SUBMISSION OF INFORMATION OF INTERNAL COMMITTEE CONSTITUTED UNDER POSH

This is to inform you that, the Department of Women & Child Development, Government of Maharashtra has issued a circular on 27th June, 2019 (please note that the circular issued by the WCD Department has the typo-error in the date) which mandates all Establishments, having 10 or more employees:

1. to Constitute the Internal Committee in accordance with Section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013; and
2. to Register their Internal Committee by submitting the details of the Internal Committee in Form A, to the Sub-Divisional Magistrate or District Collectors Office having the appropriate Jurisdiction, on or before 20th July 2019

According to the directions received from the Women & Child Development Officer, the Establishments situated in Mumbai (from Mahim to Colaba) are required to submit such information directly to **WOMEN AND CHILD DEVELOPMENT DEPARTMENT**, building 117, BDD Chawl, 1st Floor, Dr. Ambedkar Colony Compound, Dr. G. M. Bhosale Marg, Worli, Mumbai 400 018, and CC to the concerned District Collector

However, the Establishment situated in Mumbai suburbs, shall have to send the details of Internal Committee to the respective District Collectors Office

The Circular further, reiterates the provisions of Section 26(1) of the Act stating that, if the employer fails to constitute the Internal Committee in the Establishment in accordance with Section 4, then such non-compliance will attract the penalty of INR 50000 or cancellation of Licence of the Establishment

Failure in submitting the details of the Internal Committee to the Sub-Divisional Magistrate/District Collector will not attract any penalty, however it is advisable to be better compliant with the circular to help the Women and Child Development Department with the details of the Internal Committee of every Establishment in the State of Maharashtra

IRAM SAYED
Legal Advisor, Corporate Employment Relations
Mobile: +91 9768063150
Email: iram@legasense.com
iram@labour-law-consultants.com
Website: www.legasense.com

Date: 6th July 2019

Towards a Sense of Legal Responsibility