

To  
Ms Rekha Sharma  
The Chairperson  
National Commission for Women  
Plot-21, Jasola Institutional Area  
New Delhi - 110025

Date: 3<sup>rd</sup> December 2018

Dear Ms Sharma

**Sub: Women groups' response following the NCW - National Consultation on Review of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 held on 17 November 2018.**

First of all, we extend our thanks to the NCW for initiating a National Consultation on Review of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Moreover, we are happy to hear that the NCW has, at the urging of women's groups present at the meeting, agreed to the following:

1. **That the National Consultation held in Delhi be treated as only the first among many consultations, with further, regional consultations being held with women's groups and individuals with experience in working with the law, across a range of spaces/institutions before seeking any amendments to the existing law.** The signatories to this letter are only indicative of the organisations and individuals who need to be brought into this process.
2. **Pursuant to the discussions at the meeting on wide-scale non-compliance in the organised sector, the NCW has committed to conducting a sample sectoral study of industries, the corporate sector and commercial enterprises and others for which designated ministries exist.** We look forward to the NCW making public its proposal for the same in terms of numbers, sectors, etc., so that women's groups, professional associations and trade unions may assist the process.

3. **Similarly in government ministries, departments and bodies, the NCW must do an assessment of compliance in relation to prevention, prohibition, redress and reporting as mandated by the law.**
4. **The NCW should take forward its plan to assess the existence/non-existence of LCCs across states, and conduct an audit** on whether all members required under law are appointed, whether they have received any trainings, and whether any complaints have been inquired into and addressed, etc.
5. **We urge the NCW to set a timeframe** within which to complete this work.

Also, as agreed in the meeting, we will all send you materials created in various languages/ contexts for your information and use in creating materials.

**IN ADDITION, IT IS CRUCIAL THAT THE NCW ORGANISE A SERIES OF SPECIAL CONSULTATIONS TO UNDERSTAND SPECIFIC CHALLENGES FACED AT THE WORKPLACE:-**

- **IN THE UNORGANISED SECTOR by domestic workers, construction workers, contractual workers, sex workers, etc.,** and especially in industries, such as garment, spinning and textile, sea food processing, electronics, plantations, etc where large numbers of women are employed.
- **IN ORGANISED AND UNORGANISED SECTORS by Women with Disabilities, Dalit Women, Tribal women, women from religious and ethnic minorities, as well as queer and trans persons.**

***Signed:***

S. No	Name of the organisation	Name of the individual	Place	Email Id
1	Saheli Women's Resource Centre	Vani Subramanian	New Delhi	saheliwomen@gmail.com
2	Jagori	Suneeta Dhar Geetha Nambisan	New Delhi	suneeta@jagori.org geetha@jagori.org
3	NFIW	Annie D Raja	New Delhi	anniedraja@gmail.com
4	PLD - Partners for Law in Development	Madhu Mehra	New Delhi	madhu05.m@gmail.com
5	Swayam	Anuradha Kapoor	Kolkata	swayam@cal.vsnl.net.in
6	AIDWA	Mariam Dhawale	New Delhi	jmsmariam@yahoo.co.in
7	Akshara	Nandita Gandhi Nandita Shah	New Delhi	gandhinandita@yahoo.com shahnandita@gmail.com
8	All India Progressive Women's Association (AIPWA)	Kavita Krishnan	New Delhi	kavitakrish73@gmail.com
9	Alternative Law Forum	Bindu N. Doddahatti	Bangalore	bnhatti@gmail.com
10	ANANDI Area Networking and Development Initiatives	Jeevika, Sejal Dave	Gujarat	info@anandi-india.org
11	Association for Advocacy and Legal Initiatives (AALI)	Renu Mishra, Shubhangi	Lucknow	renu@aalilegal.org shubhangisingh.ail@gmail.com
12	Azad Foundation	Meenu Vadera	New Delhi	meenu.vadera@azadfoundation.com
13	Bailancho Saad	Sabina Martins	Goa	martinssabina@gmail.com
14	Bebaak Collective	Geetha Thatra	Mumbai	bebaakcollective@gmail.com
15	CBCI Council for	Sr Talisha SD	New Delhi	comwomenscbci@gmail.com
16	CIEDS Collective		Bangalore	ciedscollective75@gmail.com
17	Continuing Education and Training Centre	Vasu Srinivasan	Mumbai	vasu@cetcindia.com
18	Feminism in India	Japleen Pasricha	New Delhi	japleenpasricha@gmail.com
19	Gramya Resource Centre for Women	Dr. V. Rukmini Rao	Hyderabad	vijayrukminirao@gmail.com
20	Humsafar Support Centre for Women	Arundhati Dhuru, Mamta Singh	Lucknow	arundhatidhuru@gmail.com humsafar25nov@gmail.com
21	Jagori Rural	Abha Bhaiya	Himachal Pradesh	abhabhaiya@gmail.com
22	Joint Women's Programme	Dr. Jyotsna Chatterji	Gurgaon	jwpindia@gmail.com
23	Kashmiri Women's Collective	Arshie Qureshi		arshieq@gmail.com
24	LABIA - A Queer Feminist LBT Collective	Chayanika Shah	Mumbai	labia.collective@gmail.com
25	Maati	Malika Virdi	Munsiari, Uttarakhand	malika.virdi@gmail.com
26	MAKAAM Karnataka	Kavita Srinivasan		kavi.naturesmiles@gmail.com

