

February 26, 2021

To,  
**Ms. Meenakshi Sharma (IA & AS)**  
Director General (Tourism)  
Ministry of Tourism, Govt. of India  
Room #12, Transport Bhavan  
Parliament Street  
New Delhi – 110 001.

**SUB:** Request for immediate inclusion of 1) Vishaka Guidelines. 2) The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. 3) Safe & Honourable Tourism Guidelines in NCHMCT Curriculum.

**Dear Madam,**

The COVID-19 pandemic has brought to light the tremendous inequality women are enduring at the workplace. The ensuing economic crisis is also subjecting women, already under financial strain, to greater workplace harassment due to the lack of viable job alternatives and inadequate awareness-implementation of existing laws on workplace quality and safety.

People are key drivers of the hospitality and tourism industries. This human capital, the pride of India, is now severely affected as these two industries are the hardest hit and will be among the last to recover as compared to the other sectors. Workplace inequality and sexual harassment of women is very prevalent here too and unfortunately, is likely to increase.

To a significant extent, such inequality and harassment can be reduced with greater awareness of the existing labour/workplace laws among women, especially amongst the youth-students entering the workforce. We are of the belief that such awareness during their education phase, will empower these young professionals to protect themselves and then as they progress, ensure an equal and safe work environment in their own departments/organisations.

Madam, Women's Indian Chamber of Commerce and Industry (WICCI), a premier National Business Chamber for Women in India has been continuously having a dialogue with government agencies for policies that have a huge growth impact on women's businesses, professions, equity and empowerment. Therefore, on behalf of

WICCI and all working women in India's hospitality and tourism industries, WICCI would like to request the Ministry of Tourism to consider inclusion of the following three laws into the curriculum of the National Council of Hotel Management and Catering Technology (NCHMCT) in the current academic year (2020-2021):

1. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
2. Vishaka Guidelines
3. Safe & Honourable Tourism Guidelines

We understand that the Ministry of Tourism, Govt. of India has already taken initiatives to create awareness about safe and honorable tourism among the hospitality and tourism service providers. However, the need is felt to educate the students of various hospitality and tourism institutes so that they are well aware of all the laws, rules and regulations before they enter the profession and hence the request.

Madam, we shall be grateful if you could kindly consider the request for inclusion of above laws as part of the curriculum or consider organizing a mandatory short-term program with subsidiary test for all students of hospitality and tourism institutes that are under the aegis of the Ministry.

Thanking you and with warm regards,

Kanika Hasrat  
President –Hospitality and Tourism

Ritu Chawla Mathur  
Vice President – Hospitality  
and Tourism