

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

STARRED QUESTION NO:123
ANSWERED ON:13.12.2013
SEXUAL HARASSMENT AT WORK PLACES
Meinya Dr. Thokchom;Venugopal Shri P.

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

- (a) whether the number of complaints of sexual harassment of women at work places has increased in the country over the years;
- (b) if so, the details thereof including the number of complaints received by the National Commission for Women (NCW), State/UT-wise during each of the last three years and the current year;
- (c) whether the NCW has stressed for setting up of an Internal Complaints Committee in each and every Government department/institution/autonomous body in the country and if so, the details along with the compliance status thereof;
- (d) the details of laws presently in force under which the complaints regarding sexual harassment of women at workplaces could be registered in the country; and
- (e) the other steps taken/ being taken by the Government to ensure protection of women from sexual harassment at work places in the country?

Answer

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

(a) & (e) A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO LOK SABHA STARRED QUESTION NO. 123 for 13.12.2013 by DR. P. VENUGOPAL and DR. THOKCHOM MEINYA regarding 'SEXUAL HARASSMENT AT WORK PLACES'.

(a) & (b) The Numbers of complaints of sexual harassment of women at work places registered with National Commission for Women during the last two years and current years shows the increasing trends. The State/UT wise data of complaints registered with NCW for sexual harassment of women at work places during the last three years and the current year is annexed.

(c) Taking forward the Supreme Court guidelines laid down in Vishakha Judgement, as per NCW they stressed the setting up of Internal Complaint Committees in each and every Government department/institution/autonomous body in the country. Some of the initiatives taken by NCW in this regard are:

(i) A Code of Conduct for Workplaces as per Supreme Court guidelines in the year 1998, was formulated, which was circulated to all State Commissions for Women, NGOs, apex bodies of the Corporate Sector and to the Media for compliance.

(ii) The Commission prepared and circulated from time to time, the informative Booklets reflecting the information relating to the effects and preventive measures against sexual harassment at workplace and constitution of Internal Complaint Committees at workplace as per Vishakha Guidelines.

(iii) Advertisements and posters have also been released from time to time by NCW to disseminate information widely.

(iv) Further, while entertaining the complaints of sexual harassment at workplaces or taking suo motu cognizance of such incidents, NCW from time to time has written to the various Ministries, Departments, Organizations and Universities, etc. for setting up of ICC and dealing with such complaints as per the Vishakha Guidelines.

(d) & (e) The Ministry had issued the instructions to all the State Governments to follow the Guidelines laid down by the Supreme Court in Case of Vishaka Vs. State of Rajasthan. The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 came into force w.e.f 9th December, 2013 under which the cases of sexual harassment of women at workplace can be registered. The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Rules, 2013 have also been notified on 9th December, 2013.