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Table of Contents

1. India and EU FTA
2. Countervailing Duty
3. Guchhi Mushroom
4. Rashtriya Raksha University
5. SIPP Scheme
6. Pangong Lake
7. Buddhist Confederation
8. Transponders
9. Decennial Census Exercise
10. Posh Act 2013

BUSINESS STANDARD

Page 1

INDIA AND EU FTA

(Syllabus: GS Paper 3 - Economy)

Rules of origin delay FTA tariff discussions with EU

India for conservative norms, but EU wants more liberal criteria

ASIT RANJAN MISHRA
New Delhi, 2 July

India and the European Union (EU) have not been able to make major headway in the tariff negotiations under the ongoing free trade agreement (FTA) discussions due to differences over the rules of origin criteria.

"A major hurdle in the FTA negotiations between India and the EU is the rules of origin issue. We want conservative rules of origin, while the EU wants us to follow more liberal criteria. Five rounds of negotiations are over, but we have not yet finalised the criteria for rules of origin," said a senior government official who did not wish to be named.

After the conclusion of the Fourth Round of Negotiations in Brussels in March, a report by the EU said: "Constructive discussions took place on the rules of origin. Negotiators focused on the general requirements (section A) where some progress was made. Section B was briefly discussed. Draft product-specific rules have not been tabled yet." Both sides have not yet released a statement on the outcome of the fifth round of talks held in New Delhi from June 19 to 23.

The rules of origin criteria are critical to determining the country of origin of a product. The country of origin refers to the country where the products were manufactured or substantially transformed. It is crucial for FTAs, as it prevents a partner country from re-exporting an imported item to the other partner country without substantial value addition. Rules of origin are negotiated at the six-digit level of product classification for about 5,500 tariff lines.

Tariff level changes and minimum value additions are the two most commonly used criteria for a product to qualify for the rules of origin requirements. Most developed countries prefer the flexibility to use either of the criteria, as it allows flexibility for exporters. India has traditionally preferred the use of both criteria and not given flexibility to use either of them.

Ajay Srivastava, former Indian Trade Service officer and founder of Global Trade Research Initiative, said India should identify core products where it can't meet the flexible criteria.

Turn to Page 6



THE CRITERIA

- **Rules of origin are the criteria needed to determine** the national source of a product
- **It prevents an FTA partner country from re-exporting an imported item** to the other partner country without substantial value addition

TARIFF PLAY

- **While the EU asks for 95% tariff elimination** from India, the country is not ready for it
- **But the EU is ready to provide 100% tariff elimination** as a majority of its items anyway have zero tariffs
- **India seeks to get clarity on carbon border** adjustment mechanism and deforestation Act

Context: **India and the European Union (EU)** have not been able to make major headway in the tariff negotiations under the ongoing free trade agreement (FTA) discussions due to differences over the rules of origin criteria.

- A major hurdle in the FTA negotiations between India and the EU is the **rules of origin issue.**

Key Points

- The **rules of origin criteria** are critical to determining the country of origin of a product.
- The **country of origin** refers to the country where the products were manufactured or substantially transformed.
- It is **crucial for FTAs,** as it prevents a partner country from re exporting an imported item to the other partner country without substantial value addition.
- **Rules of origin are negotiated at the six digit level** of product classification for about 5,500 tariff lines.
- **Tariff level changes and minimum value additions** are the two most commonly used criteria for a product to qualify for the rules of origin requirements.
- Most developed countries prefer the **flexibility to use either of the criteria,** as it allows flexibility for exporters.
- India has **traditionally preferred the use of both** criteria and not given flexibility to use either of them.

LIVE MINT

Page 1

COUNTERVAILING DUTY

(Syllabus: GS Paper 3 - Economy)

Steel CVD unlikely as govt aims to cut price pressure

Mihir Mishra
mihir.mishra@livemint.com
NEW DELHI

The steel sector may not see a return of the countervailing duty (CVD) despite rising imports from China and a recommendation to impose the levy, two people familiar with the matter said, given the government's desire to check price pressures in the economy, and the limited-duration validity of the recommendation.

