

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO. 1173
TO BE ANSWERED ON 09.02.2018

SEXUAL HARASSMENT OF WOMEN AT WORK PLACE

1173. KUMARI SUSHMITA DEV
SHRI JAGDAMBIKA PAL

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

- (a) whether the number of complaints of sexual harassment of women at work places has increased in the country over the years;
- (b) if so, the details thereof indicating the number of complaints received by the National Commission for Women (NCW) during each of the last three years and the current year, State/UT-wise;
- (c) whether the Government has also launched SHe-Box online complaint management system to register complaints related to sexual harassment of women at work place and if so, the number of complaints registered in the system during the said period along with the action taken thereon;
- (d) whether the NCW has stressed for setting up of an Internal Complaint Committee in each and every Government department/institution/ autonomous body in the country and if so, the details along with the compliance status thereof;
- (e) the details of laws presently in force under which the complaints regarding sexual harassment of women at work places could be registered in the country; and
- (f) the other steps taken/being taken by the Government to ensure protection of women from sexual harassment at work places in the country?

ANSWER

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

- (a) & (b) 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. 2015,2016, 2017 and 2018 (upto 5.2.2018) is at **Annexure-I**.
- (c) In order to ensure the effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, 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. So far, 107 complaints have been received through portal 'SHe-box'. All concerned authorities have been requested for appropriate resolution.

- (d) & (e) The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 mandates all the workplace which include any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society having more than 10 workers to constitute Internal Complaint Committee (ICC) for receiving complaints of sexual harassment. The Act cast an obligation upon all the employers to constitute Internal Complaint Committee. Section 23 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 casts responsibility on the appropriate Government to monitor the implementation of this Act.
- (f) Ministry of Women and Child Development had issued advisories to all States/UTs Government to ensure effective implementation of the Act. The Ministries/Departments in Government of India have also been advised to ensure the compliance of the Act from time to time. 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.

Further, Department of Personnel and Training has notified the amendments to Central Civil Services (Conduct) Rules 1964 and Central Civil Services (Classification, Control and Appeal) Rules, 1965 align with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

Ministry of Women and Child Development has formulated a Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Institute of Secretariat Training and Management (ISTM) in consultation of Ministry of Women and Child Development has also prepared a training module for the training of Internal Complaint Committee constituted under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Apart from the above, the Ministry has empanelled Institutes/Organizations for imparting training programmes/workshops in different parts of the country under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Annexure-I

Annexure referred to in reply to Part (a) & (b) to the Lok Sabha Unstarred Question No. 1173 for reply on 09.02.2018 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. 2015, 2016, 2017 and 2018 (up to 05.02.2018)

S. No.	State	2015	2016	2017	2018 (upto 05-02-2018)
1.	Andaman and Nicobar Islands	2	2	0	0
2.	Andhra Pradesh	4	11	12	0
3.	Arunachal Pradesh	0	0	0	0
4.	Assam	1	6	6	1
5.	Bihar	12	20	15	1
6.	Chandigarh	3	4	2	0
7.	Chhattisgarh	5	4	6	1
8.	Dadra and Nagar Haveli	0	1	0	0
9.	Daman & Diu	0	0	0	0
10.	Delhi	100	82	77	7
11.	Goa	1	0	2	0
12.	Gujarat	15	7	12	0
13.	Haryana	33	30	39	2
14.	Himachal Pradesh	5	0	3	0
15.	Jammu and Kashmir	3	5	3	0
16.	Jharkhand	14	9	4	0
17.	Karnataka	21	22	38	3
18.	Kerala	9	9	4	0
19.	Lakshadweep	0	0	0	0
20.	Madhya Pradesh	38	35	39	1
21.	Maharashtra	28	35	41	4
22.	Manipur	0	0	0	0
23.	Meghalaya	0	0	0	0
24.	Mizoram	0	0	0	0
25.	Nagaland	1	0	0	0
26.	Odisha	5	9	8	0
27.	Pondicherry	1	1	3	0
28.	Punjab	6	8	16	2
29.	Rajasthan	23	31	31	3
30.	Sikkim	0	1	1	0
31.	Tamil Nadu	24	38	17	4
32.	Telangana	20	12	8	0
33.	Tripura	1	0	1	0
34.	Uttar Pradesh	120	129	147	14
35.	Uttarakhand	8	5	7	0
36.	West Bengal	19	23	28	5
