



वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH
अनुसंधान भवन, 2, रफी मार्ग, नई दिल्ली-110 001
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अंतर्राष्ट्रीय सहकारिता वर्ष
सहकारी सशक्तियाँ एक बेहतर
दुनिया का निर्माण करती हैं

No. फा.सं. 17-02(रिपोर्ट)/2023-HR-III

Dated 13/08/2025

From

संयुक्त सचिव (प्रशासन)
Joint Secretary (Admn.)

To सेवा में: सीएसआईआर की सभी राष्ट्रीय प्रयोगशालाओं/संस्थानों के निदेशक

विषय : महिला एवं बाल विकास मंत्रालय के दिनांक 17/07/2025 के अ.शा. पत्र सं. 13/6/2024-
डब्ल्यूडब्ल्यू-पार्ट (3)- शी बॉक्स (SHe Box) पोर्टल से सम्बन्धित।

महोदया/महोदय,

मुझे महिला एवं बाल विकास मंत्रालय से प्राप्त दिनांक 17/07/2025 के अ. शा. पत्र संख्या 13/6/2024-डब्ल्यूडब्ल्यू-पार्ट (3) की एक प्रति, जो कार्यस्थल पर महिलाओं के यौन उत्पीड़न (रोकथाम, निषेध और निवारण) अधिनियम, 2013 (एसएच अधिनियम) के प्रभावी कार्यान्वयन के लिए शी-बॉक्स पोर्टल के माध्यम से किए जाने वाले आवश्यक कार्यों के संबंध में है, को अग्रेषित करने का निदेश हुआ है।

उपर्युक्त के मद्देनजर, सीएसआईआर प्रयोगशालाओं/संस्थानों/मुख्यालय के सभी नामित नोडल अधिकारियों से अनुरोध है कि वे निम्नांकित प्रमुख कार्य बिंदुओं का समयबद्ध और प्रभावी अनुपालन सुनिश्चित करें:

1. अपने अधिकार क्षेत्र के अंतर्गत शी-बॉक्स पोर्टल पर विवरण का अद्यतनीकरण।
2. अपने अधिकार क्षेत्र के अंतर्गत गठित आंतरिक समिति (आईसी) के विवरण की प्रविष्टि और नियमित अद्यतनीकरण।
3. पोर्टल के माध्यम से प्राप्त शिकायतों के निपटान की गति और गुणवत्ता की मॉनीटरिंग।

उक्त के मद्देनजर, आपसे अनुरोध है कि उपर्युक्त अ. शा. पत्र की विषय-वस्तु को तत्काल एवं उचित कार्रवाई हेतु संबंधित नोडल अधिकारियों के संज्ञान में लाएं।

भवदीय,

संलग्नक: यथोपरि

(अजय कुमार राठी) 13/8/25
अवर सचिव

अनिल मलिक, आई.ए.एस.
सचिव

Anil Malik, I.A.S.
Secretary

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सत्यमेव जयते



आज़ादी का
अमृत महोत्सव

भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली-110 001

Government of India
Ministry of Women & Child Development

17th July, 2025

D.O No. 13/6/2024-WW-Part(3)

Dear Colleague,

kindly refer to my D.O. letter dated 30.05.2025 regarding updation of information on She-Box portal developed by the Ministry of Women and Child Development (MWCD). The portal plays a pivotal role in facilitating effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (SH Act), by serving as a centralized digital repository for data pertaining to Internal Committee (IC) and Local Committee (LC) as well as complaints received from across the country.

2. The Hon'ble Supreme Court, in the matter of *Aureliano Fernandes Vs State of Goa & Others*, has issued several directions for strict compliance of the provisions of the SH Act (copy attached for reference). It is important to note that the portal's structure will not allow complainants to submit grievances to the IC of a particular workplace unless its details are properly updated on the portal. You may be aware that this matter is being regularly reviewed at high levels and compliance is also to be reported to the Hon'ble Supreme Court from time to time.

3. The following are a few key actions required to be taken by Nodal Officers designated for this portal:-

- Updation of details on the She-Box portal of all attached, subordinate, statutory or non-statutory bodies under their jurisdiction;
- Entry and updation of details of ICs on the She Box portal of all subordinate and attached offices as well as ICs established in statutory or non-statutory organizations.
- Monitoring the pace and quality of disposal of complaints received on the portal.

