

HR Law Hotline

December 10, 2015

HANDBOOK ON INDIA'S WORKPLACE SEXUAL HARASSMENT LAW RELEASED

India's Ministry of Women and Child Development has released a handbook on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Handbook is meant to serve as a ready reckoner for employers, members of the Internal Complaints Committees and individuals aggrieved by workplace sexual harassment.

In a significant stride towards eliminating sexual harassment against women at workplace, the Ministry of Women and Child Development has released a handbook ("Handbook")¹ on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("Prevention of Sexual Harassment Act")². Though the law was introduced over two years ago, as per the National Commission for Women, almost a third of India's corporations and a fourth of global companies, may not be in compliance with the Prevention of Sexual Harassment Act.

The Handbook is an initiative to spread awareness about workplace sexual harassment. It has been designed to serve as a user friendly guide for employers, institutions, organisations as well as the members of Internal Complaints Committees and Local Complaints Committees, on the implementation of the Prevention of Sexual Harassment Act.

The Handbook, meant to be a ready reckoner, is structured in six sections and addresses concepts such as 'workplace', 'sexual harassment', 'aggrieved woman', 'employer', etc. Nuances of sexual harassment and whether certain situations could amount to sexual harassment, have been explained with examples and case studies. The Handbook also sets out the processes to be followed as part of the complaint redressal mechanism and prescribes best practices that may be adopted to ensure a sexual harassment free workplace.³

It is hoped that this initiative of the Ministry of Women and Child Development paves the way for enhanced and effective implementation and enforcement of the Prevention of Sexual Harassment Act. In this context, currently there is also a proposal from the Ministry of Women and Child Development to make it mandatory for companies to disclose whether they have put in place an Internal Complaints Committee to inquire into sexual harassment complaints of women employees.⁴

The Handbook is currently available at the following

link: <http://wcd.nic.in/sites/default/files/Handbook%20on%20Sexual%20Harassment%20of%20Women%20at%20Workplace.pdf>

Our research paper on India's Law on Prevention of Sexual Harassment at Workplace may be viewed at: [http://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/](http://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/Prevention_of_Sexual_Harassment_at_Workplace.pdf)

[Prevention_of_Sexual_Harassment_at_Workplace.pdf](http://www.nishithdesai.com/fileadmin/user_upload/pdfs/Research%20Papers/Prevention_of_Sexual_Harassment_at_Workplace.pdf)

– Preetha S, Veena Gopalakrishnan & Vikram Shroff
You can direct your queries or comments to the authors

¹ <http://pib.nic.in/newsite/PrintRelease.aspx?relid=132685>

² <http://www.thehindu.com/business/sexual-harassment-cases-at-workplace-more-than-double-in-2014/article7924191.ece>

³ <http://pib.nic.in/newsite/PrintRelease.aspx?relid=132685>

⁴ <http://indianexpress.com/article/india/india-news-india/harassment-at-workplace-jaitley-say-no-to-maneka-request-on-disclosure-of-probe-panels/#sthash.naZpegaz.dpuf>

DISCLAIMER

The contents of this hotline should not be construed as legal opinion. View detailed disclaimer.

This Hotline provides general information existing at the time of preparation. The Hotline is intended as a news update and Nishith Desai Associates neither assumes nor accepts any responsibility for any loss arising to any person acting or refraining from acting as a result of any material contained in this Hotline. It is recommended that professional advice be taken based on the specific facts and circumstances. This Hotline does not substitute the need to refer to the original pronouncements.

This is not a Spam mail. You have received this mail because you have either requested for it or someone must have suggested your name. Since India has no anti-spamming law, we refer to the US directive, which states that a mail cannot be considered Spam if it contains the sender's contact information, which this mail does. In case this mail doesn't concern you, please unsubscribe from mailing list.

Research Papers

Fintech

May 05, 2025

Medical Device Industry in India

April 28, 2025

Clinical Trials and Biomedical Research in India

April 22, 2025

Research Articles

2025 Watchlist: Life Sciences Sector India

April 04, 2025

Re-Evaluating Press Note 3 Of 2020: Should India's Land Borders Still Define Foreign Investment Boundaries?

February 04, 2025

INDIA 2025: The Emerging Powerhouse for Private Equity and M&A Deals

January 15, 2025

Audio

CCI's Deal Value Test

February 22, 2025

Securities Market Regulator's Continued Quest Against "Unfiltered" Financial Advice

December 18, 2024

Digital Lending - Part 1 - What's New with NBFC P2Ps

November 19, 2024

NDA Connect

Connect with us at events, conferences and seminars.

NDA Hotline

Click here to view Hotline archives.

Video

Vyapak Desai speaking on the danger of deepfakes | Legally Speaking with Tarun Nangia | NewsX

April 01, 2025

**SIAC 2025 Rules: Key changes &
Implications**

February 18, 2025

