

- ① Appeal where?
 - X ② Views of other Ministries (where?)
 - Local ③ unorganised sector?
- Comp. into Sec 6 how we are catering to that?

Reference queries of JS(KC) on the Protection of Women Against Sexual Harassment at Workplace Bill, 2007. Point-wise replies are as below :

1. Appeal - Section 18 of the Bill provides for appeal. As per that Section, any aggrieved person not satisfied with the orders passed by the Committee set up for the purpose can prefer an appeal as per the Service Rules, if any exist. The manner for preferring an appeal are also to be laid in the rules* that will be framed for implementing the Act which are to be followed where there are no service Rules. This Section has been taken as it is from the Bill that was earlier drafted by the Law Ministry.
2. Views of other Ministries)- May please refer to para 15 of the Cabinet note in this regard. The drafting of this Bill has started much earlier and the Bill of 2005 was circulated to all Central Ministries/Departments, State Governments/UT Administrations, apex level industry associations and professional councils. The draft Bill along with the comments received were taken up by NCW for discussion in a national consultation held by them. On the basis of the comments received, NCW drafted the Bill which was sent to Law Ministry. Law Ministry redrafted this Bill which was quite different from the one that was sent to them. Since many Women's Rights Organisations raised a lot of objection to this Bill, another round of consultation was held with them and the Bill was redrafted. ~~Again it was the~~ redrafted ~~and the~~ Bill was uploaded for public comments. The current Bill has been prepared after taking into the comments received from the public.
3. Unorganised Sector - The current Bill is mainly meant for the unorganized sector. Section 6 of the Bill which provides for setting up the Local Complaints Committee is mainly to cover the employees in the unorganized sector.

* After this Bill becomes an Act, the Rules will be framed and laid before both the Houses of Parl. for approval
Savithri
15/2

3528/HR(NS)
14/2/08

577/JS(KC)/08
45/2
27/2/08

pl. spk
15/2

HR(NS)
has discussed

Savithri
15/2

JS(KC)
27/2/08
HR(NS)
27/2

JS(KC)

Secy

MO.S (IC)

JS(KC) but up.

May pl see the note above w.r to the issues raised by secy on X above

Savithri
(R. Savithri)
Director
14.2.2008

Ullradha
18/2/08
(Dr. Mrs. KIRAN CHADHA)
संयुक्त सचिव, Joint Secretary

Anil Kumar
(ANIL KUMAR)
Secretary (MWCD)

A typed self-contained note may please be

4/2/2

This is regarding the bill to deal with sexual harassment of women at workplace as redrafted for our consideration by the Legislative Department in February, 2007, vide note on p-43/n. This was examined by WW, further examined in the light of the public comments invited and received on it, submitted to MOS(I/C) who gave some directions (as mentioned on p-64/n) and further examined in respect of some provisions at p-76-80/n.

The following are now placed below :-

- (i) Copy of the bill as redrafted for our consideration by the Legislative Department in February, 2007 - flag 'A'.
- (ii) Copy of (i) above as modified by us - flag 'B'.
- (iii) A statement showing the modifications made by us in (i) above - flag 'C'.
- (iv) Draft Note for the Cabinet proposing approval of the bill at (ii) above for introduction in Parliament.

Salient features of the Bill are listed at para 16 of the Cabinet Note.

Since the States/UTs do not allocate adequate funds for implementing the Acts (viz. Dowry Prohibition Act, DV Act etc.) resulting in weak implementation of the Act, in the current Bill, it is proposed to provide funds from the Centre for setting up the Committees. The expenditure involved is estimated as Rs. 9.52 crore p.a. (Details of calculation on p-68/cor.).

Views of other Ministries - The Draft Bill of 2005 was circulated to all Central Ministries/Departments, State Governments/UT Administrations, apex level industry associations and professional councils. The draft Bill along with the comments received were taken up by NCW for discussion in a national consultation held by them. On the basis of the comments received, NCW drafted the Bill which was sent to Law Ministry. Law Ministry redrafted this Bill which was quite different from the one that was sent to them. Since many Women's Rights Organisations raised a lot of objection to this Bill, another round of consultation was held with them and the Bill was redrafted. The redrafted and the Bill was uploaded for public comments. The current Bill has been prepared after taking into account the comments received from the public.

Approval of MOS(I/C) may be solicited on the Draft Cabinet Note so that the same can be referred to Department of Legal Affairs for clearance before its submission to the Cabinet.

R. Savithri

(R. Savithri)
Director
27.2.2008

3652/04 (NS)
27/2/08

705/JS(KC)
27/2/08

JS(KC)

Mrs. Kiran Chadha

27/2

(डा. श्रीमती किरण चड्डा)
(Dr. Mrs. KIRAN CHADHA)
संयुक्त सचिव, Joint Secretary

Sd/-

MOS(I/C)

The Draft Bill says "It extends to whole of India". It in other words means - that it extends to the State of J&K also. The Dept. of Legal Affairs should also examine whether the Bill can extend to the State of J&K.

R.T.O.



MOS (IS) may kindly
approve the Joint Cabinet Note.

Anil Kumar
28.2.08

MOS (IC)
Kampha
26/6/08

Seny / JRD

Anil Kumar
30.6.08

J.S. (K)

~~on (RS)~~

Unadhp

30/6/08

(डॉ. श्रीमती किरण चड्ढा)
(DR. MRS. KIRAN CHADHA)
संयुक्त सचिव / Joint Secretary

Shanithi
30/6/08

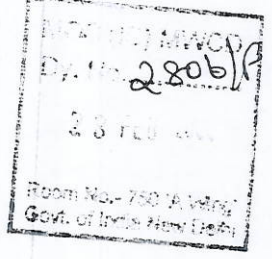
US (YDW)

P
7/7

ww

786/DR (RS) / 08
1/7

1882/ISCKC
30/6/08



MOS (IC) has approved the draft Cabinet Note. It may now be referred to Dept. of Legal Affairs for clearance before its submission to the Cabinet.

Submitted please.

649/2008/MS/Chd
11/7/08
263/2008 (25) / 9
9/7

Sf. Vohra
7/7/2008

Pradyo
9/7/08
(MS/MS)

DW (RP) / JS (KC) / 9/7/08

JS&LC
Legislative Department

9/7/08
(डा. श्रीमती किरण चड्ढा)
(DR. MRS. KIRAN CHADHA)
संयुक्त सचिव / Joint Secretary

10 JUL 2008
747 को प्राप्त हुआ
उपरोक्त सं.
Leg. I

Legislative Section

Reference notes at page 84/N ante.