4. In view of the urgency of the matter, I shall be grateful if you could instruct the officials concerned to complete the required data updation on the portal immediately and to regularly review the implementation of the provisions of the SH Act.

With regards,

Encl: As above.

Yours sincerely,

(Anil Malik)

Secretaries to the Government of India of all Ministries & Departments.

SUPREME COURT OF INDIA
RECORD OF PROCEEDINGS

MISCELLANEOUS APPLICATION Diary No(s). 22553/2023

(Arising out of impugned final judgment and order dated 12-05-2023
in C.A. No. No. 2482/2014 passed by the Supreme Court of India).

AURELIANO FERNANDES

Petitioner(s)

VERSUS

THE STATE OF GOA & ORS.

Respondent(s)

WITH

MA 1688/2023 in C.A. No. 2482/2014 (III)

(IA No. 131628/2023 - CLARIFICATION/DIRECTION

IA No. 114246/2024 - EXEMPTION FROM FILING O.T.

IA No. 248631/2023 - EXTENSION OF TIME)

Date : 22-10-2024 This petition was called on for hearing today.

CORAM :

HON'BLE MRS. JUSTICE B.V. NAGARATHNA

HON'BLE MR. JUSTICE NONGMEIKAPAM KOTISWAR SINGH

Amicus Curiae Ms. Padma Priya, Adv.

For Petitioner(s) Mr. Atul Jha, Adv.
Mr. Dharmendra Kumar Sinha, AORFor Respondent(s) Ms. Ruchira Gupta, Adv.
Mr. Shishir Deshpande, AOR
Ms. Pooja Tripathi, Adv.
Ms. Harshita Sharma, Adv.
Mr. Amit Kumar, Adv.
Mr. Abhishek Verma, Adv.Mr. Avijit Mani Tripathi, AOR
Mr. T.K. Nayak, Adv.
Mr. Vikas Bansal, Adv.
Ms. Marbiang Khongwir, Adv.Mr. Anando Mukherjee, AOR
Mr. Shwetank Singh, Adv.

Mr. Sameer Abhyankar, AOR

Signature Not Verified

Digitally signed by
Ashwani Kumar
Date: 2024.10.25
12:05:16 IST
Reason: —

UPON hearing the counsel the Court made the following
O R D E R

Learned Amicus Curiae Ms. Padma Priya submitted that the Union of India has filed its affidavits. The status report filed by her states that the States of Uttar Pradesh, Uttarakhand and Bihar have filed their respective affidavits. The office report also notes that the States of Punjab, Uttarakhand, Meghalaya, Andhra Pradesh, Bihar, and Tripura have filed their respective affidavits. However, not all state counsel have served the affidavits on learned Amicus Curiae. She further submitted that the States of Uttar Pradesh, Uttarakhand, Goa, and Telangana who have also filed their respective affidavits have served those affidavits on her.

On the request made by learned counsel appearing for the respective States who have not filed any affidavit and also for the other States yet to revise their affidavit, time is extended up to 26.11.2024.

Copies of the affidavits and revised affidavits shall be served on learned Amicus Curiae on her e-mail I.D. : gmpadma@gmail.com

Ms. Aishwarya Bhati, learned ASG appearing for Union of India submitted a Note on SHe-Box Portal. The note reads as under :

"Note on SHe- Box Portal

Ensuring a safer workplace and providing easy access to redressal mechanisms are crucial steps

towards empowering women. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, has been an instrumental legislation and plays a pivotal role in fostering a safe and secure working environment by actively preventing and addressing instances of sexual harassment in the workplace, that indirectly contributes to enhancing women's participation in the workforce.

2. Being the Nodal Ministry, the Ministry of Women and Child Development (MWCD) issues advisories to all Central Ministries/ Departments and State Governments/ UTs from time to time to ensure proper implementation of the Act including for setting up of IC and LC for all workplaces and to organize workshops and awareness programmes at regular intervals for sensitizing the employees.

2.1 The Union Minister of Women and Child Development launched a revamped version of SHe-Box on 29.08.2024 through webcast. The webcast was attended by all Secretaries and officers of Central Ministries/Departments, Chief Secretaries and Principal Secretaries of Women Child Departments of all States/UTs. The new portal is a unique initiative of the Ministry of Women and Child Development to provide a publicly available centralised repository of information related to Internal Committees and Local Committees formed across the country, whether in a government or a private sector and this will also provide a common platform to file complaints and track the status of such complaints. The new portal includes features such as centralized database of Internal Committees and Local Committees, complaints registered on the portal will be directly forwarded to the Internal Committee/Local Committee of the concerned workplaces within the Central Ministries/Departments, States/UTs and in the Private sector. The portal provides for designating a nodal officer by every workplace, who will be required to ensure updation of data/information on a regular basis for real time monitoring of complaints.

