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स्वास्थ्य अनुसंधान विभाग, स्वास्थ्य एवं परिवार  
कल्याण मंत्रालय, भारत सरकार

Indian Council of Medical Research  
Department of Health Research, Ministry of Health  
and Family Welfare, Government of India

क्रमांक.E16/68/2022-प्रशासन/E.Office.-142748

दिनांक:25/03/2024

सेवा में,

निदेशक/प्रभारी निदेशक

परिषद के सभी संस्थान/केन्द्र

महोदय/महोदया,

विभिन्न मंत्रालयों/विभागों से प्राप्त निम्नलिखित पत्र, सूचना एवं आवश्यक कार्यवाही के लिए संलग्न है।

Sl.No	Reference No. & Date	Name of Ministry	Subject
1.	No. A-24011/3/2025-Estt. (Leave) Dated: 24.02.2025	Ministry of Personnel, Public Grievances & Pensions (Department of Personnel & Training), New Delhi	Extension of Special concessions/incentives to the Central Government employees working in Kashmir Valley in attached/subordinate offices or PSUs falling under control of the Central Government for a further period of three years with effect from 1 <sup>st</sup> dat of August, 2024-regarding.
2.	No. 11021/11/2025-Q-HR(ICMR)/8316121 Dated: 03.03.2025	Ministry of Health and Family Welfare, Department of Health Research, New Delhi	INDO-US Conference on Climate Change Impacts on Occupational and Environment Health 2025 scheduled to be held from 26 <sup>th</sup> to 28 <sup>th</sup> February, 2025 at Ahmedabad in India.
3.	D.O.No.16/18/2018-WW Dated: 05.03.2025	Ministry of Women & Child Development, Shastri Bhawan, New Delhi	Importance of creating Gender Friendly Spaces in public places.
4.	No. 3805/FS/2025 Dated:18.03.2025	Ministry of External Affairs, New Delhi	Portal for expeditious processing of political clearances to foreign nationals participating in various conferences/seminars/workshops/sports events organized in India by Govt./autonomous institutions/private bodies.

भवदीय,

Signed by

Jagdish Rajesh

जगदीश राजेश

Date: 26-03-2025 17:30:56 सहायक महा निदेशक (प्रशासन)

अनुलग्नक:यथोक्त

प्रतिलिपि:

1. महानिदेशक/अपर महानिदेशक/वरि.उपमहानिदेशक (प्रशा.)/वरि.वित्त सलाहकार के निजी सचिव
2. परिषद के सभी प्रभाग प्रमुख
3. उपमहानिदेशक (प्रशा.)/सहा. महानिदेशक (प्रशा.)/सहायक महानिदेशक (वित्त)
4. डॉ. मनजीत सिंह चालगा, आई.सी.एम.आर. की वेबसाइट पर अपलोड करने के अनुरोध के साथ।

डी. रामलिंगस्वामी भवन, पोस्ट बॉक्स नं. 4911,  
अंसारी नगर, नई दिल्ली - 110 029, भारत  
V. Ramalingaswami Bhawan, P.O. Box No. 4911,  
Ansari Nagar, New Delhi - 110 029, India

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**[Secy-goi] Extension of Special concessions/incentives to the Central Government employees working in Kashmir Valley in attached/ subordinate offices or PSUs falling under control of the Central Government for a further period of three years with effect from 1st day of August, 2024-reg.**

LL LH Lalneo <lalneo.lhungdim@gov.in> •  
Tue, 25 Feb 2025 3:46:44 PM +0530  
To "secy-goi" <secy-goi@lsmgr.nic.in>  
Cc "J S Kanth" <js.kanth@nic.in>, "RAM DUTT" <ram.dutt.mcd@nic.in>, "SANJAY" <singh.sanjay@nic.in>

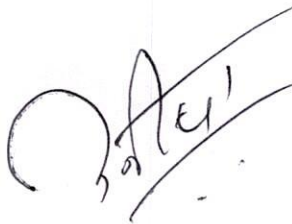
DG. ICMR OFFICE  
Diary No. 1004771  
Date 22/02/2025

Sir,

It is requested that, the attached DOPT's OM may kindly be sent to All Secretaries of Ministries / Departments under Central Government.

