

ANNUAL REPORT, GSICC 2018

[Under Rule 7(2)(iii) of the Gender Sensitisation and Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal) Regulations, 2013]

The Supreme Court Gender Sensitization and Internal Complaints Committee (for short 'GSICC') was constituted by the then Hon'ble the Chief Justice of India vide Office Order No. 277 of 2013 dated 26.11.2013. Vide Order of the then Hon'ble Chief Justice of India dated 28.7.2017 the Committee was reconstituted with the following composition:-

<i>Hon'ble Mrs. Justice R. Banumathi Supreme Court of India</i>	<i>Chairperson</i>
<i>Hon'ble Mr. Justice A.M. Khanwilkar Supreme Court of India</i>	<i>Member</i>
<i>Mrs. Seema Rani Dua, Additional Registrar (Officer in service of the Supreme Court of India)</i>	<i>Member-Secretary</i>
<i>Ms. Indu Malhotra, Senior Advocate (Senior Member of the Supreme Court Bar)</i>	<i>Member</i>
<i>Ms. Madhu Chauhan [Representative of Supreme Court Bar Clerks' Association under Clause 4(2)(e)]</i>	<i>Member</i>
<i>Ms. Bharti Ali, Co-Director, HAQ : Centre for Child Rights, New Delhi [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)]</i>	<i>Member</i>
<i>Prof.(Dr.) G. Mohan Gopal, Director, Rajiv Gandhi Institute for Contemporary Studies, New Delhi [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]</i>	<i>Member</i>
<i>Mr. P.P. Malhotra, Senior Advocate and Former Additional Solicitor General (Senior Member of the Supreme Court Bar Association) [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)]</i>	<i>Member</i>

Further vide Order of Hon'ble the Chief Justice of India dated 27.11.2017 the Committee was again reconstituted with the following composition:-

<i>Hon'ble Mrs. Justice R. Banumathi</i>	<i>Chairperson</i>
<i>Hon'ble Mr. Justice Deepak Gupta</i>	<i>Member</i>
<i>Mrs. Seema Rani Dua, Additional Registrar (Officer in service of the Supreme Court of India)</i>	<i>Member-Secretary</i>

*Ms. Priyanka S. Mathur, Advocate
(Representative of the Supreme Court Bar
Association under Clause 4(2)(c))* Member

*Mr. F. I. Choudhury, Advocate
[Representative of the Supreme Court Bar
Association under Clause 4(2)(c)]* Member

*Ms. Anushree Prashit Kapadia, Advocate
[Representative of Supreme Court Advocate-
on-Record Association under Clause 4(2)(d)]* Member

*Ms. Madhu Chauhan
[Representative of Supreme Court Bar Clerks'
Association under Clause 4(2)(e)]* Member

*Mr. P.P. Malhotra, Senior Advocate
and Former Additional Solicitor General
(Senior Member of the Supreme Court Bar
Association) [Nominee of Hon'ble the
Chief Justice of India under Clause 4(2)(h)]* Member

Further vide Order of Hon'ble the Chief Justice of India dated 19.12.2017 the Committee was again reconstituted with the following composition:-

Hon'ble Mrs. Justice R. Banumathi Chairperson

Hon'ble Mr. Justice Deepak Gupta Member

*Mrs. Seema Rani Dua, Additional Registrar
(Officer in service of the Supreme Court of India)* Member-Secretary

*Ms. V. Mohana, Senior Advocate
[Senior Member of the Supreme Court Bar under
Clause 4(2)(b)]* Member

*Ms. Priyanka S. Mathur, Advocate
(Representative of the Supreme Court Bar
Association under Clause 4(2)(c))* Member

*Mr. F. I. Choudhury, Advocate
[Representative of the Supreme Court Bar
Association under Clause 4(2)(c)]* Member

*Ms. Anushree Prashit Kapadia, Advocate
[Representative of Supreme Court Advocate-
on-Record Association under Clause 4(2)(d)]* Member

*Ms. Madhu Chauhan
[Representative of Supreme Court Bar Clerks'
Association under Clause 4(2)(e)]* Member

*Ms. Abha Singal Joshi, Former Director,
Multiple Action Research Group [Nominee
of Hon'ble the Chief Justice of India
under Clause 4(2)(f)]* Member

Mr. P.P. Malhotra, Senior Advocate and Former Additional Solicitor General (Senior Member of the Supreme Court Bar Association) [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)] *Member*

Prof. (Dr.) Mrinal Satish, Professor, National Law University [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)] *Member*

The Committee has now been again reconstituted by the Hon. Chief Justice of India vide order dated 13.11.2018 with the following composition.