The Union steel ministry and the Directorate General of Trade Remedies (DGTR) under the commerce ministry had recommended a 19% CVD to the finance ministry, the ultimate authority in duty matters. The people said, on condition of anonymity, that DGTR recommendations are valid only for three months, and that this one lapses on 5 July, which means the whole process has to begin again.

One of the two people said the government does not want to reintroduce CVD due to the price difference between domestic and Chinese steel, which is 30% cheaper, albeit on account of 20% subsidies provided in China.



Steel imports from China are cheaper by about 30%. ISTOCK

A decision against CVD on steel import would come despite China's contribution increasing to 33% in 200 series stainless steel products, thus, impacting Indian medium and small enterprises. China's contribution increased by about 12 percentage points from about 21% during the July 21-March 22 period to 33% during April 22-December 22.

The 200 series stainless steel is not used in infrastructure—75% of this product goes into consumer durables and the rest into wielded tubes and two-wheeler accessories.

"One key reason the government does not want the price of this steel to go up is that it would impact common people," the second person added.

A CVD is imposed to protect local companies that cannot compete with cheap imports that gain from subsidies given by the exporting nation. In the face of such imports, domestic steelmakers, especially the smaller ones, are forced to put their hiring and expansion plans on hold and turn traders of the commodity. India used to impose a CVD on steel till the Union Budget for FY22

TURN TO PAGE 6

Context: The steel sector may not see a return of the **countervailing duty (CVD)** despite rising imports from China and a recommendation to impose the levy.

- The Union steel ministry and the Directorate General of Trade Remedies (DGTR) under the commerce ministry had recommended a 19% CVD to the finance ministry.

Countervailing duty (CVD)

- **About**: It is a s**pecific form of duty** that the government imposes in order to protect domestic producers by countering the negative impact of import subsidies.
  - It is thus **an import tax** by the importing country on imported products.
- **Features**:
  - The levy of anti-dumping duty is **both exporter-specific and country-specific.**
  - It **extends to the imports** from only that country in respect of which dumping has been alleged and the complaint has been filed and duty recommended.
  - Such duty **does not apply to imports from other countries** in respect of which the domestic industry has not alleged dumping.
- **WTO's Provisions:** The World Trade Organisation (WTO) **permits the imposition** of countervailing duty by its member countries.
- **Regulation in India**: In India, the CVD is **imposed as an additional duty** besides customs on imported products when such products are given tax concession in the country of their origin.
  - It is administered by the **Directorate General of Anti-dumping and Allied Duties (DGAD)**, in the commerce and industry ministry's department of commerce.
  - The **department of commerce** recommends anti-dumping duty, provisional or final.
  - The **department of revenue** in the finance ministry acts upon the recommendation within three months and imposes such duties.

DTE

July 3

GUCHHI MUSHROOM

(Syllabus: GS Paper 3 - Agriculture)



Impact of climate change on Kashmir's mushroom pickers

Unpredictable weather patterns, early springs, and above-average temperatures have left gucchi mushroom hunters in distress, facing another season of low yield for the second consecutive year

NEXT NEWS >

By Nasir Yousufi
Published: Sunday 02 July 2023



Context: Unpredictable weather patterns, early springs, and above-average temperatures have left **gucchi mushroom** hunters in distress, facing another season of low yield for the second consecutive year

- **Gucchi is becoming rarer** because of climate change, deforestation, and habitat destruction.
- The Jammu and Kashmir government has got the **GI tag for Gucchi mushroom.**

Guchhi mushroom

- Guchhi mushroom, the **local name for morel,** is a species of fungus in the family Morchellaceae of the Ascomycota.
- The mushrooms **cannot be cultivated commercially** and grow in conifer forests across temperature regions, and the foothills in **Himachal Pradesh, Uttaranchal, and Jammu and Kashmir.**
- When the Celsius hits **15 to 20 degrees in the daytime**, it's the perfect time of year for "gucchi" to start springing up in the Himalayas of Jammu and Kashmir.
- They are **rich in potassium, vitamins and copper.**
- They are also a **rich source of vitamin D** apart from several B-vitamins.
- It is **rich in antioxidants** that prevent health issues including heart diseases and diabetes by removing reactive oxygen species that harm the body.