The administrative ministry has forwarded the sketched draft note for the Cabinet, which was prepared by considering the comments of various Ministries/Departments, for concurrence. It is understood from the above noting and relevant noting at page 84/N ante that the administrative ministry sought the clearance from the Department of Legal Affairs. Therefore, the Department of Legal Affairs may see the same in the first instance.

2011/75(KO)
11/7/08
11/07/08
in Regn
11/08-L.I.
17/08

Bangor Kops
11/7/08

Surat
11/07/08

Department of Legal Affairs (Adv. B Section)

31626/08
11/7/08

The superseding draft is advised to incorporate the views of all the Central Ministries, States Ministries & UTs in the note after Cabinet in appropriate place than the proposed for examination.

23/7/08
(C.P. Bagchi)
Asstt. Legal Officer

बाल विकास मन्त्रालय
को प्राप्त हुआ

Women Child Development
Dept. of Legal Affairs
31626/08
23/7/08

2430
23/7/08 (W)

Ref: Note copies.

As per instructions I have gone through the file. It seems doubtful if we had obtained views of our Central Ministries on the Bill.
~~For~~ Submitted to.

USG/W
08/08/2008

Datta
08-08-2008

The views of the Central Ministries/Depts. & State Govts/UT administrations have already been incorporated in the draft Bill by New. Para 2 of Note at Pg 83/W may please be seen in this regard.

Deptt. of Legal Affairs may please see for necessary action.

733/ALL/LA/CE/2008
19/8/08

Pandya
12.8.2008
(Renu Satya)
US(LAW)

2534/JSC/K/0
13/8/08

JP 8/12/08
JS(KP)

US(K/P) 18/8
Deptt of Legal Affairs

Ullasdas
13/8/08

101/100 follow up
Leg

विधि और न्याय मंत्रालय
प्राप्ति तथा प्रेषण अनुभाग
18 AUG 2008
8645
को प्राप्त हुआ

The referring Deptt. is advised to depute the Competent officer to discuss the matter with undersigned.

M/O WCD.

(विधि और न्याय)
(Deptt. of Legal Affairs)
सं. 31968/08
दिनांक 16/9/08

276.9.08
Asstt. Legal Advisor

Sh. Salish Chand
Asstt. Secy

Brewaradus
7th. 08/08/08

101/100
12


101/100
12

31968/08
19/8/08

Dy. No. 32296/08-Adv.B

The matter has been discussed with Smt. Renu Satija, Under Secretary, Ministry of Women & Child Development alongwith Shri Yogesh Mehta, Law Officer, National Commission for Women in the chamber of Additional Legal Adviser and Group Incharge Shri Satish Chandra today.

2. The referring Department is advised to suitably draft the Section 12 of the proposed Bill in respect of punishment of false or malicious complaints and false evidence. There should be separate chapter for unorganized sector regarding making inquiry and recommendation. The draft Note for the Cabinet should be suitably amended as suggested above and the views regarding making suitable amendments in Section 11 & 12 be incorporated in appropriate place in the Draft Note.


(O.P. Bagri)
Asstt. Legal Advisor
Dated 23.09.2008

Ministry of Women & Child Development
Attention: Mrs. Renu Satija, Under Secretary,


(FOR INFO ONLY)
32296/08
23/9/08

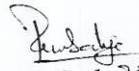
3132/JS(KC)/08
25/9/08

Reference note above. A draft letter to Law Officer, NCU for doing the needful in the matter is placed below for approval please.

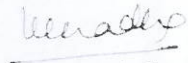
1195/JS
25/9/08

JS my peruse before issuance of letter.
35(KC)

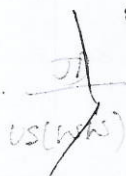
 25/9


25.9.2008

Issue & pl follow up.


25/9/08

Pl. Issue
my
26/9

 25/9
US(KC)

We have not received information from Sh. Yogesh Mehta regarding re-drafted Bill on Sexual Harassment at workplace. We may write to them for re-drafted Bill.

DPA Please.

S.K. Nohra
29.10.2008

~~SOP/W~~

De-leave
29/10/2008

4693

~~USC/W~~ ~~Over~~ 29/10
SOP/W

Pl issue
Womens.
DW
30/10/08

Secretary wanted to discuss the draft Bill / cabinet note on protection of women against Sexual Harassment at work place, with Secretary, Deptt & Legal Affairs, in consultation with the Director & Secy (WCD) and Secy (Leg. Affs), the time for discussion has been fixed as 4pm on 7.11.08 (Friday)

3652 / JSCKC / 08
5 / 11 / 08

For information please

~~JD (SV)~~
~~3S (KC)~~

~~Over~~ 4/11/08
~~SV~~ 5/11/08

Secretary
to
Min
of
W

~~Secy~~
IS (KC)

May pl see. I will be going with JD for the discussion.
2 May pl see. Umesh
I will also participate in discussion. 5/11/08
Secy may also be invited. Anil Kumar
5.11.08

member Secy
New WCD
informed by
the member.

A meeting was held in the Chamber of the Secretary, Ministry of Law and Justice on 7.11.2008 at 4.00 P.M. The meeting was attended by Shri Anil Kumar, Secretary, Ministry of Women and Child Development, Smt. Kiran Chadha, Joint Secretary, Ms. S. Vasudevan, Joint Director, Ministry of Women and Child Development, Shri S. Chatterjee, Member Secretary and Law Officer of NCW.

The Secretary, Ministry of WCD brought to notice of the Secretary, Ministry of Law regarding the suggestions given by the Additional Legal Advisor, Department of Legal Affairs suggesting suitable changes in the proposed bill with respect to punishment for false or malicious complaints and inclusion of the separate chapter for unorganized sector in the draft bill.

The Secretary, Ministry WCD stressed upon the need to do away with the proposed Section 12 in the Draft Bill which provides for punishment for false or malicious complaints. It was pointed out to the Secretary, Ministry of Law that such a provision would only deter women from filing complaints relating to Sexual Harassment at Work place. Further, as the evidence itself in Sexual harassment cases is not forthcoming and mainly dependent upon corroborative evidence, in such cases there is a possibility that cases not proved may be interpreted by the employer as being false and malicious.

It was agreed to do away with the proposed Section 12 in the draft bill and the Secretary, Ministry of Law while agreeing with the suggestion of the Secretary of Women and Child stressed upon the need to have a separate and a detailed chapter relating to the unorganized sector. This was agreed upon and it was requested that the Ministry of Law and Justice may suitably amend the draft bill at the earliest.

