

Sensitisation Programme
on
Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013

The elimination of gender-based discrimination has been one of the fundamentals of the Constitutional edifice of India. The principle of gender equality is enshrined in the Constitution, in its Preamble, fundamental rights, fundamental duties, and Directive Principles. In addition to requiring an employer to set up an Internal Complaints Committee and ensure redressal of grievances of workplace harassment in a time bound manner, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (“POSH Act”) casts certain other obligations upon an employer which includes conducting workshops and awareness programmes at regular intervals for sensitising employees on the issues and implications of workplace sexual harassment.

In this regard, a Virtual Sensitisation Programme on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (“POSH Act”) was organised by Dr Surbhi Kapur, Assistant Professor (Law), Indian Institute of Corporate Affairs (IICA) on December 9, 2021 for all the employees of the Ministry of Corporate Affairs (MCA). The Programme was inaugurated by Smt. Nandita Mishra, IES, Economic Adviser, MCA, and Presiding Officer, Internal Complaints Committee, IICA, in the presence of Shri Manoj Pandey, Joint Secretary, MCA and Director General and Chief Executive Officer (CEO), IICA. The Resource Person for the Programme was Mrs. Poonam Goila, Former Principal Director, Ministry of Defence, Government of India and a Master Trainer on Gender Issues. It was attended by all the senior officials of the MCA, Indian Corporate Law Service (ICLS) Academy, Heads of the Schools at the IICA, and contractual/ outsource staff of the MCA (HQ) and IICA.

The Programme focussed, mainly, on the POSH Act and other relevant laws in India pertaining to workplace sexual harassment. The emphasis was primarily around the importance of ‘prevention’ as the best tool for elimination of this menace in a multi-cultural society as ours.