

**GOVERNMENT OF INDIA
WOMEN AND CHILD DEVELOPMENT
LOK SABHA**

UNSTARRED QUESTION NO:1457

ANSWERED ON:05.03.2010

HARASSMENT OF WOMEN EMPLOYEES AT WORK PLACE

Botcha Lakshmi Smt. Jhansi;Jindal Shri Naveen;Mahato Shri Narahari;Vivekanand Dr. G.

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

- (a): the directions given by the Supreme Court in the case of Vishaka and others versus State of Rajasthan and others;
- (b): the action taken by the Government thereon;
- (c): whether the guidelines issued by the Government are being implemented in letter and spirit by each and every Department of the Government; and
- (d): if not, the reasons therefor and the steps taken by the Government in this regard?

Answer

MINISTER OF STATE OF THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT (SHRIMATI KRISHNA TIRATH)

(a), (b), (c) & (d) : The Hon'ble Supreme Court, in the case of Vishaka & Ors. V/s State of Rajasthan & Ors., defined sexual harassment, laid down the role of employers to prevent sexual harassment at work place and the procedure for resolution, settlement or prosecution of the act of sexual harassment. The judgement of the Hon'ble Supreme Court is posted on the website of NCW (www.ncw.nic.in). The Government had requested all the Central Ministries/ Departments and all State Governments/ Union Territories on 30th July 2004 to follow the guidelines laid down by the Hon'ble Supreme Court. The Government in Ministry of Women and Child Development has not been reported any instance in which Supreme Court Guidelines have not been followed.