2.2 An Office Memorandum bearing the user id login credentials was sent out to all Central Ministries/Departments and States/UTs on 02.09.2024. A D.O. letter from Secretary WCD dated 04.09.2024 was sent to the Secretaries of all Central

Ministries/Department and to all the Chief Secretaries of all the States/UTs requesting to update the details of Nodal Officer and details of IC/LC on the portal.

3. Sexual Harassment electronic Box (SHe-Box) is an effort of the Government of India to provide a single window access to every woman, irrespective of her work status, whether working in an organised or unorganised, private or public sector, to facilitate the registration of complaint related to sexual harassment. Any woman facing sexual harassment at workplace can register their complaint through this portal. Once a complaint is submitted to the 'SHe-Box', it will be directly sent to the concerned authority having jurisdiction to take action into the matter.

4. It's a major step towards women empowerment by ensuring them a safer workplace and an easy access to redressal mechanism. This platform would provide a secure and confidential way for women to report instances of harassment and fostering a culture of accountability. The portal would not only help in addressing immediate concerns, but also contribute to long-term cultural changes in workplaces, making them more inclusive and supportive for women.

5. Another important aspect of the 'SHe-Box' portal is a robust data management system. The Act mandates the appropriate government to monitor the implementation of the Act and maintain data on number of cases filed and disposed of in respect of the Sexual Harassment Act. However, there was no centralised data base system available to access the details of IC/LC and no. of complaints received under the SH Act. In alignment with this commitment, the launch of the improved version of SHe-Box Portal marks a significant advancement in addressing and managing complaints of sexual harassment at workplace and would also provide a common platform to file complaints and track the status of such complaints.

6. So far, 82 Central Ministries/Departments and all 36 States/ UTs have uploaded the details of Nodal officer and their ICs. Also, details of 548 ICs out of 785 Districts have been uploaded on the portal.

7. Discussions with private sector entities and corporations have been initiated by the Ministry for on-boarding their nodal officers and ICs on the portal and continuous follow-up is being done to start the

on-boarding process soon."

With reference to the Note, learned ASG submitted that in order to not only prevent but also take cognizance of sexual harassment, the Government of India has constituted/devised an electronic (SHe-Box Portal) Portal to provide one-stop access to every woman irrespective of her work status, whether in an organized or unorganized, private or public sector and to facilitate the registration of complaint relating to sexual harassment. Learned ASG submitted that the said device would assist a lady who has suffered sexual harassment in the workplace to make a complaint against the perpetrator.

In response to this, learned Amicus Curiae submitted that it may not be possible for a lady who is a victim of sexual harassment to directly access the "SHe-Box".

In the circumstances, certain directions may be issued so that this facility is made available to a woman who has suffered sexual harassment to effectively make her complaint. In this regard, our attention was also drawn to Section 9 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013.

We take note of the submissions of learned ASG as well as learned Amicus Curiae and we direct that the National Legal Services Authority (NALSA) as well as the State Legal Services Authorities as well as the authorities constituted at the District and Taluka level may take note of the

contents of this order and facilitate any lady who has suffered sexual harassment at the workplace to register her complaint effectively before the Internal Committee constituted in the workplace and if not, to assist the victim in accordance with law.

A copy of this order shall be transmitted by the Registry of this Court to the Member Secretary, NALSA as well as to the Member Secretaries of each of the State Legal Services Authorities for onward transmission to the Member Secretaries of the District Legal Services Authorities as well as the Taluka Legal Services Authorities so as to effectively assist and facilitate a woman who has suffered sexual harassment at the workplace to make a complaint in case such an assistance is sought. For this purpose, sufficient publicity may be given by way of legal awareness programmes.

It is needless to observe that access to justice is as important as rendering of justice. In the absence of there being any forum where the complaint can be made, the victim would only suffer further. Therefore, it is the obligation and duty of all concerned under the Act and particularly the employers whether in the governmental, public or private sector to ensure that the Internal Complaints Committees are constituted forthwith wherever they have not been constituted.