Regards,

LH Lalneo  
Section Officer  
Pers.Pol.(L&A) Division  
DOPT.



JS (AN)/JS (RR)  
SDDS (A)

RB

Secy-goi mailing list -- secy-goi@lsmgr.nic.in  
To unsubscribe send an email to secy-goi-leave@lsmgr.nic.in

📎 1 Attachment(s) • Download as Zip

JKOM24022025.pdf  
1.4 MB • 📎

ADGIAJ -JR

Adm  
Rajy 1013

No. 1084  
17/8/25

Mr. Sumit  
S 17/8/25

e.F.No. A-24011/3/2025-Estt. (Leave)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel & Training)

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New Delhi, the 24<sup>th</sup> February, 2025

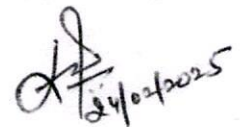
**OFFICE MEMORANDUM**

**Subject: Extension of Special concessions / incentives to the Central Government employees working in Kashmir Valley in attached / subordinate offices or PSUs falling under control of the Central Government for a further period of three years with effect from 1<sup>st</sup> day of August, 2024 - regarding.**

\*\*\*\*\*

The undersigned is directed to refer to this Department's O.M. No. A-24011/22/2022-Estt.(Leave) dated 12.09.2022 on the subject mentioned above and to state that it has been decided by the competent authority to extend the package of concessions/incentives to Central Government employees working in Kashmir Valley for a further period of three years with effect from 01.08.2024. The package for the period of three years with effect from 01.08.2024 is as per Annexure.

2. The package of incentives is uniformly applicable to all Ministries/ Departments and PSUs under the Government of India and they should ensure strict adherence to the rates prescribed in the package. The concerned Ministry/Department may ensure implementation and monitoring of the package in conformity with the approved package, and therefore, all court cases in which verdicts are given contrary to the package would have to be contested by the Ministries/Departments concerned.



(J.S. Kanth)

Under Secretary to the Government of India

Encl. As above.

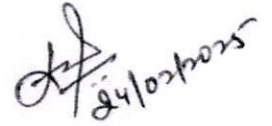
To

All Ministries/Departments of the Govt. of India.

No. A-24011/3/2025-Estt. (Leave)

New Delhi, dated the 24<sup>th</sup> February, 2025

1. Joint Secretary, Department of Jammu, Kashmir and Ladakh Affairs, Ministry of Home Affairs, North Block, New Delhi - w.r.t. their OM No. No.15030/20/2024-J&K dated 06.02.2025.
2. Office of the Comptroller and Auditor General of India/ Controller General of Accounts, Ministry of Finance.
3. Secretaries to Union Public Service Commission/ Supreme Court of India/ Election Commission of India/ Lok Sabha Sectt./ Rajya Sabha Sectt./ Cabinet Sectt./ Central Vigilance Commission/ President's Sectt./ Vice President's Sectt./ Prime Minister's Office/ Niti Aayog / Central Information Commission.
4. All State Governments & Union Territories.
5. Governors of all States/ Lt. Governors/ Administrators of Union Territories.
6. Secretary, National Council (Staff Side), 13-C, Ferozshah Road, New Delhi.
7. All Members of Staff Side of the National Council of JCM/ Departmental Council.
8. Ministry of Finance, Department of Expenditure (E-IV) Branch.
9. Railway Board, New Delhi
10. NIC, DoPT with a request to upload on the website.



(J.S. Kanth)

Under Secretary to the Government of India



**ANNEXURE**

ANNEXURE to DOPT's O.M. No. A-24011/3/2025-Estt. (Leave) dated the 24<sup>th</sup> February, 2025.