Sv
10/11/08
(Sulochana Vasudevan)
Joint Director
10.11.2008

JS (KC)

Manoj
10/11/08

Anil Kumar
10.11.08

JS (KC)

S

Sv
10/11/08

10/11

OS (WCD)

Pl. send in file to Law Secretary to
pos. given
- away from office -

Sv
10/11

PPS for Law Secretary, Manoj

Sv
10/11

374

1433/JS
10/11/08

3704/JS (KC)
10/11/08

Moumukshu
10/11/08

Law Secretary Office
Dy. No. 37-32-3
Date: 10/11/08

JS (KC)
10/11/08


The proposal of the Ministry of Women and Child Development to enact a legislation for Prevention and Redressal of Sexual Harassment against Women at Workplace was concurred in by this Ministry on 21st March, 2006 vide our Notes at page 20/ante.

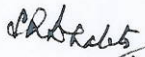
2. However, the Ministry of Women and Child Development, after making consultation with various Non-Governmental Organisations, the National Commission for Women and other concerned/interested persons about the contents of the draft Bill, has forwarded a proposal for making certain modifications in the draft Bill, viz., omission of clause 12 of the Bill and for extension of the provisions of the Bill to unorganised sector.
3. The said proposal for modification was discussed with the Joint Secretary (Smt. Kiran Chadha) from the Ministry of Women and Child Development and the Member-Secretary (Sri. S.Chatterji) and Law Officer (Sri.Yogesh Mehta) from the National Commission for Women, in the Chamber of JS&LC (Shri S.R. Dhaleta) where the undersigned was also present.
4. As regards the proposal to omit clause 12 is concerned, the Ministry of Women and Child Development is of the view that the provisions of clause 12 which provides punishment for false or malicious complaint and false evidence may deter women from filing complaints relating to sexual harassment at workplace and mere failure to prove such complaints may be interpreted adversely against women thereby attracting provisions of said clause 12. In this regard, it may be stated that such view is totally unfounded. Retention of clause 12 is essential to check false and malicious complaints being filed and giving false evidence. If clause 12 is omitted, it may lead to situations similar to those being faced in respect of Domestic Violence cases, Dowry Harassment cases, etc. In order to have a law which is balanced, neutral and gender-equal, it is important to retain the said clause 12. Further, our view is in consonance with the view of the Department of Legal Affairs in this regard. So, we may retain clause 12.
5. As regards the proposal to extend the provisions of the Bill to unorganised sector is concerned, it may be stated that the ~~provisions of the draft Bill, covers~~ unorganised sector has already been covered within the ambit of the proposed legislation and definitions of employee, employer and the workplace include the unorganised sector also. As there is no ambiguity about the unorganised sector falling within the ambit of the legislation which is agreed to by the above referred officers in the meeting, there is no need to make any changes in the draft Bill in this regard.
6. In the above said meeting, the Ministry of Women and Child Development requested that the definition of "aggrieved woman" be widened to include the university students, research scholars, etc. since a large number of sexual harassment cases are being reported by them. If agreed to by the said Ministry, the definition of "aggrieved woman" may be amended as under-
 - (a) "aggrieved woman", in relation to a workplace, means a woman against whom the act of sexual harassment has been committed;

OR

 - (a) "aggrieved woman", in relation to a workplace, means a woman against whom the act of sexual harassment has been committed and includes an employee, student, research scholar, patient, etc.;
7. We may, in the first place, seek confirmation from the Ministry of Women and Child Development for amendment of definition as above. JS&LC may please see for approval.

~~JS&LC (Shri S.R. Dhaleta)~~


(Veena Kothavale)
Deputy Legislative Counsel
3rd March, 2009


4/3/09

Legislative Department
Legis Section

~~Ref. on pre page~~

80/1018 (MRM)
13/3/09

Ministry of Women & Child Development (Kend. Ath. Smt. Sathya
Vasudhan, J.D)

M/o Law & Justice, LD, L.A. No. 1 (357)06 LD dated 5.3.09

Recd. to day.
215 (WW) mch
H. one of the
doc & stage
job.
De. L. Smt.
12/03/09

225 (WW)
Acy. L. Smt. to m
12/3

Dir. L. Smt.
on pr. Smt. S
12/3
13/ (WW)

16/3
Smt. S
16/3/2009

Ref. Note attached -

2. The file relates to enacting of a legislation for prevention and redressal of sexual harassment against women at work place. The proposal was earlier concurred by Leg Deptt. on 21.03.06 (P20/N

3. M/o W & CD proposed for following modifications in the Draft Bill:-

- 1) Omission of Clause 12 of the Bill which provides punishment for false or malicious complaints and false evidence.
- 2) Extension of the provisions of the Bill to unorganised sector.

4. Leg Deptt. has opined that retention of Clause 12 is essential to check false and malicious complaints to have a balanced Law natural and gender-equal.

5. With regard to extension of provisions of the Bill to unorganised sector, Leg Deptt. has opined that unorganised sectors have already been covered within the ambit of the proposed legislation and definition of Employee, Employer and Workplace includes the Unorganised Sector also.

6. Leg Deptt. while referring to the request of M/o W & CD for widening the definition of "Aggrieved Women" has proposed the definition of "Aggrieved Women" as

under:-

(a) "aggrieved woman" in relation to a workplace means a woman against whom the act of sexual harassment has been committed; OR

(a) "aggrieved woman" in relation to a workplace, means a woman against whom the act of sexual harassment has been committed includes any employee, student, research scholar, trainee, etc."

Contd. p. 8/1

7. Leg. department has requested M/owed for confirmation to the proposed definition of "aggrieved woman".
8. Submitted pl.

Dehane
18/03/2009

USC(W)

The following definition is suggested for consideration please:

"aggrieved woman" in relation to a work place means a woman (including a minor girl) against whom the act of sexual harassment is alleged to have been committed"

Dehane
18/3/09
USC(W)

Director

The notes of the Legislative Dept., M/Row & Justice at P 91/A may pl. be seen.

We need to take a view on two issues.

- (1) The issue of extension or otherwise of the provision relating to false & malicious complaints (Clause 12).

On this issue the MS, NEW was of the strong view that such a provision will discourage victims to come forward with their complaints.

The views of the Legislative Dept., M/Row & Justice (para 4) may pl. be seen at P 91/A

On my part, I fail to appreciate the apprehensions of NSW. I think there should be no two opinions on the fact that a special piece of legislation like this should, at the very least, aim to be a complete code in itself.

For example, the Indian Penal Code, which is the primary & supreme criminal law, contains provisions relating to forged documents, false evidence etc. and prescribes punishment for such offenses. I am aware of several special legislations which contains provisions to take care of false & malicious complaints.

