



वैज्ञानिक तथा औद्योगिक अनुसंधान परिषद्
COUNCIL OF SCIENTIFIC & INDUSTRIAL RESEARCH
अनुसंधान भवन, 2, रफी मार्ग, नई दिल्ली-110 001
Anusandhan Bhawan, 2, Rafi Marg, New Delhi- 110 001



सां/No. : 5-1(17)/2008-PD

दिनांक/Dated: 17.09.2024

प्रेषक : संयुक्त सचिव (प्रशासन)

From : Joint Secretary (Admn.)

सेवा में : सी.एस.आई.आर. की सभी राष्ट्रीय प्रयोगशालाओं/संस्थानों/मुख्यालय/एककों के निदेशक/प्रधान

To : The Directors/Heads of all CSIR National Labs./Instts./Hqrs./Units

विषय : सीएसआईआर प्रयोगशालाओं/संस्थानों/मुख्यालय/एककों में सैनिटरी पैड वेंडिंग मशीनों और इन्सिनरेटर्स की व्यवस्था के संबंध में।

Sub : Provision of Sanitary Pads Vending machines and incinerators in CSIR Labs/Instts/Hqrs/Units-reg.

महोदय/Sir / महोदया/Madam,

मुझे, उपरोक्त विषय पर सचिव, महिला एवं बाल विकास मंत्रालय, भारत सरकार के दिनांक 28.08.2024 के अर्धशासकीय पत्र सं 02/4/2024-Mission Shakti को आपकी जानकारी, मार्गदर्शन और अनुपालन के लिए अग्रेषित करने का निदेश हुआ है।

2. इस संबंध में, सक्षम प्राधिकारी, सीएसआईआर ने निर्णय लिया है कि मानव संसाधन-II अनुभाग विषय-वस्तु संबंधी दिशानिर्देशों के प्रभावी कार्यान्वयन हेतु सीएसआईआर की सभी प्रयोगशालाओं/संस्थानों/इकाइयों के साथ आवश्यक समन्वयन और अनुवर्ती कार्यवाही करेगा।

I am directed to forward herewith the D.O. letter No. 02/4/2024-Mission Shakti dated 28.08.2024 from Secretary, Ministry of Women & Child Development, Government of India on the above mentioned subject for your kind information, guidance and compliance.

2. In this regard, the Competent Authority, CSIR has decided that the HR-II Section shall do the necessary coordination and follow up with all CSIR Labs/Instt/Units for effective implementation of the guidelines on the subject matter.

भवदीय/Yours faithfully,

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

संलग्न/Encl. : यथोपरि/As above

प्रतिलिपि/Copy to:

- 1) वरिष्ठ उप सचिव (मानव संसाधन-II)/ Sr.DS (HR-II)
- 2) सी.एस.आई.आर. वेबसाइट/ CSIR Website
- 3) कार्यालय प्रति/Office copy.

अनिल मलिक, आई.ए.एस.

सचिव

Anil Malik, I.A.S.

Secretary

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सत्यमेव जयते



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

Government of India
Ministry of Women & Child Development

28th August, 2024

D.O. No. 02/4/2024-Mission Shakti

Dear Colleague,

We all are aware that menstruation is a natural phenomenon in the life cycle of adolescent girls and women. Unfortunately, it has been shrouded in silence and generally, treated with some amount of shame, which results in restricted mobility and limited access to normal activities for menstruating girls and women.

2. In such a scenario, it is imperative to create a supportive ecosystem to ensure that women have access to safe, clean and affordable menstrual products. It will enable them to fully participate in social, educational and economic activities without encountering barriers or stigma. Access to sanitary pad vending machines and incinerators in public infrastructure promotes menstrual hygiene by offering convenient access to sanitary pads, especially in areas where availability might be otherwise limited.

3. Providing such easy access empowers women to manage their menstruation with dignity and reduces the stigma associated with it. They can participate fully in both public & private spaces. Additionally, the installation of incinerators ensures the safe disposal of used sanitary products, addressing environmental concerns and preventing health hazards from improper disposal practices.

