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Title: Need to monitor the implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act.

SHRI FEROZE VARUN GANDHI (SULTANPUR): The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act was passed in 2013, however it has been widely reported that its provisions are not being implemented. A study conducted by FICCI and Ernest and Young has revealed that 31% of Indian companies have not yet set up Internal Complaints Committees as required by law while 35% are unaware of the penal consequences of not complying with the law. Out of the companies that had created such committees, 40% were found to not have educated their members about the law. Another researcher from Tata Institute of Social Sciences reported that the standard employer response to complaints usually was to laugh it off or dismiss it outright.

Therefore, it is necessary for the Government to intervene, issue directions to companies and set up official bodies to monitor the implementation of the Act in order to ensure that its provisions are not violated.