



भारत सरकार GOVERNMENT OF INDIA
रेल मंत्रालय MINISTRY OF RAILWAYS
दक्षिण मध्य रेलवे SOUTH CENTRAL RAILWAY
मंडल कार्यालय, कार्मिक शाखा, विजयवाडा
Divisional Office, Personnel Branch,
Vijayawada-520 001.



सं No. एससीआर SCR/P-BZA/721/National Issues/2023

दिनांक Dt: 06.12.2023

CMS/BZA &
All Branch Officers
Vijayawada Division.

Sub Organizing "Sexual Harassment at Workplace Prevention Week over the Indian Railways-reg.

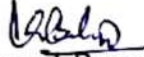
- Ref: 1. Railway Board letter No.2023E(LL)SHW/6 dated 30.11.2023
2. Ministry of Women and Child Development D.O No13016/2/2017-WW- Part(1) dated 22.11.2023.
3. PCPO/SC's Lr.No. SCR/P-HQ/435/Welfare dt. 06.12.2023.

Please find enclosed a copy of Railway Board letter along with D.O.letter No13016/2/2017-WW-Part (1) dated 22.11.2023 received from Ministry of Women and Child Development on the above mentioned subject.

In this connection, all Departments/Units are advised to commemorate the week in the run up to 9 December, 2023 on Sexual Harassment at Workplace Prevention Week over Vijayawada Division as indicated in Para 6 of D.O.letter No13016/2/2017-WW-Part(1) dated 22.11.2023 under reference-2 (copy enclosed)

Compliance report may please send to this office on or before 11.12.2023 for onward transmission to Headquarters positively

Encl. As above.


/Sr.Divisional Personnel Officer.
Vijayawada. 6/12/2023

- C/- PS/GAZ to DRM : For kind information of DRM please.
C/- PS to ADRM/Infra.: For kind information of ADRM/Infra., please.
C/- PS to ADRM(OP): For kind information of ADRM/OP please.
C/- PS to CPM/GS/BZA: For kind information of CPM/GS/BZA please.
C/- PRO/BZA for information.
C/- Concerned Supervisors for information and necessary action.



SOUTH CENTRAL RAILWAY



Headquarters Office,
Personnel Branch,
Secunderabad.

No.SCR/P-HQ/435/Welfare

Date: 06.12.2023

Sr.DPO/SC,BZA,GTL,GNT
DPO-Coord/NED,HYB

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

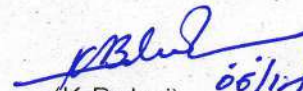
Ref: 1.Railway Board letter No.2023E(LL)SHW/6 dated 30.11.2023.
2.Ministry of Women and Child Development D.O.No13016/2/2017-WW-Part(1) dated 22.11.2023.

Please find enclosed a copy of Railway Board letter along with D.O.letter No13016/2/2017-WW-Part(1) dated 22.11.2023 received from Ministry of Women and Child Development on the above mentioned subject.

All Divisions/Units are advised to commemorate the week in the run up to 9th December, 2023 on Sexual Harassment at Workplace Prevention Week" over South Central Railway as indicated in **Para 6 of D.O.letter No13016/2/2017-WW-Part(1) dated 22.11.2023** under reference-2 (copy enclosed).

Compliance report may please send to this office for onward transmission to Railway Board positively.

Encl: As above.


(K.Balraj) 06/12/2023
SPO/IR

For Principal Chief Personnel Officer

C/-Dy.CPO/A&R & Ex.Officio Member and Convenor/HQ ICC Committee: for information and necessary action

2522.

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

class/wed
for info PL.
06/12

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.

SP/IR

05/12
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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.

द.म. रेलवे/S.C. Railway
रेलवे बोर्ड डाक
RAILWAY BOARD DAK
दिनांक: 04 DEC 2023
Date:
महा प्रबंधक कार्यालय
Office of the General Manager

(Signature)

(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.

Room No.564-O, Rail Bhawan, Raisina Road, New Delhi-110001

cafbre : 1/3
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5/12/23

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INDEVAR PANDAY, I.A.S.
D.O. No. 13016/2/2017-WW-Part (1)



put up in eff No. 244/13

भारत सरकार
महिला एवं बाल विकास मंत्रालय
शास्त्री भवन, नई दिल्ली - 110 001
Government of India
Ministry of Women & Child Development

आजादी का
अमृत महोत्सव



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

CRB (Sex Harassment)

22nd November, 2023

Dear Sir/Madam,

JDELL

mb/HR - 28/11/23

1631598
28.11.23

(PED/GR) JDELL - OT

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.

28/11/23
JDELL
28/11/23
m/HR

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; (iii) 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.