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ANNUAL REPORT

Consequent upon the enactment of the Gender Sensitization & Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Act, 2013 and framing of the Gender Sensitization & Sexual Harassment of Women at Punjab and Haryana High Court, Chandigarh (Prevention, Prohibition and Redressal) Regulations, 2013, the Punjab and Haryana High Court Gender Sensitization & Sexual Harassment Committee was constituted by the Hon'ble Chief Justice vide order dated 11.02.2014 with the following Chairperson and Members:-

1. Hon'ble Mrs. Justice DayaChaudhary (Chairperson).
2. Hon'ble Mr. Justice Inderjit Singh.
3. Mr. R.S. Cheema, Senior Advocate.
4. Ms. Alka Chatrath, Advocate.
5. Ms. Vandana Sharma, Joint Secretary, High Court Bar Association.
6. Mrs. Rajesh Gill, Chairperson, Department of Sociology, Panjab University.
7. Mrs. Renu Kalia, Deputy Registrar, Punjab and Haryana High Court.
8. Registrar (Vigilance), Punjab and Haryana High Court.
9. Ms. Bharti Gupta, Social Secretary, Punjab and Haryana High Court Employees Union.

The object of constitution of the Committee is to sensitize the public relating to gender issues and to redress complaints made with regard to sexual harassment at the Punjab and Haryana High Court precincts. The Committee is also made responsible for framing the Gender Sensitization & Sexual Harassment of Women at work place (Prevention, Prohibition and Redressal) Policy, from time-to-time, and its implementation with regard to gender sensitization and prevention and redressal of sexual harassment in the Punjab and Haryana High Court precincts.

This report outlines the activities undertaken by the Committee and charts out a blue print for the activities/steps to be taken up in the year 2015.

The first meeting of the Committee was held on 03.07.2014 and considered the matter in the context of statutory obligations under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 for providing safe, secure and enabling environment to the working women irrespective of their age, employment and status, and protecting them from all sorts of sexual harassment by prevention/redressal of such harassment.

The Committee was of the view that all concerned-High Court employees, lawyers, litigants and persons employed/deployed in or visiting the High Court premises be sensitized to ensure that there is no discrimination on the basis of gender; to protect women against sexual harassment; and to respect and maintain the dignity of women. All concerned and women in particular, be made aware of the mechanism for redressal of grievances of women, constitution of Gender Sensitization and Internal Complaints committee and statutory safeguards against making of false and malicious complaints.

The Committee recommended that:-

- (i) Separate office of Member Secretary of "GSIC Committee" may be set up near the Mediation Centre/Lok Adalat for convenience of aggrieved litigants.
- (ii) Separate benches for women litigants may be reserved in the High Court corridors.
- (iii) The number of separate toilets for women in the High Court premises may be increased.

- (iv) Boards containing the information regarding the Chairperson and members of the GSIC Committee and office address and contact number of its Member Secretary may be displayed at all conspicuous places of this Court.

The second meeting of the Committee was held on 13.08.2014 and it was recommended that the complaints dated 15.07.2011 and 20.07.2011 made by Ms. Anita Seth, Additional Peon in the office of the District & Sessions Judge Amritsar, presently under suspension against Shri Hira Singh, the then Civil Judge, (Junior Division) Amritsar; Ms. Ranjit Kaur, the then Additional Civil Judge, (Senior Division) Baba Bakala and Shri H.S. Madan, the then District & Sessions Judge Amritsar be placed before Hon'ble the Acting Chief Justice for appropriate orders as the occurrence had taken place at Amritsar. The Committee deferred the other matter placed before it for consideration.

The third meeting of the Committee was held on 28.10.2014 and it was resolved that for sensitization of all concerned High Court employees, lawyers, litigants and person employed/deployed in or visiting the High Court premises for gender equality and making all concerned particularly the women aware of the mechanism for redressal of grievances of women, appropriate number of workshops and awareness programmes be organized in the High Court premises and modalities as to the date and time, speakers/resource persons, participants and duration of such workshops/programme be worked out. The Member Secretary was nominated as Nodal Officer for working out the modalities and coordinating with concerned branches of this Court and other departments.

