

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

**LOK SABHA**  
**UNSTARRED QUESTION NO. 271**  
TO BE ANSWERED ON 03.02.2023

**INTERNAL COMPLAINT COMMITTEE**

271. SHRI NALIN KUMAR KATEEL:  
SHRIMATI SUMALATHA AMBAREESH:

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

- (a) whether there is a provision for setting up of Internal Complaint Committee to address the issues of sexual harassment of women at work place;
- (b) if so, whether the Government has taken any steps to ensure that all the organizations including Government offices have set up the said committee; if so, the details thereof;
- (c) whether the Government has number of cases registered and disposed off under the said provision of the act; and
- (d) if so, the details during each of the last three years, State/UT-wise?

**ANSWER**

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

(a) to (e): The Government has enacted "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" (SH Act) 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.

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 ensure proper implementation of the Act including for setting up of IC and LC for all workplaces and to organize workshops and awareness programmes at regular intervals for sensitizing the employees.

The responsibility of the implementation of the Act at District and State levels rests with the State of the appropriate Government to monitor the implementation of the Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace, which are established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the State. The State/ UT/ district-wise details of number of cases of sexual harassment filed and resolved is not maintained centrally.