

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

RAJYA SABHA

**UNSTARRED QUESTION NO. 1851
TO BE ANSWERED ON 17.03.2022**

SAFETY MEASURES FOR WOMEN WORKERS

1851. SMT. RAJANI ASHOKRAO PATIL:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether Government has taken measures to ensure safety of women workers in garment factories given the high prevalence of gender-based violence and harassment during the COVID-19 pandemic;**
- (b) if so, the details thereof and if not, the reasons therefor;**
- (c) number of workplace complaints received from female workers in garment factories, from 2020 till date, State and year-wise;**
- (d) whether Government has any mechanism to monitor implementation of the POSH Act, 2012;**
- (e) if so, the details thereof and if not, the reasons therefor; and**
- (f) measures taken to ensure strict implementation of the POSH Act and other workplace protection legislation?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) & (b): The Government of India has enacted a comprehensive legislation namely the Factories Act, 1948 which provides for the occupational safety, health & welfare of workers including women workers working in the factories registered under the said Act. Specific provisions have been prescribed for the occupational safety of the workers at workplace including garment factories under Chapter IV of the Factories Act, 1948.

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The Government has also enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (SH Act) with the aims to provide safe and secure work environment to women irrespective of their work status.

Further, the Occupational Safety, Health and Working Conditions Code, 2020 subsumes the Factories Act, 1948 along with other 12 labour laws. Section 43 and section 44 of the said Code under the “Special provision relating to employment of women” provide for “Employment of women” and “Adequate safety of employment of women in dangerous operations.” The Code is yet to come into force.

(c): The Factories Act, 1948 and rules framed thereunder are enforced by the respective State Governments through the Chief Inspector of Factories/ Directorate of Industrial Safety and Health. Data relating to workplace complaints from women workers is not maintained centrally by Ministry of Labour and Employment.

(d) to (f): The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (SH Act) entrusts respective ‘appropriate Governments’ with the responsibility of monitoring implementation of the Act. The Ministry of Women and Child Development has held meetings with States/UTs and issued advisories from time to time to ensure compliance of the provisions of the SH Act as well as to ensure its proper implementation at all workplaces pertaining to them.
