



केन्द्रीय विद्यालय संगठन



ई-मेल/स्पीडपोस्ट
केन्द्रीय विद्यालय संगठन(मुख्यालय)
18 सांस्थागतक्षेत्रशाहीदजीत सिंह मार्ग,
नई दिल्ली-110016
KENDRIYA VIDYALAYA SANGATHAN(HQ)
18, Institutional Area,
Shaheed Jeet Singh Marg,
New Delhi-110016.
Tel.: 26858570 Fax 26514179
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एफ. 11-55/2000-केविस (सतर्कता)/पार्ट-2/3736-43

दिनांक 09.11.2022

उपायुक्त/निदेशक
केन्द्रीय विद्यालय संगठन,
सभी क्षेत्रीय कार्यालय/जीट

विषय: Implementation of Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act., 2013.- Regarding.

महोदया/महोदय,

Please find enclosed a copy of the Letter dated 04.11.2022 alongwith other documents received from Under Secretary to the Government of India, Ministry of Education, Department of School Education and Literacy regarding implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act, 2013 with the request to ensure that following activities to be conducted :-

- Sensitisation workshops for the employees to make them aware about the provisions of the Act.
- Observe the 25th November as the International Day for the Elimination of Violence against Women.
- Observe Discrimination against Women Pakhwada from 25th November to 10th December, 2022.
- Internal Complaints Committee to conduct special drive to review the pending cases and take appropriate action before 9th December.

You are requested to bring the contents of the letter to all the KV's under your jurisdiction for necessary action. A report on the subject in respect of KV's of your region & your office may be forwarded to this office latest by 10th December, 2022.

सलग्न: उपरोक्तानुसार

भवदीय

एन.आर. मुरली

(एन.आर. मुरली)

संयुक्त आयुक्त (शैक्षिक) व मुख्य सतर्कता अधिकारी

प्रतिलिपि:

- अनुभाग अधिकारी, EE.1 Section, शिक्षा मंत्रालय, भारत सरकार, स्कूल शिक्षा और साक्षरता विभाग, शास्त्री भवन, नई दिल्ली।
- सुश्री चंदना मंडल, संयुक्त आयुक्त (प्रशिक्षण) व पीठासीन अधिकारी, 'आंतरिक शिकायत समिति' केन्द्रीय विद्यालय संगठन (मु.) को आवश्यक कार्यवाही हेतु प्रेषित।
- केन्द्रीय विद्यालय संगठन (मु.) की 'आंतरिक शिकायत समिति' से संबंधित सभी मनोनीत सदस्य।
- उपायुक्त (शैक्षिक), ईडीपी प्रकोष्ठ को इस अनुरोध के साथ प्रेषित की इस पत्र को केवीएस वेबसाइट पर प्रशासन के तहत उप-शीर्ष 'सतर्कता' में अपलोड किया जाए।
- निजी सचिव, आयुक्त, केन्द्रीय विद्यालय संगठन (मु.)।
- निजी सहायक, संयुक्त आयुक्त (प्रशिक्षण), केन्द्रीय विद्यालय संगठन (मु.)।
- गार्ड फाईल।

F.No 11-1/2022-El.1(Pt)
Government of India
Ministry of Education
Department of School Education and Literacy

Rm. No.130 C, Shastri Bhawan,
New Delhi, dated 4th November, 2022

Subject: Implementation of Sexual Harassment of Women at Workplace
(Prevention, Prohibition and redressal) Act, 2013.


Please find attached a copy of O.M. F.No. 18-3/2022 U.5 dated 28th
October, 2022 along with enclosure from U.5, Department of Higher Education
on the subject mentioned above.

2. The following activities may be conducted in all the educational
institutions/autonomous bodies, and PSUs under the administrative control of
the Ministry of Education:

- i) Conduct sensitisation workshops for the employees to make them aware
about the provisions of the Act.
- ii) Observe the 25th November as the International Day for the Elimination
of Violence against Women.
- iii) Observe Discrimination against Women Pakhwada from 25th November to
10th December, 2022.
- iv) Internal Complaints Committee to conduct special drive to review the
pending cases and take appropriate action before 9th December

2. It is requested to ensure that a special drive be conducted on the above
mentioned activities as per the scheduled dates. Status on the action taken in
this regard may be furnished to the undersigned **by 11.12.2022** (in soft copy
both in PDF and in MS Word format) at ee1.section-edu@gov.in

[Encl. as above]


(Rajesh Samplay)

Under Secretary to the Government of India
Phone: 2338 4589

All the Educational Institutions/Autonomous Bodies, and PSUs of the Ministry of
Education

Copy to:

Ms. Manmohan Kaur, Chairperson, ICC, MoE

F.No. 18-3/2022-U.5
Government of India
Ministry of Education
Department of Higher Education
U.5 Section

New Delhi, dated the 27th October, 2022

Office Memorandum

Subject:- Implementation of Sexual Harassment of Women at Workplace (Prevention, Prohibition and redressal) Act, 2013.

