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Test

Jasmine Khan

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

# UPSC

उम्मीदवारों को इस शीटिंग में नहीं लिखना चाहिए।  
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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)

Qu. - POSH Act - 2013, Benefits and short comings - UPSC-250 words

Ans. Protection of women from sexual harassment Act (POSH) Act, 2013 came into force from 9 December, 2013. This act is for sexually harassed ~~who~~ women who are being harassed at workplaces - whether government or private including schools, colleges, offices and even household for a domestic worker.

\* It includes:

⇒ Mandatory setting up of an internal committee by a company to probe a complaint.

⇒ A local complaint committee is also set up with DM (as district officer of statutory redressal mechanism).

This act is also known as Nishchaya Act, SHE Act, Vishakha guidelines and Sexual harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013.

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## # Benefits of POSH Act :

- ① The act gives a choice between dealing with the offender within the office or approaching a court within 60 days.
- ② It provides faster judgement.
- ③ It provides safeguards against false or malicious charges.
- ④ The act provides and covers "quid pro quo ~~environment~~ harassment' and 'hostile work environment'.
- ⑤ It provides a sense of safer working environment.

## # Shortcomings of POSH Act :

- ① It does not provide any safeties for men.
- ② It is not gender - neutral.
- ③ It violates right to equality.
- ④ Sometimes, women file false allegations.

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Thus, this act covers various dimensions but still faces criticism on grounds on gender - biased nature. It has provided with a go strength to women but has a way forward for betterment.

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