ECONOMIC TIMES
Page 4

RASHTRIYA RAKSHA UNIVERSITY

(Syllabus: GS Paper 2 - Education)

Rashtriya Raksha University Gets Approval to Set up Centre for Studying Chinese Army

University looking to hire a head, preferably from Indian Army, having knowledge of Mandarin

Rahul.Tripathi @timesgroup.com



New Delhi: The Centre has given its nod to government-run Rashtriya Raksha University (RRU) for setting up a study centre on China's People's Liberation Army's (PLA). The Gandhinagar-based University on internal security is in the process of hiring the Centre's head, preferably from the Indian Army, having knowledge of Mandarin, officials said.

"The head is expected to play a leadership role and oversee the establishment of the study centre that includes research and study on ...," reads the order issued by RRU. Further, the PLA study centre will have a research officer and faculty to undertake analysis on the Chinese Army, deployed along the Line of Actual Control (LAC) on the India-China border.

RRU was set up in 2010 by the Gujarat government when PM Narendra Modi was the state chief minister. It was upgraded to a national university, through the Rashtriya Raksha University Act, passed by Parliament in October 2020, under the MHA. The study centre is expected to carry out interdisciplinary research in areas like China, PLA and collaborate with external agencies, institutions within India and abroad, added officials.

In 2020, military standoffs and skirmishes between the Chinese and Indian forces were reported at various locations along the borders, including the Pangong Lake and Galwan in Ladakh.

FOCUS AREAS

Centre to study PLA branches, origin, strategic culture, growth and development and tactics



Context: The Centre has given its nod to government-run **Rashtriya Raksha University (RRU)** for setting up a study centre on China's People's Liberation Army's (PLA).

- The **Gandhinagar-based University** on internal security is in the process of hiring the Centre's head, preferably from the Indian Army, having knowledge of Mandarin.

Rashtriya Raksha University

- Rashtriya Raksha University (RRU), formerly Raksha Shakti University (RSU), is a **central university and an Institute of National Importance** located in Gandhinagar, Gujarat, India.
- It has a **specialization in national and internal security.**
- It is **not to be confused with the Indian Defence University** (IDU) which is focused on the Indian military, whereas RRU is focused on the police and paramilitary Central Armed Police Forces (CAPF).
- It was **established by the Government of Gujarat,** India, in 2009.
- In 2020, via an **act of Parliament of India,** the Government of India took over the university from the Government of Gujarat.
- The university **offers undergraduate, post-graduate, research degree programmes,** and professional diploma and certificate programmes.
- The university has been **upgraded as Rashtriya Raksha University, a national university,** as an Institute of National Importance through the Rashtriya Raksha University Act, passed by Parliament in October 2020.

PIB

July 3

SIPP SCHEME

(Syllabus: GS Paper 2 - Education)

"StartUps Intellectual Property Rights Protection" is aimed at promoting innovation and entrepreneurship, says Science & Technology Minister Dr Jitendra Singh

Context: CSIR organised National Intellectual Property Festival at the National Physical Laboratory in New Delhi.

- Union Minister of State for Science and Technology has said at this festival that **"StartUps Intellectual Property Rights Protection"** is aimed at promoting innovation and entrepreneurship.

Start-Ups Intellectual Property Protection (SIPP) scheme

- **About**: The Start-Ups Intellectual Property Protection (SIPP) scheme, **launched in 2016**, is a flagship initiative of the Government of India that **aims to support and promote innovation and entrepreneurship in the country.**
- **Features**: This scheme **provides financial and legal support** to start-ups for securing and managing their intellectual property (IP) assets.
  - The startups are **given an 80% rebate on Patent filing fees** and a facility for expedited examination of patent applications.
  - Under the new Trademark Rules, Startups have been given a **50% rebate in filing fees** vis-à-vis other companies.
- **Nodal Ministry**: The SIPP scheme is administered by the **Department for Promotion of Industry and Internal Trade (DPIIT), Ministry of Commerce and Industry,** and is implemented through a network of facilitators.
- **Eligibility**:
  - Companies must be recognized as **Start-Up by DPIIT under Start Up India Initiative.**
  - Period of existence **should not exceed 10 years.**
  - **Annual turnover Rs. 100 crore** for any financial year since inception.
  - **Entity should be working towards development** of a product, process, or service.

