

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UN-STARRED QUESTION NO. 3299
TO BE ANSWERED ON 17.12.2021

COMPLAINTS UNDER SHE-BOX

3299. SHRI RAJA AMARESHWARA NAIK:
SHRIMATI MANEKA SANJAY GANDHI:
DR. SUKANTA MAJUMDAR:
SHRI JANARDAN SINGH SIGRIWAL:
SHRI VINOD KUMAR SONKAR:
SHRI BHOLA SINGH:

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

- (a) whether the Government is implementing an online complaint management system named Sexual Harassment electronic-Box (SHe-Box) for registering complaints related to sexual harassment of women at the workplace;
- (b) if so, the number of complaints registered/ disposed off and those referred to complaints committees through SHe-Box mechanism since its inception, state/ UT- wise;
- (c) whether as a result thereof, the number of reported cases of sexual harassment has increased and if so, the details thereof;
- (d) whether it has helped the Government in improving the participation of women in the workforce, if so, the details thereof; and
- (e) whether the private sector has also been covered under this provision and if so, the details thereof?

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) which aims to provide protection to women against sexual harassment at workplace and for the prevention and redressal of complaints related to it for all women, irrespective of their age, employment status or nature of work whether working in public or private, organized or unorganized sector.. The Act entrusts respective 'appropriate Governments' with the responsibility of monitoring implementation of the Act as well as for maintaining data on the number of cases filed and disposed of in respect of all cases of sexual harassment of women at workplace. As per the Act, the Appropriate Government in relation to those workplaces which are established, owned, controlled or

wholly or substantially financed by funds provided directly or indirectly by the Central Government or a Union Territory Administration, is Central Government and in relation to workplaces which are established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by any State Government, the appropriate Government is that State Government. Further, in relation to any other workplace falling within its territory, the appropriate Government is also that State Government.

However, to facilitate lodging of complaints under the Act, the Ministry of Women and Child Development (MWCD) has developed an online complaint portal titled Sexual Harassment Electronic Box (SHe-Box) to facilitate the registration of complaints related to sexual harassment of women at work place. Once a complaint is registered in the SHe-Box, it directly reaches the concerned authorities having jurisdiction to take action in the matter. The responsibility to take action on such complaints as well as to ensure updating of status in that regard on SHe Box, is with the concerned authorities. State/ UT-wise details of number of sexual harassment complaints received in respect of workplaces in Private sector / State Government / UT Administrations on SHe-Box since its inception is at Annexure.

MWCD has issued advisories to States/ UTs and the Central Ministries/ Departments from time to time for strict implementation of the Act so as to create women friendly work environment

Annexure

ANNEXURE REFERRED TO IN REPLY TO THE LOK SABHA UN-STARRED QUESTION NO. 3299 FOR ANSWER ON 17.12.2021 ASKED BY SHRI RAJA AMARESHWARA NAIK, SHRIMATI MANEKA SANJAY GANDHI, DR. SUKANTA MAJUMDAR, SHRI JANARDAN SINGH SIGRIWAL, SHRI VINOD KUMAR SONKAR AND SHRI BHOLA SINGH REGARDING “COMPLAINTS UNDER SHE-BOX”

State/UT-wise number of complaints relating to private sector/ State Governments/ UT Administrations registered over SHe-Box and recorded as disposed by the concerned authorities in respective State Governments/ UT Administrations since inception of SHe-Box:

State	Numbers of complaints relating to private sector/ State Governments/ UT Administrations registered over SHe-Box	Numbers of these complaints recorded as disposed by the concerned authorities in States/ UTs over SHe-Box
Andaman & Nicobar Islands	0	0
Andhra Pradesh	23	0
Arunachal Pradesh	2	0
Assam	4	0
Bihar	22	15
Chandigarh	4	0
Chhattisgarh	10	3
Dadra & Naga Haveli & Daman & Diu	0	0
Delhi	62	21
Goa	1	0
Gujarat	30	18
Haryana	50	20
Himachal Pradesh	5	4
Jammu & Kashmir (including UT of Ladakh)	8	0
Jharkhand	3	0
Karnataka	56	50
Kerala	13	0
Lakshdweep	0	0
Madhya Pradesh	38	11
Maharashtra	102	22
Manipur	0	0
Meghalaya	1	0
Mizoram	0	0
Nagaland	0	0
Odisha	5	2
Puducherry	4	0
Punjab	15	5
Rajasthan	40	29
Sikkim	0	0
Tamil Nadu	67	42
Telangana	24	8
Tripura	1	0
Uttar Pradesh	92	74
Uttarakhand	7	6
West Bengal	19	0