Sensitization Programme for Government Employees on Sexual Harassment at Workplace in South, West and North Sikkim

Date – May 22-31, 2017
Venue – Namchi (South Sikkim), Geyzing (West Sikkim) and Mangan (North Sikkim)

As a part of our ongoing MoU with the Government of State of Sikkim, Making Workplaces Safe (MWS), in collaboration with Sikkim State Legal Services Authority (SSLSA) recently oriented 1500 government employees, prepared 70 trainers and trained 200 members of the internal committees (IC) of South, West and North districts of Sikkim. A 10 day long sensitization programme on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (also known as SHW Act 2013) was conducted across the three districts where employees from the following departments were in attendance:

1. Department of Science and Technology and Climate Change
2. Energy and Power Department
3. I.P.R.
4. Excise Department
5. Department of Animal Husbandry, Livestock, Fisheries and Veterinary Services
6. Sikkim Police
7. Buildings and Housing Department
8. Department of Cooperation
9. Department of Forest Environment and Wildlife Management
10. Human Resource Development Department
11. Urban Development and Housing Department
12. Social Justice, Empowerment and Welfare Department

The banner of the sensitization programme in North Sikkim
The three day long training programmes in each district focused on the following aspects:

- **Sensitization of all the female employees on:**
  - What is sexual harassment at workplace
  - How to recognize sexual harassment at workplace
  - How to prevent sexual harassment at workplace
  - What are the various forms of redressal available as per the SHW Act 2013

- **Training of trainers (ToT) of panel advocates and Para-legal Volunteers (PLVs) on:**
  - How to conduct a training on sexual harassment at workplace – in both the formal and informal workplaces
  - How to support an aggrieved person as per the SHW Act 2013

- **Training of members of Internal Complaints Committees (IC) of all the government departments and members of Local Complaints Committees (LC) of all the three districts on:**
  - What are the functions and the composition of the complaints committees (both internal and local) as per the SHW Act 2013
  - What are the rights, powers and the duties of the complaints committees as per the SHW Act 2013
  - How to investigate a case of sexual harassment at the workplace

**South Sikkim**

The sensitization programme began from the district of Namchi in South Sikkim from May 22-22, where:

- **800 female employees** of various government departments were sensitized
- **30 trainers** were trained
- **80 members** of the ICs of the government departments and the LC of the district were trained.

*The female employees of the government departments of South Sikkim attend the sensitization programme.*
The members of the ICs and the LC on day 2 of the sensitization programme at South Sikkim

Some of the media reportage of the sensitization programme in South Sikkim
West Sikkim

The next phase of the sensitization programme was conducted in the district of Geyzing in West Sikkim from May 25-27, where:

- **400 female employees** of various government departments were sensitized
- **20 trainers** were trained
- **60 members** of the ICs of the government departments and the LC of the district were trained.
The panel advocates and Para Legal Volunteers (PLVs) enact various situations of sexual harassment at workplace during the sensitization session on Day 1 in North Sikkim
300 female employees from various government departments in North Sikkim gather at the office of Zilla Panchayat on Day 2 of the sensitization programme in North Sikkim

The members of the ICs and the LC of North Sikkim deep in discussion during a group activity on day 3
Newspaper reportage of the sensitization programme (Himalaya Darpan on the left and Summit Times on the right) in North Sikkim

News Channel Nepal1 covers the sensitization programme in North Sikkim