



भारत सरकार
GOVERNMENT OF INDIA
राष्ट्रीय महिला आयोग
NATIONAL COMMISSION FOR WOMEN

Dr. CHARU WALIKHANNA
Member

डॉ. चारु वलीखन्ना
सदस्या

No. 10/M(CWK)/NCW/2013
Dated : 10th May, 2013



Dear *Rajiv ji*

In order to create a greater awareness on the issue of **Sexual Harassment at Work Place** a series of Workshops have been initiated by me at NCW over the past one year in collaboration with Banks/PSUs. A **"CODE OF CONDUCT"** has been developed by NCW in collaboration with its partners and is another step forward in the history of women's movement after Supreme Court guidelines in Vishaka & others versus State of Rajasthan & Others.

Women are joining the workforce in large numbers and have the right to work in a safe environment and enjoy equal pay, benefits and opportunities for advancement. Unfortunately sexual harassment at the workplace is on the increase which infringes the fundamental right of a Woman to gender equality as guaranteed under Article 14 of the Constitution of India and her right to life and live with dignity, under Article 21, which includes right to a safe, environment free from sexual harassment.

Enclosed is the report **"NCW Initiative on Prevention of Sexual Harassment at Work Place"** in which it is consistently stated by participants that there is a need to create **awareness on prevention on Sexual Harassment at Work Place at the Director level**. From the report it also emerges that there is a need to promote the Code of Conduct and make the **Internal Complaint Committees (ICC)** more active since they appear to be **only on paper** and among employees there is **little or no awareness** of their details, location, members etc.

It is imperative to provide women a safe gender friendly professional work place and to sensitize employees on the prevention of sexual harassment. In this context, we request you to direct organizations under your Ministry to organize Workshop/training on Prevention of Sexual Harassment at Workplace in collaboration with National Commission for Women for Top level employees.

Warm wishes

SFS
AS(Fc)
JS(B)

802
12.1.13
11/6
12/6/13

25401/234
19/6/13

Yours sincerely
Charu WaliKhanna
Charu WaliKhanna
Member

Sh.Rajiv Takru, IAS
Secretary
Ministry of Finance
North Block
New Delhi.

Dr (Estt)
US (Estt)

6
17/6 *SO (Estt)*
18/6
Vishantol