It must be kept in mind that all unproved allegations are not false/malicious. On the instant case, a responder would be required to produce evidence to the effect that the complaint made against him is false or filed with mala fide intention. If such evidence is produced, it would be unreasonable to hold that remedy against such false/malicious action has to be sought else where.

On view of the above I am of the opinion that we may not insist on removal of clause 12.

(2) So far as the issue of the coverage of the act to women who may not be employed in a work place is concerned, the suggestions of the Legislative Department, Ministry of Justice and the US(W) may be perused.

I suggest the following definition in respect of sub-clause (a) of clause 2.

"Aggrieved woman, with respect to the provisions of this Act means a female, of any age, against whom any act of sexual harassment is alleged to have been committed, whether or not such female is employed in the work place where such act of sexual harassment is alleged to have been committed."

I feel, certain other amendments may be required in the proposed legislation. They are as follows:

Clause 3 : "No female" instead of "No woman employee". And in the end, "which may include, but not limited to,"
Clause 16(1) : "Any person --- or where no such service rules have been made or applicable to the person or aggrieved ---"

instead of the present provision.
Sub clause (b), Clause 17: After, "on conclusion of the enquiry", or "in those waiting for the enquiry where the perpetrator is not an employee in that's work place."
The above suggestions are put up

for the approval of the Secy / MOS (IC) before the

file is sent back to Legislative Department,
M/Laws & Justice.

JS (KC)

9/2
13/3

882/218 (MAM)
19/3/09

x 2 of on prepape for approval pl.
2. On other issues of proposed amendment
we may have a meeting with new/
Min of Law under the chairpersonship of
Secy (WCD) if approved to sort out the
issue at the earliest. If approved,
may kindly indicate date / time.

1055/55 (KC) / 09
19/3/09

Ulrichy
19/3/09

Sejey

Kindly discuss on 23-3-09
Anil Kumar
19-3-09

JS (KC)

759
19/3/09

Pl discuss

63
23/3

US/SCW

This could not be
discuss. to JS (KC)
in our team,
discussing my
plan
20/3

Director

Discussion with the
Secy on 23rd Apr 09
file is being
put up again.
JS (KC) 24/3

The matter was discussed with the Secretary(WCD) on 1.4.2009.

Accordingly, in view of the recommendation of the Legislative Department, Ministry of Law & Justice at para 4 (p.91/N) we may not press for deletion of cl. 12 in the draft Bill.

2. The recommendation of the Legislative Department, Ministry of Law & Justice regarding change in definition of "aggrieved woman" may be agreed to with a minor correction as follows :-

' "Aggrieved woman" in relation to a work place means a woman, of any age, against whom an act of sexual harassment has been or alleged to have been committed and includes an employee, student, research scholar, patient, etc.'

3. In view of the proposed change in the definition of 'Aggrieved Woman' in sub-clause(a) of clause(2) the following consequential amendment would be required :-

(i) The clause 3 of the proposed legislation may be replaced with the following as under :

"At any workplace, no woman, of any age shall be... or by other actions, which may include, but not limited to,..."

(ii) In sub-clause (1) of clause 16 after the words "or where no such service rules have been made", the following words "or applicable to the person who is so aggrieved" may be added.

This is needed to take care of the situation described in para 10 of the judgement of the Apex Court w.r.t. third party harassment.

(iii) In sub-clause(h) of clause 17 after the words "the conclusion of the enquiry" the following words "or without waiting for the enquiry where the perpetrator is not an employee in the workplace where the incident of sexual harassment has taken place" may be added.

This is also for taking care of third party harassment.

1213/SR/K/09
5/4/09



Secy

Ulladhy
[Dr. (Mrs.) Kiran Chadha]
Joint Secretary
2.4.2009
6/4/09

Subject: The Protection of Women against Sexual Harassment at Workplace Bill.

The Supreme Court of India, in its judgement dated 13.8.1997 delivered in the Visakha's case, for the first time recognised, acknowledged and defined sexual harassment of women at work place as serious discrimination against women and violation of their human rights. The court laid down guidelines in the judgement putting the onus on the employers to provide harassment free work environment by taking preventive measures and providing complaint resolution mechanisms for redressed of complaints. The court ordered that the guidelines and norms set out in the judgement would be strictly observed in all work places whether in the public or private sector and these directions would be binding and enforceable in law until suitable legislation is enacted to occupy the field.

02. In the context of the Supreme Court's judgement, the Ministry of Women and Child Development had drafted a Bill titled 'The Protection against Sexual Harassment of Women at work place Bill' in consultation with the NCW and other stake holders. The Ministry is in the process of fine tuning the draft Bill.

03. Salient features of the Bill are given below:-

- (a) the Bill provides that no woman employee at a workplace shall be subjected to sexual harassment including unwelcome sexually determined behavior, physical contact, advances, sexually coloured remarks, showing pornography, sexual demand, request for sexual favours or any other unwelcome conduct of sexual nature whether verbal, textual, physical, graphic or electronic or by any other actions, which may include implied or overt promise of preferential treatment in employment, implied or overt threat of detrimental treatment in employment or about the present or future employment status or any conduct which interferes with work or creates an intimidating or offensive or hostile work environment or humiliating conduct constituting health and safety problems,
- (b) by appointing an Internal Complaints Committee under the legislation, the employer has to ensure safe environment free from sexual harassment including prevention and deterrence of sexual harassment and the responsibility to facilitate initiation of disciplinary proceedings,
- (c) the Bill provides for appointment of the District Magistrate or the Additional District Magistrate or the Collector or the Deputy Collector as District Officers in every districts under the legislation to carry out the functions laid down therein,
- (d) the Bill provides for constitution of Local Complaints Committee by the District Officer to deal with complaints of the employees working in those establishments or organisations where constitution of Internal Complaint Committee is not possible or practicable or where the complaint is against the employer himself,
- (e) complaints committee is to be set up at every workplace by every employer consisting of not less than three members headed by a woman to deal with cases of sexual harassment and the Local Complaints Committee is to include the Protection Officer appointed under the Domestic Violence Act also as a Member,
- (f) A period of ninety days has been prescribed for the completion of inquiry by the committee.

(- - End -)

04 The Ministry of Women & Child Development after making consultation with various non-governmental organisations, NCW and other concerned/ interested persons about the contents of the Bill and suggested to the Ministry of Law & Justice for omission of clause 12 of the Bill and for extension of the provisions of the Bill to unorganised sector.

