

Ministry of Women and Child Development



Sexual Harassment Electronic Box (SHe-Box) Portal — a digital governance initiative for effective implementation of Sexual Harassment of Women at Workplace Act, 2013

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The Sexual Harassment Electronic Box (SHe-Box) Portal (<https://shebox.wcd.gov.in/>), was launched by the Ministry of Women and Child Development (MWCD) on August 29, 2024, as a digital governance initiative for effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act (PoSH Act), 2013. As on 27.03.2026, over 161,000 workplaces having more than 10 employees in both Public and Private sectors have been onboarded on the Portal. Out of these, details of over 68,460 Internal Committees (ICs) have been updated by the onboarded workplaces. Details of 777 Local Committees (LCs) at district level are also available on the Portal.

To streamline implementation across diverse sectors and enhance private sector participation with wider outreach, the MWCD has been engaging with various stakeholder ministries and departments including Ministry of Corporate Affairs, Ministry of Labour & Employment, Department of Financial Services, National Medical Commission, All India Council for Technical Education, Department of Higher Education, National Legal Services Authority, etc. along with various industrial chambers, to discuss the Portal's functionalities and ensure compliance with directives from the Hon'ble Supreme Court of India in the matter of Aureliano Fernandes vs. State of Goa and Ors.

The Hon'ble Supreme Court, through its orders dated December 3, 2024, August 12, 2025 and January 6, 2026, directed Chief Secretaries to instruct District Officers notified by the Appropriate authorities under the Act, to conduct survey in their jurisdiction with respect to public and private organizations for ICs as per Section 4 of the Act. The Hon'ble Court further mandated to conduct these surveys with the assistance of Labour Commissioners at both district and state levels and directed States to ensure that all collected data is properly on-boarded onto the SHe-Box Portal, thereby strengthening compliance and monitoring of workplaces for constituting ICs.

Being the Nodal Ministry, to enhance understanding on SHe-Box Portal and address queries or challenges encountered by Government departments at Central, State and district level and also private establishments, the MWCD has been proactively conducting multiple meetings and trainings in hybrid mode. These sessions have been instrumental in facilitating discussions, clarifications and strategic guidance to expedite the onboarding process on the Portal.

Further, as part of its continuous efforts to expand the reach of the SHe-Box Portal and enhance awareness of the PoSH Act, 2013, the MWCD has integrated the SHe-Box Portal on the Mission Shakti mobile application, making it accessible on all Android and iOS devices. This integration has significantly strengthened ease of access for women across diverse sectors, including those in remote and informal workplaces. The Portal also offers multilingual support, making it accessible in 23 languages, enabling a wider and more inclusive reach.

As per the Act, State Governments and Union Territory Administrations, are the implementing authority to strengthen the mechanism available at the grassroots level for creating accessible channels including establishment of a LC in every district and appointment of Nodal officers at Block/ tehsil level by District Officers, particularly to assist women in the unorganised sector. The MWCD has regularly urged States and UTs to update the details of LCs, District Officers and Nodal Officers as mandated under Sections 5 and 6 of the PoSH Act, accessible to public on the Portal.

In addition to digital integration, the MWCD has undertaken sustained awareness-building initiatives. Regular promotional campaigns are being conducted through Ministry's official social media platforms (such as X, Facebook and Instagram), ensuring wide dissemination of information about the Act and the Portal. The Portal itself hosts a comprehensive repository of Information, Education and Communication (IEC) materials, including FAQs, creatives, audio-visuales, handbooks and training manuals, which serve as valuable resources for both the public and private sectors.

This information was given by the Minister of State for Women and Child Development Smt. Savitri Thakur in Rajya Sabha in reply to a question.

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