It is further observed that the Ministry of Labour of the Union of India as well as the Departments of Labour in

the respective State Governments in consultation with the Department of Women and Child Development both at the Union as well as at the State Level shall take steps to ensure that the provisions of the Act are effectively implemented by issuing directions for the constitution of the Internal Complaints Committees where they have not yet been constituted and also for ensuring the said Committees work in accordance with law in letter and spirit of the Act and train the employees in the form of giving training and creating awareness about the rights of the women in workplaces.

National Legal Services Authority through the Member Secretary may also issue suitable directions to all the State Legal Services Authorities to ensure compliance of these directions and to seek reports of compliances. In view of the aforesaid directions, the concerned State Legal Services Authorities are to comply with the directions to be issued by National Legal Services Authority in the matter of implementation of the aforesaid directions and in the matter of compliance to be made on the implementation of the provisions of the Act.

Directions issued to NALSA and State Legal Services Authorities are in addition to and not in substitution of the directions issued to the State Governments.

List this matter on 3rd December, 2024 along with W.P. (c) No. 1224 of 2017.

It is also expected that the Department of Labour,

Department of Women and Child Development in all the States as well as the Union of India shall render all assistance to the National and State Legal Services Authorities respectively for effective implementation of the Act.

(NEETA SAPRA)
COURT MASTER (SH)

(DIVYA BABBAR)
COURT MASTER (NSH)

ITEM NO.6

COURT NO.8
S U P R E M E C O U R T O F I N D I A
RECORD OF PROCEEDINGS

SECTION III

MISCELLANEOUS APPLICATION Diary No(s). 22553/2023

[Arising out of impugned final judgment and order dated 12-05-2023
in C.A. No.2482/2014 passed by the Supreme Court of India]

AURELIANO FERNANDES

Petitioner(s)

VERSUS

THE STATE OF GOA & ORS.

Respondent(s)

(Ms. Padma Priya, learned counsel has been appointed as Amicus
Curiae.)

WITH

MA 1688/2023 in C.A. No. 2482/2014 (III)
(FOR CLARIFICATION/DIRECTION ON IA 131628/2023
FOR EXTENSION OF TIME ON IA 248631/2023
FOR EXEMPTION FROM FILING O.T. ON IA 114246/2024
IA No. 131628/2023 - CLARIFICATION/DIRECTION
IA No. 114246/2024 - EXEMPTION FROM FILING O.T.
IA No. 248631/2023 - EXTENSION OF TIME)

W.P.(C) No. 1224/2017 (PIL-W)
(IA No. 74098/2019 - EARLY HEARING APPLICATION
IA No. 95766/2018 - EXEMPTION FROM FILING O.T.
IA No. 29686/2018 - EXEMPTION FROM FILING O.T.
IA No. 127408/2022 - EXEMPTION FROM FILING O.T.
IA No. 107538/2022 - EXEMPTION FROM FILING O.T.
IA No. 12835/2018 - INTERVENTION/IMPLEADMENT)

Date : 03-12-2024 This petition was called on for hearing today.

CORAM :

HON'BLE MRS. JUSTICE B.V. NAGARATHNA
HON'BLE MR. JUSTICE NONGMEIKAPAM KOTISWAR SINGH

Ms. Padma Priya, Amicus Curiae.

For Petitioner(s) Mr. Sanjay Parikh, Sr. Adv.
Ms. Kritika, Adv.
Ms. Sanjana Grace Thomas, Adv.
Ms. Tara Elizabeth Kurien, Adv.
Mr. D.P.Singh, Adv.
Ms. Srishti Agnihotri, AOR

Mr. Atul Jha, Adv.
Mr. Dharmendra Kumar Sinha, AOR

By Courts Motion, AOR

contd..

Mr. Mukesh Kr Verma, Adv.
Mrinal Elkar Mazumdar, Adv.
Mr. Rajesh Singh Chouhan, Adv.
Mr. Piyush Beriwal, Adv.
Tadimalla Bhaskar Gowtham, Adv.
Mr. Mukul Singh, Adv.
Mr. Shreekant Neelappa Terdal, AOR

Ms. Rashmi Nandakumar, AOR
Ms. Yashmita Pandey, Adv.

UPON hearing the counsel the Court made the following

O R D E R

We have heard learned senior counsel for the petitioner(s), learned A.S.G. and learned counsel appearing for the Union of India, learned counsel for NALSA and learned Amicus Curiae and also other senior counsel/counsel, who are appearing for the respective States and Union Territories.

