

**GOVERNMENT OF INDIA
HEAVY INDUSTRIES AND PUBLIC ENTERPRISES
LOK SABHA**

UNSTARRED QUESTION NO:2062

ANSWERED ON:14.03.2017

Sexual Harassment at Workplace in PSUs

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Will the Minister of HEAVY INDUSTRIES AND PUBLIC ENTERPRISES be pleased to state:

- (a) the number of incidents of sexual harassment at workplace reported in Public Sector Undertakings during each of the last three years and the current year, company-wise;
- (b) the action taken/being taken on each incident, company-wise;
- (c) whether the Government has set up a Gender Sensitization unit within the Public Undertaking companies, if so, the details thereof and if not, the reasons therefor, company-wise;
- (d) the time by which the Gender Sensitization units is likely to be set up in each PSUs; and
- (e) the steps taken/ being taken by the Government to prevent such incidents and provide protection against sexual harassment at workplace as well as speedy redressal of complaints?

Answer

THE MINISTER OF STATE FOR HEAVY INDUSTRIES & PUBLIC ENTERPRISES
(Shri Babul Supriyo)

(a) to (e): Based on the norms and guidelines laid down by the Hon'ble Supreme Court in the case of Vishakha and Others vs State of Rajasthan & Others (JT 1997 (7) SC 384) to prevent sexual harassment of working women, DPE has issued guidelines vide OM No. DPE/15(4)/98(GL-004)/GM dated 29-05-1998 to all Ministries/Departments to direct the Central Public Sector Enterprises (CPSEs) under their administrative control to make necessary amendment in their CDA (Conduct, Discipline & Appeal) Rules on the lines of the guidelines laid down by the Hon'ble Supreme Court. Further, as per the 62nd Report of the "Status of Women Government Employees, Service Conditions, Protection against exploitation, Incentives and other related issues" by the Department related Parliamentary Standing Committee on Personnel, Public Grievances, Law & Justice, DPE vide its OM No. 6(1)/2014-DPE(GM) dated 19-08-2014 has requested Ministries/ Departments to advise CPSEs under their control to constitute WIPS (Women in Public Sector) Cell to facilitate experience sharing, helping in confidence building and to ensure speedy redressal of their grievances including sexual harassment at workplace.

CPSEs are under the administrative control of their respective Ministries / Departments. The complaints of individual harassment cases are dealt in accordance with CPSE's CDA Rules and extant guidelines issued by Government from time to time. The implementation of Government instructions in CPSEs vests with the respective Board of Directors of CPSEs and its concerned Ministry / Department and as such the data on number of incidents of sexual harassment at workplace or about gender sensitization units in CPSEs is not maintained centrally in Department of Public Enterprises.
