

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

UNSTARRED QUESTION NO:281
ANSWERED ON:23.11.2012
SEXUAL HARASSMENT AT WORKPLACE
Thakur Shri Anurag Singh

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

- (a) whether the members of the Internal Complaints Committee that has been given the power of a civil court are required to have a legal background or provided with a legal training to deal with the cases of sexual harassment at workplace;
- (b) if so, the details thereof; and
- (c) if not, the reasons therefor?

Answer

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

(a) to (c): As passed by Lok Sabha, Clause 4(2) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Bill, 2012 provides for the qualification of Members of the Internal Complaints Committee. Clause 4 (2)(b) stipulates that the Internal Complaints Committee shall consist of not less than 2 members from amongst employees preferably committed to the cause of women or who have had experience in social work or have legal knowledge.

Clause 19 of the Bill provides for duties of the employer. Clause 19(c) mandates the employer to organise orientation programme for the members of the Internal Complaints Committee in the manner as may be prescribed.