Learned counsel for the NALSA, with reference to her note has brought to our notice the three ways in which an aggrieved woman can approach the Legal Services Institutions for the purpose of making her complaint or to seek advice in such matters. They are: (i) through Legal Services Clinics and para Legal Volunteers (PLVs); (ii) Legal helpline (15100 - NALSA helpline number); and (iii) through the Legal Services Management System, the details of which are available on NALSA'S web-site.

She submitted that any aggrieved women who is not in a position to access the Internal Complaints Committee or the Local Committee could seek advice or file her complaint through the aforesaid modes. She further submitted that if any aggrieved woman approaches any of the legal services institutions, the personnel at those institutions would assist such an aggrieved woman to file the complaint either before the Internal Complaints Committee or

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before the Local Committee, as the case may be, and in cases where necessary, will also assist such an aggrieved woman to approach the local police station.

During the course of submissions, learned Amicus Curiae pointed out that having regard to Sections 5 to 7 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (for short, 'the 2013 Act'), there is a need for the appropriate Government notifying the District Magistrate or Additional District Magistrate or Collector or Deputy Collector, which would also include the Deputy Commissioner of a district as a District Officer for every district to exercise powers or discharge functions under the Act; that every District Officer has to constitute in the district concerned, a Committee known as the Local Committee to receive complaints of sexual harassment from establishments, where the Internal Committee has not been constituted due to having less than ten workers or if the complaint is against the employer itself. Further, the District Officer has to facilitate one Nodal Officer in every Block, Taluka and Tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Committee within a period of seven days. The jurisdiction of the Local Committee extends to the areas of a district, where it is constituted.

Learned Amicus also pointed out that the composition, tenure and other terms and conditions of the Local Committee are delineated in Section 7 of the 2013 Act. Therefore, there is a

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need for implementation of this provision in the States and Union Territories where they are not yet implemented. She further submitted that this Local Committee is in addition to the Internal Committee particularly where they have not yet been constituted owing to less than ten workers or the Local Committee would be assisting the complainant if the complainant is against the employer itself. For ease of reference, Sections 5 to 7 of the 2013 Act are extracted as under -

"5. Notification of District Officer. - The appropriate Government may notify a District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every District to exercise powers or discharge functions under this Act.

6. Constitution and jurisdiction of Local Committee.- (1) Every District Officer shall constitute in the district concerned, a committee to be known as the "Local Committee" to receive complaints of sexual harassment from establishments where the Internal Committee has not been constituted due to having less than ten workers or if the complaint is against the employer himself.

(2) The District Officer shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and forward the same to the concerned Local Committee within a period of seven days.

(3) The jurisdiction of the Local Committee shall extend to the areas of the district where it is constituted.

7. Composition, tenure and other terms and conditions of Local Committee. - (1) The Local Committee shall consist of the following members to be nominated by the District Officer, namely: -

(a) a Chairperson to be nominated from amongst the eminent women in the field of social work and committed to the cause of women;

(b) one Member to be nominated from amongst the women working in block, taluka or tehsil or ward or municipality in the district;

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(c) two Members, of whom at least one shall be a woman, to be nominated from amongst such non-governmental organisations or associations committed to the cause of women or a person familiar with the issues relating to sexual harassment, which may be prescribed:

Provided that at least one of the nominees should, preferably, have a background in law or legal knowledge:

Provided further that at least one of the nominees shall be a woman belonging to the Scheduled Castes or the Scheduled Tribes or the Other Backward Classes or minority community notified by the Central Government, from time to time;

(d) the concerned officer dealing with the social welfare or women and child development in the district, shall be a member ex officio.

(2) The Chairperson and every Member of the Local Committee shall hold office for such period, not exceeding three years, from the date of their appointment as may be specified by the District Officer.

(3) Where the Chairperson or any Member of the Local Committee -

- (a) contravenes the provisions of section 16; or
- (b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
- (c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him; or
- (d) has so abused his position as to render his continuance in office prejudicial to the public interest, such Chairperson or Member, as the case may be, shall be removed from the Committee and the vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

(4) The Chairperson and Members of the Local Committee other than the Members nominated under clauses (b) and (d) of sub-section (1) shall be entitled to such fees or allowances for holding the proceedings of the Local Committee as may be prescribed.

