

## CIRCULAR

It is observed that, certain essential facilities like ladies toilet, portable drinking water, clean and safe site offices and protection against indecent behavior during supervision duties are lacking on most of the working sites where female engineers are posted for duties.

All SEs/ EEs are requested to note the above and take immediate necessary action for any issues raised by female engineer/ staff for providing safe and healthy atmosphere at their respective nodal / site offices. It is also requested to incorporate following clause in Special Conditions of Contract in all tenders henceforth.

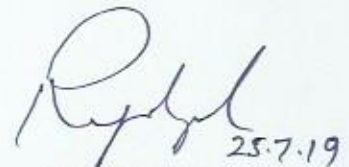
**1. Employer's (CIDCO) Site Office:**

Separate cabins for Executive Engineer and separate sitting arrangements for AEEs and AEs with toilet blocks with European WC. In addition to this at least one separate toilet block for ladies staff shall be provided and shall maintain properly.

**2. Protection to CIDCO female Engineers:**

In case any CIDCO female engineer / staff working on site, experiences indecent behavior from any officer/ staff employed by contractor and if concerned Female Engineer / staff submits written complaint to concerned Executive Engineer, then the contractor will be obliged to remove the officer / staff mentioned in the complaint immediately without raising any objection within a day of receiving such complaint. The officer / staff of the contractor thus removed shall not be allowed to work on any other site under CIDCO's jurisdiction in future.

This is issued as approved by CE(NM).



R.S. Nayak  
SE(HQ)

Emp. No. 25555

Separately to:

All EEs ( )

All SEs ( )

CC to ACE(I & Metro) / ACE(II) / ACE(III) : for information please.

CE(NM) / CE(NMIA) / CE(SP) / CT&CP / CAO / CVO : for information please.