

# Sexual harassment law compliance poor

## Only Rajasthan Fully Compliant 2 Years After Stringent Act Came Into Force

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**Mumbai:** Response to the law against sexual harassment of women has been tepid if action taken by respective state governments and private entities is anything to go by. It's been nearly two years since the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 came into force, but only one state, Rajasthan, has managed to become fully compliant with the law.

According to responses Mumbai-based consultant Complykaro Services received to its RTI applications, Maharashtra, Andhra Pradesh, Haryana, Arunachal Pradesh, Uttarakhnad, Chhattisgarh and

### TARDY PROGRESS

Goa have so far only partially complied with the law. In response to a query from **TOI**, an official from the ministry of women & child development (MWCD) said it had issued ad-

visories to all states/UTs in December 2013 and again in October 2014 to ensure effective implementation of the Act.

Under the Act, states/UTs are required to monitor implementation and compliance of the law through the office of district officer for each district who, in turn, nominates a local complaints committee (LCC) and nodal officers. Most of the states are still in the process of ensuring all measures are taken in compliance with the Act.

"The biggest challenge to

implementation is ignorance of the law. It is applicable for all organizations irrespective of its size and whether they have women employees or not. The entire focus of this law is to prevent sexual harassment by bringing about a behavioural change among employees. Only when all organizations implement this law will our spouses, sisters and daughters feel safe," said Vishal Kedia, founder & director, Complykaro Services, which is in the business of assisting companies to

comply with the said law.

While the Act cast an obligation upon all the employers to constitute an internal complaint committee (ICC), it also placed the responsibility on the appropriate state government to notify the district officer for setting up LCC. State governments are expected to monitor the implementation of the Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at the workplace.