Hon'ble Ms. Justice Indu Malhotra *Chairperson*

Hon'ble Mr. Justice R. Subhash Reddy *Member*

Mrs. Seema Rani Dua, Additional Registrar (Officer in service of the Supreme Court of India) *Member-Secretary*

Ms. V. Mohana, Senior Advocate [Senior Member of the Supreme Court Bar under Clause 4(2)(b)] *Member*

Ms. Priyanka S. Mathur, Advocate (Representative of the Supreme Court Bar Association under Clause 4(2)(c)) *Member*

Mr. F. I. Choudhury, Advocate [Representative of the Supreme Court Bar Association under Clause 4(2)(c)] *Member*

Ms. Anushree Prashit Kapadia, Advocate [Representative of Supreme Court Advocate-on-Record Association under Clause 4(2)(d)] *Member*

Ms. Abha Singal Joshi, Former Director, Multiple Action Research Group [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(f)] *Member*

Mr. P.P. Malhotra, Senior Advocate and Former Additional Solicitor General (Senior Member of the Supreme Court Bar Association) [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)] *Member*

Prof. (Dr.) Mrinal Satish, Professor, National Law University [Nominee of Hon'ble the Chief Justice of India under Clause 4(2)(h)] *Member*

In the year 2018, the GSICC convened four meetings on the following dates:

- 9th May, 2018
- 17th July, 2018,
- 28th November, 2018
- 11th December, 2018

COMPLAINTS AND INTERNAL SUB-COMMITTEE:-

Five complaints were received by the GSICC from aggrieved women. Out of five complaints, three complaints have been disposed of and two complaints are pending.

VOLUNTEERS:-

During the year 2018 the following meetings of the volunteers were held for the awareness programmes to discuss other federated and corelated issues:-

MEETINGS OF THE VOLUNTEERS OF GSICC

A. So early discussed on 1.2.2018 a meeting was held in Court No.15, Supreme Court of India, attended by Mrs. Seema Dua, Member Secretary, Ms. Anushree Prashit Kapadia, Member, Mrs. Kumud Lata Das, Perna Kumari, Ms. Jessy Kurian, Mr. T. Mahipal and Dr. Ritu Bhardwaj, Volunteers to discuss about the organisations of awareness programme scheduled on 8th March, 2018 being the International Women's Day.

B. On 8th August, 2018 a meeting was held in Court No.15, Supreme Court of India attended by Mrs. Seema Dua, Member Secretary, Mrs. Anushree Prashit Kapadia, Mrs. Priyanka Mathur and Mr. F.I. Chaudhary Members, Mrs. Nisha Bagchi, Mrs. Sunia Hazarika, Mrs. Kumud Lata Das, Dr. Ritu Bhardwaj, Ms. Perna Kumari, Ms. CharuWali Khanna, Mr. T. Mahipal and Mr. Vibhu Shankar Mishra, Volunteers.

The Committee Members and Volunteers unanimously decided that one Interactive Session should be held on the every last Wednesday of month. It was decided to organise Interactive session on 29th August, 2018 in Section XII and XII-A and an awareness programme on 26th September, 2018 at 1.15 p.m. in Plaza Canteen for the staff of the canteen.

C. On 10th December, 2018 a meeting was held in Court No. 15 , Supreme Court of India attended by Ms. Seema Dua, Member Secretary, Ms. Priyanka Mathur, Member, Ms. Nisha Bagchi, Ms. Perna Kumari, Ms. Jessy Kurian and Mr. Vibhu Shankar Mishra, Volunteers. It was decided to paste posters bearing the details and contact numbers of Members/Volunteers of GSICC at different conspicuous locations in the premises of Supreme Court.

SENSITISATION AND PUBLICITY:-

GSICC conducted following Awareness Programmes to sensitise on the issue of sexual harassment in the precincts of the Supreme Court of India:

A. On 23rd February, 2018 an Interactive Session was held for the Advocates in Court No.15 Supreme Court of India. The suggestions/discussions were as under:

i. The Committee Members and Volunteers explained about the function of the Committee and how it can help them to improve the working environment.

ii. Participants discussed their problems with the Committee Members, female employees discussed how their male colleagues were restrained in their behaviour and conduct for 1-2 weeks after the Interactive Sessions.

iii. Male members also discussed their doubts and fear about the Committee which were clarified by the volunteers and Committee Members and they were assured that this Committee is to facilitate healthy relationship between both genders and there is nothing to be afraid of.

