

**Penalty for harassment at work place**

2434. SHRI BAISHNAB PARIDA: Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state :

(a) whether it is proposed to levy a fine on the employers for harassment of women at work place, if so, the details thereof;

(b) whether it is proposed to be done at the directions of Apex Court, if so, the details thereof; and

(c) the details of other measures that are proposed to be brought into control the above menace and provide relief to the working women on the country ?

THE MINISTER OF WOMEN AND CHILD DEVELOPMENT (SHRIMATI MANEKA SANJAY GANDHI): (a) to (c) Supreme Court of India laid down formal guidelines for dealing with sexual harassment at the workplace in the case of *Vishakha Vs. State of Rajasthan*. The guidelines clearly state that all workplaces should constitute a complaint committee to deal with complaints of sexual harassment. Taking forward the Supreme Court guidelines. “Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013” came into force with effect from 9th December 2013.

The Act casts a responsibility on every employer to create an environment which is free from sexual harassment. Employers are required to organize workshops and awareness programmes at regular intervals for sensitizing the employees about the provision of this legislation and display notices regarding the constitution of Internal Committee, penal consequences of sexual harassment etc. An employer will be liable to a fine of ₹ 50,000 in case of violation of his duties under the Act and in case of subsequent violations the amount of fine will be double together with penalty in the form of cancellation of his licence, withdrawal or non-renewal of the registration required for carrying out his activity

**Gender mainstreaming**

2435. SHRI HUSAIN DALWAI: Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state :

(a) whether it is being ensured that all impact assessment and evaluation of schemes would include a gender assessment/status of gender mainstreaming; and

(b) if so, the progress made in this regard?

THE MINISTER OF WOMEN AND CHILD DEVELOPMENT (SHRIMATI MANEKA SANJAY GANDHI): (a) and (b) It has been informed by the Programme Evaluation Organisation, Planning Commission has been conducting process and impact evaluation of Central Sector/Centrally Sponsored Schemes at the behest of the concerned