

IMPROVING WORKSPACES
BY ADDRESSING SEXUAL
HARASSMENT AT THE
WORKPLACE

2025 to 2028 

STOP
SEXUAL
HARASSMENT
SMNFT

A Four-Year Initiative to Strengthen
Implementation of the Sexual Harassment of
Women at Workplace (Prevention, Prohibition
and Redressal) Act, 2013



OBSERVATIONS FROM OUR FIRST 4-YEAR CYCLE



Between 2020 and 2023 we:

Received
28,903
unique responses to
our surveys

Covered
22
States and
Union Territories

Empowered
2000+
employees across the
formal and informal sectors

Mobilised
250+
student volunteers

Reached
100,000+
online readers

Aspect	Formal/Organised Sector	Informal/Unorganised Sector
Awareness of the Act	Limited awareness among employees; lack of comprehensive training for IC members.	Lower awareness, especially among women; virtually no awareness campaigns targeted at these workers.
Implementation of Committees	Inadequate constitution and functioning of ICs; issues with compliance and effectiveness.	LCs are often non-existent, dysfunctional, or inaccessible, with no dedicated budget for their operation.
Reporting and Redressal	Underreporting due to fear of retaliation, stigma, and loss of job; lack of confidence in the process.	Extremely low reporting rates due to fear of backlash, stigma, economic vulnerability, and lack of confidence in the redressal mechanism.
Structural and Institutional Barriers	Biases in investigations due to improperly constituted committees; need for definitive evidence.	Challenges exacerbated by socio-economic vulnerabilities; penalties for “false” complaints deter reporting.
Support and Protection	Lack of adequate support and protection for complainants; fear of professional repercussions.	Isolation and exclusion from labour protections; reliance on police referral with no civil remedy for domestic workers.
Government and Legal Framework	Ambiguity in responsibility for implementation and monitoring; need for more robust training and awareness programmes.	Lack of serious government action to supervise administration; absence of dedicated resources for effective implementation.
Societal and Economic Impact	Power dynamics within organisations deter women from filing complaints.	Deeply ingrained societal norms and economic dependency make leaving or switching jobs not an option for many women.

Table 1: Challenges to the effective implementation of the Act of 2013 in the formal and the informal sectors of the Indian economy as observed by our 4-year study.

OUR VISION FOR THE NEXT 4-YEAR CYCLE



Between 2025 and 2028, we plan to:

YEAR

1

Focus on mobilisation of volunteers and awareness-raising

YEAR

2

Strengthen the capacities of institutional frameworks

YEAR

3

Secure leadership advocacy for cultural change

YEAR

4

Emphasise on policy advocacy and sustainable change

Year	Focus	Highlight	Deliverables	Outreach	Expected Outcomes
2025 Mobilisation	Surveying workplace realities.	NGO event for partnership engagement.	Strengthening volunteer networks and enhancing online and offline awareness.	5,000 employees and 500 volunteers.	<ul style="list-style-type: none"> i. Comprehensive awareness, ii. Strategic partnerships, iii. Strengthening volunteer networks.
2026 Strengthening Institutional Capacities	Empowering ICs, LCs, and HRs.	Workshops for IC, LC, and HR to build support structures.	Creation of support forums to improve reporting.	20,000 employees and 1,000 volunteers.	<ul style="list-style-type: none"> i. Strengthened IC, LC, and HR, ii. Efficient trainings.
2027 Engaging Leadership	Advocacy by leadership.	CXO roundtables for policy commitment.	CXO pledges and culture shift towards harassment-free workplaces.	30,000 employees and 1,500 volunteers.	<ul style="list-style-type: none"> i. Leadership led advocacy, ii. Top-down integration of a respectful and dignified work culture.
2028 Shaping Policy	Policy reform and analysis.	Policy roundtable for systemic change.	Policy commitments and a progress review of the four years.	45,000 employees and 2,250 volunteers.	<ul style="list-style-type: none"> i. Tangible policy reforms, ii. Broader societal impact on workplace safety in all sectors.

Table 2: Summary of the four-year strategic plan.

PLAY YOUR PART



Expertise Sharing

- a. Sharing best practices,
- b. Providing legal and policy advocacy.



Volunteer Mobilisation

- a. Student volunteers,
- b. Employee volunteers.



Policy Advocacy and Alignment

- a. Influence policy and legal frameworks,
- b. Public endorsement.



Research and Resource Sharing

- a. Joint studies,
- b. Data sharing,
- c. Co-authored publications,
- d. Sharing networks, logistics, and human resources.



Awareness and outreach

- a. Co-hosting workshops,
- b. Organising training sessions.



Financial Support

- a. Direct funding to scale initiatives,
- b. Sponsorship of events and programmes.



GENDER

4 years of research on the prevention of sexual harassment in India already.

Co-publishing partners with UNESCO, Paris on their global gender initiative in gaming.



Women Economic Forum's iconic leaders creating a better world for all.

7 years of running India's first mixed gender season long youth league.

Partners of Ecocivilisation with over 44 women led country nodes.

CONNECT WITH US

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