The Committee also resolved that name, office address and contact numbers of the Chairperson and Members of the Committee and logo on

finalization be uploaded on the Punjab and Haryana High Court website. The details regarding the number and size of the display boards and places of installation thereof in the premises of this Court be also worked out and be submitted to the Committee in the next meeting.

The Committee was of the view that the existing number of toilets of the women litigants/visitors especially on the ground floor is insufficient and recommended that additional toilets especially on the ground floor be made available for the women litigants/visitors.

The Committee also resolved that separate Benches for Women litigants/visitors be identified and the report be submitted to the Committee in the next meeting.

Recommendations of the Committee:

The recommendations made by the Committee may be summarized as under:-

- Separate office of Member Secretary of "GSIC Committee" may be set up near the Mediation Centre/Lok Adalat for convenience of aggrieved litigants.
- Separate benches for women litigants may be reserved in the High Court corridors.
- The number of separate toilets for women in the High Court premises may be increased.
- Boards containing the information regarding the chairperson and members of the GSIC Committee and office address and contact number of its Member Secretary may be displayed at all conspicuous places of this Court.
- Appropriate number of workshops and awareness programs be organized in the High Court premises.
- Information of the members of the GSIC Committee be uploaded on the Punjab and Haryana High Court website.

1. **Complaint redressal:-**

No complaint regarding Sexual Harassment of any Women was received during the period under report.

2. **Counselling and mediation:-**

The matter of procedure to be adopted in case an aggrieved woman requires counselling and mediation under Regulation 7(2) (V) is under consideration and will be finalized in consultation with the Punjab and Haryana High Court Mediation and Conciliation Committee.

3. **Crisis Management :-**

The matter is being taken up with the Punjab and Haryana High Court Security Committee to devise ways and means by which the system of prevention and crisis management i.e. both gender sensitive as well as prompt and effective is put in place.

The Committee is maintaining regular contact through Member Secretary with the Punjab and Haryana High Court Security Services to ensure that in crisis arising out of incidents of sexual harassment, GSICC Members and/or the volunteers identified by the Committee are intimated without delay.

4. **Volunteers:-**

Steps are being taken for appointment of appropriate number of volunteers from amongst the Punjab and Haryana High Court Bar.

5. **Training and Orientation Programme:-**

The matter of identification and requisitioning of the services of some expert trainers for training the volunteers and other target groups is under consideration and the names of the expert trainers will soon be finalized after taking their experience and other relevant factors into consideration.

6. Sensitization and publicity:-


The matter of devising the strategy as required by Clause 7 (1) &7(2) except 7(2) (iii)] for publicity, creating awareness and holding seminars/workshops for sensitizing persons is under consideration.

7. Financial requirements:-

The requirement of funds for implementation of the said Regulations during the year 2015 have been worked out and following is the proposed budget for the calendar year 2015:-

Sr. No.	Object	Amount (In Rs.)
1	Organization orientation and training programmes for the members of the GSICC, Internal Sub-Committee, volunteers, counselors etc.	50000/-
2	Development of relevant information, education, communication and training materials, for organization of awareness programmes, and for advancement of the understanding of the public of the provisions of these Regulation.	1,00,000/-
3	Organization of programmes for the gender sensitization of the Punjab and Haryana High Court community through workshops, seminars, posters, film shows, debates, displays, etc.	2,00,000/-
4	Payment of fees/allowances to outside members for holdings the proceedings of the Committee/Internal Sub-Committee.	50,000/-
5	Expenses for holding Meetings of the Committee as well as Internal Sub-Committee.	20,000/-
6	Expenses for Notices/Summons/ Circulars/ other correspondences.	5,000/-
7	Expenses for maintenance of record (soft as well as hard copies).	10,000/-
8	Expenses for T.A./D.A. in case of deputing of special messengers.	10,000/-
	Total	4,45,000/-

This report is concluded with the happy note that no complaint regarding gender discrimination or sexual harassment of any women at the Punjab & Haryana High Court precincts was made during the period of the report.


(Justice Daya Chaudhary)
Chairperson, GSICC
Punjab & Haryana High Court,
Chandigarh.