ORDER

1. Whereas, there is a mushrooming of **BPOs** (Business process outsourcing Centers) prominently known as Call Centers, Corporate houses, Media houses, companies, organizations and firms in Delhi and other parts of the NCR offering employment opportunity for the youth.

2. And whereas, the employees including young women from across the country have been staying in various parts of Delhi while their work place may be in the NCR region and their employers are providing cab service for the purpose of picking up and dropping them from their places of stay to office and back. As these organizations are functioning round the clock, the cabs are ferrying employees even at late night hours. Such employers are reported to have hired cabs on contract basis and have not been able to properly monitor these cab operators and their drivers for ensuring safe and secure transportation of the employees resulting in grave danger to human life, safety and security of the employees, especially of women employees.

3. And whereas, it has come to notice that certain criminal and anti-social elements look for soft targets, particularly during odd hours and the women employees who travel during late night hours are vulnerable to crime and criminal acts by such elements, if they are not dropped securely and safely at their places of stay.

4. And whereas, it is rendered imperative to put some regulatory checks on organizations having such service of picking and dropping their employees and transporters, security agencies, drivers and security guards involved in the same so that anti-social and criminal elements may not cause danger to human life and safety and their property and it is felt that immediate action is necessary in this regard.

5. Now, therefore, in exercise of the powers conferred upon me by the virtue of section 163(2) Bharatiya Nagarik Sraksha Sanhita -2023 (BNSS) read with Govt. of India, Ministry of Home Affairs, New Delhi's Notification No. U-11036/(i) UTL dated 09.09.2010. **I, Daleep Singh,** ACP/LAJPAT NAGAR SUB DIVISION, do hereby make this written order that all such organizations like BPOs, Corporate and Media Houses, having the system of picking up and dropping their employees and the concerned transporters, security agencies, drivers and security guards in the jurisdiction of **SUB-DIVISION LAJPAT NAGAR, SOUTH EAST DISTRICT, DELHI** shall: -

    a. Maintain a database of all employees, security personnel, cab drivers and contractual workers working with them, for access by the police as and when required.

    b. Hire security personnel and other contractual personnel as far as possible from licensed agencies only.

    c. Ensure verification of antecedents of all their employees including contractual employees.

d. Ensure that women employees are not made to travel alone with the cab driver and a duly verified security guard or a male colleague (Regular employee of the company) is invariably deployed in each cab carrying women staff during night hours i.e. 8 PM to 7 AM.

e. Choose the route in such a manner that as far as possible a woman employee is not the first one to be picked up or the last one to be dropped.

f. Ensure that during night hours the cab involved in transportation of women employees picks up and drops such employees right at their houses, remains halted at the point where a woman employee has been dropped till she confirms her arrival/reaching at their residence/place of stay through a telephone call.

g. Ensure that, whenever the house of a woman employee is so located that the approach road is not motorable, the duly verified security guard or the male colleague, during night hours, accompanies the employee on foot up to her house and takes a confirmation about her safe arrival.

h. Exercise effective check and control on the vehicle's movement in order to check any unwarranted activities of the cab drivers, such as picking up strangers, straying away from the designed route etc.

i. Get GPS System installed in the cabs used in transportation of such employees, especially women employees.

6. These orders shall come into force with effect i.e. from- **27.04.25** and shall remain in force for a period of 60 days i.e. up to- **25.06.25** (Both Days Inclusive) unless withdrawn earlier.

7. Any person / employer / transporter etc. contravening these orders shall be liable to be punished in accordance with the provision of Sec. 223 of the Bharatiya Nyaya Sanhita 2023, and

8. As the notice cannot be served individually on all concerned, the order is hereby passed ex-parte. It shall be published for the information of the public through the press and by affixing copies on the notice board of the offices of all DCsP, Addl. DCsP, ACsP, Tehsil offices, all police stations concerned and the offices of NDMC and MCD.

Asstt. Commissioner of Police
Sub-Division, Lajpat Nagar
New Delhi

No. 931-960 /ACP/Lajpat Nagar, Dated New Delhi the- **27.04.25**

Copy forwarded for information and necessary action to the: -

1. Secretary to Government of India, MHA, New Delhi.
2. Chief Secretary, Government of NCT of Delhi.
3. Commissioner of Police, Delhi.

4. Pr. Secretary to Lt. Governor, Delhi.
5. All Secretaries Govt. of NCT of Delhi.
6. Deputy Director, I.B., MHA, Govt. of India, Delhi
7. All Special CsP/Jt. CsP/Addl. CsP/Delhi.
8. The DCsP/Addl. DCsP of all the District/Units of Delhi including P/PTC & FRRO for communicating to all the ACsP/SHOs/Inspectors. One copy of the order may be got pasted on the Notice Boards of the offices (20 copies for District and 10 for Units)
9. All DCsP/Traffic and ACsP/Traffic.
10. DCP/Headquarters, Delhi
11. SO to C.P., Delhi
12. Chairman, NDMC (2 copies) with the request that one copy of the order may be got pasted on the Notice Board outside the committee's office.
13. Commissioner, MCD (with one spare copy for pasting it at the prominent Notice Boards outside the Corporation's office for the general public).
14. Vice Chairman, DDA (with one spare copy for pasting it at the prominent Notice Board outside the Authority's office for the general public).
15. Pr. Secretary, PWD, GNCT of Delhi (with one spare copy for pasting it at the prominent Notice Board outside the office for the general public).
16. Chief Executive Office, Delhi Cantt. Board (with one spare copy for pasting it at the prominent Notice Board outside the office for the general public).
17. The Chief General Manager (Tech.) NHAI, Delhi Board (with one spare copy for pasting it at the prominent Notice Board outside the office for the general public).
18. PRO, Delhi Police with 30 spare copies for publicity in the Local Press/Radio/Television. (through e-mail)
19. District Magistrate, Delhi for pasting one copy of the order on the Notice Board.
20. Head Peshi Clerk to the Finance Commissioner (FC), Delhi for pasting outside the Court Room of FC Delhi.
21. Director of New Service, AIR or Broadcasting.
22. Director of Information and Publicity, Government of NCT of Delhi (2 copies) with the request for publicity in the press.
23. Tehsildar, Delhi/New Delhi for pasting on the Tehsil's Notice Board.
24. DCsP/Special Branch, Traffic and PCR, Delhi.
25. LA to C.P., Delhi
26. ACP(P), ACP(C&T) and ACP(G)/PHQ.
27. Inspr.(X)/PHQ.
28. PA to C.P., Delhi.
29. All ACsP/SHOs.