



BHARAT SANCHAR NIGAM LIMITED

(A Government of India Enterprise)

Corporate Office, SR Cell,
8th Floor, Bharat Sanchar Bhavan,
Harish Chander Mathur Lane,
New Delhi – 110 001.

No. BSNL/20-1/SR-2023

Dated: 08.12.2023

To

All CGMs BSNL

Subject: Organising Sexual Harassment at Workplace Prevention Week on 9th December, 2023-regarding.

Kindly find enclosed a copy of letter No. 16-36/2023-O&M dated 30.11.2023 received from DOT enclosing therewith DO No. 13016/2/2017-WW-Part(1) dated 22.11.2023 from Shri Indevar Pandey, Secretary, Ministry of Women and Child Development on the subject cited above.


In reference to Para 6 of the D.O. it is requested to take necessary action i.e to commemorate the week in the run up to 9th December, 2023 as **Sexual Harassment at Workplace Prevention Week** by organising various activities i.e.

- Constitution/ revamping of ICs/LCs.
- Organising sensitisation workshops for the employees
- Disposing of the pending cases before ICs & LCs
- Endure strict compliance of each of the provisions of the SH Act in letter and spirit for creating a safe working environment free from SH for the working women.

It is requested that an ATR in this regard may please be sent to this office positively by 22.12.2023.

This is issued with the approval of competent authority.

Encls: As above


8/12/2023

(Asha Bawalia)

Deputy General Manager (SR)

Copy to:

-PS to Director (HR), BSNL CO for information.



No. 16- 36/2023-O&M
Government of India
Ministry of Communications
Department of Telecommunications

Room No. 516, Sanchar Bhawan
New Delhi -110001
Date: 30.11.2023

To,

- | | |
|--------------------|----------------------------|
| 1. CMD, BSNL | 2. CMD, MTNL |
| 3. CMD, JCHL | 4. CMD, JTL Ltd. |
| 5. CMD, BBNL | 6. Sr.DDG (TEC) |
| 9. Secretary, TRAI | 8. Deputy Registrar, IDSAT |
| 9. DG (NTIPRIT) | 10. CGCA |
| 11. DG(T),HQ | 12. DG(NICF) |
| 13. CEO, C-DoT | 14. Director /WMO |

Subject: Organising Sexual Harassment at Workplace Prevention Week on 9th December, 2023 - regarding

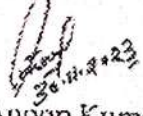
Sir/Madam,

I am directed to forward herewith a copy of D.O. letter No. 13016/2/2017-WW-Part(1) dated 22.11.2023 on the above mentioned subject, for taking necessary action.

2. It is further requested that an ATR in this regard may please be sent to this Department.

Encl:As above

Yours Faithfully,


(Anoop Kumar)

Under Secretary (C&A)

Tele:011-23036213



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अमृत महोत्सव



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

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,

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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.