

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

UNSTARRED QUESTION NO:1941

ANSWERED ON:31.07.2015

Internal Complaints Committee in Private Companies

Chavan Shri Ashok Shankarrao;Gaikwad Dr. Sunil Baliram;Gupta Shri Sudheer;Kirtikar Shri Gajanan Chandrakant;Singh Dr. Bholu;Singh Shri Kunwar Haribansh;Udhayakumar Shri M.

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

(a) whether the Government has made it mandatory for private companies to inform the Government about constitution of Internal Complaints Committee (ICC) as mandated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, if so, the details and compliance thereof during the last three years and the current year, company and State/UT-wise;

(b) whether the majority of the private companies have not set up ICC so far in the country, if so, the details thereof, company-wise and the reasons therefor;

(c) whether her Ministry has taken up the matter with the Ministry of Corporate Affairs to notify the constitution of ICC mandatorily in private companies across the country and if so, the details thereof along with the reaction of the Ministry of the Corporate Affairs so far; and

(d) the other steps taken/being taken by the Government in this direction?

Answer

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

(a) & (b): The Section 23 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 casts the responsibility on the appropriate Government to monitor the implementation of this act and maintain data on the number of cases filed and disposed of.

(c): Yes madam. The Ministry of Women and Child Development has requested Ministry of Corporate Affairs to make constitution of the Internal Complaints Committee (ICC) as mandatory disclosure under the Companies Act, 2013.

(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 Associated Chambers of Commerce & Industry of India (ASSOCHAM), Federation of Indian Chambers of Commerce and Industry (FICCI), Confederation of Indian Society, Chamber of Commerce & Industry (CCI), and National Association of Software and Services Companies (NASSCOM) have been requested to ensure effective implementation of the Act amongst their members in private sector entities.
