



सा०/No. : 5-1(17)/2008-PD

दिनांक/Dated: 11.11.2022

प्रेषक / From : संयुक्त सचिव (प्रशासन)
Joint Secretary (Admn.)

सेवा में / To : सी.एस.आई.आर. की सभी राष्ट्रीय प्रयोगशालाओं/संस्थानों/मुख्यालय/एककों के निदेशक/प्रधान
The Directors/Heads of all CSIR National Labs./Instts./Hqrs./Units

विषय/ Sub : Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013- reg.

महोदय/Sir / महोदया/Madam,

I am directed to forward herewith a copy of the Ministry of Women & Child Development, D.O No. WW-16/5/2021-WW (96705) dated 13.10.2022 regarding the above mentioned subject for information, guidance and compliance.

2. Further, the Competent Authority has nominated DS (HR-III) as Nodal Officer to coordinate with Labs to conduct special drive to review the pending cases of Sexual Harassment of Women at Workplace with appropriate action taken to apprising this issue with MWCD as mentioned in para 5 of Secretary, MWCD, D.O letter dated 13.10.2022.

3. You are also requested to conduct sensitisation workshops for employees periodically to make them aware about the provisions of the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013'.

4. A report on the above exercise held in your Lab/Instt. may be forwarded to DS (HR-III) on or before 14.12.2022 positively.

भवदीय/Yours faithfully,

अवर सचिव (नीति प्रभाग)/ Under Secretary (PD)

संलग्न/Encl. : यथोपरि/As above

प्रतिलिपि/Copy to:

- 1) उप सचिव, (मानव संसाधन-III), सी.एस.आई.आर. मुख्यालय / DS (HR-III), CSIR Hqrs.
- 2) सी.एस.आई.आर. वेबसाइट/ CSIR Website.
- 3) कार्यालय प्रति/Office copy.

इन्दीवर पान्डेय, आई.ए.एस.
सचिव

INDEVAR PANDEY, I.A.S.
Secretary

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भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली-110 001

Government of India
Ministry of Women & Child Development

13th October, 2022

D.O. No. WW-16/5/2021-WW (96705)

Dear Secretary,

As you are aware, 'the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013' (hereinafter referred to as the SH Act) has been notified on 9th December 2013 to provide a safe and secure environment to women at the workplace.

2. The Act upholds women's fundamental right to equality as guaranteed under Articles 14 and 15 of the Indian Constitution, right to live with dignity under Article 21 and right to practice any profession or to carry on any occupation, trade or business which includes right to a safe and secure working environment free from all forms of violence and harassment, as provided under Article 19 (1) (g) of the Constitution of India.
3. With improved access to education, skilling and employment opportunities, millions of Indian women are entering the country's workforce. It is crucial that as a country we provide all women with safe and secure work environment. It is the responsibility of every employer, whether in public or private and in organized or un-organized sector to ensure compliance of the provisions of the SH Act. The employers are also mandated to conduct sensitisation workshops for their employees periodically to make them aware about the provisions of the Act and towards the need for upholding the dignity of women and end gender stereotypes so as to encourage more and more women to participate in economic activities. This will contribute to realisation of gender equality and result in inclusive growth for the benefit of individuals, the family and nation as a whole.
4. You may also be aware that **25th November** is observed across the globe as the International Day for the Elimination of Violence against Women. Further, **10th December** is observed every year as International Human Rights Day. The 16 days period between 25th November and 10th December is observed by various institutions, civil society organizations including the United Nations for raising awareness about elimination of all forms of violence and discrimination against women so as to ensure safety, security and holistic empowerment of women and to ensure that the basic human rights of women and girls are respected by all.

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5. I, therefore, request you to kindly issue necessary instructions to all concerned of your Ministry/ Department as well as autonomous bodies/ PSUs and other organisations in your respective domain to ensure effective implementation of the SH Act including conducting awareness and sensitization programme for the officials, giving wide publicity etc., about the provisions of the SH Act. It is also requested to ensure that the Internal Committees (ICs) at all work places are constituted (if not already constituted) and functional within your respective domain. The ICs may also be directed to conduct special drive to review the pending cases and appropriate action taken before 9th December, 2022. It would be appreciated, if a report of this exercise held in your Ministry/ Department and other organizations is provided to this Ministry by 20th December, 2022.

With Regards,

Yours sincerely,



12/10/2022
(Indevvar Pandey)

Secretaries of all Central Ministries/Departments.