

Department of Public Enterprises

Subject: - Advisories by DPE on the subject of welfare of women employees in CPSEs.

On the subject of welfare of women employees in CPSEs, DPE has issued certain advisories, from time to time, the gist of which is as follows:

- (i) All the administrative Ministries/Departments of CPSEs to advise their respective CPSEs to incorporate all the relevant statutory provisions such as those pertaining to maternity leave (Maternity Benefit Act, 1961-Amended 2017) and protection as granted against Sexual Harassment of Women (Prevention, Prohibition and Redressal Act, 2013) etc.in the HR Rules of the CPSEs in the interest of ensuring welfare to women employees at workplace. CPSEs have also been advised that there should be no variation in such welfare measures amongst different grades of employees within the same CPSE.

[DPE/0038/2014-GM Dated 12th June 2014]

- (ii) In the updated Model Conduct, Discipline and Appeal (CDA) Rules, 2017 framed recently by DPE in consultation with DoPT for adoption by CPSEs, the provisions for prohibition of sexual harassment of women at work places have been incorporated. This *inter-alia* include that every employee who is in-charge of a work place shall take appropriate steps to prevent sexual harassment to any woman at the work place.

[DPE OM No.15(07)/99-DPE-GM-VOL-III-FTS-2344 Dated: 11th December, 2017]

- (iii) In pursuance of recommendation made by the Department related Parliamentary Standing Committee on Personnel, Public Grievances, Law & Justice in its 62nd report, all the administrative Ministries/Departments of CPSEs have been advised to constitute a Women in Public Sector (WIPS) Cell in CPSEs and to nominate their employees for participation in State / Regional level WIPS seminars, meetings to provide women employees avenues for experience sharing and confidence building.

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

- (iv) All the administrative Ministries/Departments to advise the CPSEs under their administrative control that empowerment, skill up-gradation, mentoring and career counselling of the women workforce in CPSEs should be an integral part of their Human Resource Policy. As per these guidelines management 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.

[DPE-GM-11/0001/2015/FTS-3664 Dated 14th May, 2015]

- (v) CPSEs have also been advised to make mandatory provision of crèche facilities in the offices of CPSEs / near work place where the employees, male and female, have pre-school or primary school going children.

[DPE OM No. 15(2)2009-DPE(GM)-GL-97 Dated 17th August ,2009]
