

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

**LOK SABHA**  
**UNSTARRED QUESTION NO.204**  
TO BE ANSWERED ON 15.12.2017

**SEXUAL HARASSMENT OF WOMEN AT WORK PLACE**

204. SHRI CH. MALLA REDDY:  
SHRI PARVESH SAHIB SINGH:  
SHRI JOSE K. MANI:  
SHRI JAGDAMBIKA PAL:

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

- (a) the number of complaints of sexual harassment of women at work place reported/received by the National Commission for Women (NCW) and under the Sexual Harassment of Women at Workplace Act, 2013 during each of the last three years and the current year, State/ UT and Institution-wise;
- (b) whether the Government has launched a comprehensive SHe-Box online complaint management system/portal for women working in both public and private organizations to lodge their complaints and if so, the details thereof indicating the facilities available for the number of complaints reported thereunder so far;
- (c) whether the Government has sought the compliance of the private sector in making available reports on the Sexual Harassment of Women at Work place Act, 2013 and if so, the response of the private sector thereto;
- (d) the measures taken by the Government to create awareness about the system and make it accessible to domestic workers, daily wagers and other low income employees; and
- (e) the further measures taken/being taken by the Government to ensure protection of women from sexual harassment at work place in the country?

**ANSWER**

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT  
(DR. VIRENDRA KUMAR)

- (a) The details of number of complaints registered under the category of Sexual Harassment at Workplace, State/UT wise during last three years and current year i.e. 2014, 2015,2016 and 2017is at **Annexure-I**. Institution-wise data is not maintained by National Commission for Women.
- (b) The Ministry has launched an online complaint management system titled Sexual Harassment electronic-Box (SHe-Box) for registering complaints related to sexual harassment at workplace of all women employees in the country, including government and private employees. Once a complaint is submitted to the portal, it is directly sent to the Internal Complaint Committee (ICC)/Local Complaint Committee (LCC) of the concerned employer. Through this portal, Ministry of Women and Child Development as well as complainant can monitor the progress of inquiry conducted by the ICC/LCC.

- (c) No madam. However, Ministry of Corporate Affairs has been requested for mandatory disclosure of Internal Complaints Committee (ICCs) in the Annual Report of the Companies. Ministry of Corporate Affairs along with the industry bodies, Associated Chambers of Commerce & Industry of India (ASSOCHAM), Federation of Indian Chambers of Commerce and Industry (FICCI), Confederation of Indian Society, Chamber of Commerce & Industry (CCI), and National Association of Software and Services Companies (NASSCOM) have also been requested to ensure effective implementation of the Act amongst their members in private sectors.
- (d) & (e) On 5<sup>th</sup> May, 2017, the Ministry in collaboration with Institute of Statistical Training and Management (ISTM), New Delhi has organised a day long workshop for the chairpersons of Internal Complaint Committee constituted in various Ministries/Departments of Central Government. All Ministries/Departments of Government of India have been requested to organize workshops and awareness programmes in their Departments/Offices for sensitizing the employees about the provision of this Act.

All States/UTs Governments have been requested to organize workshops and awareness programmes in their Departments/Offices for sensitizing the employees about the provision of this Act. Further, All States/UTs Governments have also been requested to advise the Secretary Industries/Commerce to organize similar workshops and awareness programmes each and every industry, business house, private sector entity of the States/UTs.

Apart from the above, in order to create wide spread awareness about the Act across the country, both in organized and unorganized sectors, Ministry of Women and Child Development has identified a pool of 112 resource institutions to provide capacity building programs i.e. training, workshops, etc., on the issue of sexual harassment at workplace.

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Annexure referred to in reply to Part (a) of the Lok Sabha Unstarred Question No. 204 for reply on 15.12.2017 regarding Sexual Harassment of Women at Work Place.

Number of complaints registered under the category of Sexual Harassment at Workplace, State/UT wise during last three years and current year i.e. 2014, 2015, 2016 and 2017.

S. No	State/UT	2014	2015	2016	2017 (till 12.12.2017)
1	A & N Islands	-	2	2	-
2	Andhra Pradesh	4	4	11	12
3	Assam	2	1	6	6
4	Bihar	7	12	20	14
5	Chandigarh	10	3	4	2
6	Chhattisgarh	6	5	4	5
7	D&N Haveli	1	-	1	-
8	Delhi	55	100	82	71
9	Goa	2	1	-	1
10	Gujarat	5	15	7	11
11	Haryana	32	33	30	37
12	Himachal Pradesh	5	5	-	3
13	Jammu & Kashmir	1	3	5	3
14	Jharkhand	4	14	9	4
15	Karnataka	16	21	22	36
16	Kerala	3	9	9	4
17	Madhya Pradesh	19	38	35	38
18	Maharashtra	21	28	35	40
19	Manipur	-	-	-	-
20	Meghalaya	-	-	-	-
21	Nagaland	-	1	-	-
22	Odisha	6	5	9	8
23	Pondicherry	1	1	1	3
24	Punjab	14	6	8	14
25	Rajasthan	16	23	31	29
26	Sikkim	-	-	1	1
27	Tamil Nadu	9	24	38	16
28	Telangana	8	20	12	7
29	Tripura	1	1	-	1
30	Uttar Pradesh	99	120	129	141
31	Uttarakhand	12	8	5	7
32	West Bengal	12	19	23	25
	<b>Total</b>	<b>371</b>	<b>522</b>	<b>539</b>	<b>539</b>

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