

No.DPE-GM-11/0001/2015/FTS-3664
Government of India
Ministry of Heavy Industries & Public Enterprises
Department of Public Enterprises

Public Enterprises Bhawan,
Block-14, CGO Complex,
Lodhi Road, New Delhi-110003.
Dated: 14th May, 2015


OFFICE MEMORANDUM

Subject: Initiatives towards enhancing women's representation in Central Public Sector Enterprises (CPSEs)

Central Public Sector Enterprises (CPSEs) in India have been sensitive in adopting best human resource management practices to improve the participation of women in their workforce which as a percentage has more than doubled since 1991.

2. Empowerment, skill up-gradation, mentoring and career counselling of the women workforce in central public sector enterprises should be an integral part of Human Resource Policy of the CPSEs and there is a need to strengthen it further for facilitating, experience sharing, confidence building and speedy redressal of grievances for the women employees. Managements of the CPSEs should be sensitive to provide equal opportunities to their women workforce for skill up-gradation and career progression at all levels so as to improve their participation and contribution to the growth of the CPSE. Attention is being drawn to the earlier OM No. 6(1)/2014-DPE(GM) dated 18.6.2014, OM No. DPE-GM/0038/2014-GM dated 12.6.2014 and OM No.6(1)/2014-DPE(GM) dated 19.8.2014 of this department on the subject and other related issues.

3. All Administrative Ministries / Departments concerned with CPSEs are requested to issue suitable instructions to CPSEs under their jurisdiction to deliberate on the subject at the Board level for taking suitable affirmative measures as a part of their human resource management initiatives.


(J. N. Prasad)
Director

To:

Secretaries of Administrative Ministries / Departments concerned with CPSEs.

Copy to:

- (i) Chief Executives of CPSEs for necessary action.
- (ii) NIC Cell, DPE with a request to upload a copy on the DPE's web-site under the link Guidelines/Miscellaneous.
- (iii) Guard File.

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