05 The Ministry of Women & Child Development is of the view that the provisions of clause 12 which provides punishment for false or malicious complaint and false evidence may deter women from filing complaints relating to sexual harassment at work place and mere failure to prove such complaints may be interpreted adversely against women thereby attracting provisions of said clause 12. However, the Ministry of Law & Justice is of the view that our stand is totally unfounded and retention of clause 12 is essential to check false and malicious complaints being filed and giving false evidence. The Ministry of Law & Justice further added that in order to have a law which is balanced, neutral and gender equal, it is important to retain the said clause 12.

06 As regards the proposal to extend the provisions of the Bill to the unorganised sector is concerned, the Ministry of Law & Justice has clarified that the unorganised sector has already been covered within the ambit of the proposed legislation and definitions of employee, employer and the work place include the unorganised sector also and hence there is no need to make any changes in the draft Bill in this regard.

07 On the suggestion of the Ministry of WCD to widen the definition of aggrieved woman to include the university students, research scholars etc. since a large number of sexual harassment cases are being reported by them, the Ministry of Law have suggested the definition of aggrieved women as under:-

Aggrieved woman in relation to a work place, means a woman against whom the act of sexual harassment has been committed.

Or

Aggrieved woman in relation to a work place means a woman against whom the act of sexual harassment has been committed and includes an employee, student, research scholar, patient etc.

08. The suggestions of the Ministry of Law & Justice have been examined on p.97-98/ante and it was felt that we may not press for deletion of clause 12 in the draft bill. It was also felt to define aggrieved woman as under:-

Aggrieved woman in relation to a work place means a woman of any age against whom an act of sexual harassment has been or alleged to have been committed and includes an employee, student, research scholar, patient etc.

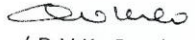
09. In view of the proposed change, the following consequential amendments are required.

- (i) Clause (3) of the proposed legislation may be replaced with ' at any work place, no woman, of any age shall beor by other actions, which may include, but not limited to.....'

;- Under

- (ii) In sub clause (1) of clause (16) after the words ' or where no such service rules have been made', the words 'or applicable to the person who is so aggrieved may be added.

The above suggestions may be placed before Hon'ble MOS (IC), WCD for orders on the stand to be taken on clause 12 of the draft Bill and the definition of the aggrieved woman so that the file can be referred back to the Ministry of Law & Justice (Legislative Department) so that the draft Bill can be finalised before initiating action for introduction of the Bill in the Parliament.


(D.V.K. Rao)
US(WW)
16.6.09

~~Dir(MRM)~~

addl. Secy.


2/6

The note of the MS on pre-pages 99 onwards brings out the current status of the legislation on protection of women against sexual harassment at work place.

After detailed consultations with all stake holders, the bill which was drafted by Lawyers Collective & vetted by NCD in consultation with NGOs, has been examined by MCD & has had consultations

20/2/2009 (M/M)
22/6/09

अधीन निदेश (अधीन बिल (वि.) का कार्यालय)
Office of the Addl. Secretary (WCD)
स. वि./Dy. No. 22/6/09
दिनांक/Date: 22/6/09

& discussions with Ministry of Law & Justice (Legislature dept). The final views of Min of Law are available in pre-page 91.

The one issue which needs to be settled is whether we agree to retain clause 12 or not.

There have been several representations from NGO etc regarding allowing clause 12 to remain.

The issue regarding the definition of 'aggrieved women' & covering the women in unorganised sector, the matter has been resolved.

19-5-2009 / W/W-
10/11

3

There are several assurances pending in both Houses of Parliament on this legislation. We need to resolve the issue of clause 12 and expedite send this to Ministry of Law before forwarding it to Cabinet Secretariat.

Submitted pl.

उप सचिव (आ.स. श.सि.) का कार्यालय
Office of the Adst. Secretary (WCO)
स. सं. / Dy. No. 12
दिनांक/Date: 23/6/09



YK
23/6

(MRS. VIJAYALAKSHMI K. GUPTA)
Additional Secretary

Secy/WCO kindly discuss.

Anil Kumar
24/6/09



A.S.(G)

Discussed with AS(G)
Submitted for consideration and orders
Anil Kumar
24/6/09

MOS (IC) 1) Submit Ministry's view on file regarding clause '12'.

2) Get experts opinion on the matter from

3) Create section of experts

4) Complete the task in four-six weeks

Send

time as it referred to Parliament
assurances.

Am
21/07/09

Seffy

Amil Kema
22-7-09

19/5/2004/wh
(vol 11)

Pl. consult E.A. on the extent to
be called for any consultation within 2 weeks
AS (S) so that we meet. Yes
22/7

DIRECTOR (M.R.M.)

Office of the
Director (M.R.M.)
21/07/09
1870
21/7/09

Ministry of Women and Child Development

The proposed Clause 12 of the Protection of Women against Sexual Harassment at Workplace Bill reads as under :-

"(1) Where the Committee or the Local Committee, as the case may be, arrives at a conclusion that the allegation against the respondent is false or malicious or the aggrieved woman or any other person making the complaint has produced any forged or misleading document, it may recommend to the employer or the District Officer to take action against the woman or the person who has made the complaint in accordance with the provisions of the service rules applicable to her or him or where no such service rules have been made, in such manner as may be prescribed.

(2) Where the Committee or the Local Committee, as the case may be, arrives at a conclusion that during the enquiry any witness has given false evidence or produced any forged or misleading document, it may recommend to the employer of the witness or the District Officer to take action in accordance with the provisions of the service rules applicable to the said witness or where no such service rules have been made, in such manner as may be prescribed."

2. The perusal of the proposed provision would reveal that it aims to discourage false or malicious complaints, giving false evidence and adducing forged and misleading documents. It may be pointed out here that this proposed provision is not intended to discourage women from making complaints of sexual harassment but to discourage malicious proceedings. Therefore, the view of the Ministry of Law and Justice that this particular provision should exist in the proposed Act should be supported.

3. It may be appreciated that we are proposing this legislation to take care of a particular deviant behavior and as a special piece of legislation our effort should be to ensure that the proposed legislation is a complete code in itself. This particular provision has been discussed in detail at pp.94-95/N. The then Joint Secretary, Dr. (Mrs.) Kiran Chadha's note at p.97/N may please be seen where there is a proposal not to insist on deletion of Clause 12 in the draft Bill. The recommendation of the Secretary(WCD) at p.98/N agreeing with the views of JS(KC) may please be seen. Therefore, so far as the officials of the Ministry is concerned, there appears to be a unanimity with the Ministry of Law and Justice with respect to retention of Clause 12.

