

No. 23/99/2007-2GS-III

From

The Chief Secretary to Govt., Haryana.

To

1. All Heads of Departments.
2. Commissioners, Ambala, Hisar, Rohtak and Gurgaon Divisions and all the Deputy Commissioners in Haryana State.
3. All Managing Directors, of Boards/Corporations in the State.
4. The Registrar, Mahrishi Dayanand University, Rohtak, Kurukshetra University, Kurukshetra/Ch. Charan Singh, Haryana Agriculture University, Hisar/Guru Jambheshwar University, Hisar and Ch. Devi Lal University, Sirsa.

Dated Chandigarh, the 27.11.2007

Sub: Regarding relaxation in Service conditions for adjustment of retrenched employees of Boards/Corporations /Public Sector Undertakings etc.

Sir,

I am directed to invite your attention to Notification No. GSR-13/const./Art.309/2006 dated 21.6.2006 and No. GSR-2/const./Art.309/2007 dated 1.2.2007 on the subject noted above and to intimate that certain demands submitted by re-employed retrenched employees in various Government Departments/Boards/Corporations have been engaging the attention of the Government for some time past. After careful consideration it has been decided to accept the following demands to the extent indicated against each:-

(i) Condition of type test:-

The adjusted regular retrenched employees who have crossed the age of 45 years, shall be exempted from passing the departmental type test wherever required.

(ii) Probation Period:-

It has been decided to relax the condition of probation period of all the adjusted regular retrenched employees.

2. I am to request you to implement the above decisions of the Government in letter and spirit.

Yours faithfully,



हरियाणा सरकार
सामान्य प्रशासन विभाग
(सामान्य सेवाएं)
अधिसूचना

दिनांक 11 जून, 1999

संख्या सा० का० नि० 60/संवि०/अनु० 187, 309 तथा 318/99.— भारत के संविधान के अनुच्छेद 187 के खण्ड (3) के साथ पठित अनुच्छेद 309 के परन्तुक तथा अनुच्छेद 318 के खण्ड (ख) द्वारा प्रदान की गई शक्तियों का प्रयोग करते हुए, हरियाणा के राज्यपाल, हरियाणा विधान मण्डल के अध्यक्ष से परामर्श के बाद, जहां तक ऐसा परामर्श पूर्वोक्त उपबन्धों के अधीन आवश्यक है, इसके द्वारा पंजाब सरकार, कर्मचारी (आचरण) नियम, 1966, को हरियाणा राज्यार्थ में आगे संशोधित करने के लिये निम्नलिखित नियम बनाते हैं, अर्थात् :—

1. ये नियम पंजाब सरकार, कर्मचारी (आचरण) हरियाणा संशोधन नियम, 1999, कहे जा सकते हैं।

2. पंजाब सरकार, कर्मचारी (आचरण) नियम, 1966 में, नियम 3 के बाद, निम्नलिखित नियम रखा जाएगा, अर्थात् :—

“3क. कामकाजी महिलाओं के यौन-उत्पीड़न का निषेध.—(1) कोई भी सरकारी कर्मचारी किसी भी महिला के कार्य-स्थल पर, उसके यौन उत्पीड़न के किसी भी कार्य में संलिप्त नहीं होगा।

(2) प्रत्येक सरकारी कर्मचारी, जो किसी कार्य स्थल का प्रभारी हो, उस कार्य-स्थल पर किसी भी महिला के यौन उत्पीड़न को रोकने के उपयुक्त कदम उठाएगा।

स्पष्टीकरण.—इस नियम के प्रयोजन के लिये “यौन-उत्पीड़न” में प्रत्यक्षतः या अन्यथा काम-वासना से प्रेरित कोई ऐसा अशोभनीय व्यवहार शामिल है, जैसे कि :—

- (क) शारीरिक स्पर्श तथा कामोदीप्त प्रणय सम्बन्धी चेष्टाएं;
- (ख) यौन स्वीकृति की मांग अथवा प्रार्थना;
- (ग) काम-वासना प्रेरित फलितियां कसना;
- (घ) किसी कामोत्तेजक कार्य-व्यवहार, सामग्री का प्रदर्शन; या
- (च) यौन सम्बन्धी कोई भी अन्य अशोभनीय शारीरिक, मौखिक या सांकेतिक आचरण।”।

राम एस. वर्मा,

मुख्य सचिव, हरियाणा सरकार।

[Authorised English Translation]

HARYANA GOVERNMENT
GENERAL ADMINISTRATION DEPARTMENT
(GENERAL SERVICES)

Notification

The 11th June, 1999

No. G.S.R. 60/Const./Art. 187, 309 and 318/99.—In exercise of the powers conferred by the proviso to article 309 and clause (b) of article 318, read with clause (3) of article 187 of the Constitution of India, the Governor of Haryana after consultation with the Speaker of Haryana Legislative Assembly, in so far as such consultation is necessary under the aforesaid provisions, hereby makes the following rules further to amend the Punjab Government Employees (Conduct) Rules, 1966, in their application to the State of Haryana, namely:—

1. These rules may be called the Punjab Government Employees (Conduct) Haryana Amendment Rules, 1999.

2. In the Punjab Government Employees (Conduct) Rules, 1966, after rule 3, the following rules shall be inserted, namely:—

✓ “3A. Prohibition of sexual harassment of working women.—
(1) No Government employee shall indulge in any act of sexual harassment of any woman at her work place.

(2) Every Government employee who is incharge of a work place shall take appropriate steps to prevent sexual harassment to any woman at such work place.

Explanation.—For the purpose of this rule, “sexual harassment” includes such unwelcome sexually determined behaviour, whether directly or otherwise, as:—

- (a) physical contact and advances;
- (b) demand or request for sexual favours;
- (c) making any sexually coloured remarks;
- (d) showing any pornographic material ; and
- (e) any other unwelcome physical, verbal or non-verbal conduct of a sexual nature.”.

RAM S. VERMA,

Chief Secretary to Government, Haryana.

[Extract from Haryana Government Gazette, dated the 5th October, 1999]

HARYANA GOVERNMENT

GENERAL ADMINISTRATION DEPARTMENT

Notification

The 27th September, 1999

No. 5/1/98-4GS-III.— In partial modification of Haryana Government Notification No. 5/1/98-4 GS-III, dated 22nd December, 1998, the Governor of Haryana is further pleased to order as under:—

1. The following are included as members of the said Committee:—

(i) Ms. Manmohan Kaur, Secretary (Retd.) of Haryana Red Cross Society, Chandigarh.

✓ (ii) Sh. Vijai Vardhan, IAS,
Joint Secretary, Political and Services.

II. The findings of the Complaints Committee will be forwarded to the Competent Authority for initiating disciplinary proceedings. After the findings of the Complaints Committee is received, no other preliminary enquiry will be held by the Competent Authority. On the basis of findings of the Complaints Committee the Competent Authority will issue charge-sheet or take any other action as the case may warrant against the delinquent.

2. The Complaints Committee will adopt its own methodology for conducting an enquiry into a complaint as speedily and discreetly as possible. In particular it would ensure that victims or witnesses are not victimised or discriminated against while dealing with complaints with sexual harassment and that confidentiality is ensured.

RAM S. VARMA,

Chief Secretary to Government, Haryana.