

**GOVERNMENT OF INDIA**  
**MINISTRY OF INFORMATION & BROADCASTING**

**RAJYA SABHA**  
**UNSTARRED QUESTION NO. 2176**  
**TO BE ANSWERED ON 13.12.2024**

**Safety, security and welfare of cine workers**

2176: Shri K.R. Suresh Reddy:

Will the Minister of Information and Broadcasting be pleased to state:

- a. whether workers in the television, broadcasting, and digital entertainment industry have been included under the Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981, as recommended by the Standing Committee on Labour in 2018 in its report on 'Safety, Security, and Welfare of TV, Broadcasting, Digital Entertainment, and Advertisement Industry Workers';
- b. if not, the reasons therefor; and
- c. the status of introduction of streamlined, comprehensive regulatory mechanism to ensure safety and welfare of cine workers, especially women in light of the Hema Committee Report?

**ANSWER**

**MINISTER OF STATE FOR INFORMATION & BROADCASTING AND  
PARLIAMENTARY AFFAIRS (DR. L. MURUGAN)**

(a) to (b): As per the Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981, Cine worker is defined as an individual who is employed directly or indirectly through any contractor or other person in or in connection with production of a feature film to work as artist etc. and whose remuneration does not exceed monthly wages of one thousand six hundred rupees per month, and where such remuneration is by way of a lump sum, a sum of fifteen thousand rupees. The Cine-

Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981 has now been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020.

In this Code, the term used is audio-visual worker. In the Code, "Audio-Visual Worker" means a person, who is employed, directly or through any contractor, in or in connection with the audio-visual production to work as an artist including actor, musician, singer, anchor, news reader, dancer, dubbing artist or stunt person or to do any work, skilled, unskilled, manual, supervisory, technical, artistic or otherwise, and his remuneration with respect to such employment in or in connection with the production of audio-visual does not exceed, where remuneration is by way of monthly wages, or where such remuneration is by way of lump sum, in each case, such amount as may be notified by the Central Government.

Audio-visual production means audio-visual produced wholly or partly in India and includes - (i) Animation, cartoon depiction, audio-visual advertisement; (ii) Digital production or any of the activities in respect of making thereof; and (iii) Features films, non-feature films, television, web-based serials, talk shows, reality shows and sport shows;

(c): The Government enacted the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" (SH Act) to safeguard women from sexual harassment in the workplace and to provide a framework for addressing complaints related to such harassment. The Act applies to all women, including those in the film industry, regardless of their age, employment status, or type of work, whether they are employed in the public or private sector, or in organized, unorganized, formal, or informal settings. The Government has launched an online portal called Sexual Harassment electronic Box (She-Box) to provide a single window access to every woman, irrespective of her work status, whether working in organised or unorganised, private or public sector to facilitate the registration of complaints related to sexual harassment at workplace.

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