

	<p align="center">KERALA STATE ELECTRICITY BOARD LIMITED <i>(Incorporated under the Companies Act, 1956)</i> Registered Office: Vydyuthi Bhavanam, Pattom Thiruvananthapuram - 695 004 CIN: U40100KL2011SGC027424 Website: www.kseb.in Email: pokseb@gmail.com Phone No.: 0471-2514472 & 0471-2514455 Fax: 0471-2514472</p>
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A B S T R A C T

Enforcement of Fundamental Rights of the Working Women – District level Internal Complaints Committees (ICC’s) constituted for dealing with the sexual harassment against the Women employees of KSEBL – District level ICC’s reconstituted on expiring its term – Orders issued.

CORPORATE OFFICE (PERSONNEL)

Office Order (CMD) No. 534/2021 [PS1 (B)/ICC/2020]	Dated, Thiruvananthapuram: 21-04-2021.
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Read: -

1. B.O. (CM) No. 2053/13 (PS 1 (A)/6165/2012), TVPM, dated: 26-09-2013.
2. B.O. (FTD) No. 3559/2016 (PS 1 (A)/6165/2012), TVPM, dated: 21-12-2016.
3. Board Circular No. PS 1 (A)/6165/2012, dated: 28-01-2017.
4. B.O. (CMD) No. 2573/2017 (PS 1 (A)/6165/2012), TVPM, dated: 19-10-2017.
5. Office Order (CMD) No. 615/2020 (PS 1 (A)/6165/2012), TVPM, dated: 31-03-2020.
6. Letter No. PS 1 (A)/ICC/2020, dated: 20-10-2020, furnished by the Chief Personnel Officer.
7. Note No. PS 1 (B)/ICC/2020, dated: 08-04-2020, submitted to the Chairman & Managing Director of KSEBL, by the Chief Personnel Officer.

O R D E R

The Hon’ ble Supreme Court of India had issued certain directions, in connection with its Judgment in Vishaka & Others Vs State of Rajasthan & Others, for the enforcement of the Fundamental Rights of the Working Women and in line with the above, a Complaints Committee mechanism was introduced in KSEBL (erstwhile K.S.E. Board), during 2001. The ‘Complaints Committee’ constituted by KSEBL to deal with the complaints of harassment against its women employees, which was being functioned at its Head Quarters viz., Vydyuthi Bhavanam, located at Thiruvananthapuram was reconstituted, vide the Board Orders read as (1) & (2) papers above, either due to retirement of its members from the services of KSEBL or on completion of ‘5 years term’ of the Committee.

In the meantime, a Circular was issued from the Vigilance Wing of KSEBL (vide No. VIG/BII/ 848/6613/13, dated: 23-05-2014), in line with the provisions of ‘Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013’ with the direction to all Controlling Officers of KSEBL to constitute ‘Internal Complaints Committee’ for curtailing sexual harassment towards the women employees under their jurisdiction. Subsequent to the issuance of the above Circular, enormous number of ‘Internal Complaints Committees’ were constituted at various Division & Circle level Offices of KSEBL and at the Offices functioning at various Office Complexes, named ‘Vydyuthi Bhavanam’s situated at certain districts including the Head Quarters of KSEBL

viz., Vidyuthi Bhavanam, located at Pattom, Thiruvananthapuram; wherein Corporate Level Offices were being functioned. It could not be possible to co-ordinate the functioning of such Committees in an effective manner, due to lack of specific guidelines formulated in this regard. Besides, considerable delay has been occurred in connection with the disposal of the complaints on sexual harassment towards the women employees, as same complaints were being lodged before various Complaints Committees functioning at Division, Circle and Corporate level Offices. Resultantly, the justice to be extended to the victims, were delayed much/denied forever.

In the above context, KSEBL had to issue another Circular, vide read as 3rd paper above (originated from the Personnel Department), to streamline the functioning of the Complaints Committees, constituted in this regard. Vide the above, it was directed to constitute 'Internal Complaints Committees' for each and every districts (14 No.s in total) and the Deputy Chief Engineers of all Transmission Circle Offices were authorized for constituting the ICC's. However, the Transmission Circle Office, Thiruvananthapuram, which was authorized for constituting an 'Internal Complaints Committee' for Thiruvananthapuram district, failed to constitute the same in time and hence all sitting Members of the 'Complaints Committee' of KSEBL [reconstituted vide the Board Order read as 2nd paper above, which came into force on 21-12-2016], themselves, as a whole were chosen as Members of the new 'District Level Internal Complaints Committee' for Thiruvananthapuram District. One Male member was included in the Committee, subsequent to the retirement of his predecessor, from the services of KSEBL.

The Presiding Officer as well as all other members of the 'District level Internal Complaints Committees' constituted vide the Board Order read as 4th paper above, were restricted to hold office only for a period of three years, from the date of their nomination [*as per Section 4 (3) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013*] and hence the term of office of all other District Level Internal Complaints Committees (ICC's), except the ICC for Thiruvananthapuram District, expired on 18-10-2020.

