

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

UNSTARRED QUESTION NO:5193

ANSWERED ON:24.04.2015

PROTECTION OF WOMEN FROM SEXUAL HARASSMENT AT WORKPLACES

Kher Smt. Kirron;Kothapalli Smt. Geetha

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

(a) whether the complaints of sexual harassment of women at workplaces have increased since implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 in the country;

(b) if so, the details thereof and the reasons therefor;

(c) whether the Internal Complaint Committees (ICC) have been formed in all the districts of each State/UT of the country under the said Act; if so, the details thereof, State/UT-wise and if not, the reasons therefor along with the time by which ICCs are likely to be formed in all the districts of each State/UT of the country; and

(d) the other steps taken/being taken by the Government to ensure formation of ICC in each district and for protection of women from sexual harassment at workplaces in the country?

Answer

MINISTER OF WOMEN AND CHILD DEVELOPMENT(SHRIMATI MANEKA SANJAY GANDHI)

(a) & (c): There is no such data maintained in the Ministry. The Act casts an obligation upon all the employers to constitute Internal Complaint Committee. If any employer fails to constitute an Internal Complaint Committee, or contravenes or attempts or abets contravention of other provisions of this Act or any rules made there under, he shall be punishable with fine which may extend to fifty thousand rupees.

(d): The Ministry of Women and Child Development had issued advisories to all States/UTs Government on 23rd December, 2013 and 27th October, 2014 to ensure effective implementation of the Act. The Ministries/Departments in Government of India have also been advised to ensure the compliance of the Act.