Having regard to the mandate of Section 5, the Chief Secretary of every State and the Union Territories to ensure that the District Magistrate or Additional District Magistrate or the

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Collector or Deputy Collector or the Deputy Commissioner, as the case may be, be appointed and notified as District Officer ex officio for every district in the States and Union Territories to exercise powers or discharge functions under the provisions of the Act.

Further, the District officer of every district has to in turn constitute a Committee to be known as Local Committee to receive complaints of sexual harassment as stipulated in sub-Section 1 of Section 6 of the Act.

The District Officer shall also designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area, to receive complaints and to forward the same to the concerned Local Committee within a period of seven days from the date of receipt of such complaint. The jurisdiction of the Local Committee shall extend to the areas of the district where it is constituted.

Further, the District Officer shall constitute a Local Committee in terms of sub-Section 1 of Section 7 of the Act wherever such Local Committee has not yet been constituted in a particular district.

In order that the aggrieved women may be able to make the complaint to the Local Committee, the names of the nodal officer and their designation for each Block, Taluka and Tehsil in the rural or tribal areas and ward or municipality in the urban areas, who would receive the complaints and forward the same to the Local Committee shall be notified on the website of the District Officer,

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who is none other than the District Magistrate or Additional District Magistrate or the Collector or Deputy Collector or the Deputy Commissioner, as the case may be, ex officio.

In whichever States or Union Territories the Sexual Harassment electronic Box (SHe-Box) portal has been instituted by the Government of the States or the Union Territories the same shall also indicate the name and designation of the nodal officer for each district.

The District Officer shall also comply with the duties as mentioned in Section 20 of the 2013 Act.

For ease of reference, Section 20 is extracted as under -

"20. Duties and powers of District Officer.—The District Officer shall, -

(a) monitor the timely submission of reports furnished by the Local Committee;

(b) take such measures as may be necessary for engaging non-governmental organisations for creation of awareness on sexual harassment and the rights of the women."

In addition, the Chief Secretaries of each State shall also direct the Deputy Commissioners, District Magistrates or Additional District Magistrates, Collector or Deputy Collector of each district to survey the number of organisations, both public sector as well as private, within the district, which have already constituted the Internal Complaints Committee and seek information in that regard. Further, wherever the Internal Complaints Committee have not been constituted, the District Officer shall take steps to ensure that such Committees are constituted by sending the

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necessary advisories/directions to the said entities. This may be done having regard to Section 26 of the Act, where a penalty is envisaged when an employer fails to constitute the Internal Committee under sub-Section 1 of Section 4.

The Internal Complaints Committees have to be constituted by the employer in respect of a work place . This is a statutory duty. Work place is defined under Section 2(o) of the 2013 Act, which reads as under -

"2(o) "workplace" includes -

(i) any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society;

(ii) any private sector organisation or a private venture, undertaking, enterprise, institution, establishment, society, trust, non-governmental organisation, unit or service provider carrying on commercial, professional, vocational, educational, entertainment, industrial, health services or financial activities including production, supply, sale, distribution or service;

(iii) hospitals or nursing homes;

(iv) any sports institute, stadium, sports complex or competition or games venue, whether residential or not used for training, sports or other activities relating thereto;

(v) any place visited by the employee arising out of or during the course of employment including transportation by the employer for undertaking such journey;

(vi) a dwelling place or a house;"

The aforesaid direction has also been issued in order dated

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22.10.2024 by this Court, the relevant portion of which reads as under -

"

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It is further observed that the Ministry of Labour of the Union of India as well as the Departments of Labour in the respective State Governments in consultation with the Department of Women and Child Development both at the Union as well as at the State Level shall take steps to ensure that the provisions of the Act are effectively implemented by issuing directions for the constitution of the Internal Complaints Committees where they have not yet been constituted and also for ensuring the said Committees work in accordance with law in letter and spirit of the Act and train the employees in the form of giving training and creating awareness about the rights of the women in workplaces.

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It is also expected that the Department of Labour, Department of Women and Child Development in all the States as well as the Union of India shall render all assistance to the National and State Legal Services Authorities respectively for effective implementation of the Act."

Learned A.S.G. submitted that vide order dated 22.10.2024, this Court has noted the institution of the She-Box portal and the information on the said portal is being filled-up and the States and Union Territories could also access the She-Box to indicate the relevant information in compliance with the provisions of the Act.

