

File No:J-11060/43/2022-RL(Part 13) (E- 385988)

Government of India
Ministry of Rural Development
Rural Livelihoods Division

7th Floor, NDCC – II Building
Jai Singh Road, New Delhi –01
Date: 18th October, 2023

Sub: Establishment of Internal Complaint Committee (ICC) and ensuring the online training of all the SRLM staff on the POSH Act-2013

Madam/Sir,

As you are aware that DAY-NRLM will be organising " Naye Chetana -2.0, a month long Gender Campaign for addressing gender based violence from 25th November to 23rd December'23. One of the key expected outcomes of this year's gender campaign is "establishing institutional mechanisms both in SRLMs and SHG Federations and making them functional to address the issues of safe work spaces and gender based violence".

As per Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH Act), all organisations are mandated to constitute Internal Complaint Committees (ICCs) for ensuring safe work space for women. Hence, you are requested to take the following actions immediately:

- Establish Internal Complaint Committees (ICCs) at SMMU, DMMU, and BMMU offices, as mandated by the POSH Act 2013. Share the copy of the details of the committee members formed during the campaign period.
- Ensure that all employees complete the online training course on POSH act available on the Karmayogi website <https://igotkarmayogi.gov.in>. Data for the same is to be updated in the campaign MIS.
- Instruct all the staff to participate in the online training sessions to be organised by the NMMU for deeper understanding after they have completed the online course on i-GOT, Karmayogi website.

The directives may kindly adhered to and the **progress of compliance may be reported to the NMMU as part of the Campaign activity.**

Your Sincerely


(Smriti Sharan)

Joint Secretary to the Govt. of India

To,

The State Mission Director/Chief Executive Officers
All States SRLMs and UTs