

To,

1. The Chairman  
Tele Academy  
Government of West Bengal
  
2. The President  
Eastern India Motion Picture Association
  
3. The President  
West Bengal Motion Picture Artists Forum
  
4. The President  
Federation of Cine Workers and Technicians of Eastern India

**Subject: Charter of Demands**

The people of West Bengal, along with the entire nation, have been rocked to their core by the recent rape and murder of a woman doctor in her workplace - RG Kar Medical College & Hospital, Kolkata.

In the wake of this heinous crime, it is heartening to see that the entertainment industry, being theatre artists and technicians, musicians, makeup artists, dancers & choreographers, screen writers, Television, Web platforms, Film artists and technicians, and more are taking to the streets in fervent protests. However, it is indeed striking that some of us are yet to take a stand against the recurring incidents of sexual abuse/harassment/violence within our own workplaces.

As women working in the Bengali Film, Web platform and Television industry, we face various kinds of sexual abuse everyday; as well as regularly hear of the rampant abuse faced by women, children and those of marginal identities.

Yet, neither there is a functional support system in place to enable us to demand the Prevention, Prohibition and Redressal of Sexual Harassment under the existing laws of India; nor any open conversation about the recurrent incidents of sexual abuse of women, children and other extremely vulnerable people working in this industry. It is at once an open secret, and a hushed up reality.

There is also a huge gap in information, access and advocacy about occupational safety and health (OSH) and favourable working conditions (WC), and social security guaranteed to all workers by labour laws of India. In absence of structured measures, workers in the sector are dependent on piece-meal solutions offered as goodwill by producers, instead of rights.

In the light of the above, we are writing this letter to inquire about:

1. Whether any statutory structure has been established for workers in the Television, Web platform, and Film Industry of West Bengal, in accordance with the PoSH Act [Sexual harassment

of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013]. These would include:

- Adoption of PoSH policy for creation of safe spaces of work, and PoSH orientation for workers at institutional level at regular intervals. The PoSH policy must be shared with workers whenever needed.
- Adoption of the widest possible definition of ‘workplace’ and ‘worker’ as laid out in the PoSH Act, 2013.
- Constitution of Internal Complaints Committee (ICC) by all employers with 7 or more workers, adhering to all rules delineated in the PoSH Act, 2013.
- Informing all workers about the Local Complaints Committee (LCC) at the District levels.
- Exhibiting information about the PoSH ICC, including names and contact details of the members and complaint-escalation structure at multiple conspicuous places at the physical premises as well as websites, apps etc. of the institution/employer
- Time-bound responses, confidentiality of complainants and respondents, empathetic handling of sexual slander, and creation of safe environment for speaking about sexual harassment.
- Strict handling, and mechanism for whistle-blowing in cases of seeking of sexual benefits in exchange of access to work.

2. Whether the recommendations of POCSO (Protection of Children from Sexual Offences) Act 2012, for sexual abuse-free working conditions for all workers, male and female, under 18 years of age (minors), are being adhered to. These would include:

- Recognising that sexual abuse of minors may be committed in the forms of sexual assault, sexual harassment, and using them for pornography.
- Mandatory reporting of the offence by anyone in the work environment, after an incident, and/or even *before* it has occurred, if there is an apprehension that such a crime may occur. After receiving the report, the Special Juvenile Police Unit (SJPU) or local police will take the child to hospital or shelter home, keeping the Child Welfare Committee and the Special Court informed.
- Informing everyone that:
  - Failure to report child sexual abuse attracts jail term of 6 months and/or fine
  - Failure on part of the institutional head attracts imprisonment of at least a year
  - Anyone working in the media, hotel, lodge, hospital, club, or studio must report anything they find sexually exploitative of children (eg. pornographic material, obscene representation of children etc.) to the SJPU, or the local police station.
- False cases lodged by adults are punishable under the POCSO Act, and may attract imprisonment up to one year. False cases lodged in the name of a child are also punishable under the law.
- Confidentiality for the abused child so that their reputation and privacy are left unharmed. There can be no media reports revealing the identity of the child (showing photograph, mentioning name, address, family details, school, neighbourhood, any other detail that may indicate the identity of the child).