THE HINDU Page 11

PANGONG LAKE

(Syllabus: GS Paper 3 - Security)

India, China ramp up infra on north bank of Pangong lake

India is building a black-topped road on the north bank and China is building a bridge across glacial lake; both await 19th round of Corps Commander level talks to find a resolution to dispute

Dinakar Peri
NEW DELHI

Three years after the violent clash between Indian and Chinese forces in Galwan followed by tanks facing each other around the Pangong Tso – a lake spanning eastern Ladakh and western Tibet – there is hectic activity in the area from both sides. While China is rushing to complete a bridge across the Pangong Tso, connecting the north and south banks, India is also building a black-topped road on its side on the north bank.

These are among a number of infrastructure projects initiated on both sides since the stand-off, permanently altering the status quo on the ground in eastern Ladakh, even as the two sides await the 19th round of Corps Commander-level talks to find a resolution to their dispute in the region.

"Construction of black-topped road towards Finger 4 on our side is on and is expected to be completed by 2025. There is major impetus on infrastructure, road networks, advanced landing grounds and so on," an official source said, on condition of anonymity. This was also confirmed by another official source. In addition, construction work is at an advanced stage on the alternative axis to the critical Darbuk-Skyok-Daulat Beg Oldie road through the Saser La, the source stated.



There have been a number of infrastructure projects initiated around Pangong lake, since the stand-off began in 2020. FILE PHOTO

Chinese construction

On the Chinese side, the source said that work is now under way on the main bridge, while the secondary bridge has been completed. Recently, large-scale construction activity was observed on the north bank. Apart from the bridge, work on road connectivity along the south bank towards Shandong village is also under progress, another official source said, citing intelligence inputs. A Chinese air defence site is located east of the Khurnak fort.

A 22-km tunnel is under construction along the G-0177 expressway at Yuli, connecting to the very important G-216 highway in Tibet.

As over one lakh troops continue to be deployed on either side of the lake since 2020, the Corps Commander-level talks remain gridlocked over two remaining friction points at Depsang and Demchok. At both locations, the Chinese side has been blocking Indian patrols, the source said, while adding that there has been some climb-down on Chinese position during the talks.

The budgetary allocation for the Border Roads Organisation has increased sharply over the past few years; in 2023-24, for instance, BRO's capital budget was ₹5,000 crore, 43% higher than the ₹3,500 crore allocated in 2022-23. Much of that has been spent on the India-China Border Roads (ICBR) plan.

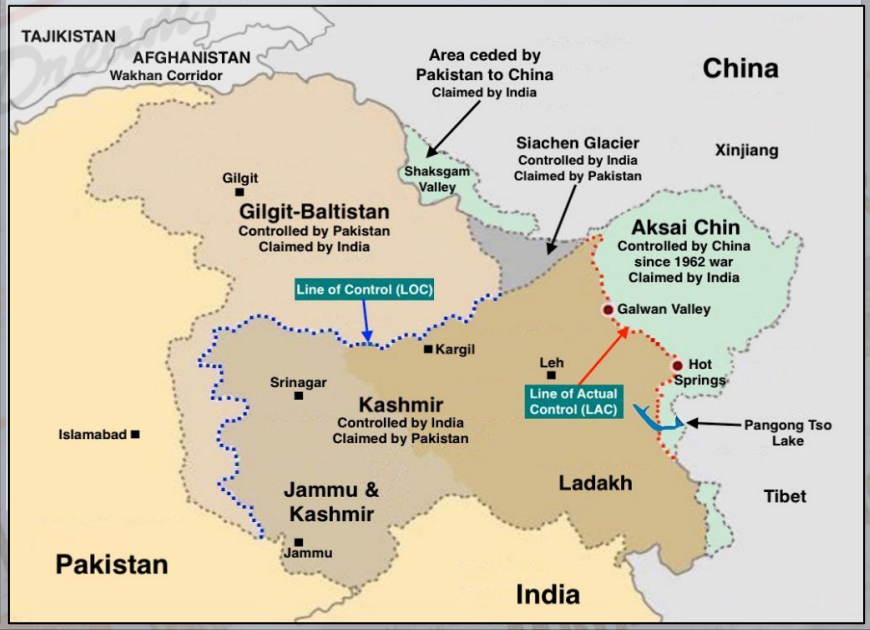
The first source said that there has been significant progress under the second phase of the ICBR plan. It envisages the construction of over 1,400 km of strategic roads along the LAC.

