

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

UNSTARRED QUESTION NO:982

ANSWERED ON:07.12.2004

LEGISLATION ON SEXUAL HARASSMENT OF WOMEN AT WORKING PLACES

Ponnuswamy Shri Mohan;Sen Smt. Minati;Yadav Shri Baleshwar

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

- (a) whether the Supreme Court has given suggestions to check sexual harassment of women employees at work places;
- (b) if so, the suggestions given by the National Commission for Women to the Government in this regard;
- (c) whether the Government propose to set up a separate complaint redressal cell in every Government Department/Organisation to deal with the sexual harassment cases of working women;
- (d) if so, the details thereof;
- (e) whether National Commission for Women has since drafted a bill on the subject; and
- (f) if so, the details thereof?

Answer

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

- (a) Yes, Sir. The Supreme Court in its judgement of 1997 in the Vishaka case laid down detailed guidelines for prevention of sexual harassment of women at workplace.
- (b) The National Commission for Women (NCW) has submitted a draft Bill titled `Sexual Harassment of Women at the Workplace (Prevention and Redress) Bill, 2004` to the Department of Women and Child Development.
- (c)&(d) The Department of Personnel & Training have issued instructions to all Ministries/Departments of the Government of India to constitute an appropriate complaint mechanism in every organization for redress of the complaint made by the victim of sexual harassment.
- (e)&(f) The NCW has submitted a draft Bill titled `Sexual Harassment of Women at the Workplace (Prevention and Redress) Bill, 2004` to the Department of Women and Child Development. The Bill provides for prevention and redressal of sexual harassment of women at workplaces, or arising during or out of the course of their employment. The draft Bill is available on the website of the Department.