

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
STARRED QUESTION NO. 77
TO BE ANSWERED ON 14.12.2018

#METOO CAMPAIGN

77. SHRI GAJANAN KIRTIKAR
SHRI MUTHAMSETTI SRINIVASA RAO (AVANTHI):

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

- (a) whether the #MeToo campaign against molesters and rapists has gained momentum in the country;
- (b) if so, the details of the said campaign;
- (c) the action taken or proposed to be taken against such offenders to instil confidence among women at work places to check the number of women leaving/dropping out of the workforce;
- (d) the steps taken by the Government to address such complaints beyond the said campaign which is restricted to perpetrators known on a social media platform; and
- (e) whether the cases of alleged sexual harassment under #MeToo campaign has portrayed the ineffectiveness of the existing laws against sexual harassment and if so, the details thereof and the action taken or proposed to be taken by the Government in this regard?

ANSWER

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI MANEKA SANJAY GANDHI)

- (a) to (e): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO LOK SABHA STARRED QUESTION NO.77 FOR 14.12.2018 ASKED BY SHRI GAJANAN KIRTIKAR AND SHRI MUTHAMSETTI SRINIVASA RAO (AVANTHI) REGARDING #METOO CAMPAIGN

- (a) to (c): The Government of India vide its order dated 24th October, 2018 has constituted Group of Minister (GoM) to examine and give recommendations for strengthening the legal and institutional frameworks to deal with and prevent Sexual Harassment at Workplace. The composition of Group of Minister is as under:
- i) Shri Rajnath Singh, Hon'ble Home Minister,
 - ii) Shri Nitin Gadkari, Hon'ble Minister, Ministry of Road Transport and Highways, Ministry of Water Resources, River Development and Ganga Rejuvenation and Ministry of Shipping,
 - iii) Shri Nirmala Sitharaman, Hon'ble Minister, Ministry of Defence,
 - iv) Smt. Maneka Sanjay Gandhi, Hon'ble Minister, Ministry of Women and Child Development
- (d) & (e): The existing law to deal with sexual harassment at work place is the Protection of Women from Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 which aims to provide safe and secure work environment to women. The Act covers all women, irrespective of their age or employment status and provides protection against sexual harassment at all workplaces. In addition existing provisions of Indian Penal Code (IPC) are also applicable to various offences of sexual harassment.

The Ministry has developed 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.

Further, all Ministries/Departments of Government of India and States/UTs have been requested to organize workshops and awareness programmes in their Departments/Offices for sensitizing the employees about the provision of this Act. Besides, 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.

Ministry of Women and Child Development issues advisories from time to time to all States/UTs Government, Ministries/Departments in Government of India and leading business organisations 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) to ensure effective implementation of the Act.

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 programmes i.e. training, workshops, etc., on the issue of sexual harassment at workplace.
