

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN & CHILD DEVELOPMENT

**LOK SABHA**  
**UN- STARRED QUESTION NO. 4320**  
TO BE ANSWERED ON 20.12.2024

**She-BOX COMPLAINTS**

4320. SHRI SANJAY UTTAMRAO DESHMUKH:

Will the Minister of Women and Child Development be pleased to state:

- (a) the details of the complaints of sexual harassment been registered through the She-Box portal specifically from Yavatmal and Washim districts in Maharashtra along with their current status;
- (b) whether any steps have been taken by the Government to strengthen the functioning of Internal Complaints Committees (ICCs) to ensure workplace safety in the said districts; and
- (c) if so, the details thereof?

**ANSWER**

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT  
(SHRIMATI SAVITRI THAKUR)

(a): The SHe-Box portal was recently launched by the Ministry of Women and Child Development (MWCD) duly encompassing various provisions of 'the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013' (SH Act). As on 19.12.2024, a total of 18 complaints have been submitted on this portal. The District Nodal Officer (DNO) and the Local Committee (LC) of Yavatmal and Washim districts of Maharashtra are registered on the SHe-Box portal. However, no complaints have been received till now from the State of Maharashtra.

(b) and (c): The SHe- Box portal provides a publicly available, online and centralized repository of information related to Internal Committees (ICs) and Local Committees (LCs) formed across the country, whether in government or private sector workplaces. The portal includes a feature where complaints registered on it will be automatically forwarded to the IC/ LC of the workplaces concerned within the Central Ministries/ Departments, States/ UTs and those in Private sector. The portal provides for

designating a nodal officer for every workplace who is required to ensure updation of data/ information on a regular basis for real time monitoring of complaints.

SHe-Box is not a mechanism for statutory or regulatory oversight, but an IT aid to provide a centralized online system to facilitate dissemination of information about the ICs and LCs constituted at various workplaces so that any aggrieved woman may file complaint in a secure and hassle free manner and track its progress. The SH Act mandates the appropriate Government to monitor the implementation of the Act and maintain data on the number of cases filed and disposed of.

In addition, following actions have been taken by the Government of India for effective implementation and raising awareness for SH Act including the functioning of Internal Committees (ICs) to ensure safety of women at workplaces:

- i. The Ministry of Women and Child Development has issued a Handbook on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Handbook provides information about the Act in an easy-to-use practical manner. The soft copy of the Handbook has been uploaded on the Ministry's website also for the purposes of mass dissemination and it has also been sent to Ministers and officials concerned of various Ministries/ Departments, State Governments and Union Territory Administrations.
- ii. The Ministry has prepared a training module in collaboration with Institute of Secretariat Training and Management (ISTM) for training and Gender Sensitization programmes of manpower.
- iii. The Department of Personnel and Training, Government of India has also issued advisories time to time to all the Central Ministries/ Departments to complete the inquiry in a time bound manner and to include the information related to number of cases filed/ disposed under the SH Act in their annual report.
- iv. Ministry of Women and Child Development being the Nodal Ministry for SH Act observes the Enactment day of Sexual Harassment Act every year on its enactment date i.e., 9th December and issues letters/ advisories to all sectors (including Central Government/ State Government/ Private Bodies/ Trade organization/ Educational Institutions/ and other organizations) for effective implementation of the Act and also to constitute Internal Committee/ Local Committee immediately, in case the same is not done. The Ministry continuously engages with the Central Ministries, Departments, Organizations as well as the States/ UTs to disseminate information about the SHe-Box portal so that any woman facing workplace related harassment can avail the services available through the portal.

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