and specific Sections which are in Ambiguity under the current Indian Law needs a much more thorough scrutiny and regulations to cover the Parts that leave room for exploitation of these loopholes in the current law systems.

⁷ Sexual Harassment of women at workplace (prevention, prohibition and redressal) Act, No. 14 of 2013, § 2(f).

One of the main issues in the POSH Act is the definition of an employee in Section 2(f), where it incorporates persons on a regular, temporary, ad hoc basis, or daily wage basis. Even though this definition seems to be rather wide, it is traditionally organised in terms of conventional employer-employee relationships. The gig workers are often not regarded as employees, but as independent contractors, enabling digital platforms to be not formally responsible as employers.

Such classification offers a grey legal area. The ride-hailing or food delivery companies are examples of gig companies that are managed using algorithms and contracts in a way that does not intend to treat workers as employees. As a result, platform companies can defend themselves by claiming that they are only intermediaries and not employers as per the POSH criteria whenever such cases of sexual harassment are reported by customers, the supervisors, or other employees. Gig workers have therefore not been able to receive Internal Complaints Committees (ICCs), as required in formal working environments.

The obscurity relates to platform indirect control over the workplaces of gig workers, which makes the ambiguity problematic, especially. Though the degree of control in the face of ratings, digital monitoring, and work allocation system is at a rather high level, firms still stay at the level of the contractual classification to escape liability. This paradox is a structural loophole of the POSH Act: the protective framework of the law is based on a traditional model of employment, which is not relevant to the realities of platform-based labour. The other major drawback is due to the definition of the workplace in Section 2(o) of the POSH Act. Although the statute tries to extend the concept of the locations that employees visit during employment, the section still assumes a somewhat familiar working place. In contrast, gig workers work in fluid and decentralised workspaces, including customer premises, private residential and Airbnb.

As an example, a female employee-deliverer entering the house of a customer or a ride-hailing driver communicating with customers in their personal cars work in areas that do not seem to fit into the classical concept of a work-related area that employer's control. In cases of such environments which experience harassment, it becomes hard to establish institutional accountability. Platform companies can claim that they have no control over these places, and in any event of victimisation, the victims will also feel discouraged by the lack of authority on which authority or complaints agency to require assistance. This weakness in the power to

enforce the POSH Act on gigs is due to this definitional gap. In practical terms, the law was necessary to provide dominion over the job or institution where the employer has both physical and administrative supervision. Gig platforms, in turn, are based on the digital interface, not physical workplaces, and a feud between statutory definitions and modern work organisation develops. In the current discussion on sexual harassment in the gig economy, there is a major significance on reliance on case laws to pave the way forward for this current issue. Furthermore, a recent case was decided in the Karnataka High Court, establishing a major precedent for this matter. In the Case of **Ms X v. ANI Technologies Private Limited**, the High Court of Karnataka has established a principle that recognises an Uber driver to be an employee of the company, which, in return, enables the driver to receive various perks that an ordinary employee would get when working in an Multi National Company. This case has turned the topic of the people who are working in the gig economy, who are being determined as independent contractors rather than regular employees, into a central issue that needs to be addressed. This particular judgment affects the interpretation for the people who are being subjected to sexual harassment, especially women who are working but not getting recognised as employees in the gig economy, which serves as an essential part to give new Interpretations and a way to move forward with the current ambiguity and the long-standing dispute over this. The court held that the Uber driver will be considered an employee of the company. The Case further describes the importance of the judiciary where there are no sufficient government rules that cover any Specific Issues. At this time, courts play an important role in providing guidance or a precedent, which will set the pace of the dispute that will be decided based on cases like this.

LIMITATIONS OF CRIMINAL REMEDIES UNDER BNS (BHARATIYA NYAYA SANHITA):-

The Indian Penal Code was substituted by the Bharatiya Nyaya Sanhita, which encompasses principles that cover sexual harassment and other related crimes. Although criminal law is a tool that can be used to penalise the culprits, it is not applicable in the gig economy due to various factors.

To begin with, criminal provisions revolve around personal guilt, as opposed to institutional responsibility. Gig employees who are harassed are often forced to file police complaints against the harasser. Nonetheless, no special requirements are placed on digital platforms to

develop preventive structures or institutional support programs that would be equivalent to the requirements in the POSH Act.

Second, the burden of evidence in criminal proceedings usually does not encourage victims to seek legal action. Some workers often work alone and are not monitored, and harassment can happen in a car or a delivery vehicle, where it is not easy to observe. Such corroborative evidence absence can render prosecution on the ⁸BNS tough.

