

**2017-18**

SAFMA efforts in the field OF **GENDER** continues relentlessly with focus on prevention of sexual harassment at workplace, a form of gender based violence and discrimination that constitutes a gross violation of women's right to equality and dignity. Women workers, especially in the informal sector experience various unwelcome forms of sexual conduct, yet continue working in the intimidating, hostile and humiliating environment. In spite of sexual harassment in the workplace being rampant, it remains under-reported by women. To create an enabling safe working environment for women, resulting in increase in their participation in the labour force SAFMA conducted research on behalf of NHRC titled "Status and Functioning of Local Complaints Committees under The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and awareness levels among women in the work force". The aim to study the functioning and procedure followed by the Local Complaints Committees in Delhi, Haryana, and Odisha; whether District Officer has taken measures under section 20 for creation of awareness on sexual harassment and the rights of the women; and empirical research into what extent the women in the work force are aware of what is sexual harassment, extent of harassment and the forum available for redressal of their complaint on being harassed, ie LCC. The Empirical research covered total **743** respondent - **338** in Delhi, **204** in Haryana, and **201** in Odisha.

In the field of **ADVOCACY OF WOMEN'S RIGHTS**

public interest litigation filed by SAFMA [WP (C) 73/2015], the Supreme Court of India has given favourable decision, and the judgement replicates paragraphs of the writ by SAFMA in which prayer was made to have a uniform policy of registration of FIR, arrest and bail in cases of S.498A IPC; in order to

protect interests of economically backward section women, who enter into arranged marriages, mostly as minors and are subjected to horrific acts of violence. Guidelines had been prepared earlier on order dt 11.09.2015 of the Social bench. The Delhi High Court has also given favourable decision in W.P.(C)No.10498/2015 for recruitment of women in the territorial army, wherein President SAFMA was lead counsel. The Delhi High Court declared that 'any person' mentioned in Section 6 of the Territorial Army Act, 1948 includes both males as well as females. The impugned advertisements to the extent they exclude women from appointment to the Territorial Army and the claimed policy in this regard are ultra vires of Articles 14, 15, 16 and 19(1)(g) of the Constitution of India are quashed.

**In recognition of its work  
SAFMA President included in  
the CORE GROUP OF WOMEN  
of NHRC 2018.**

In furtherance of SAFMA's objective of protection of **HUMAN RIGHTS** of poor and vulnerable sections of society, SAFMA has been continuously bringing to the notice of authorities human rights violations, which include:-

**Murder and trafficking of young girls.:** Complaint filed on behalf of family of girl who had been lured into employment and then allegedly sexually assaulted and murdered. The NHRC registered case as Diary No: 21813/CR/2019 and File Number: 839/30/1/2019-WC and after taking cognizance on 13.2.2019 directed for spot enquiry. The NHRC Investigation Division concluded that Commissioner of Police, Delhi be directed to set up a Committee to enquire into the aspect of inaction, delay in registration of FIR, failing to collect scientific and material evidences and fix responsibility for delay in registration of case and collection of scientific evidence timely in a case involving a 19 year old girl who was injured, unconscious and unidentified. The Committee to additionally look into creating an SOP/guidelines to help PS level officers to take immediate action while handling such cases and also to cover the lapses leading to tardy reaction of police. The NHRC expressed concerned about the statements given by the girls who were lastly seen with the deceased. And issue notice u/s 18 of the PHR Act to the Chief Secretary, NCT Delhi, to show cause as to why the Commission should not grant Rs. 3,00,000/- to the next of kin of the deceased girl as compensation for delay in registration of case, not conducting proper scientific investigation at the initial stage leading to harassment to the family.

**False implication of a poor man, the bus conductor :** Complaint filed on behalf of innocent bus conductor who was falsely arrested & charged for murder of a student of School in Gurugram, and SAAMA made request for compensation to the victim. Due to SAFMA's intervention NHRC registered case as Diary 178639/CR/2017 and File Number: 2842/7/5/2017 and directed compensation of Rs. 1 lakh be paid.

**Deprivation of food rights :** When govt was celebrating National Nutrition Month, in the state of Uttar Pradesh, Musahars, a mahadalit community were battling starvation & death. (Times of India Oct. 8, 2018). SAFMA took up matter with NHRC (registered as Diary No: 174380/CR/2018 and 31588/24/45/2018) requesting authorities be held liable to answer :- 1. What steps has the UP govt. taken to create conditions for ensuring that the Musahar community, have access to right to food, equality and justice?; 2. Is it correct that children belonging to the Musahar community spend their day looking for rats so that they can roast them as food?; 3. What are the education facilities available in villages in Kushinagar District for children belonging to the Musahar community?; 4. What is the education level of the Musahar community?; 5. Constitute a fact finding committee if the staff asked for money to admit ailing child of Sonwa Devi and hold persons accountable for negligence and corruption, including taking corrective action so that such incidents do not occur in the future; and 6. How many jobs and houses have been provided to the Musahar community on the basis of backwardness.

