



भारत सरकार
GOVERNMENT OF INDIA
राष्ट्रीय महिला आयोग
NATIONAL COMMISSION FOR WOMEN
4, दीन दयाल उपाध्याय मार्ग
4, DEEN DAYAL UPADHYAYA MARG
नई दिल्ली-110 002
NEW DELHI-110 002
Website : www.ncw.nic.in

No.8/4(84)PM/2013-NCW

13th September, 2013

To

The Chief Secretary
Govt. of Maharashtra
Mantralaya, Mumbai- 400032
Maharashtra

Sub- Recommendations of the Inquiry Committee

Sir,

I am directed to state that the National Commission for Women (NCW) has taken suo motu cognizance and constituted an Inquiry Committee under Section 8(1), read with Section 10(1) and (4) of the NCW Act, 1990 to inquire into media report which appeared in Lok Satta Newspaper on 6th August, 2013 regarding alleged sexual harassment of a female employee at workplace at Chandrapur district, Maharashtra State Transport Corporation Office.

After looking into the facts and circumstances of the present case, the Commission strongly recommends the following:-

1. All the employers, in this case MSRTC should take appropriate steps to prevent sexual harassment. As such incident results in violation of fundamental rights of gender equality and the right to life and liberty. It is a violation of Articles 14, 15, 21 of the constitution.
2. Gender equality includes protecting from sexual harassment rights to work with dignity.
3. In this case sexual harassment includes unwelcome sexually determined behaviour as physical contacts and sexual demands by words.
4. The complaint committee should involve a third party either NGO or other body who is familiar with the issue of sexual harassment immediately.
5. Awareness of the rights of the female employee is to be created. Women employees are not aware of any such complaint committee of sexual harassment.
6. Legal knowledge, Legal aid camps, programmes should be organised.
7. It shall be the duty of the employer to prevent a deter the committing of any such act of sexual harassment at workplace.

8. In the above case of Mr. Nawghare has been transferred to the workshop as a punishment on lower post as he was earlier working as head art at bus depot.
9. No action has been taken against the depot Manager Mr. Pohekar and AWS Mr. Ramteke. The main negligence is on their part making the investigation very casually where as such incidents are required to be dealt with great sensitivity as per the guidelines given by the Supreme Court of India.
10. The guidelines should be strictly followed and observed in all work places, and the management should initiate appropriate disciplinary action in accordance with the relevant rules.
11. C.C.T.V system should be installed at the work place where women are working together with men.

I am directed to communicate that the State Government is requested to kindly take appropriate action in the matter and kindly intimate the Commission about action taken expeditiously.

Yours sincerely,



(Raj Singh)
Deputy Secretary