

I/78328/2021

भारत सरकार  
जल शक्ति मंत्रालय  
जल संसाधन नदी विकास एवं गंगा संरक्षण विभाग  
केंद्रीय जल आयोग  
प्रशिक्षण निदेशालय



Government of India  
Ministry of Jal Shakti  
Dept. of Water Resources, RD&GR  
Central Water Commission  
Training Directorate

### **Circular**

To provide a safe and secure environment to women at the workplace, 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. The Act upholds women's fundamental right to equality as guaranteed under Article 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 a right to a safe working environment free from sexual harassment as provided under Article 19 (1) (g) of the Indian Constitution.

With improved access to education and employment, millions of Indian women are entering the country's workforce. It is crucial that as a country women are provided with safe and secure work environment. It is the responsibility of every employer to ensure compliance of the provisions of the Act, as well as sensitize their employees towards the need to uphold 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 realization of gender equality and result in inclusive growth for the benefit of the nation as a whole.

This year, the Ministry of Women and Child Development has decided to commemorate the **eighth anniversary** of notification of this landmark legislation that is 9th December, 2021 by requesting all central Ministries/Departments to conduct awareness generation exercise around the Act for their employees.

In this regard, a **Awareness Generation Exercise webinar on "Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act 2013"** is going to be organized through National Water Academy, Pune on **09<sup>th</sup> December, 2021 from 16:00 -17:30 hrs.** The flyer is attached and weblink is as given under:

<https://nationalwater.webex.com/nationalwater/j.php?MTID=mbb79e350c0dceb2174f1a988b3450eaa>

**Meeting number: 2517 015 9427**  
**Password: V6Yhp6v3sMJ**

**All the officers and staff of CWC are requested to participate in the event with the above weblink, with the permission of their controlling officer by ensuring that the office work doesn't get hampered.**

Encl: as above

(Venkateswarlu E.)  
Dy.Director (Training)

1. All the Officers and staff of CWC through CWC Website and E-Office Notice Board.
2. Under Secretary, E-I, DoWR, RD & GR, MoJS, New Delhi.
3. Under Secretary, Coordination Section, DoWR, RD & GR, MoJS, New Delhi w.r.t your mail dt:02.12.2021 and with a request to circulate among the officers and staff of the Department.

