

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

RAJYA SABHA
UN-STARRED QUESTION NO. 3840
TO BE ANSWERED ON 05.04.2023

CASES OF SEXUAL HARASSMENT OF WOMEN AT WORK PLACE

3840. MS. KAVITA PATIDAR

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

- (a) whether there has been an increase in the number of cases of sexual harassment of women at work place in the last few years;
- (b) if so, State-wise details of the complaints received during the last three years and the number of complaints out of them that have been resolved; and
- (c) the number of States/ UTs including Delhi, which have constituted Local Complaints Committee (LCC) so far as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013, district-wise details thereof?

ANSWER

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

(a) to (c) : Safety and security of women in the country is of utmost priority for the Government. The Government of India has enacted "the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" (SH Act) which aims to provide protection to women against sexual harassment at workplace and for the prevention and redressal of complaints related to it. The Act covers all women, irrespective of their age, employment status or nature of work whether working in public or private, organised or unorganised sector. The SH Act casts an obligation upon employers of all workplaces, public or private, to provide a safe and secure working environment free from sexual harassment, whereby every employer is mandated to constitute an Internal Committee (IC) where the number of employees/ workers is more than 10. Similarly, the Appropriate Government is authorized to constitute Local Committee (LC) in every district to receive complaints from organizations having less than ten workers or if the complaint is against the employer himself. The Act has enough provisions to deal with various aspects of the matter including penal provisions for those who violate the provisions of the Act including for the employers.

The responsibility of the implementation of the Act at District and State levels rests with the respective State Government/ UT Administrations, which also 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.
