

GOVERNMENT OF NATIONAL CAPITAL TERRITORY OF DELHI
LAOUR DEPARTMENT,
5-SHAM NATH MARG, DELHI- 110054

F.No. 15(1)/LAB/2025 / 5379-5381

Dated:- 06/01/2025

ORDER

Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a Central Act intended to ensure a safer work-place and for providing easy access to redressal mechanism. Section 4 of the Act provides that every Employer employing 10 or more employees shall constitute a Internal Complaint Committee, which is mandatory. Non-compliance of the provisions of the Act shall attracts penalty. The Hon'ble Supreme Court in the matter or W.P. (C) No. 1224/2017, Aureliano Fernandes Vs The State of Goa & Ors has directed implementation of various provisions of the Act.

It is also informed that ministry of Women and Child has instituted 'She Box Portal' for online complaint registration. The employers in public and prive sectors can also register themselves with the She Box Portal.

All District In-charge (JLC and DLCs) and DISH are directed to sensitize and seek informations from the employers under their jurisdiction regarding constitution of Interl Complaint Committee by them and also inform them regarding the She box Portal.


(S.C. Yadav)

Additional Labour Commisioner

To,

DISH and All Distt. JLCs/DLCs.

F.No. 15(1)/LAB/2025

Dated:-

Copy to:-

1. PS to Secretary-Cum-Commissioner(Labour), GNCTD.
2. System Analyst to upload the order on the website of Labour Department.