

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

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

UPSC

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)

इस हाशिए में नहीं लिखना चाहिए
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Q. POSH ACT - 2013 , Benefits and Short Comings? MPPSC 200 Words.

Ans → Protection of Women from sexual harassment act came into existence in 2013 for the prevention of sexual

harassment of women at the workplace.

→ Workplace can be private or government offices, school, college, hospitals and even household for domestic worker.

→ Internal committee formation was held mandatory for a company of 10 or more than 10 employees.

→ Local complaint committee was set up at block level chaired by District Officer.

→ The victim could file a complain within 90 days of offence and for this inquiry 90 days were assigned to the committee for inquiry.

→ ~~Penalties range from one to three years~~
~~BEN imprisonment & fine up~~

BENEFITS

→ It promotes the 'right to life' and to live with dignity.

→ It makes sexual harassment at workplace illegal.

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- > It provides the time of 3 months to the victim to file a case.
- > If false complaint is filed it provides safeguards against false and malicious charges.
- > The definition of 'aggrieved women' under this act widely covers the women of organised and unorganised sectors.

SHORTCOMINGS

- This act is gender biased → It doesn't cover the sexual harassment of males.
- This can violate the 'right to equality' as it is gender biased.

WAY FORWARD-

POSH ACT 2013 covers a vast dimension of sexual harassment of women at workplace.

It has indeed broadened the definition of 'workplace' and the 'aggrieved women'.

This makes this act more effective. It has also set up bodies that would work against these offences. However, it should be more gender neutral. The sexual harassment of males should

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also be covered under this act. This would indeed promote the equality. 6