The BRO is close to finishing some key infrastructure projects in the eastern sector, improving all-weather connectivity along the LAC.

Context: China is building a bridge across the **glacial lake,** which spans Ladakh and Tibet, while India is building a black-topped road on the north bank; BRO is building 1,400 km of **strategic roads along the LAC**

Key Points

- **India holds one-third** of the 135 km-long boomerang-shaped Pangong lake.
- The **budgetary allocation for the Border Roads Organisation** has increased sharply over the last few years; in 2023-24, for instance, BRO's capital budget was ₹5,000 crore, 43% higher than the ₹3,500 crore allocated in 2022-23. Much of that has been spent on the India-China Border Roads (ICBR) plan.
- The BRO is close to finishing some **key infrastructure projects in the eastern sector** such as the Sela, Nechipu, and Sela-Chhabrela tunnels, improving all-weather connectivity along the LAC.



PIB

July 3

INTERNATIONAL BUDDHIST CONFEDERATION

(Syllabus: GS Paper 1 - Art & Culture)

Under the aegis of Ministry of Culture, the International Buddhist Confederation (IBC) to celebrate Ashadha Purnima at National Museum tomorrow

Context: The **International Buddhist Confederation (IBC),** under the aegis of Ministry of Culture celebrated Ashadha Purnima on 3 July, 2023 as the Dharma Chakra Pravartana Divas at National Museum, New Delhi.

Key Points

- It is the **annual flagship event of IBC** and the second most sacred day for Buddhists after the Buddha Purnima or the Vaishakha Purnima.
- In keeping with the historical legacy of India, the **land of Buddha's enlightenment,** his turning of the wheels of Dhamma, and Mahaparinirvana, IBC is hosting the Ashadha Purnima celebrations at the National Museum, Janpath where the Sakhyamuni's Holy relic is enshrined.
- It was at **Sarnath that Buddha** gave his first sermon and set the wheel of dharma in motion.
- The **auspicious day of Ashadha Purnima** which falls on the full moon day of the month of Ashadha as per Indian lunar calendar is also known as Esala Poya in Sri Lanka and Asanha Bucha in Thailand.
- The **day marks Buddha's first teaching after attaining Enlightenment** to the first five ascetic disciples (pañcavargiya) on the full-moon day of Ashadha at 'Deer Park', Ṛiṣipatana Mrigadaya in the present day Sarnath, near Varanasi, India.

DTE July 3

TRANSPONDERS

(Syllabus: GS Paper 3 - Sci & Tech)

Transponders to be installed in sea vessels across India's coastal areas to protect marine life

The project will be implemented on a 60:40 cost-sharing basis between Centre & state