**DETAILS OF PACKAGE OF CONCESSIONS OR INCENTIVES TO THE CENTRAL GOVERNMENT EMPLOYEES WORKING IN KASHMIR VALLEY IN ATTACHED/SUBORDINATE OFFICES OR PUBLIC SECTOR UNDERTAKINGS FALLING UNDER THE CONTROL OF CENTRAL GOVERNMENT.**

[Kashmir Valley comprises of ten Districts namely, Anantnag, Baramulla, Budgam, Kupwara, Pulwama, Srinagar, Kulgam, Shopian, Ganderbal and Bandipora.]

**Extension of Special concessions / incentives to Central Government employees working in the 10 districts of Kashmir Valley for a further period of three years with effect from 01.08.2024.**

**I. ADDITIONAL HOUSE RENT ALLOWANCES AND OTHER CONCESSIONS:**

**(A) EMPLOYEES POSTED IN KASHMIR VALLEY:**

(i) The employees have an option to move their families to a selected place of their choice in Country at Government expenses and travelling Allowance for the families allowed as admissible in permanent transfer inclusive of the Composite Transfer Grant at the rate of 80 per cent of the last month's basic pay.

(ii) The employees who do not wish to move their families to a selected place of residence are paid per diem allowance of Rs. 141/- per day for each day of attendance to compensate for any additional expense in transportation from to and from office, which is at par with the reimbursement of travel charges for travel within the city in terms of the Department of Expenditure OM No. 19030/1/2017-E.IV, dated the 13<sup>th</sup> July, 2017 and Government instructions and decisions taken, thereafter *vide* O.M. No 1/5/2024-E.II(B) dated 21<sup>st</sup> October, 2024.

*24/02/2025*

(iii) The employees who opt to move their families to selected place of their choice in Country shall not be eligible for per diem allowance since they avail the benefits of Composite Transfer Grant at the rate of 80 per cent of the last month's basic pay.

(iv) Departmental arrangements will be made for stay, security and transportation to the place of work for employees.

(v) The employees shall be eligible for drawing House Rent Allowance provided departmental arrangement is not made for their stay. They shall also be eligible for drawing additional House Rent Allowance at the rate of Class 'Y' city **(20 per cent of basic pay)** admissible to the Central Government employees has been revised and being paid at the enhanced rates in accordance with the provision contained in the Government instructions, especially the Department of Expenditure O.M. No. 2/5/2017-E.II(B) dated 07<sup>th</sup> July, 2017 and O.M No. 1/5/2024-E.II(B) dated 21<sup>st</sup> October, 2024 except those employees who have retained Government Accommodation at their last place of posting.

**(B) THE PERIOD OF TEMPORARY DUTY EXTENDED TO SIX MONTHS.**

For the period of temporary duty, an incentive known as the Kashmir Valley Special Incentive shall be paid at the following rates along with food charges (as per 7<sup>th</sup> Pay Commission norms), apart from departmental arrangements for stay, security and transportation:

Pay Range	Rate Per month (on pro rata)
(i) Level 14 and above	Rs.9000
(ii) Level 12 and 13	Rs.8000
(iii) Level 9 to 11	Rs.7000
(iv) Level 6 to 8	Rs.6000
(v) Level 5 and below	Rs.4500

*24/10/2025*



## II. MESSING FACILITIES:

Messing allowance at par with rates of Ration Money Allowance given to the Central Armed Police Forces personnel, at present @ Rs.142.75/- per day will be provided.

## III. PAYMENT OF MONTHLY PENSION:

The Pensioners of the Kashmir Valley who are unable to draw their monthly pensions through either Public Sector Banks or Pay and Accounts Office or treasuries, from which they were receiving their pensions, shall be given pensions outside the Valley, where they have settled, in relaxation of relevant provisions.

