

F.N. 17-02(Reports)/2023/HR-III

Dated 30.11.2023

प्रेषक : संयुक्त सचिव (प्रशासन)

From: Joint Secretary (Admn.)

सेवा में : सीएसआईआर की सभी राष्ट्रीय प्रयोगशालाओं/ संस्थानों / मुख्यालय / एककों के निदेशक / प्रधान

To : The Directors/Heads of all CSIR Labs/institts./Headquarters/Units

विषय: कार्यस्थल पर यौन उत्पीड़न रोकथाम सप्ताह के आयोजन के संबंध में।

Sub: Organising Sexual Harassment at Workplace Prevention Week -reg


महोदया Madam/ महोदय Sir,

I am directed to forward herewith a copy of D.O. letter No. 13016/2/2017-WW-Part (1) dated 22.11.2023 received from Secretary, Ministry of Women and Child Development, Gol for information and necessary action.

The Sexual harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 has been notified on 9th December, 2013. It has been inter-alia informed in the ibid letter that the week in the run upto 9th December, 2023 is to be commemorated as '**Sexual Harassment at Workplace Prevention Week**' by organizing various activities including constituting/revamping ICs, organizing sensitization workshops for the employees, disposing of pending cases before ICs and to ensure compliance of provisions of SH Act in letter and spirit for creating a safe working environment free from the sexual harassment for working women.

Accordingly, all the CSIR Labs/Instts/Hqrs./Units are requested to commemorate 'Sexual Harassment at Workplace Prevention Week' from 4th to 9th December, 2023 and that a brief report on the activities undertaken in this regard may kindly be forwarded by email (ajay.rathi@csir.res.in) to this office latest by 15/12/2023.

भवदीय/Yours faithfully,


(अजय कुमार राठी/ Ajay Kumar Rathi)
अवर सचिव/ Under Secretary

संलग्न/ Encl: यथोपरि/ as above

प्रतिलिपि / Copy To :

1. सीएसआईआर वेबसाइट / CSIR Website
2. 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



D.O. No.13016/2/2017-WW-Part (1)

22nd November, 2023

Dear Sir/Madam,

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the Act) has been notified on 9th December, 2013 to provide a safe and secure environment to women at 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 and profession or to carry on any occupation, trade or business which includes a right to a safe working environment free from sexual harassment as provide under Article 19(1) (g) of the Indian Constitution.

3. With improved access to education and employment, millions of Indian women are entering the country's workforce. It is responsibility of every employer to ensure compliance of the provisions of the Act as well as sensitise their employees towards the need to uphold the dignity of women and end gender stereotype so as to encourage more and more women to participate in economic activities. This will contribute to realisation of a gender just society and the call of the Hon'ble Prime Minister for 'Viksit Bharat' in Amritkaal resulting in inclusive growth for the benefit of the nation as a whole.

4. The Act casts an obligation upon all the organizations whether private or public to constitute Internal Complaint Committee (ICC) for receiving complaints of sexual harassment. Similarly, the Appropriate Government is authorized to constitute Local Complaint Committee (LCC) in every district which will receive complaints from organizations having less than 10 workers or if the complaint is against employer himself. For this, the State Governments have to notify a District Magistrate/ Additional District Magistrate/ Collector/ Deputy Collector as a District Officer for every district who has the authority to constitute LCC and a nodal officer in every block, taluka and tehsil in rural or tribal area and ward or municipality in the urban area to receive complaint and forward the same to LCC for inquiry.

5. Regarding monitoring, provision has been made under Section 23 of the SH Act which reads as 'The appropriate Government shall monitor the implementation of this Act and maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace. Further, Section 2 (b) of the Act, which defines the Appropriate Government', (i) in relation to a workplace which is established,

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owned, controlled or wholly or substantially financed by funds provided directly or indirectly - (A) by the Central Government or the Union territory administration, the Central Government; (B) by the State Government, the State Government; (ii) in relation to any workplace not covered under sub-clause (i) and falling within its territory, the State Government.

6. I, therefore, request you to direct all the organisations/ PSUs/ offices under your respective jurisdictions to commemorate the week in the run up to 9th December, 2023 as '**Sexual Harassment at Workplace Prevention Week**' by organising various activities, which may include constituting/ revamping ICs/LCs, in case the same has not been done so far, organising sensitisation workshops for the employees, disposing off the pending cases before ICs & LCs, and to ensure strict compliance of each of the provisions of the SH Act in letters and spirit for creating a safe working environment free from sexual harassment for the working women both in formal and non-formal/ organised & un-organised sectors.

With regards,

Yours sincerely,



(Indevar Pandey)

Secretaries to Govt. of India, all Ministries/Departments.