

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UN-STARRED QUESTION NO.2032
TO BE ANSWERED ON 12.02.2021

ME TOO MOVEMENT

2032. SHRI G.S. BASAVARAJ:

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

- (a) whether the Government is aware of the global fallout of #Metoo movement including recent developments in France where several instances of sexual abuse have come to the fore and if so, the details thereof;
- (b) whether the MeToo movement has prompted the Government to enforce the Visakha guidelines and mandate setting up of In-house Investigation Committees and if so, the details thereof; and
- (c) whether the Government has proposed to set up a panel of qualified law practitioners and women activists willing to work for and counsel MeToo victims, gratis and if so, the details thereof?

ANSWER

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

(a) to (c): The Government has enacted 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' (SH Act) with the aim to provide safe and secure work environment to women irrespective of their work status. The Act has succeeded the Vishakha Guidelines set by the Hon'ble Supreme Court. The Act casts an obligation upon every employer of a workplace to provide a safe and secure working environment, free from sexual harassment, by constituting Internal Committee (IC) for receiving complaints of sexual harassment at workplace and by displaying at conspicuous places, penal consequences of sexual harassment and order constituting IC. Similarly, the State Governments are authorised to constitute Local Committees (LCs) in every district to receive complaints from organizations having less than 10 workers or if the complaint is against employer himself.

The Act entrusts the Appropriate Government (that is in relation to a workplace which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by Central Government or Union Territory Administration, the Central Government or by the State Government, the State Government) with the monitoring of the implementation of this Act.

The Act also provides for inclusion of member(s), in both IC & LC, from amongst non-governmental organisations or associations committed to the cause of women or a person having expertise on issues relating to sexual harassment.