

**GOVERNMENT OF INDIA
WOMEN AND CHILD DEVELOPMENT
LOK SABHA**

STARRED QUESTION NO:55
ANSWERED ON:21.02.2006
PROTECTION OF THE RIGHT OF WORKING WOMEN
Rawat Shri Bachi Singh;Sikdar Smt. Joytirmoyee

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

- (a) whether the Government has asked the National Commission for Women to draft a Bill on protecting the rights of working women;
- (b) if so, the details thereof;
- (c) whether the National Commission on Women has recently held meetings with Business Process Outsourcing heads over the issue of safety of women working in such organizations;
- (d) if so, the outcome of the discussions; and
- (e) the details of laws proposed to be enacted for safety of women at their work place including BPOs?

Answer

MINISTER OF STATE (INDEPENDENT CHARGE) FOR WOMEN AND CHILD DEVELOPMENT (SHRIMATI RENUKA CHOWDHURY)

(a),(b),(c),(d)&(e) A Statement is laid on the Table of the House.

Statement referred to in the reply to part (a), (b),(c),(d) & (e) of Lok Sabha Starred Question No. 55 for 21-2-2006 by Shri Bachi Singh Rawat 'Bachda' and Smt.Jyotirmoyee Sikdar regarding Protection of the Right of Working Women

(a) & (b): During 2004, the Government had requested the National Commission for Women (NCW) to draft a law to ensure the rights of women for protection against sexual harassment at workplace with a view to replace the guidelines and norms laid down by the Supreme Court during August, 1997 in the Vishaka case. NCW submitted to the Government a draft Bill on the subject in August, 2004. Subsequently, some women's rights organisations submitted to the Government in March, 2005 another draft Bill, which was forwarded by the Government to NCW with the request to finalise the same. The Commission has recently finalised the draft Bill and submitted the same to the Government.

(c) & (d): NCW has informed that the Commission had convened an inter-active meeting with the representatives of the BPO companies, call centres and concerned police authorities of Delhi/Gurgaon/Noida on 17-1-2006 to discuss the various issues related to problems of women working in BPOs/call centres. Based on the discussions, the Commission has formulated guidelines ensuring safety of women employees in BPO companies/call centres and the same is being sent to the associations of BPO companies, all BPO companies in and around Delhi, Hyderabad, Bangalore, Pune, Mumbai and Chennai, for compliance.

(e): The National Commission for Women (NCW) has recently sent to the Government a draft Bill titled 'the Sexual Harassment of Women at Work Places (Prevention, Prohibition and Redressal) Bill, 2006' to confer upon women the right to protection against sexual harassment and to provide for prevention and redressal of sexual harassment.