As workers in the industry, we strongly recommend/point out the following for our rights and dignity:

- A. Scenes, choreographies and designs in scripts that involve *Intimacy* should be handled by hiring professionally trained “Intimacy Coordinators” and “Intimacy Directors”. This has become non-negotiable in the wake of the publication of the Hema Committee Report

2024 about the pervasive culture of sexual abuse in the Malayalam film industry. The Hema Committee's findings indicate the extent and the depth of sexual abuse in the entertainment industry in India. As workers of the Bengali Film, Web platform, and Television Industry, we must say that ours is no exception.

- B. *Gender* based violence (GBV) in the workplace should be addressed through the use of international regulations like the [ILO Convention No. 190](#) [190C]. GBV is both physical, verbal and psychological, both being used to increase productivity. This is a useful tool to address workplace violence against people of all genders, along with the PoSH Act, which protects women workers. This is also a very important tool when employers are registered outside India, particularly Web platforms and their networks.
- C. The [Social Security Provisions for Film and Television Industry Workers](#) in the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) provides a comprehensive definition of 'audio-visual worker'. Although the Code has not yet been implemented, it provides clarity about (i) nature of assignment; (ii) wages and other benefits (including provident fund, if covered under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952); (iii) health and working conditions; (iv) safety; (v) hours of work; (vi) welfare facilities. Hence, this should be regarded as an important reference.
- D. A 24/7 Helpline for victims and survivors of sexual harassment in the industry as an effective tool of whistle-blowing is immediately needed.
- E. Regular awareness initiatives so that workers of the Television and Film Industry of West Bengal have clear knowledge with regard to their rights to a safe workplace and procedures to seek justice when that right is denied without fear or favour.

As workers in the State of West Bengal, let us take the lead in ensuring that the legal provisions towards zero tolerance of gender-based violence in workplaces of Film, Web platform, and Television industry of the country are implemented.

We know that it is the responsibility of the employers in all sectors to ensure the dignity and safety of workers in their workplaces; we state firmly that the Television, Web platform, and Film industry should be no exception.

Please consider the above as urgent, and this letter as a mass representation of many co-workers who have shared their thoughts, concerns and experiences with us.

We kindly request you to grant us an appointment at your earliest convenience.

For our Safety.

For our Dignity.

**Womens' Forum for Screen Workers + ,**  
Email id- [womensforumsw@gmail.com](mailto:womensforumsw@gmail.com)

Aparna Sen (Actor, Director)  
Saswati Guha Thakurta (Actor)  
Chaitali Dasgupta (Actor)  
Anuradha Ray (Actor)  
Shakuntala Barua (Actor)

Laboni Sarkar (Actor)  
Sudipa Basu (Actor)  
Reshmi Sen (Actor)  
Satarupa Sanyal (Director, Writer)  
Chaiti Ray Ghoshal (Actor)  
Sreelekha Mukherji (Actor)  
Rituparna Sengupta (Actor)  
Swagata Mukherjee (Actor)  
Sohini Sengupta (Actor)  
Soma Banerjee (Actor)  
Ananya Chatterjee (Actor)  
Rupa Ganguly (Actor)  
Bidipta Chakraborty (Actor)  
Sudipta Chakraborty (Actor, Coach)  
Sima Ghosh (Hair Stylist)  
Swastika Mukherjee (Actor)  
Patralika Mukherjee (Producer)  
Jayasree Ghosh (Hair Stylist)  
Kamalika Banerjee (Actor)  
Mitali Ghoshal (Filmmaker)  
Sarbari Ghoshal (Writer)  
Rupanjana Mitra (Actor)  
Debleena Dutt (Actor)  
Debalina Majumdar (Cinematographer)  
Pushpita Mukherjee (Actor)  
Pinky Banerjee (Actor)  
Pinki Halder (Hair Stylist)  
Paayel Sarkar (Actor)  
Paoli Dam (Actor)  
Aditi Roy (Director)  
Tanushree Chakraborty (Actor)  
Daminee Benny Basu (Actor, Coach)  
Parno Mitra (actor)  
Priyanka Sarkar (Actor)  
Paramita Munshi (Writer, Director)  
Sohini Sarkar (Actor)  
Sombhadra Mukherji (Cinematographer)  
Sandipta Sen (Actor)  
Oindrila Sen Mohor (Artist Manager,PR)  
Priyanka Saha (Editor)  
Soumili Biswas(Actor)  
Ankita Chakraborty (Actor)  
Madhurima Goswami (Actor)

