

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO. 642
TO BE ANSWERED ON 09.12.2022

SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

642. SHRI SHYAM SINGH YADAV:

Will the Minister of Women and Child Development be pleased to state:

- (a) the steps taken by the Government to strictly ensure training and sensitization of employees under Sexual Harassment of Women at Workplace Act;
- (b) whether the Government maintains data on the number of cases of sexual harassment reported in public sector undertakings;
- (c) if so, the details of the number of cases of sexual harassment reported in public sector undertakings during the last three years and the current year; and
- (d) the steps taken by the Government to address issues of sexual harassment of women at workplace in public sector undertakings?

ANSWER

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI SMRITI ZUBIN IRANI)

(a) to (d): Safety and security of women in the country is of utmost priority for the Government. Keeping this in view, the Government has enacted “the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” (SH Act) which aims to provide protection to women against sexual harassment at workplace and for the prevention and redressal of complaints related to it. The Act covers all women, irrespective of their age, employment status or nature of work whether working in public or private, organised or unorganised sector. The Act casts an obligation upon employers of all workplaces, public or private, to provide a safe and secure working environment free from sexual harassment, whereby every employer is mandated to constitute an Internal Committee (IC) where the number of employees/workers is more than 10. Similarly, the Appropriate Government is authorized to constitute Local Committee (LC) in every district to receive complaints from organizations having less than ten workers or if the complaint is against the employer himself. The Act has enough provisions to deal with various aspects of the matter including penal provisions for those who violate the provisions of the Act including for the employers.

The Act casts an obligation on the employers to organize workshops and awareness programs at regular intervals for sensitizing the employees with the provisions of the Act and orientation programmes for members of the Internal committee. In addition, being the Nodal Ministry, the Ministry of Women and Child Development (MWCD) issues advisories to all Central Ministries /Departments and State Governments/ Union Territory (UT) Administrations from time to time for effective implementation of the Act and to organize workshops and awareness programmes at regular intervals for sensitizing the employees.

The responsibility of the implementation of the Act at District and State levels rests with the respective State Government\ UT Administrations, which also monitor the implementation of the Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace, which are established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the State. The State/ UT/ district-wise details of number of cases of sexual harassment filed and resolved is not maintained centrally.