By Hrusikesh Mohanty
Published: Friday 30 June 2023

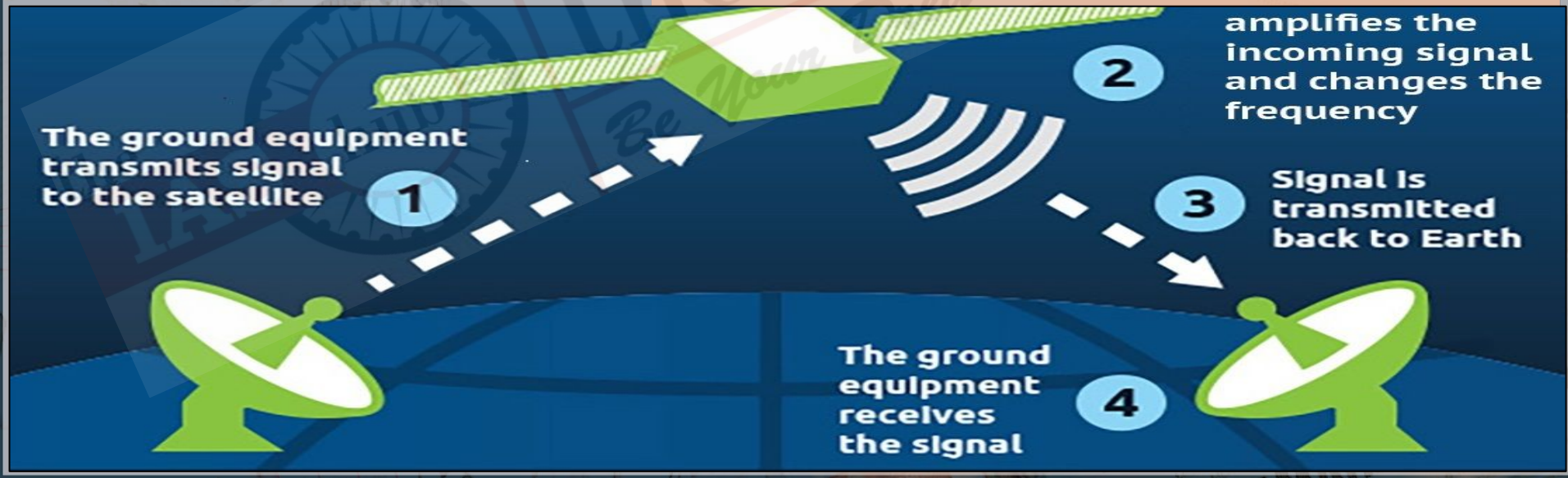


Context: The central government has approved **"a project for national rollout of vessel communication and support systems** including **transponders** on approximately 100,000 fishing vessels in all coastal states and Union territories of India.

- The project has been approved on the request of Odisha government and in consultation with coastal states and UTs.

Key Points

- **Transponders are wireless tracking devices** that use radio frequencies to operate.
- The devices will **help the vessels avoid sea creatures that suffer injuries** coming in contact with boats and fishing trawlers.
- A prominent example is the case of the **Olive Ridley sea turtles**, an endangered species, that visit the beaches in Odisha in the millions to nest.
- The central government has **entrusted New Space India Ltd,** a central public sector undertaking under the Department of Space, as the implementing agency for the project.



DECENNIAL CENSUS EXERCISE

(Syllabus: GS Paper 1 - Population)

Census delayed again, deadline to freeze boundaries Jan 1 now

EXPRESS NEWS SERVICE
NEW DELHI, JULY 2

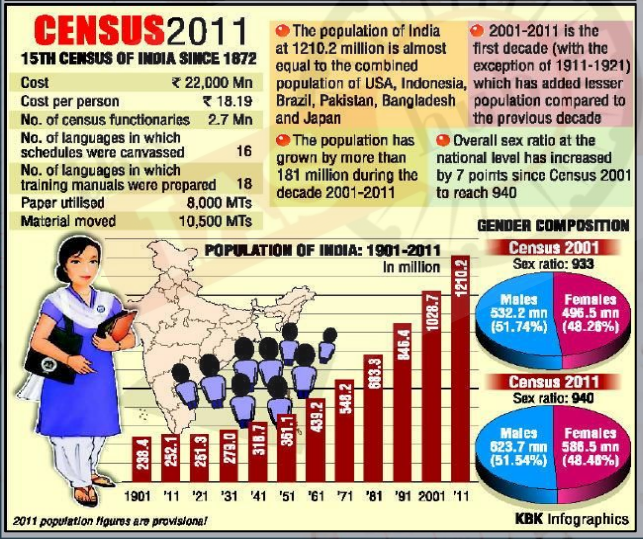
THE CENSUS enumeration scheduled to take place in 2021 has been further pushed to 2024-25 until further orders. In a letter to all states and Union Territories last month, the office of the Registrar General of India (RGI) has extended the deadline of freezing of administrative boundaries to January 1, 2024.

Since the Census enumeration can only begin a few months after administrative boundaries are frozen and as general elections are scheduled early next year, the possibility of a Census in 2023 is ruled out.