Once again SAFMA was brought to notice of NHRC matter relating to starvation death of an 11 years old girl because of non-availability of ration card in the District of Simdega, Jharkhand. (Diary No: 166400/CR/2017 and No 1293/34/21/2017). The NHRC has taken very seriously to the non-responsive and callous attitude of the Chief Secretary, Govt of Jharkhand, and a final reminder was issued to the Chief Secretary, Govt of Jharkhand, for submitting his report, within eight weeks, in the

*In the field of **GENDER SENSITISATION***

*Handbook "**Chuppi Todo**" developed on the law and redressal mechanism under the Prevention of Sexual harassment at Workplace Act, 2013. It contains information in simple language on who falls in the category of an aggrieved woman; duties of an employer; role of the Local Complaints Committee; and includes reasons for sexual harassment of and why women hesitate to report or complain against the perpetrator. The book in Hindi and Oriya distributed to women respondents during the survey and in workshops held in Delhi (7 nos.), Haryana (5 nos.) and Odisha (2 nos.) benefitting about **2000 women.***

matter, failing which the NHRC shall be constrained to invoke coercive process under Section 13 of the Protection of Human Rights Act, 1993.

**Regressive practices against women:** SAFMA took up the matter of taboos and myths surrounding menstruation, on a news report the a 14 year old girl was forced to stay in a hut outside her house as she was menstruating (case registered as NHRC Diary No: 207451/CR/2018 and File Number: 2653/22/34/2018). SAFMA requested State of Tamil Nadu be held liable by calling for what steps has the taking to :- include in education syllabus content to combat socio-cultural taboos which are compounded by girls low knowledge levels and understandings of puberty, menstruation, and reproductive health; address challenge of gender. On news report in Times of India dt 28.11.2018 that young girls from Rautgara village in Pithoragarh tehsil are forced to skip school for at least five days every month when they are menstruating as a temple falls along the way to the institution, SAFMA once again raised the issue of menstruation taboos depriving girls of their fundamental right to education. NHRC registered case as Diary No: 209693/CR/2018 and No 1306/35/9/2018-WC.

**Non payment of salary/dues to ASHA workers :** Selected from the village itself the ASHA worker is trained to work as an interface between the community and the public health system. The ASHA worker is chosen through a rigorous process of selection involving various community groups, self-help groups, Anganwadi Institutions, the Block Nodal officer, District Nodal officer, the village Health Committee and the Gram Sabha. She is the first port of call for any health related demands of deprived sections of the population, especially women and children, who find it difficult to access health services. On one hand the ASHA worker is given the onerous responsibility of creating awareness on health and mobilising the community in accessing health related services. However, on the other hand her payment/dues are delayed for 6months as in case of ASHA workers in Datauli village, Sonipat, Haryana. NHRC taking notice registered case as NHRC 145/7/2019/UC.

SAFMA has been working in the field of **CHILD RIGHTS** since it's inception and believe that children's education and health, is critical to a positive social change. Drug addiction among children belonging to poor families is reported be increasing. Glue sniffing (inhaling whiteners to get intoxicated) has become a common form of substance abuse among youth, specially from the slum areas, not only in Delhi but other parts of the country also. Efforts are being made by SAFMA to counsel children in prevention and provide financial assistance for de- addiction through professional help.

SAFMA reiterated it's commitment to **ENVIRONMENT PROTECTION AND SUSTAINABILITY** for SAFMA believes there is a linkage between environment and the right to life as enshrined in the Constitution of India. One of the major components of the PM launched Swachh Bharat Mission is Solid and Liquid Waste Management, and included in waste management is Menstrual Hygiene Management. SAFMA is continuously through awareness creation and counseling promoting access of girls and women to use of safe and appropriate methods of waste management options. In addition SAFMA advocates combating myths and taboos surrounding menstruation that exclude women from many aspects of socio-cultural life; and has raised the issue of discrimination against menstruating girls, whether in schools at home or religious places.

SAFMA continues to use **LAW FOR ADVOCATING WOMEN'S RIGHTS** and supports families of victims of gender based violence. SAFMA commitment to elimination of gender based violence is reiterated through free legal representation to victims of gender based violence, including domestic violence, rape and child sexual abuse, with volunteers having counselled and provided assistance to over 20 women.

**CHARITY** by SAFMA includes funding of education of 3 children in Jammu and Kashmir through Kashyap Seva Foundation and 1child in Nanki Public School, Delhi. In addition provided service to the dying and destitute and to serious and terminally ill women; donation to St. Stephens Hospital Patients Welfare Society for treatment of orthopedically disabled/polio affected children and donation of providing 65 pieces woolen shawls to students from Sant Baba Nagpal Sanskrit Mahavidyalaya Evam Shodh Sansthan.