

National Commission for Women  
4, Deen Dayal Upadhyaya Marg  
New Delhi


No.1-6/2010- 11 NCW (Commission Meeting)

Dated 18<sup>th</sup> March, 2011

Subject:- Meeting of the Commission held on 14.3.2011 at 10.30 hrs. in the Conference Hall of the National Commission for Women- circulation of minutes regarding .

The minutes of the Commission Meeting held on 14<sup>th</sup> March, 2011 at 10.30 hrs. in the Conference of the National Commission for Women are enclosed for information and necessary action.

It is requested that action taken report, if any, on the decision taken in the above meeting may please be furnished to Shri H.C.Bharti, Coordinator, at the earliest.



(Raj Singh)  
( Deputy Secretary)

PS to CP, PS to M(YA), PS to M(WS)

PS to MS,

DS, LO, US, SRC, PRO, PAO

S.O., ~~Coordination~~ (CH)

Programmer, Shri Atul Sinha, for uploading in the NCW Website.

**Minutes of the Commission's Meeting held on 14.3.2011 at 10.30 hrs. in the Conference Hall of the National Commission for Women, New Delhi.**

The following attended the meeting:-

- |                        |                  |
|------------------------|------------------|
| 1. Dr. Girija Vyas     | Chairperson      |
| 2. Mrs. Yasmeen Abrar  | Member           |
| 3 Mrs. Wansuk Syeim    | Member           |
| 4                      |                  |
| 5 Mrs. Zohra Chatterji | Member Secretary |

**In attendance were:-**

- |                            |                            |
|----------------------------|----------------------------|
| 1. Shri Raj Singh          | Deputy Secretary           |
| 2. Shri S.C. Kaushik       | Legal Officer              |
| 3. Shri J. K. Uniyal       | PAO                        |
| 5. Smt T Kareena B Thengma | PRO                        |
| 5 Shri Jawahari Singh      | Senior Research Consultant |
| 6. Shri H. C. Bharti       | Coordinator                |

The Chairperson welcomed all the Members and Officials of the Commission.

**Agenda Item No.1** Confirmation of the Minutes of the meeting held on 28.01.2011

Confirmed

**Agenda item No. 2:-** Assigning the work of Architectural Consultancy of the office building at Jasola to CPWD and termination of agreement with HUDCO.

Approved

(Action: Admn Section)

**Agenda Item No. 3.** The MOU of the Project ' Save the Home Save the Family' has been signed by NCW with Special Police Unit for Women

and Children and Tata Institute of Social Sciences, Mumbai on 14.3.2011 at 11.00 A.M. in the premises of NCW. The scheme has been extended to all 11 districts of Delhi w.e.f. 1.4.2011 at a cost of Rs. 23.04 lacs per annum.

**Approved**

**(Action: R &S Cell)**

**Agenda Item No 4:-** MOU between NCW and Women Power Connect, New Delhi and MOU between NCW and Indian Vision Foundation and Navjyoti India Foundation, New Delhi, has been signed on 11/3/10 on the occasion of celebrations of International Women's Day.

**Approved**

**(Action:Legal Cell)**

**Agenda Item No.5:-** Grant of 3 months Maternity leave to the contractual and daily wage lady staff of NCW. At present the benefit of Maternity Leave is not being granted to this category of staff of the NCW. In the Commission's meeting held on 10.01.2011, it was decided that the issue of payment of emoluments and the period of maternity leave to be allowed to all contractual employees in general, may be examined legally, keeping in view the Delhi High Court Judgement.

The matter was examined keeping in view, the provisions of Maternity Benefit Act, 1961, the Judgement of Hon'ble High Court of Delhi in the case of Ms. Bharti Gupta vs. RITES. Considering that the State Govts. of Haryana and Himachal Pradesh have also extended the maternity benefit to employees engaged on contract basis, it was decided that NCW which is the premier body for safeguarding of women's rights must also take a sympathetic view and grant this benefit to its lady employees. Accordingly it was decided that lady employees of NCW (contractual / daily wage basis) may be allowed maternity leave for a period of 12 weeks (i.e. 3 months). Further, since the Judgement of

Hon'ble High Court was delivered on 9.8.2005 and considering the interest of women staff of NCW, it was decided that the maternity leave for 3 months may be allowed to Ms. Neetu Kashyap (Maternity leave from 3.3.2008 to 2.6.2008), Ms. Kanchan Khatter (Maternity leave from 18.10.2010 to 17.1.2011) and Ms. Neelam Chaudhary (Maternity leave from 16.2.2011 to 15.5.2011).

Approved.