Third, Crime mechanisms are preventive and not proactive as far as the criminal law is concerned. The POSH Act aimed at the introduction of preventive workplace mechanisms based on institutional committees and grievance redressal mechanisms. Contrarily, applying criminal law alone makes the victim bear the responsibility of filing a lawsuit when the damage is already done, instead of putting in place a systematic workplace protection.

Further, both the POSH & BNS are more incisive in their structural Problem because both cover the points of sexual harassment, but fail to envisage platform-based labour. Accordingly, gig workers have no protection because they are neither covered as employees, which does not give them the status of a secure employee. These regulatory gaps affect women in the gig economy, who are much more prone to being affected.

⁹VISHAKA GUIDELINES VS. STATE OF RAJASTHAN

The Supreme Court in *Vishaka v. The state of Rajasthan* laid down basic mandatory safeguards for all workplaces until a law was passed. The important ideas were that employees must prevent sexual harassment, clearly prohibit it in workplace rules, create a complaint mechanism, set up a complaints committee headed by a woman with at least 50% women members and an external member, ensure action against the wrongdoer, which assists in criminal complaints where needed and spread awareness among employees. These ideas were later carried into 2013.

The growth of the gig economy has changed the nature of work in India. Many people nowadays used to work digitally for ride-hailing, delivery, freelancing and app-based services. It also offers flexibility, and it raises concerns about workplace safety and protection from sexual

⁸ Bharatiya Nyaya Sanhita, No. 45 of 2023, India Code.

⁹ *Vishaka v. state of Rajasthan (1997) 6 SCC 241*

harassment.

The principles laid down in the landmark case *Vishaka v. State of Rajasthan* and later codified in the Sexual Harassment of Women at Workplace Act, 2013 can be applied to address these challenges in the gig economy.

Relevance of Vishaka Guidelines to the Gig Economy

The Vishaka Guidelines have established that every workplace must be safe for women, regardless of the type of employment. Even though the gig economy did not exist in its present form at that time, the principles are broad enough to apply to modern digital work arrangements.

Key principles relevant to gig workers

1. Right to safe workplace

They recognized that sexual harassment violates fundamental rights for dignity and equality. This principle applies equally to all the people where they often interact with customers, clients, or platform users in isolated environments.

For example, A ride-hailing driver facing harassment from passengers A delivery worker experiencing harassment during service A freelancer facing harassment through digital platforms.

2. Employer Responsibility in the Platform Economy

Under the Vishaka Guidelines, employers must prevent sexual harassment. In the gig economy there must be responsibility that becomes complex because platforms often classify workers as independent contractors rather than employees.

COMPARATIVE ANALYSIS:-

USA

In the United States, Title VII of the Civil Rights Act of 194 serves as the cornerstone of workplace protections against sexual harassment, ensuring that both men and women are

covered under its provisions.¹⁰ They are clearly extending their rights rather than discriminating against them based on sex, colour, religion, and gender. U.S. courts and the Equal Employment Opportunity Commission have consistently held that sexual harassment is a type of sex-based discrimination, therefore illegal in the workplace.

Under Title VII, sexual harassment is mostly classified based on environmental harassment based on sex, religion, colour, caste, etc. The legislation clearly states that, regardless of gender, anyone can be a victim, hence it affects men and women both. Employers are legally obliged to adopt preventive actions like anti-harassment rules and guarantee a strong grievance handling mechanism. Victims may launch lawsuits to hold companies responsible if legal remedies are sought. Title VII of the Civil Rights Act of 1964 creates a robust legal framework that protects occupational safety and equality by offering gender neutral protection, therefore guaranteeing that every employee- regardless of gender - has the right to work in an atmosphere free from harassment and discrimination.¹¹ Title VII of the Civil Rights Act of 1964 is the main source of legal guarantees to workers against sexual harassment in the United States of America. Sex, race, religion and or colour discrimination is banned by the law and has been applied among the U.S. courts and the Equal Employment Opportunity Commission (EEOC) to incorporate sexual harassment as a sex-based discrimination. It is a gender-neutral safe place, that is, men and women have the right to work in a free environment. The preventive strategies that are taken by employers include anti-harassment policies, internal complaint procedures, and procedures to file grievances. Besides the federal law, various states have extended protection. Indicatively, the California Fair Employment and Housing Act (FEHA) enjoys powerful anti-harassment safeguards, and the Illinois law has been extended to cover some non-employees. The developments are made to assist in handling risks of harassment among gig workers. Nonetheless, the level of protection throughout the United States is lopsided since legal protections are often limited by state law, but not a federal system of protection.