The District Officer appointed for every district could also upload the requisite details for the effective implementation of Sections 4 and 6 of the Act in the matter of constitution of the Internal Complaints Committee in a work place by every employer as well as the Local Committee which has been constituted for each

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district through the Labour Department/Department of Women and Child of each State which shall in turn upload the details to the She-Box which has been instituted by the Union of India. Every state could also think of instituting a She-box for the purpose of registering complaints, either before the Internal Complaints Committee of a work place or through a Local Committee of a district as a means of access to make such a complaint and if any such She-box is or has been constituted by the State Government/Union Territory, the same shall be activated and the complaints received shall in turn be referred to the respective Internal Complaints Committee or the Local Committee, as the case may be.

The above observations are for the purpose of facilitation to make a complaint by an aggrieved woman.

For the purpose of conducting a survey by the District Officer as notified above, the said survey shall be conducted and the report shall be submitted to this Court on or before 31.03.2025 on behalf of every State/Union Territory. Thus, the following directions -

(1) The Chief Secretaries of every State shall take steps to identify and notify the Officer to be the District Officer of every District on or before 31.12.2024, if not already done.

(2) The District Officer shall constitute the Local Committee wherever such committees have not yet been constituted or there has to be a reconstitution of such committees already constituted on or before 31.01.2025.

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(3) The Chief Secretaries of States/Territories shall ensure that the Internal Complaints Committee shall be constituted or re-constituted, as the case may be, having regard to the Section 4 of the 2013 Act in respect of their Government Departments, instrumentalities and agencies of the State Government and public sector units and other units coming under the supervision and control of the State Governments/Union Territories by 31.01.2025.

(4) Similarly, Union of India/Central Government, shall take steps to constitute or re-constitute, as the case may be, the Internal Complaints Committee in respect of a work place, wherever the same has not yet been accomplished on or before 31.01.2025 in respect of its Departments, instrumentalities and agencies.

(5) The respective States/Union Territories to file the affidavits in compliance of these directions and copies of the said affidavits shall be e-mailed to learned ASG, learned Amicus Curiae, learned AOR for the petitioner(s) in W.P. No. 1224/2017. The said affidavits shall be filed in the first week of February, 2025 indicating the compliance of the aforesaid directions.

(6) The Legal Services Institutions at the Central, State, District and Taluka levels shall assist an aggrieved woman to make a complaint under the provisions of the 2013 Act as and when approached.

The Registry of this Court is directed to provide Login-ID to learned Amicus Curiae assisting this Court in this case so as to have access to all the pleadings, affidavits and other documents

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etc. filed by the respective counsel in this case.

The Registry of this Court to send a copy of this Order to the respective Chief Secretaries of the States/Union Territories for compliance.

List on 11.02.2025.

(NEETU SACHDEVA)
ASTT. REGISTRAR-cum-PS

(ANU BHALLA)
COURT MASTER (NSH)

अनिल मलिक, आई.ए.एस.
सचिव

Anil Malik, I.A.S.
Secretary

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D.O. No. 16/3/2023-WW



भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली-110 001

Government of India

Ministry of Women & Child Development

30th May, 2025



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आज़ादी का
अमृत महोत्सव

Dear Secretary,

Ministry of Women & Child Development launched She-Box portal last year to implement the provisions of 'The Sexual Harassment of Women at Workplace (Prevention Prohibition and Redressal) Act, 2013' more effectively. This portal provides a single window access to every woman employee whether working in public, private, organized or unorganized sector to file complaint of sexual harassment at her work place and also track its status. The Hon'ble Supreme Court has passed various directions for compliance by all employers and competent authorities in the matter of Aureliano Fernandes vs. State of Goa & Ors. Multiple correspondences have also been made earlier with your Ministry/Department in this regard during the last nine months.

2. I would request that the web link to the portal (<https://shebox.wcd.gov.in/>) may kindly be highlighted on all the websites of your Ministry/Department and other digital platforms. This portal may also be publicised through appropriate social media handles and other official channels to create awareness and disseminate information about it so that more and more women employees facing sexual harassment at their workplace are able to use it.

3. I would also request you to kindly review the status of filling up the requisite details on the SHe Box Portal in your Ministry/Department and ensure that each employer is compulsory and fully onboarded.

With regards,

Yours sincerely,


(Anil Malik)

Secretaries of all Ministries/ Departments of Government of India