4. With respect to Hon'ble MOS(IC)(WCD)'s directions that expert opinion in this matter should be sought from a cross section of experts, it may be submitted that the proposed legislation has been prepared by the National Commission for Women(NCW), presumably on the basis of opinions from experts working in this field. It is also understood that NCW has held national level consultations to ascertain the views of the various stakeholders on this issue and accordingly has addressed their concerns in the draft legislation. If further expert opinion is to be obtained on this issue, the names of such experts need to be indicated. Two lists of such experts available with the Women Welfare Division is placed below at F/'X'. It may be suggested whom among the list placed below should be consulted.

2576/MC(MRW)
28/7/09

Office of the Adst. Secretary (WCD)
No. 997
Date: 28/7/09

(M. R. Mohanty)
Director / 27.07.2009

Additional Secretary

This issue came up for discussion in MOS(IC)'s Parliament office to-day. She said that she would

have a consultation with Women MPs.
 It was also decided that we may
 invite reps of WPC as it is a
 federation of NGOs + also reps
 from Langer's collective. We may
 hold the consultation first + then
 inform the MOSCIC of the outcome.
 Pl. arrange this at the earliest so that
 we can finalise this issue.

~~1008/8/09~~
 29/7/09

May also like to add
 if any specific NGOs/ experts need
 to be included.

~~1008~~
 28/7

1008/8/09
 29/7/09
 1008/8/09
 29/7/09
 1008/8/09
 29/7/09
 1008/8/09
 29/7/09

~~E.A.~~ We may also include
 All India Women's Association (Gomati
 Main)
 and Guild of Service and
 select lawyers who have
 worked in gender issues
 such as Aparna Bhat, Kriya
 Hingorani (9810001064), Manali
 Singal (9810528055).
 Add Secy (w) → Mukeshman
 29/7

It is felt that we may include the organisations suggested by E.A in addition to the earlier suggestions given in my mte.

Submitted for orders pl.

[Signature]
29/7
(MRS. VIJAYALAKSHMI K. GUPTA)
Additional Secretary

Secy w/co.

Meeting with civil society organisations and legal experts may be convened at AS (G) level.
A workshop a meeting of women MPs may be convened after obtaining the concurrence of MOS (K).

Anil Kumar
30.7.09

Pl. organize this AS (G) at the earliest. we also need to have clear agenda. *[Signature]*
30/7

Office of the Secretary (WCD)
Office of the Addl. Secretary (WCD)
No. 2058
Dated 30.7.09
New Delhi
30-7-09

2017/200 (M&W)
31/7/09



Smk V
[Signature]
31.07.09

DIR (M&W)

US (un) *[Signature]*
30/7

19-5/2009-440
(11)

Ref note for P91/cvt

✓ P91/cvt

✓ It would be recalled that the Ministry of Law & Justice has sought the view of the MWCD on the definition of 'aggrieved women' and the need to retain Clause-12 in the proposed legislation for Protection of Women against Sexual Harassment at Work Place. After examining, it was felt to define "aggrieved woman" as under:-

" Aggrieved woman in relation to a workplace means, a woman of any age against whom an act of sexual harassment has been made or alleged to have been committed, it includes an employee, student, research scholar, patient, etc."

2. Regarding Section-12, which seeks to provide punishment for false or malicious complaint, Hon' ble MOS (I/C.) (WCD) had a discussion with women MPs on 7th of August, 2009. There had been a consensus about the need for such a provision in the proposed legislation to prevent misuse of the Act.

3. In view of the above position, Hon' ble MOS (WCD) may like to take a view on the definition of 'aggrieved woman' and on the need to retain Clause-12 in the proposed legislation.

2778/212 (MRM)
12/8/09

23/7
12/8/09

Reviewed
(DVK Rao)
US (WW)
11.8.2009

Director (MRM)

2888/212 (MRM)
24/8/09

rod. Secy. May kindly approve the definition as given above & retention of section-12 in the bill.

11/8

MOS (I/C.)
No. 5300/1
13 AUG 2009
Room No.-750 'A Wing'
Govt. of India, New Delhi

(MRS. VIJAYALAKSHI GUPTA)
Additional Secretary

Secy on leave

MOS (I/C.) WCD

19/08/09

22/8/09

25.08.2009

20.8.09

20.8.09

13/08/09

Reference:- Note on pre-page.

Ministry of law & Justice has sought the view of the MWCD on the definition of 'aggrieved women' and the need to retain Clause-12 in the proposed legislation for Protection of Women against Sexual Harassment at Work Place.

Hon'ble MOS (I/C) WCD has approved the definition of 'aggrieved women' and the need to retain Clause 12. The file may now be referred back to Ministry of Law & Justice, Legislative Department (Smt. Veena Kothavale, Deputy Legislative Counsel) so that draft Bill can be finalized before introducing the same in the Parliament.

Submitted please.

3170/2009(MRM)
9/9/09

महाराष्ट्र राज्य विकास मंत्रालय
कार्यालय... को प्राप्ति हुआ
दिनांक 09/09/09
क. वे./आ. एक प्रतिलिपि
आ. वे./आ. एक प्रतिलिपि

Dr. Vohra
7/9/2009
So (MW)

Deligam
07/09/2009

res (MW)

Min. of Law & Justice have last examined the matter on P 91/ank and referred back to the file to Mr. The views of the ministry as approved by MOS (I/C) WCD on P 108/ank may now be referred to M/Law & Justice for their concurrence to the draft Bill

Leg. I
जयदेव नाथ मंत्रालय
प्राप्ति तथा प्रेषण अनुभाग
10 SEP 2009
9270

Director

evls
21/9/09

Ev. Officer

M. K. Suman
9/9/09

Min. of Law & Justice / Legislative Dept.

10/9/09

2741
10/9/09

951/09-111
11/9/09
Smt. Raju

Ministry of Law and Justice
Legislative Department

The proposal of the Ministry of Women and Child Development to enact a legislation for Protection of women against sexual harassment at work places was concurred in by this Department on 21st March, 2006 vide our Notes at page 20/ante.

3450/313 (M/RM)
8/10/09

2. The draft Bill on the said subject was forwarded to the Ministry for confirmation, to which they suggested certain changes and the said changes were made and the draft Bill was once again forwarded to the said Ministry for confirmation. They have now confirmed the contents of the draft Bill. In the mean while there was a change of the Government and new Cabinet was formed after elections.

3. In this regard, the attention of the Ministry of Women and Child Development is drawn to Office Memorandum No. 1/13/5/2009-Cab. dated the 25th May, 2009 from the Cabinet Secretariat regarding fresh approval of the Minister-in-charge and Cabinet after formation of the new Government.

4. The Ministry of Women and Child Development is advised to prepare a fresh draft Note for the Cabinet taking into consideration the procedure specified in Chapter IX of the Manual for Handling Parliamentary Work in Ministries and after consulting Ministries, Departments of the Central Government and State Governments and other interested authorities/persons and forward a copy of the same to the Department of Legal Affairs.