4. In this context, I would like to bring to your notice a very good initiative of the Department of School Education & Literacy wherein vide letter dated 07.06.2024, they have written to the Education Departments of all the States/ UTs to take proactive measures for supporting health and dignity of female students through the provision of sanitary products, conducting sensitisation and awareness programmes and by ensuring confidentiality and privacy. In an earlier D.O. letter dated 27.02.2024 this Ministry had also written to the Secretaries of all Ministries/ Departments and Chief Secretaries / Administrators of all States/ UTs seeking support in creating gender friendly workplaces which includes installation of Sanitary pad vending machines and incinerators in all female washrooms (**Copy enclosed**).

5. I would like to request you once again to kindly ensure that provisions for sanitary pads vending/ dispensing machines and incinerators are made at all conspicuous locations in female toilets and medical rooms in all offices within the jurisdiction of your Ministry / Departments.

6. I shall be grateful if the steps taken/ to be taken to ensure menstrual hygiene related infrastructure and practices in your respective Ministry/ Department, including affiliated institutions are shared with this Ministry **by 20th September, 2024**.

With regards,

Encl: As above.

Yours sincerely


(Anil Malik)

Secretaries of all Ministries/ Departments and Chief Secretaries/ Administrators of all States/ UTs.

इन्दीवर पान्डेय, आई.ए.एस.
सचिव

INDEVAR PANDEY, I.A.S.
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सत्यमेव जयते



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

Government of India

Ministry of Women & Child Development



D.O. No. 02/4/2024-Mission Shakti

27th February, 2024

Dear Secretary,

I am writing to underscore the need to create Gender Friendly Spaces in public places that is of paramount importance for ensuring the well-being and taking good care of the needs of working women within and outside the office premises. This becomes incumbent as the country aspires to become a developed nation by the year we celebrate 100 years of India's Independence in 2047, that is not possible unless increased and meaningful participation of women in the workforce is ensured.

2. I would like to highlight here that due to a slew of measures taken by the Government in the past 5 years, the Female Labour Force Participation Rate in India has increased from 23.3% to 37.0%. The World Bank estimates that even if half of the women in India can join the workforce, the country can potentially boost its economic growth by 1.5 percentage points, thus raising India's GDP to 9 percent per year. To achieve this, the barriers to women's workforce participation have to be addressed sooner than later.

3. To continue the existing efforts of the Government of India through adoption of a comprehensive whole-of government approach, such as the Palna scheme (Anganwadi-cum-Creches), providing free day-care and creche facilities for working women in urban areas, the recent joint advisory issued by Ministry of Women and Child Development with Ministry of Labour and Employment and also another advisory with Ministry of Road Transport and Highways to employers for promoting women's workforce participation as well as expansive legislative frameworks such as the POSH Act, 2013, the Ministry seeks your support in creating gender-friendly spaces in workplaces of Ministries/ Departments along with their affiliated institutions, PSUs and infrastructure to promote women's workforce participation. An indicative list of activities is outlined below:

- i. The installation of Sanitary Pad vending machines and incinerators in washrooms addresses the fundamental menstrual hygiene needs of female employees.
- ii. Allocating space for feeding rooms, restrooms and yoga rooms. These facilities cater to the physical and mental health needs of female employees that will also ensure compliance of the provisions of the Maternity Benefit (Amendment) Act, 2017. This Act mandates support for women during their post-delivery period.
- iii. Incorporating at least one creche facilities in every public building having 50 or more employees to support working mothers, promoting gender equality and facilitating the retention and advancement of talented female professionals.

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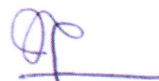
4. This may entail expenditure and many people may not find it of that much importance, but investing in these essential facilities will certainly have a long-lasting impact on the well-being and productivity of female engaged in the workforce. By creating a supportive and inclusive workplace, we not only comply with legal standards but also encourage women's full and meaningful participation, contributing significantly to the growth and success of the country. For example, in case of Ministry of Railways and Ministry of Civil Aviation, provisions should be made for sanitary pad vending machines, feeding rooms at all conspicuous locations depending on the footfall of women and girls.

5. I shall be grateful if you could kindly take necessary steps in earnest and formulate a time-bound action plan to implement all these far reaching measures in your Ministry/Department and other offices in the run up to next International Women's Day on 8th March, 2024. It would be appreciable if some measures, e.g., installation of sanitary napkin vending machines are done immediately.

6. I would be happy to know the action taken by you in this regard and would be delighted if you could share some good practices if they have already been implemented in your Ministry/Department or other Offices.

With regards,

Yours sincerely



(Indevar Pandey)

Secretaries of all Ministries/ Departments, Government of India.