



ईपीएफओ, मुख्य कार्यालय  
श्रम एवं रोज़गार मंत्रालय, भारत सरकार  
भविष्य निधि भवन, 14, भीकाजी कामा प्लेस, नई दिल्ली 110066



EPFO, HEAD OFFICE

MINISTRY OF LABOUR & EMPLOYMENT, GOVERNMENT OF INDIA  
BHAVISHYA NIDHI BHAWAN, 14, BHIKAJI CAMA PLACE, NEW DELHI 110066

www.epfindia.gov.in

No. 45012/8/2022-HRM-VIII / 12043

Dated: 10 NOV 2022

To,

All ACC(HQ)/ACC Zones/Director (PDNASS)  
All Regional PF Commissioners-in-charge of  
Regional Offices/Zonal Training Institutes  
Regional PF Commissioner (ASD), Head Office

**Subject: Implementation of Sexual harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - reg.**

Madam/Sir,

Please find enclosed herewith Ministry of Labour and Employment OM No. A-42011/02/2022- WL (e-137025) forwarding a copy of Ministry of Women and Child Development's D.O. letter No. WW-16/5/2021-WW dated 13.10.2022 on the above subject for strict compliance.

2. It is requested that the details of action taken in this regard may kindly be furnished latest by 28.11.2022 for further submission to the Ministry of Labour and Employment.

Yours faithfully,

Encls: as above

(Uma Mandal)

Addl. Central P.F. Commissioner (HRM)

Copy to:

1. Staff Officer to CPFC- for information.
2. PS to FA & CAO/CVO/All ACC (HQ)s - for information.

(Rakhi Chakravarty)

Regional P.F. Commissioner-II (HRM)



489725/2022/HRM-VIII

A-42011/02/2022-WL(e-137025)  
 Government of India  
 Ministry of Labour and Employment  
 (Women Labour Section)

Shram Shakti Bhawan, Rafi Marg  
 New Delhi, Dated 25<sup>th</sup> October, 2022

TO

1. Director General, DGE
2. Director General, ESIC
3. Central Provident Fund Commissioner
4. Director General, DGFASLI
5. Director General, DGMS
6. Director General, VVGNI
7. CLC (C)
8. Director General, Dattopant Thengadi National Board for Workers Education & Development
9. Director General, Labour Bureau, Chandigarh

Sub: Implementation of Sexual Harassment of Women at Workplace  
 (Prevention, Prohibition and Redressal) Act, 2013-reg.

Sir/Madam,

I am directed to enclose herewith a copy of Ministry of Women and Child Development's D.O. letter No. WW-16/5/2021-WW dated 13.10.2022 on the above subject for strict compliance.

2. It is requested that the details of action taken in this regard, in respect of your organization, may kindly be furnished to Women Labour Division of this Ministry latest by 30.11.2022 to enable us to furnish the same to M/o Woman & Child Development.

This issues with the approval of Secretary (L&E).

Encl: As above

Copy for necessary action to:-

SLEA/JS(NG)/JS(VB)/JS(KR)/JS(RKT)/DGLW/DDG(NKS)

Yours faithfully

*(Signature)*  
 25/10/2022  
 (Supriyo Samadder)

Under Secretary to the Govt. of India  
 E-mail: supriyo.samadder@nic.in

*Acc (HRM) HRM*  
*Acc (HRM)*



इन्दीवर पान्डेय, आई.ए.एस.  
सचिव

INDEVAR PANDEY, I.A.S.  
Secretary

Tel. : 011-23383586, 23386731

Fax : 011-23381495

E-mail: secy.wcd@nic.in



भारत सरकार  
महिला एवं बाल विकास मंत्रालय  
शास्त्री भवन, नई दिल्ली-110 001

Government of India  
Ministry of Women & Child Development

13<sup>th</sup> 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 **25<sup>th</sup> November** is observed across the globe as the International Day for the Elimination of Violence against Women. Further, **10<sup>th</sup> December** is observed every year as International Human Rights Day. The 16 days period between 25<sup>th</sup> November and 10<sup>th</sup> 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/-



-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 9<sup>th</sup> 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 20<sup>th</sup> December, 2022.

With Regards,

Yours sincerely,



12/10/2022  
(Indevar Pandey)

Secretaries of all Central Ministries/Departments.