

SEXUAL HARRASSMENT OF WOMEN AT WORKPLACE

Relevant for: Developmental Issues | Topic: Rights & Welfare of Women - Schemes & their Performance, Mechanisms, Laws Institutions and Bodies

The Government of India enacted 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' (SH Act) with the aim to provide safe and secure work environment to women working in organised or unorganised sector. The Act casts an obligation to constitute Internal Committee (IC)/ Local Committees (LCs) for receiving complaints of sexual harassment at workplace.

The Ministry of Women and Child Development has developed a handbook and a training module for effective implementation/ awareness of the SH Act. In addition, government issues advisories from time to time to all State Governments/ UT Administrations, Ministries/ Departments of Government of India and business associations/ Chambers to ensure effective implementation of the Act. Further, an online complaint management system titled the Sexual Harassment electronic-Box (SHe-Box, www.shebox.nic.in) has been put in place for registering complaints related to sexual harassment of women at workplace. The Department of Personnel and Training, Government of India has also issued advisories to all the Central Ministries/ Departments to complete the inquiry in a time bound manner and to include the information related to number of cases filed/ disposed under the SH Act in their annual report.

Apart from this, on 31st July 2018, the Ministry of Corporate Affairs has amended the Companies (Accounts) Rules, 2014 for mandatory inclusion of a statement in the Report of the Board of Directors about compliance with the provisions relating to the constitution of IC under the SH Act .

This information was given by the Minister of Women and Child Development, Shri Smriti Zubin Irani, in a written reply in the Lok Sabha today.

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