

**F. No. A-72014/1/2023-HQ-Estt**  
**Government of India**  
**Ministry of Labour and Employment**  
**Directorate General Factory Advice Service and Labour Institutes**  
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N. S. Mankikar Marg, Sion (East),  
Mumbai, the January 2026

**OFFICE ORDER**

**Subject: Constitution of the Internal Complaints Committee for offices of DGFASLI in Mumbai to deal with complaints of Sexual Harassment of women employees – Partial modification - regarding.**

In supersession of this Directorate's Office Order No. A-72014/1/2023-HQ-Est dated 10.10.2025 & Office Order No. A- 72014/1/2023-HQ-Estt dated 21.10.2025, and in exercise of the powers conferred under Section 4(1) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Internal Complaints Committee for all offices of the DGFASLI Organization, located in Mumbai, is hereby, constituted and the revised composition of the Committee is as under:

Sl. No.	Name and Designation	Particulars
01.	Smt. Dhanashree Acharekar, Deputy Director (IH), CLI, Mumbai	Presiding Officer
02.	Shri KP Sreekumar, Additional Assistant Director, CLI, Mumbai	Member
03.	Smt. Jyoti Bhushan, Senior Statistical Officer, DGFASLI (HQ)	Member
04.	Smt. Seema Lakdawala, Senior Scientific Assistant, CLI, Mumbai	Member
05.	Ms. Vidya G. Ranade, Vanvasi Kalyan Ashram (NGO), Ghatkopar Region, Mumbai	Member (NGO Representative)

2. The Member of NGO representative of the Committee shall be paid fees or allowances as per Rule 3 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 for attending proceedings of the Committee.

3. The term of office of the Presiding Officer and every member of the Committee shall be three years from the date of their nomination.

4. The Internal Complaints Committee shall submit an annual report to the employer in each calendar year and other reports, as per Section 21 of the Act.

5. The Committee shall deal with complaints received, if any, of sexual harassment of women employees from:

- (a) DGFASLI (HQ), Mumbai
- (b) Central Labour Institute, Mumbai
- (c) Inspectorate of Dock Safety, JNPT
- (d) Inspectorate of Dock Safety, Mumbai

6. This issues with the approval of the Head of Department, i.e., the Director General, DGFASLI, Mumbai.

(Vipul Kumar Mishra)  
Director (S) & Head of Office  
DGFASLI (HQ)

**To:**

1. The Presiding Officer and Members of the Committee.
2. H.O.O.(s) of DGFASLI(HQ) / CLI, Mumbai / IDS, JNPT / IDS, Mumbai - for information to all the employees working under their jurisdiction
3. Director-In-Charge, Dock Safety Division, DGFASLI (HQ), Mumbai
4. Director-In-Charge, MIS Division, DGFASLI, for uploading the order on the website of DGFASLI.

**Copy to:**

1. PPS to the Director General, DGFASLI, Mumbai
2. DDG, DGFASLI (HQ), Mumbai
3. Under Secretary, DGFASLI(HQ), Mumbai
4. Section Officer(Estt.)/ Section Officer(B/P&D)/ SSO & In-charge (Admn.), DGFASLI(HQ), Mumbai
5. Office Folder.