

GOVERNMENT OF INDIA
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

LOK SABHA
UNSTARRED QUESTION NO. 963
TO BE ANSWERED ON 08.02.2019

NATIONAL COMMISSION FOR WOMEN

963. SHRIMATI POONAMBEN MAADAM:

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

- (a) whether the incidents of sexual harassments of women at work place in the country has increased over the years;
- (b) if so, the details thereof indicating the number of complaints received by the National Commission for Women (NCW) during each of the last three years and the current year, State/UT-wise;
- (c) whether the Government has also launched SHe-Box online complaint management system to register complaints related to sexual harassment of women at work place and if so, the number of complaints registered in the system during the said period along with the action taken thereon;
- (d) whether the NCW has proposed setting up of Internal Complaints Committee (ICC) in each and every Government department/institution/autonomous body in the country and if so, the details thereof along with its compliance status; and
- (e) the other steps taken/being taken by the Government to ensure protection of women from sexual harassment at work place in the country?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT
(DR. VIRENDRA KUMAR)

- (a) & (b): The National Crime Records Bureau (NCRB) has started collecting data regarding sexual harassment at workplace under the category of insult to the modesty of women (section 509 of IPC) at office premises since 2014. A total number of 57, 119 and 142 cases were registered during 2014, 2015 and 2016 respectively.

In so far as the complaints registered with the National Commission for Women (NCW) are concerned, there is an increase in complaints registered under category 'Sexual Harassment includes Sexual harassment at Workplace'. The data indicating number of such complaints registered during the last three years is at **Annexure-I**. During the current calendar year, the NCW has started maintaining data under specific category of complaints of 'Sexual Harassment of Women at Workplace'. The data indicating number of such cases registered during January, 2019 is at **Annexure-II**.

- (c): The Ministry of Women and Child Development, Government of India has developed an online complaint management system titled Sexual Harassment electronic-Box (SHe-Box) for registering complaints related to sexual harassment at workplace by women, including government and private employees. So far, 423 complaints have been registered on the She-Box portal. Out of which, 114 cases have been disposed off.
- (d): The setting of Internal Committee in each and every Government department/institution/autonomous body is mandated as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- (e): Associated Chambers of Commerce & Industry of India (ASSOCHAM), Federation of Indian Chambers of Commerce and Industry (FICCI), Chamber of Commerce & Industry (CCI), and National Association of Software and Services Companies (NASSCOM) have been requested by Ministry of Women and Child Development, GOI to ensure effective implementation of the Act amongst their members in private sectors.

All State Governments and UT Administrations have also been requested to advise the Secretary Industries/Commerce to organize similar workshops and awareness programmes in each and every industry, business house, private sector entity of the States/UTs.

Annexure referred to in reply to Part (a) & (b) of the Lok Sabha Un-starred Question No.963 for 08.02.2019 regarding 'National Commission for Women'

Details of state-wise complaints registered and action taken in the Category "Sexual harassment including Sexual Harassment at workplace" during the last three years

Sl. No.	State	2016	2017	2018
1	Andaman and Nicobar Islands	2	-	1
2	Andhra Pradesh	11	12	6
3	Arunachal Pradesh	-	-	-
4	Assam	6	6	3
5	Bihar	20	15	36
6	Chandigarh	4	2	9
7	Chhattisgarh	4	6	3
8	Dadra and Nagar Haveli	1	-	-
9	Daman & Diu	-	-	-
10	Delhi	82	77	120
11	Goa	-	2	2
12	Gujarat	7	12	15
13	Haryana	30	39	72
14	Himachal Pradesh	-	3	4
15	Jammu and Kashmir	5	3	-
16	Jharkhand	9	4	10
17	Karnataka	22	38	34
18	Kerala	9	4	12
19	Lakshdweep	-	-	-
20	Madhya Pradesh	35	39	45
21	Maharashtra	35	41	57
22	Manipur	-	-	-
23	Meghalaya	-	-	-
24	Mizoram	-	-	-
25	Nagaland	-	-	-
26	Odisha	9	8	8
27	Puducherry	1	3	3
28	Punjab	8	16	23
29	Rajasthan	31	31	51
30	Sikkim	1	1	1
31	Tamil Nadu	38	17	34
32	Telangana	12	8	18
33	Tripura	-	1	-
34	Uttar Pradesh	129	147	350
35	Uttrakhand	5	7	15
36	West Bengal	23	28	33

Annexure referred to in reply to Part (a) & (b) of the Lok Sabha Un-starred Question No.963 for 08.02.2019 regarding 'National Commission for Women'

State-wise data of complaints registered under the Category "Sexual harassment of women at workplace" during January, 2019

Sl. No.	State	Registered cases
1	Andhra Pradesh	1
2	Bihar	1
3	Delhi	3
4	Haryana	1
5	Himachal Pradesh	1
6	Karnataka	1
7	Kerala	1
8	Madhya Pradesh	2
9	Maharashtra	2
10	Odisha	2
11	Punjab	3
12	Rajasthan	2
13	Tamil Nadu	1
14	Telangana	1
15	Tripura	1
16	Uttar Pradesh	3
17	Uttrakhand	1
18	West Bengal	2