5. While attempting the draft Note for the Cabinet, the Ministry may take into consideration the latest guidelines issued by the Cabinet Secretariat vide their D.O. No. 1/13/6/2007-Cab., dated the 23rd June, 2009.

6. The proposed definition of "aggrieved woman" does not fit in the scheme of the Bill, so it may also be made clear in the said draft Note for the Cabinet that, how an employer-employee relationship can be established in respect of a student, research scholar and patient and how can a "work place" also be established or determined for a student and patient.

7. A copy of the said draft Note for Cabinet may be forwarded to the Department of Legal Affairs for examination of its feasibility from legal and constitutional point of view.

8. A copy of the said draft Note for Cabinet may also be forwarded to this Department so as to enable us to draft the Bill on the subject.



for 07/10/09
Min. Rm
Min. C.M.R.M.

Sunita Anand

(Sunita Anand)
Assistant Legislative Counsel
6th October, 2009
Ph.23384065.

JS& LC (Shri S.R. Dhaleta).

S.R. Dhaleta
6/10/09

Ministry of Women and Child Development.

M/olaw& justice, Legislative Deptt: U.O.No 1(35)/06 L-2 dt. 07/10/09

29/10
03/10/09
03/10/09
29/10

Reference:- Note on pre-page.

The draft bill regarding Protection of Women against Sexual Harassment at Work Place, was forwarded to Ministry of law & Justice for finalization of bill before introducing the same in the parliament vide note on page number 109/N

How ever Ministry of Law & Justice has raised an objection on Para No. 6, which is appended below:-

The proposed definition of " aggrieved women" does not fit in the scheme of the Bill, so it may also be made clear in the said draft Note for the Cabinet that, how an employer - employee relationship can be established in respect of a student, research scholar and patient and how can a " work place" also be established or determined for a student and patient.

Submitted please.

S.K. Vohra
4/11/2009

SO-WW-Vant

US-WW-onlea

~~US-WW-aslo~~

[Signature]
4/11/09

~~Dr (M.P.M)~~

3351
9/11/09

We have included Madam's observation and our response on the issue of definition of 'aggrieved women' in the draft Cabinet note.

for approval p1.

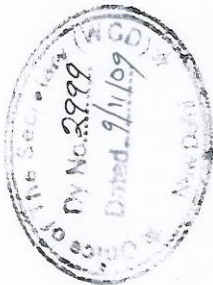
~~Secy. (W)~~

[Signature]

6/11

[Signature]

This file was hand ed back by the Secy. on 16th Nov. Secy desires that the draft Cabinet Note is recast on the following




minutes

1. Purpose of the note
2. Background
3. SC guidelines & status of its implementation
4. Need for the legislation
5. Salient features of the legislation
6. Inter-ministerial consultations
7. Decisions sought.

Secy. desires a crisp, short and to the point write up.

This is priority.

13 (im)  18/11
St. Math. Puzari

Ref. Dir (M&M) note at PMS 112/N.

DFA is not up for approval please.

SKVoh
23/11/2009

SO - W - Vant
US - W - Guleen
~~US - Madan - LO~~

JPC
27/11/09

Dir (M&M)

Would it be proper to request
NEW to drop the Cabinet Note? Would it not be
better if we do it?

9/3
23/11

US (W)

Pl. prepare the DEN as deemed.

JPC
30/11

SO (W & Section)

I called for the file to study it. It has not moved.
The issue is important and included in RFD, hence needs urgency.
It quickly propose an IMG. In the file I find mention of
RTI act (about evidence or trial stage etc). If issues of RTI are also there,
Secy DPT may also be included as a member.

JS (SN)

Early a.i.a. pl. 11/12/09

10.11.09

Dir (M&M)

US (W)

17/12

9/3
12/12

Office of the Addl. Secretary (MCD)
S. No./Dy. No. 376
Date: 10/12/09

PS

A copy of
the final
draft (at this
stage) may
please be
given to me
for study

10/11/09

Proposed for
consideration of
DFA moved
in PMS file
& forwarded
17/12

Ministry of Women & Child Development
W.W. Section

Subject:-Draft Bill on Protection of Sexual Harrasement at Work Place.

Office of Hon'ble MOS(I/C) has requested that the file dealing with Prohibition of Sexual Harrasement at Work Place may be submitted to her today positively.

It will be recalled that the Ministry of Law & Justice has advised us to prepare a fresh Cabinet Note incorporating the views of the Ministry as to how reseach scholar and patient could be brought under the ambit of the proposed legislation. To review and fine tune the bill in light of the observations of the Law Ministry, we have vide order dated 30.12.2009 constituted an Inter Ministerial Group. A copy of the OM issued in this regard may be seen at page 427-428/Corr. The first meeting of the group is scheduled on 7.1.2010.

The file may be submitted to Hon'ble MOS(I/C).

4140 / Dir (M.W.)
31/12/09

MOS (I/C) MWCD
Dy. Secy. 5966/c
06 JAN 2010
Room No. 750 'A Wing'
Govt. of India, New Delhi

(DVK Rao)
Under Secretary
31.12.2009

401 / JS (W) / 09
Office of the Adl. Secretary (WCD)
31/12/09
7/1/2010

JS (CN)

31/12

31/12/09

Add. Secretary
Secretary

(SUDHIR KUMAR)
Additional Secretary

for final
introduction of MOS(I/C)

31/12

MOS(I/C)

Hon Min has seen the file and has desired that necessary consultations should be expedited and draft cabinet note finalized and circulated by 31/1/10

PS. had with the body's discussion as well as the release of final copy.

6/1/2010
PS

3814
31/12/09

771100
7/1/10
6/1/10

6/1/10

review
ww section - 115 =

from pnc - pnc

The Inter Ministerial Group (IMG) constituted to discuss the draft Bill for 'Protection of Women Against Sexual Harassment at Workplace Bill, 2010' met on 7th January, 2010 and deliberated on the provisions included in the draft Bill. A copy of the minutes of the meeting may be seen at p.429-432/cor. In brief, decisions taken/issues raised are as under:-

- i) The definition of the "aggrieved women" and "workplace" as given in the draft Bill **may be retained.**
- ii) Though the provision of penalizing employers for not constituting committees under proposed legislation was considered crucial, the cause of concern could be its enforcement. A suggestion was made to incorporate a coercive provision such as cancellation, non-renewal, rejection of license/ approvals by the Government/ Local authority that such organization requires to carry on its business. **We may include such a provision in the draft Bill.**
- iii) The requirement of appointment of chairperson and other members of the local committee by the appropriate Government under Section 6(2) of the draft Bill be deleted as the provision clearly states that the District Officer shall constitute the Committee. **This may be agreed to.**
- iv) Section-11(3)(b) cannot be made applicable to Government servants as no provision exists in the Disciplinary Rules to provide for compensation and only penalties prescribed there in can be imposed on the charged officer. **The provision in the draft Bill may be suitably modified so that either of Sub Clause (a) and (b) is applicable in a particular case.**
- v) Section-14 & 15 of the proposed Bill might not be required as adequate provisions are available under RTI Act, 2005 for exemption in the case of inquiry proceedings and personal information.

