

Sr GM HR AP/PC Corr/ dated 24-April-2014

**Subject: Resolving issues relating to Women in transfers**

In various SSA's non executive transfers are going on. Great sensitivity and care must be taken in so far as transfers for women are concerned. It is quite possible that during counselling women may appear at the last of the list and then it becomes impossible to send them to places which are nearby and also there will be problems like toilet and unmanned stations which cannot be offered to women due to lack of choice of vacancy.

*These problems can only be solved if the administration and recognised majority unions can play a constructive role. Transfers to women could be given to women not more than 40km away. If women candidates happen to be on the lower end of the list then we must take a decision to complete the counselling of women first and then do the exercise for men.*

Where there is such a conflict, administration and all must join together in resolving the issue. We must all understand that clear cut guidelines are available and for the sake of fairness, the administration must go ahead and take note of the VISHAKA 1997 Ruling by the Supreme Court.

It reads 3. (d) **“Appropriate work conditions should be provided in respect of work, leisure, health and hygiene to further ensure that there is no hostile environment towards women at workplace and no employee women should have reasonable grounds to believe that she is disadvantaged in connection with her employment”**.

From Circle Office administration we wish to indicate that all such matters must be resolved through talks and dialogue but the Administration must keep the VISHAKA guidelines in the picture and act.



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Copy to 1) CS Majority Unions  
2) CS SEWA