Madhumita Sarkar (Actor)  
Ritabhari Chakraborty (Actor)  
Chitragada Satarupa (Actor)  
Modhura Palit (Cinematographer)  
Manali Dey (Actor)  
Ananya Sengupta (Actor)  
Sneha Chatterjee (Actor)  
Ushasie Chakraborty (Actor)  
Madhubanti Mukherjee (Associate Director)  
Dishani Sen (Director, Creative Director)  
Ivy Chatterjee (Associate Director, Executive Producer)  
Riddhima Ghosh (Actor)  
Surangana Bandyopadhyay (Actor)  
Ushoshi Sengupta (Supermodel, Actor)  
Lagnajita Chakraborty (Singer)  
Sampriti Mukherjee (Gender Activist)  
Rusha Bose (Cinematographer)  
Nita Mullick (Hair stylist)  
Anuradha Mukherjee (Actor)  
Kheya Chattopadhyay (Actor)  
Farha Khatun (Filmmaker, Editor)  
Raai Chowdhury (Radio jockey)  
Ishaa Saha (Actor)  
Ushasi Ray (Actor)  
Sauraseni Maitra (Actor)  
Tanika Basu (Actor)  
Ananya Sen (Actor)  
Angana Roy (Actor)  
Samragnee Banerjee (Screenwriter)  
Raya Choudhury (Associate Director, Creative Producer)  
Meghatithi Bannerjee (Screenwriter)  
Gulshanara Khatun (Actor)  
Solanki Roy (Actor)  
Aditi Majumder (Screenwriter)  
Srabasti Basu (Writer)  
Sohini Mukherjee (Creative Producer)  
Moumita Pandit (Actor)  
Rooqma Ray (Actor)  
Alivia Sarkar (Actor)  
Trina Saha (Actor)  
Darshana Banik (Actor)  
Madhurima Ghosh (Actor)  
Anusha Vishwanathan (actor)  
Jasmine Roy (actor)

Priyanka Bhattacharjee (actor)  
Priyanka Mondal (actor)  
Sayantani Mullick (actor)  
Saoli Chattopadhyay (actor)  
Mishka Halim (actor)  
Sreya Dutta(Associate Creative Producer)  
Prajna Bandyopadhyay (Creative Executive Producer)  
Oindrila Bhowmik (Senior Creative Consultant)  
Annapurna Basu (Director)  
Shruti Das (actor)  
Averi Singha Roy (actor)  
Ankita Majhi (actor)  
Puja Banerjee (Actor)  
Bibriti Chatterjee (Actor)  
Ekta Bhattacharjee (Art director & Publicity designer)  
Anindita Raychaudhury (actor)  
Sanghasri Sinha Mitra (Actor)  
Deerghoi Paul (Actor)  
Dipanjana Mukherjee (Assistant Director)  
Satakshi Nandy (Actor)  
Ananya Chaterjee (Assistant director)  
Sreyoshi Sil (Assistant Director)  
Sohini Dasgupta (Director),  
Swastika Dutta (Actor)  
Mishmee Das (Actor)  
Ishani Sengupta (Actor)  
Sampritee Ghatak (Actor)  
Sreyashi Mazumdar (Actor)  
Shilpi Das Chowdhury (Actor)  
Sanjukta Nathan (Film PR)  
Moumita Hari (Model, Actor)  
Shreema Bhattacharjee (Actor)  
Srijla Guha (Actor)  
Paeen Sarkar(Actor)  
Soumitrisha Kundu (Actor)  
Soujannya Das (PR Manager)  
Sreya Bhattacharya (Actor)  
Moitree Banerjee (Actor)  
Rajnandini Paul (Actor)  
Neha Sharma (Assistant Director)  
Dibyasha Das (Actor)  
Ujjaini Ghosh (Actor)  
Baishakhi Roy (Actor)

Lahoma Bhattacharya (Actor)  
Nabanita Das (Actor)  
Rayati Bhattacharya (Actor)  
Dona Chakrabarty (Actor)  
Oindrila Bhol (Photographer)  
Susmita Sil (Cinematographer)  
Srijani Chakraborty (Assistant director)  
Ramyani Das (Social Media Producer)  
Sayani Banerjee (Publicist)  
Priyanka Biswas (Cinematographer)  
Eliza Bhowmik (Stylist)  
Tania Karkun Mahato (Stylist)