

मध्य रेल



मंडल रेल प्रबंधक का कार्यालय
कार्मिक शाखा, सोलापुर

सं.: SUR/P/Gen/Cir./2023

दिनांक: 11/12/2023

परिपत्र सं.178/2023

सभी सम्बंधित : सोलापुर मंडल

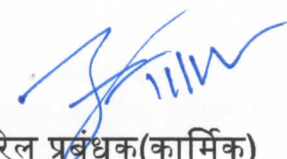
सभी शाखा अधिकारी : सोलापुर मंडल

Sub: Organising "Sexual Harassment at Workplace Prevention Week" over the Indian Railways.

उपर्युक्त विषय पर मुख्यालय कार्यालय का पत्रांक CR-HQ0PERS(PUMR)/13/2023 दिनांक 06/12/2023 तथा रेलवे बोर्ड का पत्रांक 2023/E(LL)SHW/6 दिनांक 30/11/2023 आपके सूचनार्थ एवं आवश्यक कार्यार्थ परिपत्रित की जाती है।

उपरोक्त परिपत्र सोलापुर मंडल की वेबसाइट: www.cr.indianrailways.gov.in पर अपलोड किया गया है, इस प्रकार से विजिट कर About us > Divisions > Solapur > Personnel > Circular सेक्शन में देखें।

अनुलग्नक : यथोक्त।


कृते मंडल रेल प्रबंधक(कार्मिक)
सोलापुर

प्रतिलिपि :

DRM, ADRM सोलापुर, कृपया सूचनार्थ।

मंडल सचिव: CRMS/NRMU/AIOBCA/AISCSTA सोलापुर, कृपया सूचनार्थ।

I/47718/2023



मध्य रेलवे/CENTRAL RAILWAY

प्रधान कार्यालय/Headquarters Office

कार्मिक विभाग/Personnel Department

सी.एस.एम.टी., मुंबई/CSMT,Mumbai-400001

CR No.178/2023

Misc 469

क्रमांक CR-HQ0PERS(PUMR)/13/2023

दिनांक 06-12-2023

As per mailing list No.1

विषय: Organising "Sexual Harassment at Workplace Prevention Week" over the Indian Railways.

1. Copy of Railway board's letter No. 2023/E(LL)SHW/6 dated 30-11-2023 along with its enclosures in connection with the above is enclosed herewith for information and necessary action.

DA: As above.

Digitally Signed by Ashok
Ramchandani

Date: 06-12-2023 13:32:58

Reason: Approved

(Ashok Ramchandani)
APO (Ruling/Legal)

As per mailing list No.2

-/ प्रधान मुख्य कार्मिक अधिकारी

-/ पीसीपीओ/मध्य रेलवे

भारत सरकार/ GOVERNMENT OF INDIA
रेल मंत्रालय/ MINISTRY OF RAILWAYS
रेलवे बोर्ड/RAILWAY BOARD

No. 2023/E(LL)/SHW/6

New Delhi, dated: 30.11.2023

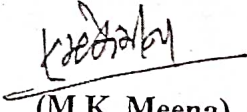
The General Managers,
All Zonal Railways, Production Units,
Metro Railway/Kolkata,
CORE/Prayagraj, RWP/Bela, WPO/Patna,
The Director General, RDSO, Lucknow,
The Director General, NAIR, Vadodara.

Sub: Organising "Sexual Harassment at Workplace Prevention Week" over the Indian Railways.

Please find enclosed a copy of D.O letter No. 13016/2/2017-WW-Part (1) dated 22.11.2023 received from the Secretary, Ministry of Women & Child Development on the above mentioned subject.

2. All Zonal Railways, Production Units etc. are advised to commemorate the week in the run up to 9th December, 2023 as "Sexual Harassment at Workplace Prevention Week" as directed by that Ministry. Compliance may be ensured as per the guidelines mentioned in this letter under intimation to this Ministry.

DA:-As above.


(M.K. Meena)
Joint Director Estt.(LL)
Railway Board
Tel No: 011-23045257

Copy for information and necessary action to:-

1. CMDs/MDs/Equivalent: IRCON, RITES, RVNL, DFCCIL, CONCOR, CRIS, IRCTC, IRFC, KI MRVC, RCIL, Burn Standard, Braithwaite, NHSRCL, RLDA.

2. Directors of All CTIs (IRICEN, IRIEEN, IRIMEE, IRISSET, IRITM).

Copy to:

The Genl. Secy., AIRF, Room No. 248, & NFIR Room No. 256-C, Rail Bhavan.
The Secy, Genl., IRPOF, 268, FROA, Room No. 256-D and AIRPOA, 256-D Rail Bhavan.

Copy to: PSOs/Sr. PPS/PPS/PSs/APSs to:

MR, MOSR(J), MOSR(D), CRB & CEO, M/TRS, M/Infra, M/OBD, MF, Secretary,
DG(RHS), DG(RPF), DG(Safety), All AMs, PEDs, EDs and Joint Secretaries, DS(G),
Railway Board.

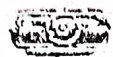
इंदीवर पण्डेय, आई.ए.एस.
सचिव

INDEVAR PANDEY, I.A.S.
Secretary

Tel.: 011-23383586, 23386731

Fax: 011-23381495

E-mail: secy_wcd@nic.in



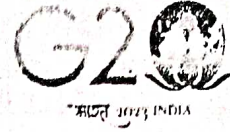
सत्यमेव जयते

आज़ादी का
अमृत महोत्सव

put up in efile No. - 344

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)

CRB (WCD Tower)

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,

Cont'd.....

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.