Also, the Census enumeration will be preceded by house-listing enumeration where the exercise for National Population Register (NPR) is to be held.

Earlier, the deadline for jurisdictional changes was June 30, 2023, and before that it was December 31, 2022.

Of Rs 1.96 crore from the Union Budget for the year 2023-24, the Budget allocated for Census 2021 has been slashed down from Rs 3,676 crore to Rs 1,564 crore.



Context: The **Census enumeration** scheduled to take place in 2021 has been pushed to 2024-25 until further orders.

- The office of the Registrar General of India (RGI) has **extended the deadline for freezing administrative boundaries to January 1, 2024.**
- Since the Census enumeration can only begin a few months after administrative boundaries are frozen and as general elections are scheduled early next year, the possibility of a Census in 2023 is ruled out.

Decennial Census Exercise

- **About**: The Census is the **enumeration of the population of the country** and it is being conducted at an interval of 10 years.
  - As per norms, **census can be conducted only three months** after freezing of boundary limits of administrative units such as districts, sub-districts, tehsils, talukas and police stations.
  - The finalisation of boundaries of administrative units entails covering all jurisdictional changes between two consecutive censuses.
  - The last census was held in **2011**.
- **Origin**: It was first started under **British Viceroy Lord Mayo in 1872.**
  - The **first synchronous census** in India was held in **1881**.
- **Historical Background**: The earliest literature **'Rig-Veda'** reveals that some kind of population count was maintained during 800-600 BC in India.
  - The celebrated **'Arthashastra' by 'Kautilya'** written in the 3rd Century BC prescribed the collection of population statistics as a measure of state policy for taxation.
  - During the regime of the Mughal king Akbar, the administrative report **'Ain-e-Akbari'** included comprehensive data pertaining to population, industry, wealth and many other characteristics.
- **Nodal Authority:** The responsibility of conducting the decennial Census rests with the **Office of the Registrar General and Census Commissioner, India under the Ministry of Home Affairs,** Government of India.
- **Structure of data**: In the Census, data is collected on demographic and various socio-economic parameters like education, SC/ST, religion, language, marriage, fertility, disability, occupation and migration of the individuals.
- **Difference between the National Population Register (NPR) and the Census:** While **NPR only contains demographic information**, more details are required for the census like information on demography, economic activity, literacy and education, and housing and household amenities among others.

TIMES OF INDIA

Page 2

POSH ACT 2013

(Syllabus: GS Paper 1 - Issue related to women)

Law against sexual harassment not limited to cases in same dept: HC

Abhinav.Garg@timesgroup.com

New Delhi: If a female employee in one department of an enterprise is sexually harassed by an employee of another department, she can invoke the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Delhi High Court has held.

"We are of the opinion that the SHW Act does not insulate, from action thereunder, men who sexually harass women in offices other than those in which they are themselves working," a bench of justices C. Hari Shankar and Manoj Jain observed in a ruling Friday.

"There is absolutely nothing in the SHW Act which limits its scope only to cases where a woman employee is sexually harassed by another employee working in her own office, and excepts its application where the delinquent employee is employed elsewhere," the court further noted, rejecting the stand of the accused, an Indian Revenue Service officer, that "one has to be sexually harassed by a colleague in one's own department, for the SHW Act to apply".

It pointed out that if such submissions were to be accepted, "the position that would emerge is that, while a lady officer in a department, who is subjected to sexual harassment by an officer of the same department, would have the right to seek recourse to the SHW Act, no such remedy would be available if the harassment is perpetrated by an officer of another department, solely because he works under another employer, and is not subject to the disciplinary control of the department where the complainant is working. Such an interpretation would, in our considered opinion, would strike at the very root of the SHW Act, and its ethos and philosophy".

