

ADITI GAUTAM

UPSC

Pg-1

उम्मीदवारों को इस हार्जिन में नहीं लिखना चाहिए
Candidates must not write on this margin

Answer Questions in NOT MORE THAN the Word Limit specified for each in the Parenthesis.
Content of the Question is more important than length.
(Specimen Answer Booklet - For Practice Purpose Only)

Prevention of sexual harassment at workplace Act, 2013 was based on Vishakha guidelines as foundation and is also known as SHE Act or Nirbhaya Act.

∴ This Act protects women in workplace and also defines the route.

→ According to this act workplace can be a private or a public institution, it can also include household for a domestic helper and children are also included in school.

→ It provides establishment of Internal committee in every workplace having workers more than 10.

Establishment of local complaints committee at district level.

→ It covers the concept of Quid pro harassment.

→ ~~If~~ the inquiry has to be completed within 90 days, which is beneficial.

BENEFITS

- It protects the women at workplace
- It protects the Articles 21 (Right to life and personal liberty)

(Please do not write anything except the question number in this space)

कृपया इस स्थान में प्रश्न संख्या के अतिरिक्त कुछ न लिखें।

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उम्मीदवारों को इस इशारे में नहीं लिखना चाहिए
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Article 14 (Equality before law),
Article 15 (Prohibition on discrimination on the basis of cast, religion, sex, place of birth) and dignity of women.

→ It has increased the working women.

Shortcomings

- 1) It is a gender bias act which doesn't protect men ~~or~~ people under in a workplace.
- 2) It may create gender conflict.
- 3) Blackmailing can be seen on the higher officers for benefits.

This Act protects women in workplace, which has more or less lead to increase in women labour force and shows a is a positive step towards women development.

This act has provided women to work without being psychologically terrorised of working late hours in our patriarchal society.

Although, this Act has to include ^{also} genders other than women in today's generation and make it more gender neutral.