

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

**LOK SABHA**  
**UNSTARRED QUESTION NO.1763**  
TO BE ANSWERED ON 27.07.2018

**SEXUAL HARASSMENT OF WOMEN AT WORK PLACE**

1763. 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 including 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) 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
- (d) 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 is at **Annexure-I**.
- (c) 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. Similarly, the Appropriate Government is authorized to constitute Local Complaint Committee (LCC) in every district which will receive complaints from organizations having less than 10 workers or if the complaint is against the employer himself.
- (d) 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.

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 223 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-I**

**Annexure referred to in reply to Part (a) of the Lok Sabha Unstarred Question No. 1763 for reply on 27.07.2018 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**

S. No	State/UT	2015	2016	2017	2018
1	A & N Islands	2	2	0	1
2	Andhra Pradesh	4	11	12	2
3	Assam	1	6	6	3
4	Bihar	12	20	15	20
5	Chandigarh	3	4	2	3
6	Chhattisgarh	5	4	6	2
7	D&N Haveli	-	1	0	0
8	Delhi	100	82	77	55
9	Goa	1	-	2	1
10	Gujarat	15	7	12	7
11	Haryana	33	30	39	37
12	Himachal Pradesh	5	-	3	2
13	Jammu & Kashmir	3	5	3	0
14	Jharkhand	14	9	4	4
15	Karnataka	21	22	38	14
16	Kerala	9	9	4	7
17	Madhya Pradesh	38	35	39	23
18	Maharashtra	28	35	41	22
19	Manipur	-	-		
20	Meghalaya	-	-		
21	Nagaland	1	-		
22	Odisha	5	9	8	5
23	Pondicherry	1	1	3	3
24	Punjab	6	8	16	14
25	Rajasthan	23	31	31	28
26	Sikkim	-	1	1	0
27	Tamil Nadu	24	38	17	17
28	Telangana	20	12	8	10
29	Tripura	1	-	1	0
30	Uttar Pradesh	120	129	147	231
31	Uttarakhand	8	5	7	7
32	West Bengal	19	23	28	15
	<b>Total</b>	<b>522</b>	<b>539</b>	<b>570</b>	<b>533</b>

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