Under Section-8 of RTI Act, 2005, information which would impede the process of investigation or apprehension or prosecution of offenders need not be given to any citizen. Information which relates to personal information, the disclosure of which has no relationship to any public activity or interest or which would cause unwanted invasion of the privacy of the individuals need not be given unless the Public Information Officer (PIO) /Appellate Authority, as the case may be, is satisfied that the larger public interest justifies disclosure of such information. **In view of this, there may not, perhaps, be any need for Section-14 & 15 of the draft Bill.**

- vi) There was a consensus to retain Section-12 to prevent misuse of the Law.
- vii) Under Section -11 (3)(b) relating to deduction from the salary or wages of the respondent, such sum of compensation to be paid to the aggrieved women or to legal hirers, ceiling prescribed in Cr.PC. may be followed. **This may be agreed.**
- viii) Under Section-16 (2) it was suggested that instead of restricting the kind of orders to leave, transfer or restraining the order, the expression "or any other order, as may be deemed appropriate" may be added. **This may be agreed to.**

(a - encl)

ix) The coverage of the proposed Bill under Section-1(2) must be revised to provide an exception in case of the State of Jammu & Kashmir (J&K).

The issue of application of the proposed law in the State of J&K was earlier examined by the Department of Legal Affairs and it was felt that the proposed Law can be made applicable to the State of J&K in view of the entry made by the Constitution (application to J & K) Order 1954. As such, the proposed Law may be made applicable to the whole of India.

x) The definition of 'Chairperson' under Clause-2 (C) of the draft Bill to be revised so as to read 'Chairperson' means Chairperson of the Internal Committee or of the Local Committee. This may be agreed to.

2. It was decided that NCW would make appropriate amendments to the draft Bill and submit it to the MWCD for getting it vetted by the Ministry of Law & Justice before the Cabinet Note is circulated. Though NCW has not so far provided us the revised draft, a draft Cabinet Note, keeping the above issues in mind, has been attempted and placed on file. If agreed, we may forward this draft Cabinet Note to the Ministry of Law & Justice to enable them to draft a revised Bill on 'Protection Women Against Sexual Harassment at Workplace'.

For consideration pl.

~~Dir (Legal)~~

~~Under Secretary~~
(DVK Rao)
Under Secretary
18.1.2010.

~~JS(SN)~~

Notes from preface summarising the suggestions/decisions taken during the meeting of the IMG constituted to consider the draft Bill on Protection of Women from Sexual Harassment. Proposal at para 2 above for approval, pl.

~~Add. Secretary~~
~~JS(SMT)~~

~~Dir (Legal)~~
Mo & J.

~~JS(SN)~~
~~Add. Secy.~~

Sh. S.R. Dhalekar JS & L, Mo & J, Representative Dept.

NS 11-12/au6
659/JS(SN) DW
5/1/2010
134/10 = LLS
27/1/10
602/K(RN) DW
19/01/2010

93
18/1
19/1/10
19.1.10

625/JS(SN)/10
20/1
Office of the Addl. Secretary (MWCD)
S. R. Dhalekar
19/1/10

20/1
21/1/10
22/1

4472/218(MRM)
21/1/10
JS & L. C. (S. R. Dhalekar)
Date: 21/1/10
25/1/10

LEGISLATIVE DEPARTMENT
LEGISLATIVE-I SCETION

Subject: The Protection of Women against Sexual Harassment at Workplace Bill, 2010-reg.

Dy.No.134/10 L-I Dated 27-01-2010

We have received file from Ministry of Women and Child Development, on the above cited subject wherein they have forwarded to us a copy of the draft Cabinet Note along with a copy of the revised draft Bill on "Protection of Women against Sexual Harassment at Workplace" for vetting.

In this regard, they have mentioned that it was decided that NCW would make appropriate amendments to the draft Bill and submit it to the Ministry of Women and Child Development (MWCD) for getting it vetted by this Ministry. Though NCW has not so far provided them the revised draft Cabinet Note which has been attempted and placed on file.

[Signature]
27/1/10 Submitted Please.

[Signature]
27/01/10

JS&LC(Shri S.R.Dhaleta)

[Signature]
28/1/10

JS&LC (S. R. Dhaleta)
Dy. No. 134/10
Date: 27-1-10

Addl. S.C. (MS Vasishtha)

From the perusal of the notes on the pre-pages, it appears that the proposal has not been concurred in by the department of legal Affairs. If approved, we may forward the same to the said department for their concurrence.

579/10
3/2/10

01/02/10
Shri Dhaleta

[Signature]
1-2-10
Dr. Ramesh Vasishtha

J.S. & L.C. (Sh. S.R. Dhaleta)

[Signature]
1/2/10

Depy S.C.A. (Annie - B)

144/2010
1/2/10
1/2/10
1/2/10

Ministry of Law & Justice
Department of Legal Affairs

FTS No.679/2010-Adv.B

The Ministry of Women & Child Development has forwarded a draft note for Cabinet on "the Protection of Women against Sexual harassment at workplace Bill, 2010" for our examination and concurrence.

2. The referring Ministry is advised to place on record copy of revised Draft Note for the Cabinet. The referring Ministry is also advised to ensure that the decision taken in the Inter Ministerial Group (IMG) on the various Section of the said Bill have been incorporate in the revised Draft Note for the Cabinet for our examination.



(O.P. Bagri)

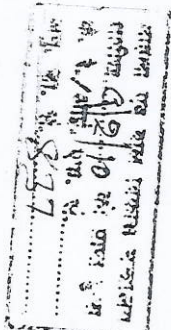
Asstt. Legal Advisor

Dated 05.02.2010

Ministry of Women & Child Development

679/10
5/2/10

hll



Discussed with Dr. Pankaj
Vashist, Adl. Lt. - 2
Loaded over copies
for preparation of Bill.
hll

Draft Bill prepared/comments
by Dr. Sanyal into Bill
was discussed with
Dr. (VA) and comments
are given.
hll
5/2/10