

मध्य रेल CENTRAL RAILWAY

प्रधान कार्यालय, कार्मिक शाखा Headquarters Office, Personnel Branch

छत्रपती शिवाजी टर्मिनस, मुंबई ४०० ००९ CST Mumbai 400 001

CR No. 158/2015/RBE No.114/2015

DAC 16

No. P/HQ/Ruling/O/802

Date: 14/10/2015

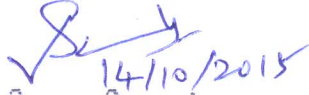
As per mailing list No.1

**Sub: Alignment of Service Rules with the Sexual Harassment of Women at Workplace
(Prevention, Prohibition and Redressal) Act 2013 – Guidelines regarding**

Copy of Railway Board's letter No. E(D&A)2015 GS1-1 dt.23.09.2015 along with its enclosures in connection with the above is enclosed herewith for information. Board's letter quoted in the present circular was circulated by HQ as under:-

No.	Board's letter	Circulated by HQ's letter
1	E(D&A)2015 GS1-1 dt.05.03.2015	P/HQ/Ruling/O/803 dt.16/04/2015

DA: As above


14/10/2015
(वी.एस.पी.राज)
प.का.अधि.(विनिर्णय)
कृते मुख्य कार्मिक अधिकारी

As per mailing list No.2

57
8/10
1258/5
9/10/2015

Dak Serial Number
P151009033
Classification

09 OCT 2015
मुद्राधि, ध.रे., ने देखा
Seen by CPO, CR

Target Date of Reply
GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 114/2015

No. E(D&A) 2015 GS1-1

New Delhi, dated 23.09.2015

The General Manager(P)
All Indian Railways and
Production Units etc.
(As per standard list).

c-ky

Sub: Alignment of Service Rules with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 Guidelines regarding.

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Attention is invited to Railway Board's letter of even no. dated 05.03.2015 on the above subject whereby instructions were issued for alignment of the Service Rules with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 [SHWW(PPR) Act] and the rules issued thereunder.

2. Basic guidelines regarding the constitution of the Internal Complaints Committee are contained in para 5.2 of the letter dated 05.03.2015. The following additional guidelines are laid down in respect of constitution and working of the Internal Complaints Committees :-

2.1 The Internal Complaints Committee shall function at the Zonal Railway level and at the Divisional levels. All the extra-Divisional Units reporting directly to the zonal Headquarters shall be covered by the Committee constituted at the zonal Railway level and the other units shall be covered by the Committees constituted at the Divisional level. The workshops etc. will also be covered by the Committees at the Divisional level depending on their geographical location. The Public Sector Undertakings under the Ministry of Railways shall have their separate Internal Complaints Committee.

2.2 In terms of section 4(3) of the SHWW(PPR) Act, the tenure of the Presiding Officer/Members of the Internal Complaints Committee shall not exceed three years.

2.3 The composition of the Internal Complaints Committee at the Zonal and Divisional levels and details of their jurisdiction may be published on the official websites of the zonal Railways and the changes in the composition of the Committees may be promptly updated on the websites.

2.4 In terms of Rule 3(1) of the Sexual Harassment of Working Women (Prevention, Prohibition and Redressal) Rules, 2013 [SHWW(PPR) Rules], the Member nominated to the Internal Complaints Committee from amongst non-government organisations in terms of section 4(2)(c) of the SHWW(PPR) Act, shall be entitled to an allowance of two hundred rupees per day for holding the proceedings of the Internal Complaints Committee and also the reimbursement of travel cost incurred in travelling by train in three tier air-conditioned class or air-conditioned bus and auto rickshaw or taxi, or the actual amount spent by him on travel, whichever is less.

- CPO _____
- CPO (A) _____
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- DY CPO (RI) _____
- DY CPO (HQ) _____

Recd on 14/10/2015
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