The tenure of 3 years, fixed for the members of the 'Internal Complaints Committee, TVPM' which started its functioning with effect from: 21/12/2016, expired on 20/12/2019, except the tenure of the new Male member, included later in the Committee. Hence the ICC for TVPM District was reconstituted vide the Office Order read as 5th paper above, on 31-03-2020, clearly specifying therein that the Presiding Officer and other members of the reconstituted committee shall hold office up to 18-10-2020 or the date on which the District Level Internal Complaints Committees are reconstituted by KSEBL, whichever comes earlier.

At this juncture, the Deputy Chief Engineers of all Transmission Circle Offices as well as the Electrical Circle Offices of Kalpetta and Kasargod & the Executive Engineer, Transmission Division, Pathanamthitta were requested vide the letter read as 6th paper above, to forward their Proposals, with the Names & other details of New Members (including the Names of Presiding Officers) to the ICC's concerned, for constituting new ICC's, in lieu of the expiring ICC's, to deal with the sexual harassment against the women employees belonging to the Offices of KSEBL, situated within the geographical areas of the Revenue Districts, earmarked for them.

Proposals received in this regard, from the concerned, were compiled and submitted to the Chairman & Managing Director (vide the Note read as 7th paper above), for perusal, along with the

request for providing necessary Orders for reconstituting the District Level Internal Complaints Committees (ICC's) [engaging the Officers and Workmen of KSEBL, enlisted vide the proposals, submitted by the concerned], in lieu of the expiring District Level ICC's, to deal with the sexual harassment against the women employees belonging to the Offices of KSEBL, which are situated within the geographical areas of each and every Revenue Districts of the State of Kerala.

After having examined the same in detail, the Chairman & Managing Director of KSEBL has given approval for reconstituting the District Level ICC's, as mentioned above. Accordingly, the list of Members as well as the Presiding Officers of the reconstituted District Level ICC's (14 No.s in total), is appended herewith, specifying that the reconstituted District Level ICC's will come into force with immediate effect, superseding all Orders & Circulars issued earlier in this regard.

All District Level ICC's are instructed to extend their presence throughout the jurisdiction of their Revenue Districts, by organizing necessary awareness programmes in connection with the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013' so as to ensure adequate publicity on relevant provisions of the Act, among the women employees of KSEBL working in the Offices situated within the districts earmarked for them and for providing a sense of protection to all women employees of KSEBL, being imparted by all District Level Internal Complaints Committees constituted, as per the List of ICC's appended to this Order.

Besides, the District Level ICC's shall prepare an Annual Report (in triplicate), incorporating the details relating to its activities, complaints attended, complaints pending disposal etc. and forward it to the Chairman & Managing Director of KSEBL.

The Presiding Officer and every other Members of the District Level ICC's shall hold Office for a period not exceeding three years, from the date of issuance of this Order and they need to be continued in the ICC's (in their respective capacities, for the remaining term of office), even if they transferred out from their stations. Name/s of the employee/s to be appointed against the vacancies which may be arised, during the tenure (within 3 years), due to demise/ retirement of the Presiding Officer/ Members of the District Level ICC's concerned, shall be reported to the Chairman & Managing Director of KSEBL, for necessary action. Those Members appointed from among the Non-Governmental Organizations/ Associations shall be paid fees or allowances, as per rules, for holding proceedings of the District Level ICC's.

Apart from the above, KSEBL reserves the right to add/ remove any of the Presiding Officers/ Members of the District Level Internal Complaints Committees, to facilitate smooth functioning of the District Level ICC's, by invoking Section 4 (5) of the *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013*.

All District Level ICC's (14 No.s in total) are reconstituted accordingly.

By Order of the Chairman & Managing Director

Sd/-

**JAYASHREE. T. K.
SECRETARY (ADMINISTRATION)**

To

All Presiding Officers & Members of the District Level ICC's.

Copy to:

All Chief Engineers / Deputy Chief Engineers / Executive Engineers / Regional Audit Officers
The Financial Adviser / The Chief Internal Auditor / The Company Secretary (i/c)
The Legal Adviser & Disciplinary Enquiry Officer / The Chief Vigilance Officer
The Chief Personnel Officer / The Chief Public Relations Officer
TA to Chairman & Managing Director / PA to Director (Finance)
TA to Director (Distribution, Information Technology & Human Resources Management)
TA to Director (Transmission, System Operation)
TA to Director (Generation-Civil)
TA to Director (Generation-Electrical & System Chain Management)
TA to Director (Planning & Safety)
The Deputy Secretary (Administration)
Sr.CA to the Secretary (Administration)
The Fair Copy Superintendent / Record Section / Library / Stock File.

Forwarded/ By Order:
Sd/-
Senior Superintendent