S. No	Name of the organisation	Name of the individual	Place	Email Id
27	Nari Samata Manch	Preeti Karmarkar	Pune	narisamata@gmail.com
28	Nazariya a Queer	Rituparna Borah	New Delhi	nazariyaqfrg@gmail.com
29	Saad Aangan	Albertina Almeida	Goa	albertina.almeida@gmail.com
30	Sahr Waru	Sheba George		sheba.sahrwaru@gmail.com
31	Sama	Sarojini	New Delhi	sarojinipr@gmail.com
32	Sanhita	Soma Sen Gupta	Kolkata	somasengupta3@gmail.com
33	Sewa-Kerala	Nalini Nayak	Kerala	nalini,nayak@gmail.com
34	Streevani Pune	Julie George	Pune	streevaniprogram@gmail.com
35	The North-East Network	Anurita P Hazarika	Assam	anurita@northeastnetwork.org
36	Vimochana, Forum for Women's rights		Bangalore	vimochana79@gmail.com
37	YWCA, India	Vinodhini Moses	New Delhi	headoffice@ywcaindia.org
38	Zubaan	Urvashia Butalia	New Delhi	urvashi.butalia@gmail.com
39		Amrita Chhachhi		amrita@bart.nl
40		Anubha Rastogi, Advocate	Mumbai	anubha.rastogi@gmail.com
41		Chhaya Datar		chhaya.datar1944@gmail.com
42		Deeptha Achar, MS University of Baroda	Baroda	deeptha.achar@gmail.com
43		Dr Soma Kishore Parthasarathy	New Delhi	somakp@gmail.com
44		Geeta Seshu	Mumbai	geetaseshu@gmail.com
45		Gita Chadha, University of	Mumbai	gita_chadha@hotmail.com
46		Jhuma Sen	New Delhi	sen.jhuma@gmail.com
47		Kalpna Chakravarthy		kalpana.chakravarthy@gmail.com
48		Kamayani Bali Mahabal, feminist and human rights	Mumbai	kamayni@gmail.com
49		Kiran Shaheen		kiranshaheen@gmail.com
50		Krati Sharma		sharmakrati2111@gmail.com
51		Kumudini Patel, CWS Allahabad	Allahabad	kumudini_pati@yahoo.com
52		Lara Jesani		lara.jesani@gmail.com
53		Lata Singh, CWS/ JNU	New Delhi	lata_singh@hotmail.com
54		Madhu Bhushan, Independent Activist	Bangalore	madhu_bhushan2005@yahoo.co.in
55		Masooma Ranalvi	Mumbai	formasooma@gmail.com
56		Nandini Rao	New Delhi	nandini014@gmail.com

S. No	Name of the organisation	Name of the individual	Place	Email Id
57		Nisha Biswas		nishabiswas2@gmail.com
58		Pramada Menon	Delhi	pramadam@gmail.com
59		Prasanna Invally	Pune	prasanna.peace@gmail.com
60		Priyangee Guha		priyangee.kashyap@gmail.com
61		Rakhi Sehgal, Labour	New Delhi	rakhi.sehgal@gmail.com
62		Rita Manchanda	New Delhi	ritamanchanda2003@yahoo.co.in
63		Ritu Dewan	Mumbai	dewan.ritu@gmail.com
64		Rituparna Chatterjee		ritu.bhowmik@gmail.com
65		Sandali Thakur,	Mumbai	sojourner.sandali@gmail.com
66		Saswati Ghosh	Kolkata	saswatiz.mail@gmail.com
67		Seema Baquer	New Delhi	seema.baquer@gmail.com
68		Shakun Doundiyakhed		shakun00@gmail.com
69		Sheba Chhachhi	New Delhi	shebachhachhi@gmail.com
70		Shewli Kumar, TISS Mumbai	Mumbai	shewli4@gmail.com
71		Sumi Krishna	Bangalore	sumikr@gmail.com
72		Vandana Mahajan	Bangalore	vmahajan65@gmail.com
73		Virginia Saldanha	Mumbai	womynvs@gmail.com