### NOTE :-

1. The package of concessions / incentives shall be admissible in Kashmir Valley comprising of ten districts namely, Anantnag, Baramulla, Budgam, Kupwara, Pulwama, Srinagar, Kulgam, Shopian, Ganderbal and Bandipora.
2. The Package of concessions / incentives shall be admissible to Temporary Status Casual Laborers working in Kashmir Valley in terms of Para 5(i) of the Casual Laborers (Grant of Temporary Status and Regularization) Scheme of Government of India, 1993.
3. The benefit of additional house rent allowance admissible under the Kashmir Valley package shall be admissible to all Central Government employees posted in Kashmir Valley irrespective of whether they are natives of Kashmir Valley, if they choose to move their families anywhere in Country subject to the conditions governing the grant of these allowances.
4. The facilities of Messing Allowance and Per Diem Allowances shall also be allowed to natives of Kashmir Valley in terms of the Kashmir Valley package.

\*\*\*\*\*

*[Signature]*  
24/07/2015



No. Q-11021/11/2025-HR(ICMR)/ 8316121  
 Government of India  
 Ministry of Health and Family Welfare  
 Department of Health Research  
 \*\*\*\*\*

2<sup>nd</sup> Floor, IRCS Building,  
 1, Red Cross Road, New Delhi-110001  
 Dated: 3.03.2025

To

Ms. Manisha Saxena,  
 Sr. Deputy Director General (Administration) & CVO,  
 Indian Council of Medical Research (ICMR),  
 V. Ramalingaswami Bhawan,  
 Ansari Nagar,  
 New Delhi-110029

Subject: INDO-US Conference on Climate Change Impacts on Occupational and Environmental Health 2025 scheduled to be held from 26<sup>th</sup> to 28<sup>th</sup> February, 2025 at Ahmedabad in India.

Madam,

I am directed to refer to ICMR's proposal on the above subject inviting Hon'ble HFM as chief guest for the INDO-US Conference on Climate Change Impacts on Occupational and Environmental Health 2025 scheduled to be held from 26<sup>th</sup> to 28<sup>th</sup> February, 2025 and to inform that Hon'ble HFM has desired that the proposals for seeking convenience of the Hon'ble HFM for such events, wherein the event dates are decided well in advance, may be brought to the notice of Hon'ble HFM at least one month in advance.

2. Accordingly, ICMR is requested to forward such proposals complete in all respects along with relevant documents/information at least 45 days before so that the same may be put up for consideration of Hon'ble HFM.
3. This issues with the approval of the Competent Authority.

Yours faithfully,

Digitally signed by  
 Karmarkar Tushar Arun  
 Date: 03-03-2025

12:17:52  
 (Karmarkar Tushar Arun)

Deputy Secretary to the Govt. of India  
 Email: dhrhq.icmr@gmail.com

ADG(A)-JR

*[Handwritten signature]*

No. 1086  
 17/3/25

SR.DDG(A) OFFICE, ICMR  
 DIARY NO. 440  
 DATE 10/3/25

Adm

please circulate

Mr. Sumit

*[Handwritten signature]*  
 17/3/25

*[Handwritten signature]*  
 17/3

**[Secy-goi] Fwd: Importance of creating Gender Friendly Spaces in public places.****AM**

Anil Malik &lt;secy.wcd@nic.in&gt; •

Wed, 05 Mar 2025 4:06:52 PM +0530

To "Secretary National Commission for Minorities" <secy-ncm@nic.in>, "ChairmanRailwayBoard RailwayBoard" <crb@rb.railnet.gov.in>, "Dr. Abhilaksh Likhi" <secy-fisheries@gov.in>, "Secretary Coordination" <secypg@nic.in>, "Dr. Ashish Kumar Bhutani" <secy-coop@gov.in>, "secy-goi" <secy-goi@ismgr.nic.in>

DG. ICMR OFFICE  
Diary No. 1011237  
Date 07/03/2025

JS (AN) / JS (RF)  
S.D.S. (A)

**Respected Sir/Madam**

Please find attached a D.O. letter dated 05/03/2025 from Shri Anil Malik, Secretary, M/o. Women and Child Development, Government of India, on the above subject with its enclosure.

