

**GOVERNMENT OF INDIA  
HUMAN RESOURCE DEVELOPMENT  
LOK SABHA**

UNSTARRED QUESTION NO:1741  
ANSWERED ON:20.07.2004  
DISCRIMINATION AGAINST WOMEN AT WORKPLACE  
Das Gupta Shri Gurudas;Purandeswari Smt. Daggubati

**Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:**

- (a) whether the Government is aware of growing complaints of women harassment at working place;
- (b) whether National Commission for women has complained that a majority of women especially journalists experience gender discrimination at their work place;
- (c) the steps taken by the Government to protect the dignity of women at working places;
- (d) whether the National Commission for women has drafted a Bill on the subject; and
- (e) if so, the time by which it is likely to be submitted to the Government?

**Answer**

MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT (SHRIMATI KANTI SINGH)

- (a) The Government does not receive complaints directly. Under the guidelines laid down by the Supreme Court in its judgement of 1997 for prevention of sexual harassment of women at workplace, the Complaints are to be dealt with by Complaints Committees constituted by the employers in the respective workplaces.
- (b) No, Sir. However, the Press Institute of India has carried out a study for the National Commission for Women on the subject 'Status of Women Journalists in India'. The study notes the increasing opportunities available to women in the print media in recent years, and also mentions the handicap they suffer in their career progression, the sexual harassment and discrimination that adversely affect women journalists in their work and the non-availability of certain facilities required by women employees at the workplace.
- (c) The Government has taken a number of initiatives to give effect to the guidelines laid down by the Supreme Court relating to prevention of sexual harassment at workplace. The details are annexed.
- (d)&(e) The National Commission for Women is in the process of drafting a Bill on prevention of sexual harassment at workplace.

ANNEXURE

STATEMENT REFERRED TO IN REPLY TO PART (c) OF LOK SABHA UNSTARRED QUESTION NO. 1741 FOR 20.7.2004 BY SMT. D. PURANDESWARI AND SHRI GURUDAS DASGUPTA REGARDING DISCRIMINATION AGAINST WOMEN AT WORKPLACE.

The steps taken by the Government to give effect to the guidelines laid down by the Supreme Court in Vishaka case

# The Government has requested all the Central Ministries/Departments, Chief Secretaries of all the State Governments/Union Territory Administrations, Universities/Institutions, Central Board of Secondary Education, All India Council of Technical Education to constitute complaints committees and to ensure that the guidelines are implemented.

# The National Commission for Women (NCW) formulated a Code of Conduct for Workplace; putting down the Supreme Court's guidelines in a simple manner. This has been circulated to State Commissions for Women, Non-Governmental Organisations, the apex bodies of the Corporate Sector, Media and all Ministries/Departments.

# The NCW has instituted a series of interactive meetings with Public Sector Undertakings/Banks/Universities/Educational Institutions/Hostels/Media etc. to assess the extent of implementation of the guidelines.

# A Central Committee headed by Secretary, Department of Women and Child Development has been constituted in the Department of Women and Child Development to review the implementation of the guidelines.

# The Central Civil Services (Conduct) Rules have been amended to include sexual harassment as a misconduct.

# Amendments have been made to the Industrial Employment (Standing Orders) Act, 1946 so that the sexual harassment of women at

workplace in the private sector could constitute an offence for which a workman is liable for disciplinary action.