

ORDER

In exercise of the powers conferred by section 4 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and in suppression of all earlier orders in this regard, for the preservation and enforcement of right of gender equality of working women and to ensure the prevention of sexual harassment of women at workplace, the Governor of Haryana is pleased to constitute the Internal Complaints Committee for the Labour Department, Haryana, as per details given below :-

1. **Dr. Anuradha Lamba,**
Joint Labour Commissioner, Haryana,
Chandigarh, Head Quarters. Presiding Officer
2. **Sh. Gobind Sharma,**
Assistant District Attorney,
Head Quarters. Member
3. **Smt. Nutan Kakkar,**
Assistant Labour Commissioner,
Head Quarters. Member
4. **Smt. Neelam Chaudhary,**
President,
Akhil Bhartiya Sadbhawna Trust,
(Regd. No. 59), # 103, GH-43, Sector-20,
Panchkula. Non-official
Member.

The headquarters of the Committee will be at Chandigarh and, it will meet half yearly and if necessity arises, it can hold meeting earlier also subject to the approval of the chairman of the committee. However, meeting of the committee can also be held at any other place in Haryana, if considered necessary by the Presiding Officer.

The area of operation of the committee is Labour Department, Haryana.

The functions of the committee will be as under :-

- i) To receive all the complaints relating to the sexual harassment from the women employees of the department/organization as mentioned in the area of operation.
- ii) To make detailed enquiry in the said complaints and to solve the problem.
- iii) To make suitable recommendations to the Labour Commissioner, Haryana/competent authority for taking disciplinary action against the defaulters where conduct of an employee amounts to sexual harassment of women employee.

- iv) To submit the annual report to department of the complaints received in the committee and action taken thereon.
- v) To check that the awareness of the rights of the female employees in this regard is created by the Department in view of the guidelines given by the Hon'ble Supreme Court of India.
- vi) To Coordinate and integrate the efforts made buy the above said Department in order to prevent, minimize and curb the tendency of sexual harassment of women at work places falling under its jurisdiction.
- vii) To monitor the progress of the implementation of the directions of the Hon'ble Supreme Court of India relating to its own area of operation.

3. The non-official member will be entitled to T.A./D.A. in accordance with the instructions contained in the Haryana Government circular letter no. 704-P(4)-72/98, dated the 6th April, 1972 as amended from time to time. Other conditions as laid down in T.A. rules will also apply to the journeys by non-official member.

4. The expenditure involved on TA/DA will be debited to the head "2230-Labour and Employment-01-Direction and Administration" and met out of the sanctioned grant. The Additional Labour Commissioner, Haryana, Chandigarh will be the controlling officer in respect of traveling allowance etc., of the non official members of the committee.

Dated:23.08.2021.
Place: Chandigarh.

Pankaj Agarwal, IAS
Labour Commissioner, Haryana.

Endst. No. /IR.-03/2021/ 20186-385 Dated : 27/08/2021

A copy is forwarded to the following for information and necessary action:-

1. All officers at Headquarter.
2. All Dy. Superintendent at Headquarter.
3. All field Officers.
4. Smt. Neelam Chaudhary, President, Akhil Bhartiya Sadbhawana Trust (Regd. No. 59), H.No. 103, GH*43, Sector-20, Panchkula.


Additional Labour Commissioner (Admn.)
for Labour Commissioner, Haryana.

