

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UN-STARRED QUESTION NO. 964
TO BE ANSWERED ON 03.12.2021

SEXUAL HARASSMENT AT WORKPLACE

964. SHRI JAYADEV GALLA:
KUNWAR DANISH ALI:

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

- (a) the number of cases of sexual harassment of women at work place that come to the notice of the Government during the last five years and current year State/ UT-wise;
- (b) the number of Internal Complaints Committee (ICC) cases filed in the hospitals between April 2020 to May 2021, State/ UT-wise along with the percentage of these cases tried, acquitted and convicted;
- (c) the status of implementation of sexual harassment at workplace act, which includes hospital premises- the patients and attendants, in various Government and private hospitals;
- (d) the Government actions on National Commission for Women's review and suggestions on sexual harassment at workplace act in 2019 - which included removal of the conciliation clause, increase in the time period for registering complaint, time bound decision etc.;
- (e) the progress by the Group of Ministers on sexual harassment in reviewing the existing laws on sexual harassment; and
- (f) the details of measures being taken by the Government to protect women from sexual harassment at their place of work?

ANSWER

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

(a) to (c): The National Crime Records Bureau (NCRB) is collecting data regarding sexual harassment in work/ Office premises (Section 354A of IPC) since 2017. NCPCB reports available till the year 2020, are published on its website <https://ncrb.gov.in>.

The Government has enacted 'The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' (SH Act) with the aims to provide safe and secure work environment to women irrespective of their work status. 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 Central Government is the appropriate Government only 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. The Ministry of Women and Child Development has, from time to time, held meetings with and issued advisories to all Ministries and Departments of the Government of India to ensure compliance of the provisions of the SH Act as well as to ensure its proper implementation at all workplaces pertaining to them as defined in this Act. Besides, 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. In relation to any other workplace falling within its territory, the appropriate Government is also that State Government. In light of that, the Ministry of Women and Child Development has also held meetings with and issued advisories to State Governments from time to time to ensure compliance of the provisions of the SH Act as well as to ensure its proper implementation at all workplaces pertaining to them.

(d) to (f): The Group of Ministers (GoM) constituted by Ministry of Home Affairs to examine the legal and institutional frameworks to deal with sexual harassment at workplace has submitted its Report. The Ministry of Home Affairs has issued an advisory dated 12.12.2018 to all States / UTs for constitution of Internal Committees for prevention of sexual harassment at workplace. The Ministry of Women and Child Development, being nodal Ministry for welfare and development of women, also issues such advisories from time to time.
