

Vishaka Guidelines & India's POSH Act — Workplace Sexual Harassment Redress

Gender Equality · Good practice · India

Quality score: 63/100

Evidence strength: Moderate

Summary

In 1997 India's Supreme Court issued the Vishaka Guidelines against workplace sexual harassment, codified in 2013 as the POSH Act requiring Internal Complaints Committees nationwide - though government data and the Supreme Court itself still flag weak enforcement.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-05

[Supreme Court of India / Ministry of Women & Child Development](#) — accessed 2026-07-05

[Sexual Harassment of Women at Workplace Act, 2013 \(Wikipedia\)](#) — accessed 2026-07-05

[Making Workplaces Safer For Women \(Forbes India\)](#) — accessed 2026-07-05

[SHe-Box portal launch \(PIB, Government of India\)](#) — accessed 2026-07-05

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