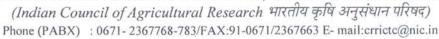


केंद्रीय चावल अनुसंधान संस्थान, कटक-753006 (ओडिशा)

CENTRAL RICE RESEARCH INSTITUTE, CUTTACK-753006 ODISHA)





एफ सं F.No.44-6/2014/तकनीकी Tech./185

दिनांक Dated: 23 . 12.20141

कार्यालय आदेश Office Order

भारतीय कृषि अनुसंधान परिषद के पत्र सं.124-13/97सीडीएन दिनांक 18.1.1998 तथा पत्र सं.42(1)-स्तर्कता दिनांक 27.4.2006 में दिए गए अनुदेश के अनुसार, निदेशक,केंद्रीय चावल अनुसंधान संस्थान इसके द्वारा संस्थान के महिला कर्मचारियों से संबंधित शिकायतों का निपटान करने तथा उनके समग्र कल्याण, विकास हेतु समर्थन करने के लिए दो वर्ष की अवधि के लिए निम्नलिखित सदस्यों को लेकर महिला प्रकोष्ठ का पुनर्गठन तत्काल प्रभाव से करते हैं।

The Director, CRRI is pleased to reconstitute the Women's Cell with the following members for a period of two years with immediate effect in order to promote all round welfare, development and to address the grievances pertaining to the women employees of this Institute as per the guidelines received from ICAR vide letter No.124-13/97-CDN dated 18th January' 1998 and No.42(1)/2004-Vig. Dated 27.4.2006 (copy enclosed).

- 1) Dr. (Mrs.) S.Samantray, Principal Scientist, CRRI, Cuttack. -- Chair person
- 2) Mrs. Pravasini Sarangi, President, Odisha Women Housing 3rd Party Member Development Cooperative Society, Housing Corporation Building, Near Ram Mandir, Janpath, Bhubaneswar. (Mob : 9437135431)
- 3) Dr. (Mrs.) Meera Kumari Kar, Principal Scientist, CRRI, Cuttack. --Member
- 4) Dr. M.J. Baig, Principal Scientist, CRRI, Cuttack. -- Member
- 5) Dr.(Mrs) A. Poonam, Sr.Scientist, CRRI, Cuttack. Member 6) Mrs. Manasi Das, UDC, CRRI, Cuttack. – Member
- 7) Mrs. Chandmoni Tudu, Sr. Tech. Asstt., CRRI, Cuttack. -- Member
- 8) Mrs. Surubali Hembram, SSS, CRRI, Cuttack. -- Member
- 9) Mrs. Priyanka Gautam, Scientist, CRRI, Cuttack. -- Member Secretary

(डी के महांती D.K. Mohanty)

सहायक प्रशासनिक अधिकारी Asstt. Administrative Officer

वितरण Distribution:-

Office Order Book.

All the person concerned (9 copies).

3. All Heads of Divisions/Sections, CRRI, Cuttack/Officer-in-Charge, CRURRS, Hazaribag, Jharkhand/RRLRRS, Gerua, Hajo, Assam. It is requested to bring the contents of this Office Order to the knowledge of all concerned.

4. P.S. to Director, CRRI, Cuttack.

INDUIT LINENT

29-1198

INDIAN COUNCIL OF AGRICULTURAL RESEARCH

No.24-13/97-CDN

Dated 19.1.1998

To.

All Directors/Project Directors of Research Institutes, NRC's/Stations/Centres of ICAR Institutes.

Subject: Guidelines for Setting up Women Cell - regarding.

Sir,

In continuation of Council's letter of even number dated 20.3.97, 10.4.97 and 16.6.97, I wish to convey that National Commission for Women has desired that Women's Cell may be constituted in all the offices of Govi.of India and its activities, particularly the welfare of women in general, may be monitored. Some of the queries as raised by various Institutes were clarified, besides preliminary information on the subject, as stated below, from the office of Mrs.Padma Seth, Member, National Commission for Women, 4 Deen Dayal Upadhyaya Marg, New Delhi-110002.

- 1. The Women Cell may be constituted by the Head of the Administrative Division.
- 2. The Women's Cell may be constituted by nomination.
- Male Members can also be included in the Women Cell.
- 4. There is no hard and fast rule regarding total number of members in the Women Cell. It has to be decided according to the size of the organisation and its need.
- The Women Cell should basically function for the welfare of the women employee and should cater to the issues-grievance pertaining to the women employees. It can make recommendations on issues concerning women, so that the organisation can take necessary action and expedite relief and redressals.

Accordingly, you are requested to initiate action for constitution of Women Cell in your Institute/Centre/Directorate and inform the Council. A brief te up on the welfare measures taken for women in particular, may also be submitted.