**Regards,**

**PPS to Secretary, WCD.**  
**Tel. No. 011-23383586**

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📎 **1 Attachment(s)** • Download as Zip



Secretaries of all Ministries Depart....pdf  
3.6 MB • 🔒

ADG(A) -JR

Adm  
17/03/25

No. 1087  
17/3/25

Mr. Sumit  
17/03/25



अनिल मलिक, आई.ए.एस.  
सचिव

Anil Malik, I.A.S.  
Secretary

Tel. : 011-23383586, 23386731

Fax : 011-23381495

E-mail: secy.wcd@nic.in



सत्यमेव जयते

भारत सरकार  
महिला एवं बाल विकास मंत्रालय  
शास्त्री भवन, नई दिल्ली-110 001

Government of India

Ministry of Women & Child Development



75  
आज़ादी का  
अमृत महोत्सव

5<sup>th</sup> March, 2025

**Reminder**

D.O. No.16/18/2018-WW

Dear Secretary,

I would like to draw your attention to the D.O. letter of even number dated 27<sup>th</sup> February, 2024 of my predecessor (**copy enclosed**) regarding huge importance of creating Gender Friendly Spaces in public places. This is crucial for ensuring the well-being and meeting the needs of working women within and outside the office/work premises. During the hearing on 19.02.2025, the Hon'ble Supreme Court, in Writ Petition (C) No. 950/2022 (Maatr Sparsh, an initiative by the Avyaan Foundation vs. Uol), has noticed the efforts of the Union of India (UOI) and given specific directions to the Union Government to issue the earlier advisory as a reminder to all the States/UTs and other stakeholders.

2. In compliance of the directions of Hon'ble Supreme Court, I request you to kindly take necessary steps in right earnest and formulate a time-bound action plan to implement appropriate measures in your Ministry/ Department and other attached/ subordinate offices.

3. I shall be grateful if you could kindly inform about the action taken in the matter including some good practices, if they have already been implemented in your Ministry/Department or other offices under the jurisdiction of your Ministry/ Department. It would also be appreciated that if some measures that are easily implementable are taken immediately.

With regards,

Encl: As above.

Yours sincerely

  
(Anil Malik)

Secretaries of all Ministries/ Departments, Government of India.



इन्दीवर पण्डेय, आई.ए.एस.

सचिव

INDEVAR PANDEY, I.A.S.  
Secretary

Tel. : 011-23383586, 23386731

Fax : 011-23381495

E-mail: secy.wcd@nic.in



सत्यमेव जयते

भारत सरकार  
महिला एवं बाल विकास मंत्रालय  
शास्त्री भवन, नई दिल्ली-110 001

Government of India

Ministry of Women &amp; Child Development



D.O. No. 02/4/2024-Mission Shakti

27<sup>th</sup> February, 2024

Dear Secretary,

I am writing to underscore the need to create Gender Friendly Spaces in public places that is of paramount importance for ensuring the well-being and taking good care of the needs of working women within and outside the office premises. This becomes incumbent as the country aspires to become a developed nation by the year we celebrate 100 years of India's Independence in 2047, that is not possible unless increased and meaningful participation of women in the workforce is ensured.

2. I would like to highlight here that due to a slew of measures taken by the Government in the past 5 years, the Female Labour Force Participation Rate in India has increased from 23.3% to 37.0%. The World Bank estimates that even if half of the women in India can join the workforce, the country can potentially boost its economic growth by 1.5 percentage points, thus raising India's GDP to 9 percent per year. To achieve this, the barriers to women's workforce participation have to be addressed sooner than later.

