

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

LOK SABHA

**UNSTARRED QUESTION NO. 806
TO BE ANSWERED ON 23.07.2018**

WORKPLACE HARASSMENT

†806. SHRI RAMESH BIDHURI:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether there is any scheme for grievance redressal of cases pertaining to workplace harassment or crime and if so, the details thereof;**
- (b) whether the Government has attained the target of Model career Centres from year 2014-15 to 2016-17; and**
- (c) if so, the details thereof along with the details of guidelines laid down for established centres and for establishment of other career centres?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a): The Industrial Disputes Act, 1947 deals with the investigation and settlement of industrial disputes and provides certain safeguards to the workers in the case of unlawful lay-off, retrenchment and closure of the industry. Chapter IIB of the Industrial Disputes Act, 1947 provides ‘Grievance Redressal Machinery’, for resolution of disputes arising out of individual grievances in every industrial establishment employing twenty or more workmen. Further, as per the Industrial Employment (Standing Orders) Act, 1946, an employer is required to define terms and conditions of the employment in respect of workers under them as per items listed in the schedule to the Act which inter-alia contains “Means of redress for workmen against unfair treatment or wrongful exactions by the employer or his agents or servants”. The said Act also provides protection against sexual harassment.

Contd...2/-

(b) & (c): Ministry of Labour & Employment is implementing the National Career Service (NCS) Project for transformation of National Employment, which envisages setting up of 100 Model Career Centres (MCCs) to be established in collaboration with States and other institutions to deliver employment services during the 12th Five Year Plan. Approval for 100 MCCs has been accorded. The States/Institution keen to set up Career Centres are required to prepare proposal in accordance with the Career Centre guidelines. The Government provided financial assistance to these Centres up to 50 lakhs based on the proposal and scheme guidelines. The MCCs can be replicated by the State from their own resources. Career Centres connect local youth and other job-seekers with all possible job opportunities in a transparent and effective manner through the use of technology as well as through counselling and training. The Career Centres would be the pivotal outreach and counselling interface of the National Career Service for teeming millions of aspiring youth from rural, semi urban areas as well as from disadvantaged sections of the society.

Ministry of Labour & Employment has laid down certain guidelines for establishment of Career Centres on 10.12.2014 and 05.03.2015 which are available on the website of this Ministry viz. nps.gov.in, labour.gov.in. These guidelines inter-alia contain various aspects viz. Services to be offered through Career Centre, Role of Government of India in establishing the Career Centres, Role of State Government/Institutions in establishing the Career Centres, Review of Monitoring Mechanism and Submission of proposals.