(Action : Admn. Section)

**Agenda Item No.6:-** 23 Proposals received from different Organizations for holding National/ Regional Seminars, Conferences, Research Study, Legal Awareness Programmes on different women issues.

Deferred . To be taken up in the next Screening Committee meeting to be held on 18.3.2011 after due examination.

(Action: R & S Cell)

**Any Other Matter:-**

(a) Amendment to the system of reporting of complaints and pendency. With the introduction of online system of the registration of complaints, a large number of complaints are being received in the Commission. Many of these do not require to be taken up as they are non mandated. In view of the limited manpower resources of NCW also, it is not possible to take up all the registered complaints. The number of these unattended complaints adds to the number of complaints, which are pending for want of ATR from the State Govts. As per the present system of reporting of complaints, the number of complaints registered, those attended to and finally disposed are shown separately. Cases finally disposed off and





closed are very limited in number in comparison with number of registered complaints, as the disposal of cases takes a long time, since most of them involve litigation and need to be monitored, even though action may have already been taken on, with the intervention of the NCW. Such a huge pendency gives an adverse impression of the working of the Commission, though it is working overtime on thousands of cases. Considering that the processing and final disposal of cases is a long drawn process involving the judiciary and various State authorities, it was decided that the system of reporting of complaints and pendency may be amended as under: -

- (a) As the non-mandated complaints are not required to be processed, there is always difference between the number of complaints registered and those taken up by the Commission. As such the number of complaints taken up by the Commission and then monitored may be treated as disposed at the level of C&I Cell and reported as disposed.
- (b) These complaints would, however, continue to be monitored and pursued at the level of counsellors as per the usual proforma for internal monitoring purposes.

**Approved**

**(Action: C & I Cell)**

(b) It was decided that the following programmes may be organized :-

1. 'Public Hearing in Delhi University' on 22.3.2011
2. Meeting with Women MPs at Parliament Annexe on 24.3.2011.
3. A Seminar on 'Women Issues' in Uttranchal on 28<sup>th</sup> March, 2011
4. A Seminar on 'Effective Implementation of laws relating to Women' at Udaipur on 31<sup>st</sup> March, 2011.

5. A Seminar on 'Marriageable Age' in Meghalya on 2<sup>nd</sup> April, 2011.
6. A Seminar on 'Women Issues' at Mumbai on 4<sup>th</sup> April, 2011.
7. A National Level Conference with State Women Commissions on 'Functioning of State Women Commission' at New Delhi on 7<sup>th</sup> April, 2011
8. Meeting of the 'Working Group on Trafficking' may be fixed in consultation with UNIFEM.

(c) Extension of tenure of Coordinators:-

Regarding extension of tenure of Coordinators namely Ms Kalpana Pant, and Lulabi Patnaik, it was decided that their tenure be extended for one year with effect from 1<sup>st</sup> April, 2011.

Approved .

(Action: Admn. Section)

(d) To consider the enhancement of monthly emoluments of daily wagers and contract workers and increase in OTA of staff car drivers and clerks of the Commission.

The demand for enhancement of monthly emoluments of Daily Wagers and Contract Workers who have been working in the Commission for a very long period was taken up for consideration. The Commission was informed that the proposal for creation of posts has already been sent to the Ministry and only after that their regularization can be considered. The Commission was of the view that as this will be a long process, hence in view of the length of their services, an increase of between Rs.1500 to 3000/- (depending on length of service and category of employee) should be considered. As it is an administrative matter, it may be finalized on file accordingly.

Approved.



(e) It was brought to the notice of the Commission that presently there is no facility of any kind of leave for the contractual employees/daily wagers, who have been working in the Commission for very long. It was further mentioned that even if they could not attend office for a day due to some emergent case, their wages are deducted.

It was, therefore, approved that contractual employees/daily wagers, who have completed more than 10 years of service may be granted 8 days casual leave during the year.


**Approved.**

(f) The issue of increase of OTA for Staff Car Drivers from 40 Hours to 100 Hours also came up for discussion. The representations received from Staff Car Drivers on this issue had been discussed earlier in the Commission meeting held on 18<sup>th</sup> August, 2010. It was decided then that the limit of overtime could be increased to 70 Hours per month based on the recommendations of supervisory officer and reviewed after 3 months. After discussion, it was decided that drivers who have performed well and are recommended by their supervisory officer may draw OTA up to 100 Hours depending on OT duty hours (actually) put in by them.

**Approved.**

(Action : Administration Section)

The meeting ended with a vote of thanks to the Chair.

  
Chairperson

  
Member Secretary

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