HC BENCH SAYS

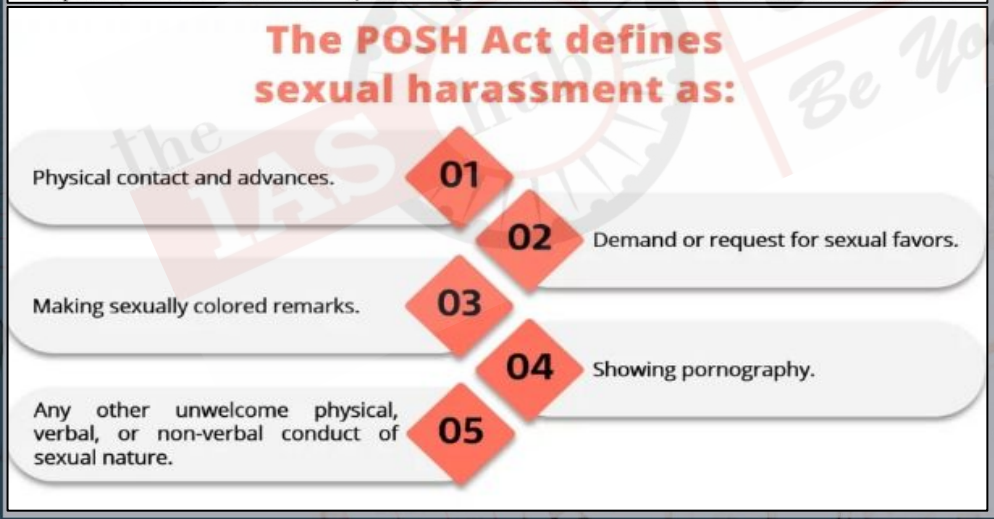
We are of the opinion that the SHW Act does not insulate, from action thereunder, men who sexually harass women in offices other than those in which they are themselves working

The court was hearing an appeal filed by the officer against an order of the Central Administrative Tribunal rejecting his challenge to notice issued by the Internal Complaints Committee (ICC) of the department where the woman — also a civil servant — had lodged the complaint.

The court underlined a few key objectives of the PoSH Act — to ensure that women's right to equality, life and liberty is not violated or compromised; to provide a secure and friendly work environment; to socially and economically empower women; to create an enabling environment for women which is equitous, safe and secure in every aspect and to ensure women are treated with due respect, decency and dignity at the workplace.

"Each and every one of these (PoSH) objectives is, conspicuously, harasser-neutral... women are equalling, if not outnumbering, men in professional achievements. There can be no compromise on any of these objectives," it stressed.

Declining relief, the court said the "working environment is required to be as safe and secure for women, as it is for men" and even "an apprehension, by a woman, that her safety might be compromised or endangered in the workplace is, therefore, abhorrent to our constitutional ethos".



Context: Delhi High Court has held that if a female employee in one department of an enterprise is sexually harassed by an employee of another department, she can invoke the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.**

Protection of Women from Sexual Harassment (POSH) Act, 2013

- **About**: The Act was passed in 2013 which **defines sexual harassment**, lay down the procedures for a complaint and inquiry, and the action to be taken.
- **Origin**: In the **Vishakha and others v State of Rajasthan 1997 case**, the Supreme Court gave 'Vishakha guidelines', a set of procedural guidelines for use in India in cases of sexual harassment.
  - These guidelines formed the basis for the The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("Sexual Harassment Act").
  - The **Visakha guidelines**, which were legally binding, defined sexual harassment and imposed three key obligations on institutions - prohibition, prevention, redress.
- **Key Features of the act**
  - **Definition of sexual harassment**: Sexual harassment includes "any one or more" of the following "unwelcome acts or behaviour" committed directly or by implication:
    - Physical contact and advances
    - A demand or request for sexual favours
    - Sexually coloured remarks
    - Showing pornography
    - Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.
  - **Definition of a victim**: Aggrieved victim could be a woman "**of any age whether employed or not**", who "alleges to have been subjected to any act of sexual harassment".
    - This meant that the rights of all women working or visiting any workplace, in any capacity, were protected under the Act.
  - **Obligation**: Every employer is required to constitute an **Internal Complaints Committee** at each office or branch with 10 or more employees.
    - The District Officer is required to constitute a Local Complaints Committee at each district, and if required at the block level.
  - **Penal Provisions**: Penalties have been prescribed for employers.
    - Non-compliance with the provisions of the Act shall be punishable with a fine.
    - Repeated violations may lead to higher penalties and cancellation of license or registration to conduct business.

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