

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

UNSTARRED QUESTION NO:1806

ANSWERED ON:07.03.2011

PROTECTION OF WOMEN AGAINST SEXUAL HARASSMENT

Lagadapati Shri Rajagopal;Meinya Dr. Thokchom;Shukla Shri Balkrishna Khanderao Balu Shukla

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

- (a) the salient features of the proposed Bill for Protection of Women against sexual Harassment at Workplace and the extent to which the proposed Bill helps in achieving gender empowerment and equality;
- (b) whether there is any reservation on the part of the Government for covering the domestic workers in the legislation; and
- (c) if so, the details thereof?

Answer

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

(a) to (c): The proposed Bill on 'Protection of Women against Sexual Harassment at Workplace' seeks to provide protection to women against sexual harassment at all workplaces both in the public and private sector, whether organised or unorganised and also provides for prevention and redressal of complaints of sexual harassment. Women who are employed as well as those who enter the workplace as clients, customers or apprentices besides the students and research scholars in colleges and universities and patients in hospitals are sought to be covered under the proposed legislation.

Such a legislation by giving women a sense of security at the workplace would encourage their participation in work resulting in their social and economic empowerment. It would also contribute in achieving the goal of inclusive growth.

Domestic workers have been specifically excluded from the definition of employee as it may be difficult to enforce the provisions of the Bill within the privacy of homes and there being no domestic code of conduct having been prescribed. It may be more practical for them to take recourse to the provisions under Criminal law.