B. On 08th March, 2018 (Being the International Women's Day) a programme on 'Gender Justice' was organised for Supreme Court Staff and Advocates in the Bar Lounge (ground floor), Supreme Court of India. Hon'ble Mr. Justice Deepak Gupta also attended the programme. The programme consisted of:

i. Welcome address by Dr. Ritu Bhardwaj

ii. Introductory speech by Ms. V. Mohna

iii. Skit on the theme

iv. Speech by Dr. Mrinal Satish

v. Vote of thanks by Ms. Anushree Prashit Kapadia

The theme of the programme was duly conveyed through the speeches. On the issue of gender sensitization, skit was presented by Members of an NGO which was very interesting and informative and was highly appreciated by the audience. The programme was compered by Dr. Ritu Bhardwaj. The programme ended with Vote of Thanks by Ms. Anushree Prashit Kapadia.

OPEN DISCUSSION PROGRAMME:-

GSICC conducted following Open Discussion Programmes to sensitise on the issue of sexual harassment in the precincts of the Supreme Court of India.

A. on 17th May, 2018 Open Discussion Programme for the Supreme Court Staff (Library Staff) was organized at 1:15 P.M. in Court No.15. Mrs. Seema Dua, Member Secretary, Ms. Priyanka S. Mathur, Ms. Anushree Prashit Kapadia Member, Ms. Kumud Lata Das and Ms. Nisha Bagchi, Volunteers attended the discussion.

The Open Discussion Programme was attended by more than 50 persons and it was very fruitful discussion session in which it was discussed that the ethical behaviour and office decoram should be maintained. Efforts should be made by both male and female colleagues to make the office environment more congenial and friendly. It also helped in a way in 'ice breaking' among Staff Members encouraging them to approach the Committee in case of any Sexual Harassment Complaint faced by them.

B. On 29th August, 2018 Interactive Sessions was held for the Staff of the Judicial Branches XII and XII-A of the Supreme Court of India. Mrs. Seema Dua, Member Secretary, Ms. Priyanka S. Mathur and Ms. Anushree Prashit Kapadia, Members and Ms. Charu Wali Khanna, volunteer attended the programme.

The Open Discussion Programme was attended by more than 50 persons. Participants were informed how the Committee of GSICC helps the persons in case of sexual harassment if anyone is suffering and what will be the process of making complaint by the complainant. It was also informed by the Members that male staff members can also lodge complaint in the situation of the harassment if they feel which is related to the GSICC. It was also informed that the posters have been pasted on different locations in the Supreme Court premises by GSICC containing contact details of the Member Secretary of Gender Sensitization & Internal Complaints Committee, which helps the complainant to approach the Committee directly.

C. On 26th September, 2018, an Interactive Session was held in the Plaza Canteen for the staff of the private Canteen, Supreme Court of India. Mrs. Seema Dua, Member Secretary, Ms. Priyanka S. Mathur, Member, Dr. Ritu Bhardwaj, Ms. Prerna Kumari and Ms. Kumud Lata Das, Volunteers attended the programme.

The Interactive Session was attended by more than 50 persons. The Volunteers informed the staff of the Plaza canteen how the Committee of GSICC helps the person in case of sexual harassment if anyone is suffering from and what will be the process of making complaint by the complainant. The staff of the Plaza Canteen also shared their views and experiences with the Members/Volunteers of GSICC.

FINANCIAL ISSUES:-

Hon'ble the then Chief Justice of India vide order dated 19.02.2018 sanctioned the budget of Rs 2,50,000/- (Rupees two lakhs and fifty thousand only) for effective implementation of the GSICC Regulations. The following expenses from the said budgetary allocation were incurred by the GSICC in organizing various programmes :

Date	Expenses Incurred (Rs.)
23.02.2018	1,650/-
08.03.2018	13,883/-
17.05.2018	1,140/-
20.09.2018 & 01.10.2018	2,014/-
18.12.2018	775/-
Total	19,462/-

Regulation 7(2)(ii) of the GSICC obligates that the GSICC will organize programmes for the Gender Sensitisation of the Supreme Court community through workshops, seminars, posters, film shows, debates, displays etc. The GSICC proposes to conduct seminars and workshops to further the aim and object of the "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013" with "The Gender Sensitisation and Sexual Harassment of Women at the Supreme Court of India (Prevention, Prohibition and Redressal), Regulations, 2013". Therefore, a budgetary provision of Rs.2,50,000/- may be made and accorded for the calendar year 2019.

-Sd-
(Seema Dua)
Member Secretary, GSICC