UK

In the United Kingdom, workplace sexual harassment is primarily governed by the Equality Act 2010, which addresses equality and workplace rights. The Act defines harassment as

¹⁰ Civil Rights Act of 1964, Pub. L. No. 88-352, title VII, 78 stat. 253 (1964) (Codified as amended at 42 U.S.C 2000e)

¹¹ Amit D. Namder, *Rights of Men Against Sexual Harassment at Workplace in India: A Call for Gender-Neutral Laws*, 2 Int'l J. L. Resch. & Analysis (Issue 7, Mar. 2025).

unwanted conduct which has the purpose of violating a person's dignity. Sexual harassment is recognised as unwanted conduct of a sexual nature that produces such effects. The law applies to employees, job applicants and trainees for these protections. Enforcement and oversight of equality laws are supported by the Equality and Human Rights Commission, which promotes compliance, issues guidance and can intervene in significant cases.

If the issue is not resolved internally, employees can file a claim before an employment tribunal. The tribunal has the authority to determine liability and award compensation for injury as well as financial losses which are suffered by the victim. Under the UK framework, they are gender neutral for protecting individuals of any gender from harassment.

SUGGESTIONS AND RECOMMENDATIONS:-

The Sexual Harassment Act 2013¹² was enacted in India to ensure a safe and dignified working environment for women. Today, the Act focuses only on the safety of women, but it can affect individuals of any gender. Therefore, many experts suggest making the law equal for both men and women, where they are both treated equally. The important recommendation is to increase awareness and training regarding workplace harassment policies. In many places, people are not aware of how to file a complaint internally, so they need to learn how to do it. They should conduct workshops and a proper orientation program where employees are able to learn it.

Such employees can create a culture of respect and prevent incidents of harassment before they occur.

Another suggestion is to remove the fear of employees before filling the complaint because they have fear of job loss, reputation damage and security loss. Instead of these, they should improve monitoring and enforcement mechanisms. Many organisations fail to establish the proper procedures for handling complaints, and they should face stronger penalties.

A crucial issue that needs consideration is protection from reprisals. If they submit a complaint, victims of workplace harassment frequently fear unfavourable outcomes like job loss, demotion, or social exclusion. Stronger protections against retaliation should be included in the law to solve this problem. It should be mandatory for employers to guarantee that individuals who report harassment do not face discrimination or unjust treatment. The complainant may be

¹² Lukmaan IAS, Sexual Harassment at the Workplace (Feb. 11, 2026)

supported during the investigative process by temporary transfers, leave alternatives, or other protective measures.

Additionally, the Act's successful implementation must be extended to the unorganised sector. A sizable section of India's labour population works in informal occupations like household chores, small-scale businesses, and agriculture, where there is little legal awareness or enforcement. Enhancing the function of district-level Local Complaints Committees can guarantee that women employed in these industries have a way to report harassment. Workers in the unorganised sector should be made aware of their rights under the Act through outreach initiatives and awareness campaigns.

In order to handle contemporary work contexts, the term "workplace" needs to be better defined. As remote employment, digital communication, and virtual meetings become more common, harassment can also take place online or outside of conventional office settings. As a result, the law ought to specifically address circumstances pertaining to online contacts between employees, work-related travel, and virtual workplaces. The law will continue to be successful in shielding workers from harassment in all types of work environments if it is updated to take these shifting work patterns into account.

CONCLUSION

An important development in India's legal system to safeguard women's equality, safety, and dignity in the workplace is the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act). The Act seeks to guarantee that women can work in a setting free from harassment, intimidation, and discrimination. It is based on constitutional provisions included in Articles 14, 15, and 21 of the Indian Constitution. In order to handle workplace complaints and raise awareness about sexual harassment, it creates preventive and remedial procedures, such as Internal Committees and Local Complaints Committees.

Nevertheless, the Act's execution reveals a number of structural issues despite its progressive goal. The uncertainty around the term's "employee" and "workplace," which were initially defined with traditional employment arrangements in mind, is one of the biggest issues. These definitions frequently fall short of providing sufficient coverage for gig and platform workers as the nature of employment changes, particularly with the gig economy's explosive growth.

Many women who work as delivery partners, beauticians, housekeepers, or ride-hailing drivers do so in client-controlled, decentralised settings with ambiguous employer accountability. Because of this, individuals often do not have access to official grievance procedures within the POSH system.

Therefore, even while the POSH Act is still a significant legal protection, its efficacy depends on increased enforcement, a more expansive interpretation of the law, and adjustment to contemporary labour arrangements. Important measures include enhancing anti-retaliation rights, increasing awareness and training, expanding the role of Local Complaints Committees, and defining "employee" and "workplace" legally. These steps will guarantee that the law achieves its goal of giving all women in India's changing labour market a secure, welcoming, and respectable workplace.

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