The undersigned is directed to forward herewith a copy of DO letter No. WW-165 2021-WW (96705) dated 13.10.2022 received from Secretary, M/o Women & Child Development on the above subject. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 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 any profession or to carry on any occupation, trade or business which includes right to a safe and secure working environment free from all forms of violence and harassment, as provided under Article 19 (1) (g) of the Constitution of India.

2. With improved access to education, skilling and employment opportunities, millions of Indian women are entering the country's workforce. It is crucial that as a country we provide all women with safe and secure work environment. It is the responsibility of every employer, whether in public or private and in organized or unorganized sector to ensure compliance of the provisions of the SH Act. The employers are also mandated to conduct sensitisation workshops for their employees periodically to make them aware about the provisions of the Act and towards the need for upholding the dignity of women and end gender stereotypes so as to encourage more and more women to participate in economic activities. This will contribute to realisation of gender equality and result in inclusive growth for the benefit of individuals, the family and nation as a whole.

3. The following activities be conducted in all the Autonomous Bodies (ABs), Public Sector Undertakings (PSUs), Higher Educational Institutions (HEIs) during the period from 25.11.2022 to 10th December, 2022.

- i. To conduct sensitisation workshops for their employees to make them aware about the provisions of the Act.
- ii. To observe the 25th November as the International Day for the Elimination of Violence against Women
- iii. To observe Discrimination against Women Pakhwada from 25th November to 10th December, 2022
- iv. Internal Complaints Committees to conduct special drive to review the pending cases and take appropriate action before 9th December.

4. Therefore, ICC of M/o Education is requested to ensure that a special drive be conducted to review the pending cases if any and take appropriate action before 9th December, 2022. It is also requested to submit the action taken report in the matter to this Division by 15th December, 2022.

Encl. as above
For - 20/10/22
LLK
23/10/22
U-5 (DUS-911)

Manmohan Kaur,
Chairperson, ICC, M/o Education

(Subhash Chander)
Director (HE-CDN)

Intercom: 752



13th October, 2022

D.O. No. WW-16/5/2021-WW (96705)

Dear Secretary,

As you are aware, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (hereinafter referred to as the SH Act) has been notified on 9th December 2013 to provide a safe and secure environment to women at the 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 any profession or to carry on any occupation, trade or business which includes right to a safe and secure working environment free from all forms of violence and harassment, as provided under Article 19 (1) (g) of the Constitution of India

3. With improved access to education, skilling and employment opportunities millions of Indian women are entering the country's workforce. It is crucial that as a country we provide all women with safe and secure work environment. It is the responsibility of every employer, whether in public or private and in organized or un-organized sector to ensure compliance of the provisions of the SH Act. The employers are also mandated to conduct sensitisation workshops for their employees periodically to make them aware about the provisions of the Act and towards the need for upholding the dignity of women and end gender stereotypes so as to encourage more and more women to participate in economic activities. This will contribute to realisation of gender equality and result in inclusive growth for the benefit of individuals, the family and nation as a whole


4. You may also be aware that 25th November is observed across the globe as the International Day for the Elimination of Violence against Women. Further, 10th December is observed every year as International Human Rights Day. The 16 days period between 25th November and 10th December is observed by various institutions, civil society organizations including the United Nations for raising awareness about elimination of all forms of violence and discrimination against women so as to ensure safety, security and holistic empowerment of women and to ensure that the basic human rights of women and girls are respected by all

Cont'd 2/-

5 I therefore request you to kindly issue necessary instructions to all concerned of your Ministry/ Department as well as autonomous bodies/ PSUs and other organisations in your respective domain to ensure effective implementation of the SH Act including conducting awareness and sensitization programme for the officials, giving wide publicity etc. about the provisions of the SH Act. It is also requested to ensure that the Internal Committees (ICs) at all work places are constituted (if not already constituted) and functional within your respective domain. The ICs may also be directed to conduct special drive to review the pending cases and appropriate action taken before 9th December, 2022. It would be appreciated if a report of this exercise held in your Ministry/ Department and other organizations is provided to this Ministry by 20th December 2022.

With Regards,

Yours sincerely,


(Indevar Pandey)

Secretaries of all Central Ministries/Departments.