

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

RAJYA SABHA
UNSTARRED QUESTION NO. 151
TO BE ANSWERED ON 07.12.2022

SEXUAL HARASSMENT OF WOMEN AT WORKPLACE IN THE UNORGANIZED SECTOR

151 DR. FAUZIA KHAN:

Will the Minister of Women and Child Development be pleased to state:

- (a) whether any cases were reported by women workers from the unorganized sector regarding sexual harassment at workplaces;
- (b) whether Government plans to undertake any study on the harassment faced by women in the unorganized sector;
- (c) if so, the details thereof; and
- (d) the number of functional Local Complaints Committees (LCC) in place for registering a formal complaint for these women, State-wise?

ANSWER

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI SMRITI ZUBIN IRANI)

(a) to (d) : Safety and security of women in the country is of utmost priority for the Government. The Government of India enacted 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' (SH Act) which aims to provide safe and secure work environment to women. The Act covers all women, irrespective of their age or employment status and whether working in organised or un-organised sector.

The Act casts an obligation upon every employer of a workplace to provide a safe and secure working environment free from sexual harassment by constituting Internal Committee (IC) in case of having 10 or more employees, for receiving complaints of sexual harassment at workplace and by displaying at conspicuous places penal consequences of sexual harassment and order constituting IC. Similarly, the State Government/ UT Administrations is authorized to notify the District Magistrate or Additional District Magistrate or the Collector or Deputy Collector as a District Officer for every district to exercise powers or discharge functions under this Act, which includes authority to constitute Local Committee (LC) in every district for receiving complaints from organizations having less than 10 workers or if the complaint is against employer himself. For this purpose, the District Officers shall designate one nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area to receive complaint and forward the same to LC.

The responsibility of the implementation of the Act at District and State levels rests with the State of the appropriate Government to monitor the implementation of the Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace, which are established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the State. The State/ UT/ district-wise details of number of cases of sexual harassment filed and resolved is not maintained centrally.
