

F.N. 17-02(02)/50/HR-III/(CHS)

16.04.2025

Dated _____

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

सेवा में : सीएसआईआर की सभी राष्ट्रीय प्रयोगशालाओं/संस्थानों के निदेशक
To : The Directors of all CSIR National Labs/Instts.

विषय : एसएचडब्ल्यूडब्ल्यू(पीपीआर) अधिनियम, 2013 के अंतर्गत गठित आंतरिक समिति की बैठकों -
के संबंध में

Sub : Meetings of the Internal Committee constituted under SHWW(PPR) Act, 2013 -reg

Sir/Madam,

It may be noted that the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 aims to provide protection against sexual harassment of women at the workplace and ensure the prevention and redressal of complaints related to such harassment. It is the responsibility of every employer to provide a safe and supportive working environment for all employees.

Further, DoPT vide OM No. 11013/2/2014-Estt(A-III) dated 02/02/2015 had reiterated the following instructions contained in the OM No. 11013/3/2009-Estt.(A) dated 03.08.2009:-

"As regards provisions for protection of women, it was suggested that the complaints committee mechanism provided under Vishakha guidelines relating to sexual harassment should be strictly in accordance with the judgment and steps should be taken to ensure that the committee is effective and functional at all times. It would also be desirable for the Committees to meet once a quarter, even if there is no live case, and review preparedness to fulfil all requirements of the Vishakha judgment in the Department/Ministry/ organization concerned."

In line with this, it has been decided that the Internal Committee (IC) should conduct at least four (4) meetings annually (once in a quarter) with women employees (permanent and temporary) at each CSIR Laboratory/Institute to preemptively address their concerns, foster a safe workplace, and ensure the well-being of women employees.

Accordingly, it is requested to kindly bring this directive to the notice of the Internal Committee at your respective Laboratory/Institute for compliance.

Your cooperation in this matter is highly appreciated.

भवदीय/Yours faithfully,


(अनीता सिंह / Anita Singh)
उप सचिव/ Deputy Secretary