

Undertaking to be selected and marked on the portal

1. Have you constituted the internal complaint committee (ICC) as per section 4 of Sexual Harassment of Women at Workplace Act, 2013?
2. Have you submitted the annual return under section 22 of the Sexual Harassment of Women at Workplace Act, 2013 to the concerned authority?
3. Have you deployed sufficient security guards and women supervisor/shift in-charge in the night shift?
4. Have you provided the transport facility for the women workers from their residence and back in the night shift and are security guards deployed in each vehicle?
5. Are the CCTV cameras installed in the Establishment and in each vehicle provided for transportation of women workers?
6. Have you provided free medical facility by engaging a doctor/female nurse on separate vehicle to meet emergency situations such as hospitalization during night shift?
7. Have the declaration/consent of all the women workers who desire to work during night shift been taken?
8. Have you framed the policy regarding prohibition of sexual harassment at workplace/Establishment?

Notes:

1. In case of more than one Establishment the policy shall be framed for each Establishment separately.
2. Name and address of the Establishment shall be mentioned on the policy.
3. The policy shall be signed by the occupier/manager.

I/ We **"Employer name as per S&E"** (Employer/Director/ Proprietor) is a company/shop/ establishment **M/s Company Name** and having our registered office at XXXXXX having a PAN/DIN no. is/are engaged in the business of Information Technology enabled Establishments employing 10 or more employees, It & it enabled services and operating under the Punjab Shop & Commercial Establishment Act, 1958 (Haryana Amendment) and Rules. Further I/We **"Employer name as per S&E"** do hereby solemnly state and affirms that I/We have gone through the Haryana Govt. Labour Department notification no XXXX **Lab dated XXX and Lab No. XXXX Lab dated XXXX** issued under the Punjab Shops and Commercial Establishment Act, 1958, on certain terms and conditions regarding allowing working of women in night shift i.e. 08.00 PM to 06.00AM. That **"Employer name as per S&E"** is/are fully responsible to implement the terms and conditions as contained in the said notification. In case at any stage or time, the management/ company/shop/ establishment is/are found violating any terms and conditions mentioned under the above notification and other provisions prescribed under The Punjab Shop and Commercial Establishment Act, 1958 (Haryana Amendment) and Rules made their under, in that case the Competent Authority under the act shall have a right to withdraw the approval and take any legal/punitive action as per prescribed under Labour Laws and other prevailing laws in the Indian Territory.