

FICCI-FLO Industry Task Force recommends steps for safety of women employees at the work place

NEW DELHI, June 26, 2013. In a bid to create an environment that ensures safety and well-being of women in society and work places, the FICCI-FLO Task Force has formulated safety guidelines under four heads namely, physical; environmental; organizational and educational.

The Task Force was set up in December 2012 at the instance of Ms. Naina Lal Kidwai, President of FICCI, in the wake of increasing incidents of violence and atrocities against women. The 20-member Task Force is chaired by Mr. Sidharth Birla, Senior Vice President, FICCI.

FICCI and FICCI Ladies Organisation (FLO) are committed towards the inclusion of women's talents, skills, experience and energies across all sectors and levels of economic activity. However, for creating gender equality through empowerment, safety and well being of women is also crucial and fundamental.

The Task Force under each of the above heads has made recommendations which are both necessary and aspirational in nature.

Physical: This focuses on the physical security of women employees in an organization. It ascertains the safety of female employees, whilst they are on the job/inside office premises – the workplace needs to be secured and women assured of basic safety on the job and in office.

Environmental: The environmental aspect complements the physical aspect of security and helps maintain a safe and secure standard in any premises. This plays a vital role in ensuring the basic yet critical aspects of safety of employees.

Organizational: It is for the employer to create a positive atmosphere at the workplace where a woman is encouraged to come to work, secure in the knowledge that she will be treated with dignity, respect and will be protected from harassment.

Educational: The women employees should be aware of their company policies on sexual harassment and gender discrimination. They should be encouraged to report all instances of discrimination without fear, leading to greater feeling of security and empowerment among women.

Weblink:

<http://ficci.com/SEdocument/20249/Safety-of-women-at-workplaces-Recommendations-for-Businesses.pdf>

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