

## PANEL TO STUDY ISSUES RAISED BY #METOO

Relevant for: Indian Society | Topic: Role of Women and Women's Organization

"The first thing to do is naming and shaming these monsters. Naming and shaming will go a long way in lessening the pain these women have been carrying," Ms. Gandhi said.

"The Prime Minister has always given top priority to the rights of women. The first programme that he launched was Beti Bachao, Beti Padhao. We don't save our daughters to allow big shots insult them later in life," the Minister said.

According to a source, the government will appoint a "fact-finding commission which will hold public hearings. Women survivors can also offer testimony to the panel. Subsequently, the panel will identify causes and consequences of the pervasive nature of sexual harassment at workplace that could also lead to changes in the law."

Under the Sexual Harassment at Workplace Act, (Prevention, Prohibition, and Redressal) 2013, it is compulsory for any organisation with 10 or more employees to set up an internal complaints committee (ICC) for addressing complaints of sexual harassment.

The committee has powers similar to that of a civil court and have to complete its inquiry within 90 days.

To ensure that companies implement the law, the government made it mandatory according to a notification in July for companies to disclose whether they have constituted an ICC to probe such allegations.

Activists and women's rights groups issued a statement expressing solidarity with those who have come out with their stories.

"While there is an urgent need to put the redressal mechanisms in place at every workplace, it is equally important that survivors and complainants are actively supported in their quest for justice," the statement said.

*(With PTI inputs)*

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