

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)

(Please do not write anything except the question number in this space)
कृपया इस स्थान में प्रश्न संख्या के अतिरिक्त कुछ न लिखें।

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

Ans → POSH Act.

Protection of women from Sexual harassment Act - 2013.

The act is mainly for women's harassment at workplace.

This act define the workplace, procedure & offence comes in harassment like :-

Work place

- o Government office
- o private office
- o School, college
- o Hospital.
- o Even house (for domestic workers)

Harassment

- o Physical.
- o Abuse
- o quid pro quo.
- o mental.

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Procedure

→ Women can complaint within 90 days to I.C (Internal committee) कोर्ट

- > Enquiry / Report can be done in 90 days
- > Punishment / penalties in 60 days.

Benefits of Act

- o Helps women to work freely in workplace without any mental pressure.
- o These problem of harassment can be easily solved by the act.
- o There working capability and Equality can be enhanced.
- o [She - box] online complaint box for women. (for harassment), by Ministry of Women and child. development.

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Shortcomings

- ① Act is gender biased.
- ② false case are more than genuine.
- ③ Creating gender conflicts at workplace. or some women are using it as a weapon. for economical or physical favour.
- ④ Act should be amended and male's should also be protected by this Act.

Conclusion

The act was created for women to feel safe at work place and women participation can be increased in working sector and boosting Indian economy by taking part in service sector. But now a days more abuse of this act is shown. Therefore the act should be revised. And create Gender Equality in harassment matters.

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