



No.CWC CO-PDOPLCY/5/2021-PERS/

Dated: 11.02.2021

**CIRCULAR**

**Sub: Grant of Honorarium to ICC (Internal Complaint Committee) Members**

The guidelines regarding prevention of sexual harassment of women at workplace were issued vide circular No. CWC/I-SHR/115/Rectt dated 29.05.2013. In continuation to the above, approval of Competent Authority is hereby conveyed for grant of honorarium as per following rates to the ICC members for conducting the inquiry:

S.No.	Designation	Honorarium per case
1.	Outside members from NGOs/Associations	Rs 20000/-
2.	Serving and part time members	Rs 5000/-

In addition to the honorarium, following is also provided:

1. Conveyance facility to the outside members will be provided by Corporation.
2. In case the member needs to visit outstation for the purpose of the inquiry, the transportation charges, hotel charges and DA will also be reimbursed by the Corporation. For reimbursement, the entitlement for the outside member may be taken at par with DGM.

**(Anil Manik Rao)**  
**Group General Manager (Personnel)**

**Distribution:-**

1. All HODs,CWC,CO, New Delhi
2. All Regional Managers, CWC, Regional Offices
3. ICC Members
4. SAM (MIS), CWC, CO, New Delhi - with the request to upload on CWC website.

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PS to Chairman/PPS to MD/PS to Dir(MCP)/SAM to Dir(Fin)/Sr. PA to Dir(Pers)/PA to CVO