

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
STARRED QUESTION NO. 1867
TO BE ANSWERED ON 21.12.2018

SEXUAL HARASSMENT OF WOMEN AT WORKPLACE

1867. SHRI JAGDAMBIKA PAL:
SHRI ANURAG SINGH THAKUR:
SHRI BHEEMRAO B. PATIL:

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

- (a) whether the Government has taken cognizance of the growing number of cases of sexual harassment of women at workplace and other areas and if so, the details thereof;
- (b) whether the Government is working on micro level particularly in cities and IT parks to conduct Awareness programmes to combat gender based violence like sexual harassment, molestation, stalking and cyber abuse and if so, the details thereof and if not, the reasons therefor;
- (c) whether the Government proposes to amend the sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and if so, the details thereof and reasons therefor; and
- (d) the other measures taken by the Government to ensure the safety and well being of women at workplace?

ANSWER

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

- (a): Safety and security of women in the country is of utmost priority for the Government. The Government of India enacted the Sexual Harassment of Women 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.
- (b): Ministry of Women and Child Development has regularly campaigned through audio/video spots in national and regional media, FM channels, cinema etc for enhancing awareness about various legislations including the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Ministry of Home Affairs also issues advisories from time to time to the States/UTs to take concrete steps to increase awareness in administration and in police in particular on legislations and for putting in place mechanisms for safety and protection of women. States/UTs have also been advised to undertake extensive training programmes, especially for law enforcement personnel, in this regard.

- (c) & (d): The Government of India vide its order dated 24th October, 2018 has constituted a Group of Ministers (GoM) to examine and give recommendations for strengthening the legal and institutional frameworks to deal with and prevent sexual harassment at workplace.

The Ministry has developed an online complaint management system titled Sexual Harassment electronic-Box (SHe-Box) for lodging of complaints by women in relation to sexual harassment at workplace.

Further, all Ministries of Government of India and State/UT government have been requested to organize workshops and awareness programmes in their Departments/Offices for sensitizing employees about matter related to sexual harassment at workplace and related to legal provisions and redressal mechanisms. Besides, all State/UT governments have also been requested to advise their Secretaries of Industries and Commerce departments to get organized similar workshops and awareness programmes in industries, business houses and private sector entities in the States/UTs.

Ministry of Women and Child Development issues advisories from time to time to all State Governments/UT Administrations, Ministries/Departments of Government of India and leading business associations including Associated Chambers of Commerce & Industry of India (ASSOCHAM), Federation of Indian Chambers of Commerce and Industry (FICCI), Confederation of Indian Industry (CII), National Association of Software and Services Companies (NASSCOM) etc., to ensure effective implementation of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Apart from the above, in order to create widespread 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. trainings, workshops, etc. on the issue of sexual harassment at workplace.
