

Himachal Pradesh  
Public Works Department

No. PW-Compl Wel W.W./2018 -Vol-V - 1052-76 Dated 29/12/23  
From

Engineer-in-Chief,  
HP.PWD., Shimla-2.

To

Engineer-in-Chief Project HPPWD., Shimla

All the Chief Engineers in HPPWD

The Chief Engineer-cum-Project Director, SRP,  
HPRIDC, Nigam Vihar,  
Shimla-2.

The Architect -in -Chief, HPPWD, Shimla-2

All the Land Acquisition Officers. in HPPWD

Subject: Regarding Sexual Harassment of Women at  
Workplace (Prevention, Prohibition and  
Redressal) Act, 2013 thereof.

I am to enclose herewith photocopy of letter No.

WCD-SH-3/2019-POSH-17348-17408 dated 30-11-2023 received from  
the Additional Director, Women and Child Development, Himachal  
Pradesh Shimla-1 for favour of information and necessary action  
please.

Encl: As above.

Senior Vigilance Officer,  
Himachal Pradesh PWD.,  
Shimla-2.

1 Copy alongwith copy of above referred letter is forwarded to the  
Superintending Engineers, HPPWD., 3<sup>rd</sup> Circle, 4<sup>th</sup> Circle, Shimla, 11<sup>th</sup>  
Circle Rampur, 12<sup>th</sup> Circle Nahan, 14<sup>th</sup> Circle Rampur, Elect. Circle  
, Kasumpti, Shimla-9, Dharamshalla Mech. Circless Dhalli, Shimla-12,  
Dharamashalla N.H.Circle Shimla, NH Shapur, Arbitration Circle Solan.  
for similar necessary action.

2 Copy to Er. Nodal Officer (IT) in this office to display above letter  
alongwith its encloser on the official webside of the department.

3 Copy to Er. Neelam Gupta Executive Engineer,  
(Design)(Chairperson) of Sexual Harassment Committee in this office.

Encl: As above.

Senior Vigilance Officer,  
Himachal Pradesh PWD.,  
Shimla-2.

F.R.

Shah

EE(1P) 28/11/23

Upload on  
official  
website

JE(1P)



No. WCD/SH-3/2019-POSH - 17348-17408  
Directorate of Women and Child Development,  
Himachal Pradesh, Shimla-1.

To :

1. All the Chairman of the Commission
  2. All the Head of the Departments
  3. All the MDs of Boards and Corporations
  4. All the Vice Chancellors of Universities
  5. All the Deputy Commissioners
  6. The Member Secretary,  
HP State Legal Services Authority,  
Block No. 22, S.D.A. Complex, Kasumpti,
- Dated: 30/11/23 Shimla-1.

Subject:

Regarding Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 thereof.

Madam/ Sir,

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 9<sup>th</sup> December 2013 to provide a safe and secure environment to women at workplace. 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. 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.

The Act casts an obligation upon all the organizations whether private or public to constitute Internal Committee (IC). Similarly, the Appropriate Government is authorized to constitute Local Committee (LC) in every district which will receive complaints from organizations having less than 10 workers or if the complaint is against employer. Further, provision has been made under Section 23 of the SH Act to maintain data on the number of cases filed and disposed of in respect of all cases of sexual harassment at workplace.

The MoWCD has requested 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 :

- 1) Constituting/ revamping Internal Committee (IC) / Local Committee (LC), in case the same has not been done so far,
- 2) Organising sensitisation workshops for the employees, disposing off the pending cases before ICs & LCs,

The strict compliance of each of the provisions of the SH Act, 2013 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 may be ensured. Further action taken thereof may also conveyed to this office so the Govt of India could be conveyed accordingly (copy of the letter is enclosed).

Yours sincerely,

(Mohan Datt)

Additional Director,  
Women and Child Development,  
Himachal Pradesh.

Dated 30/11/23 Shimla-1.

Endst. No. Even 17409-17422  
Copy to:

1. The Secretary (SJ&E) to the Government of H.P. for information please.
2. All the District Programme Officers, Women & Child Development for information & necessary action.
3. PA to the Director, WCD for information.

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20/12/23  
Rajesh  
8/12/23

716  
11-12-2023

P. Patel