

Haryana Women Labour Laws

1. The Provision of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (“Act”) commonly referred to as ‘POSH’ or any other law or other instructions/ conditions issued in this regard from time to time by the Central or State Government, shall be complied with by the employer of the factory.
2. It shall be the duty of the employer or other responsible persons at the workplace to take appropriate steps to prevent act of sexual harassment and ensure safety and security of women employees at work place.
3. Employer shall mandatorily constitute in writing an Internal Committee (IC) as per the provisions of the POSH Act.
4. Details of IC and POSH policy developed as per the Act shall be displayed at conspicuous places at the workplace.
5. The employer shall provide proper lighting and CCTV cameras not only inside the factory, but also surrounding of the factory and to all places where the female workers may move out of necessity in the course of such shift.
6. The employer shall see that the women workers are employed in a batch not less than ten and the total of the women workers employed in a night shift shall not be less than 2/3rd of the total strength.
7. Employer shall provide transportation facility to the women workers from their residence and back (for the night shift) and security guards (including female security guard) and each transportation vehicle shall also be equipped with CCTV cameras. Women security shall also be appointed at entry and exit of the factory.
8. During night shift not less than 1/3rd of strength of the supervisors or shift-in-charge or foreman or other supervisory staff shall be women.
9. Declaration/consent from each women working as a worker including security guard, supervisor etc. to work during night shift shall be obtained.
10. The employer shall provide appropriate medical facilities by engaging a doctor and female nurse during night shift. Where more than hundred women workers are employed in a shift, a separate vehicle to be kept ready to meet the emergency situation such as hospitalization, case of injury or incidental act

of harassment etc. Telephone number like Police, Hospital and Members of IC etc. shall be displayed at conspicuous places.

11. In other respect, the provisions of the Factories Act and the rules of other statutory provisions with respect to the hours of work and the payment of Equal Remuneration Act and all other Labour Legislations shall be followed by the employer.

12. The female workers who work in night shifts and regular shift shall have a monthly meeting through their representatives with principal employer as grievance day and the employer shall try to comply all just and reasonable grievances.

13. Employer shall organize workshops, orientation programs and awareness programs at regular intervals for sensitizing the women workers about their rights under POSH Act.

14. Employer shall send a copy of Annual Report prescribed under section 22 of the POSH Act to the Labour Commissioner, Haryana and Assistant Director, Industrial Safety & Health of their jurisdiction about the details of women workers by 31st January every year.

15. Any other condition as may be specified in this regard by the Central and State Government from time to time.

Notification dated 17.06.2022

https://storage.hrylabour.gov.in/uploads/labour_laws/Y2022/June/W4/D22/1655895199.pdf