

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO. 262
TO BE ANSWERED ON 03.02.2023

TRAINING FOR MEMBERS OF INTERNAL COMPLAINT COMMITTEE

262. SHRIMATI SUMALATHA AMBAREESH:
SHRI NALIN KUMAR KATEEL:
SHRI D.K. SURESH:

Will the Minister of Women and Child Development be pleased to state:

- (a) whether the Government has taken note that there is a need for providing training for the members of the Internal Complaint Committee (ICC) to have better understanding of their role and the provisions of the sexual harassment of women at work place (Prevention Prohibition and Redressal) Act, 2013;
- (b) if so, the details thereof;
- (c) whether the Government has made any provision for the facilities to the Internal committee members/NGO members to rendering their services to the committee;
- (d) if so, the details thereof; and
- (e) if not, the reasons therefor?

ANSWER

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI SMRITI ZUBIN IRANI)

(a) to (b): Safety and security of women in the country is of utmost priority for the Government. Keeping this in view, the Government has enacted "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" (SH Act) which aims to provide protection to women against sexual harassment at workplace and for the prevention and redressal of complaints related to it. The Act covers all women, irrespective of their age, employment status or nature of work whether working in public or private, organised or unorganised sector. The Act casts an obligation upon employers of all workplaces, public or private, to provide a safe and secure working environment free from sexual harassment, whereby every employer is mandated to constitute an Internal Committee (IC) where the number of employees/workers is more than 10. Similarly, the Appropriate Government is authorized to constitute Local Committee (LC) in every district to receive complaints from organizations having less than ten workers or if the complaint is against the employer himself. The Act has enough provisions to deal with various aspects of the matter including penal provisions for those who violate the provisions of the Act including for the employers.

Further, as per the provisions of the Act, it is mandatory for every employer to organize workshops and awareness programs at regular intervals for sensitizing the employees with the provisions of the Act and orientation programmes for members of the Internal committee. Being the Nodal Ministry, the Ministry of Women and Child Development (MWCD) issues advisories to all Central Ministries / Departments and State Governments/ UTs from time to time to organize workshops and awareness programmes at regular intervals for sensitizing the employees.

(c) to (e): Section 19 of the SH Act casts duty on every employer to provide necessary facilities to the IC or LC for dealing with the complaint and conducting inquiry, assisting in securing attendance of respondent and witnesses, to make available such information as may be required. Section 3 & 5 of the SH Rules prescribe the fees and allowances to be paid to Chairperson and Members(appointed from amongst non-government organisation) of the IC & LC.