Property Mass

05, Tuch.

Yours faithfully,

(S.CHATTERJEE) UNDER SECRETARY (GAC)

Comt 2

Contd. 2/-





प्राप्त की गयी / RECEIVED

0 9 MAY 2006

新州南京市南(新河, 五五) CENTRAL DIARY (CRE)

F.No 42(1)/2004-Vig.

भारतीय कृषि अनुसंधान परिषद Indian Council of Agricultural Research Krishi Bhawan, New Delhi

To

The Directors / Project Directors of all Research Institutes / Project Dtes. and NRCs.

Prevention of sexual harassment of women employees of Subject: workplace - regarding.

Sir,

In continuation of Council's letter of even number dated 24,01.2006 on the above cited subject, I am directed to say that the Ministry of Women & Child Development vide D.O. Letter No. 12-9/2004-WW dated 17.03.2006 addressed to the D.G., ICAR (copy enclosed for ready reference) has observed that association of NGO or 3rd party representation in the complaints committee is not optional but a mandatory requirement under the Supreme court's judgement in the Vishaka case. Further the complaints committee should be chaired by a woman.

In pursuance of the directions of the Ministry it is requested that necessary corrective action may be taken to address the deficiency / deficiencies. The Council may please be kept informed about the necessary steps taken in this regard at the Institute.

This issues with the approval of Secretary, ICAR.

Yours faithfully,

Under Secretary (Vig.)



S.No.3(R) SM.16

Sacr. (ICAR) AB COM

महिला एवं बाल विकास मंत्राटनय शास्त्री भवन, नई दिल्ली - 110 001

GOVERNMENT OF INDIA MINISTRY OF WOMEN & CHILD DEVELOPMEN SHASTRI BHAWAN, NEW DELHI- 1 10 001

Website: http://www.wcd.nic.en

REVA NAYYAR

SECRETARY

Tel.: 23383586, Telefax: 23381495

E-mail: secy.wcd@nic.in

D.O.No.12-9/2004-WW

Dear Dr. Rai.

शादित (बेगर) युवे में कि विकास के में के प्राथमिक March 17, 2006 [KAI III LL

Please refer to my letter of even number dated 29.12.2005 regarding setting up of complaints tee in compliance with the Supreme Courts and a compliance with the courts and a compliance with the courts and a court and a court and a compliance with the courts and a court a court and a court a court and a court and a court a court a court a court and a court a court a court a court a court and a court a court a court a court a court a court and a court a co committee in compliance with the Supreme Court's judgement dated 13.8.1997 in the Vishaka Case relating to prevention of sexual baracement of the court's processing to prevention of sexual baracement of the court's processing to prevention of sexual baracement of the court of t relating to prevention of sexual harassment of women at work place.

- I had requested information in a proforma regarding the complaints committees set up in the es/Departments and their crossitation. The Ministries/Departments and their organizations. The responses received so far have been collated in this Ministry, based on which I would like to be this Ministry, based on which I would like to bring to your notice the following observations:
 - The complaints committee set up in some Ministries/Departments/organizations does not have any NGO or 3rd party representation. The have any NGO or 3rd party representation. The reason cited in some of these cases is that the same is not considered percentage. the same is not considered necessary. I must point out in this connection that asso ciation of NGO/third party in the complaints association that association is not considered necessary. of NGO/third party in the complaints committee is not optional for the employer's organization but is a mandatory requirement. organization but is a mandatory requirement under the Supreme Court's judgement in the Vishaka Case, which expressly lave down that Vishaka Case, which expressly lays down that either NGO or other body who is familiar with the issue of sexual barassmost should be supposed to the sexual with the issue of sexual harassment should be involved in the complaints committee in order to prevent the possibility of any state. order to prevent the possibility of any undue pressure or influence from senior levels.
 - In some cases the complaints committee is chaired by a male, which is also in contravention of the Supreme Court's indexes. contravention of the Supreme Court's judgement according to which a woman should head the committee. (ii)
 - Many complaints committees are headed by junior level officers. It is felt that in the main Ministries/Departments the complaints are related by junior level officers. Ministries/Departments the complaints committee ought to be chaired by a Joint Secretary in order to be effective (iii)
- A list of the Ministries/Departments/Organizations is enclosed with reference to the above with the request that necessary action may be talked. points with the request that necessary action may be taken to address the deficiency/deficiencies in so far as your Ministry/Department is conscreed. far as your Ministry/Department is concerned. We would be grateful for a feedback on the action taken.

With regards,

yours since rely,

Encl: As above

Dr. Mangala Rai Secretary Department of Agricultural Research & Education Krishi Bhayan New Delhi