

[AS INTRODUCED IN THE SENATE]

A

BILL

*to amend the Protection against Harassment of women
at the Workplace Act, 2010*

WHEREAS it is expedient to amend the Protection against Harassment of women at the Workplace Act, 2010 (IV of 2010) for the purposes hereinafter appearing;

It is hereby enacted as follows: -

1. Short title and commencement.- (1) This Act may be called the Protection against Harassment of women at the Workplace (Amendment) Act, 2014.

(2) It shall come into force at once.

2. Amendment of section 2, Act IV of 2010.- In the Protection against Harassment of women at the Workplace Act, 2010 (IV of 2010), in section 2, -

“(i) in paragraph (h), after the word “performance”, the words “and pursuit of studies” shall be inserted and after the words “offensive work”, a slash and words “/pursuit of studies” shall be inserted; and

(ii) in paragraph (n) after the word “activity”, the words “and pursuit of studies in an educational institute” shall be inserted.”.

STATEMENT OF OBJECTS AND REASONS

The Protection against Harassment of women at the Workplace Act, 2010 was enacted to create a safe working environment for women which is free of harassment, abuse and intimidation and enabling women to engage in work with dignity.

Experience of the past three years has shown that the definition of 'harassment' and 'workplace' do not cover matters pertaining the studies of a student in an academic institution even though the Act itself is applicable to educational institutes. The Act relates only to employment in an academic institution and not to matters relating to pursuit of studies. Instances have come to notice where students and staff of an academic institution have been declared to be outside the purview of the Act in matters relating to pursuit of studies and not strictly related to work or employment.

The amendment is intended to remove the anomaly so as to make the Act also applicable in educational institutions to matters relating to the pursuit of studies in addition to matters relating to work or employment.

SENATOR FARHATULLAH BABAR
Member-in-charge