

ICAR-CIARI Celebrates International Women's Day with Focus on Empowerment and Workplace Safety



Sri Vijaya Puram, March 10, 2026

The ICAR–Central Island Agricultural Research Institute (CIARI) celebrated International Women's Day with a comprehensive programme focusing on women's empowerment, workplace safety, and awareness on the Prevention of Sexual Harassment (POSH) Act. The event witnessed participation from 65 attendees, including scientists, administrative staff, and students.

Ms. Rinku Narayan, District Advocate and External Member of the Internal Complaints Committee (ICC) at ICAR-CIARI, attended the programme as the chief guest. In her address, she highlighted the need for a shift in societal perceptions regarding women working late hours and emphasised the importance of ensuring their safety at the workplace. She also reiterated key provisions of the POSH Act and stressed the responsibility of institutions in safeguarding women employees.

Ms. Rubina Siddiqui, a certified POSH Act trainer, apprised the gathering about the **Prevention of Sexual Harassment at Workplace Act, 2013**. She explained that employers are responsible for providing a safe work environment, prominently displaying POSH policies and penalties, conducting regular awareness and training programmes, and ensuring timely reporting by the Internal Committee. She also urged employees to maintain professionalism, respect colleagues, support individuals facing harassment, and promptly report incidents while avoiding behaviour that may offend others or trivialise harassment.

Ms. Apurva Singh, Training and Research Specialist at the State Hub for Women Empowerment under the Department of Social Welfare, spoke about the importance of psychological counselling in workplaces. She also stressed the need for professional dress codes, ethical conduct during duty hours, and awareness regarding digital harassment.

During the programme, participants were also informed about women's helpline numbers including **14416, 181, and 1098**.

Dr. Jai Sunder, Director of ICAR-CIARI, reaffirmed the institute's commitment to providing a safe and inclusive working environment and encouraged greater gender integration in agricultural research.

Dr. T. Sujatha, Principal Scientist and Presiding Officer of the ICC, highlighted the vital role played by women in driving sustainable innovation in island farming. She noted that ICAR-CIARI empowers around **800 women every year** through specialised technological training programmes.

The programme concluded with a vote of thanks proposed by Dr. Pooja Bohra, Incharge of the Women Cell. The event was coordinated by Ms. Teena Malik, Technical Officer at ICAR-CIARI.