

OFFICE MEMORANDUM

Subject:- One Day awareness programme on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (SH Act) on 9th Dec, 2021 - Reg.

The Eighth anniversary of notification of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 will be observed on 09th December, 2021 (Thursday).

2. The above Act, which is administered by the Ministry of Women & Child Development upholds women's fundamental right to equality as guaranteed under Article 14 and 15 of the Indian Constitution, right to live with dignity under Article 21 and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe working environment free from sexual harassment as provided under Article 21 and right to practice any profession or to carry on any occupation, trade or business which includes a right to a safe working environment free from sexual harassment as provided under Article 19(1) (g) of the Indian Constitution. A copy of the SH Act as well as Advisory issued by MHA in this regard are enclosed for information.

3. With improved access to education and employment, millions of Indian women are entering the country's workforce. It is crucial that as a country we provide all women with safe and secure work environment. It is the responsibility of every employer to ensure compliance of the provisions of the Act as well as sensitise their employees towards the need to uphold the dignity of women and end gender stereotypes so as to encourage more and more women to participate in economic activities. This will contribute to realisation of gender equality and result in inclusive growth for the benefit of the nation as a whole.

4. Accordingly, all the Autonomous bodies/PSUs and other organisations under the administrative control of MHA under the control of various Divisions may be requested to conduct one day awareness programme on the SH Act on 09-12-2021. An Action Taken Report in this regard may be furnished by 11-12-2021 to the undersigned for onward transmission to Ministry of Women & Child Development.

Encl: as above

Pawan Mehta

(Pawan Mehta)

Deputy Secretary to the Govt. of India

Tel: 23075293

To,

1. All Joint Secretaries/ Additional Secretaries of MHA.
2. DS(Admin), MHA – for similar action in MHA (Main Secretariat).
3. SO (IT), MHA - with the request to upload this on the of e-office.