

The undersigned is directed to refer to recommendation No. 15 & 17 of Sixty-Second (62nd) Report of the "Status of Women Government Employees, Service Conditions, Protection against exploitation, Incentives and other related issues" by the Department related Parliamentary Standing Committee on Personnel, Public Grievances, Law & Justice, the relevant extracts of which have been forwarded by Department of Personnel & training (DoPT) for compliance by all Ministries/ Departments.

2. The recommendations of the Parliamentary Standing Committee are reproduced below:

**Recommendation no.-15:** The Committee feels that the WIPS Cell should be constituted in all organizations and that the organizations should nominate their employees for State/Regional level WIPS seminars, meetings etc.

**Recommendation no.-17:** The Committee stresses upon the need for adequate avenues to be made available for the women employees, in order to facilitate experience sharing, confidence building etc. The Committee is happy to note that in an organization (State Bank of India), an Aspiration and Social Networking site for Bank employees has been set up wherein they can freely exchange views. The Committee also appreciates the initiatives taken by some organizations for facilitating free exchange of views of employees via intranet and wishes that other organizations may also follow suit.

3. In compliance with the recommendations of the Parliamentary Standing Committee, all the administrative Ministries / Departments are requested to advise the CPSEs under their administrative control to constitute a WIPS cell (Women in Public Sector Cell) and nominate their employees for participation in State/Regional level WIPS seminars/meeting etc.

4. Further, Ministries / Departments are requested to advise the CPSEs to formulate an enabling H.R. policy with the approval of their respective Boards in consultation with the concerned Ministries / Departments, if required, which facilitates experience sharing among employees, helps in their confidence building, ensures speedy redressal of their grievances, etc. Mentoring and career counselling are also advised.

5. The action taken in this regard should be sent directly to the DoPT through the respective administrative Ministries / Departments, for onward submission to the Rajya Sabha Secretariat. DPE may also be apprised of the action taken.

This issues with the approval of Secretary, DPE.

**[DPE OM No. 6(1)/2014-DPE (GM) dated 19th August, 2014]**

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