



Making Workplaces Safe

Training with Internal and Local Committee Members in Districts of Haryana
2020 - 2021

Background

The Supreme Court of India passed the Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013. Under Chapter III, Section 6 and Chapter VII, Section 20 of the Act, the government lays down clear guidelines for District Officers for the implementation of the Act in the District:

Every District officer to constitute a Local Committee (LC) to receive complaints of sexual harassment at the workplace and to (a) monitor the timely submission of reports furnished by the Local Committee; and (b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women.

Further, the Act mandates employers to constitute an Internal Committee (IC) to address all issues related to sexual harassment at the workplace, including within government departments. The main objective of constituting an Internal Committee is to bolster efforts for the prevention, prohibition and redressal of sexual harassment at the workplace.

Districts in Haryana have, in accordance with the Law, created a Local Committee at the district level and Internal Committees in each department within the district level.

Context

The Martha Farrell Foundation is committed to promoting safe workplaces and lifelong learning across the world. As a part of this commitment, and in partnership with various district administrations in Haryana, MFF organised intensive training workshops with all the Internal Committee and the Local Committee members in each district.

The training workshop, focused on behavioural approaches to breaking down the PoSH Act and interpreting it in a gender-positive, survivor centric manner. The objective of the training was to sensitise the committee members to the nuances of the law, and equip them with the necessary information to handle complaints in a manner that's fully and meaningfully compliant with the law.

Districts Covered



Next Steps

- MFJ to conduct more training sessions of the Internal Committee members and the Local Committee members in other districts of Haryana
- MFJ to conduct follow up training sessions with Internal and Local Committee members in the districts of Haryana already covered
- MFJ to build on key learnings from our interactions with IC and LC members in Haryana to build on campaigns and suggest reforms and Standard Operating Procedures to improve the effectiveness of the Law and its reach and implementation in the state of Haryana