

**GOVERNMENT OF INDIA
MINISTRY OF CIVIL AVIATION
LOK SABHA
UNSTARRED QUESTION NO. : 879
(To be answered on the 6th February 2020)**

SAFETY OF WOMEN EMPLOYEES

879. SHRI ANUBHAV MOHANTY

Will the Minister of CIVIL AVIATION

जागर विमानतल मंत्री

be pleased to state:-

- (a) whether women employees of the airline companies, particularly those performing on flight duties, are sexually harassed by their superiors while on flight to seek undue favours and if so, the details thereof;
- (b) the details of the airline companies which do not have Internal Complaints Committee and existing mechanism to handle complaints of their women employees;
- (c) whether various complaints have been received by the airline companies, including women employees of the National Career during the last three years and if so, the details thereof;
- (d) the action taken by the airlines on these complaints during the said period; and
- (e) whether a number of complaints are still pending and if so, the reasons therefor?

ANSWER

Minister of State (IC) in the Ministry of CIVIL AVIATION

जागर विमानतल मंत्रालय में राज्य मंत्री (स्वतंत्र प्रभार)

(Shri Hardeep Singh Puri)

(a) and (b): The complaints related to sexual harassment of women employees of the airlines are dealt in accordance with the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Airlines are also required to comply with this Act.

(c) to (e): The airline companies by virtue of being private entities deal internally with such complaints. All airlines are required to adhere to the provision of the Act. The Civil Aviation Requirements (CAR) do not require compliance/details under the Act to be submitted by airline companies to Directorate General of Civil Aviation (DGCA), the Safety Regulator. However, all the private domestic airlines have constituted Internal Complaints Committee (ICC) to investigate the complaints of alleged Sexual Harassment made by the women employees of the airline companies, in compliance with the Act.

The national carrier, which is a Government entity has also constituted ICC for Air India and its subsidiary airlines. These Complaints Committees investigate the complaints of alleged Sexual Harassment made by the women employees of the company. Air India and its subsidiary airlines have taken action on the complaints based on the recommendation of ICC. The details of complaints of alleged sexual harassment received by Air India/Air India Express/Alliance Air during the last three years and the status of these complaints are attached at Annexure.

Annexure

Statement referred to in the reply of Lok Sabha Unstarred Question No. 879 for answer on
06.02.2020

Details of complaints of alleged sexual harassment received by Air India/Air India Express/Alliance Air

Air India			Air India Express Limited			Alliance Air		
Complaints			Complaints			Complaints		
Year	Received	Disposed	Year	Received	Disposed	Year	Received	Disposed
2017	06	05	2017	NIL	NIL	2017	NIL	NIL
2018	10	08	2018	01	01	2018	02	02
2019	08	07	2019	01	01	2019	01	01