3. To continue the existing efforts of the Government of India through adoption of a comprehensive whole-of government approach, such as the Palna scheme (Anganwadi-cum-Creches), providing free day-care and creche facilities for working women in urban areas, the recent joint advisory issued by Ministry of Women and Child Development with Ministry of Labour and Employment and also another advisory with Ministry of Road Transport and Highways to employers for promoting women's workforce participation as well as expansive legislative frameworks such as the POSH Act, 2013, the Ministry seeks your support in creating gender-friendly spaces in workplaces of Ministries/ Departments along with their affiliated institutions, PSUs and infrastructure to promote women's workforce participation. An indicative list of activities is outlined below:

- i. The installation of Sanitary Pad vending machines and incinerators in washrooms addresses the fundamental menstrual hygiene needs of female employees.
- ii. Allocating space for feeding rooms, restrooms and yoga rooms. These facilities cater to the physical and mental health needs of female employees that will also ensure compliance of the provisions of the Maternity Benefit (Amendment) Act, 2017. This Act mandates support for women during their post-delivery period.
- iii. Incorporating at least one creche facilities in every public building having 50 or more employees to support working mothers, promoting gender equality and facilitating the retention and advancement of talented female professionals.

Cont'd....



: 2 :

4. This may entail expenditure and many people may not find it of that much importance, but investing in these essential facilities will certainly have a long-lasting impact on the well-being and productivity of female engaged in the workforce. By creating a supportive and inclusive workplace, we not only comply with legal standards but also encourage women's full and meaningful participation, contributing significantly to the growth and success of the country. For example, in case of Ministry of Railways and Ministry of Civil Aviation, provisions should be made for sanitary pad vending machines, feeding rooms at all conspicuous locations depending on the footfall of women and girls.

5. I shall be grateful if you could kindly take necessary steps in earnest and formulate a time-bound action plan to implement all these far reaching measures in your Ministry/Department and other offices in the run up to next International Women's Day on 8<sup>th</sup> March, 2024. It would be appreciable if some measures, e.g., installation of sanitary napkin vending machines are done immediately.

6. I would be happy to know the action taken by you in this regard and would be delighted if you could share some good practices if they have already been implemented in your Ministry/Department or other Offices.

With regards,

Yours sincerely



(Indevar Pandey)

**Secretaries of all Ministries/ Departments, Government of India.**



**Fwd: D.O Letter dated 05th March, 2025- Supreme Court directions for creating Gender Friendly Spaces in Public places- regd.**

**Me**

Office of Secretary DHR <secy-dhr@gov.in>

Wed, 05 Mar 2025 5:32:17 PM +0530 •

To "Anu Nagar" <anu.nagar1@gov.in>, "Richa Khoda" <richa.khoda@gov.in>, "Manisha Saxena" <srddga.hq@icmr.gov.in>

SR.DDG(A) OFFICE MR

DIARY NO. 445

DATE 10/3/25

JS(AN)/JS(RK)/Sr.DDG

ADG(A)-JR

\* TIC  
Shu

Adm  
Please  
circulate.

===== Forwarded message =====

From: PRIYANKA PRASHAR <priyanka.prashar@govcontractor.in>

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Date: Wed, 05 Mar 2025 16:48:56 +0530

Subject: D.O Letter dated 05th March, 2025- Supreme Court directions for creating Gender Friendly Spaces in Public places- regd.

===== Forwarded message =====



Respected Madam/ Sir,

Please find attached, Ministry's D.O letter dated - 05.03.2025, on the subject cited above. The Hon'ble Supreme Court, in Writ Petition (C) No. 950/2022—Maatr Sparsh, an initiative by the Avyaan Foundation vs. UoI, has acknowledged the efforts of the Union of India (UOI) and has provided specific directions to the Union to issue the earlier advisory (D.O letter dated 27.02.2024, as attached above) as a reminder to all States/UTs and concerned stakeholders regarding the necessity of creating Gender Friendly Spaces in public places. Copy of S.C Order dated 19.02.2025, attached for kind reference.

It is requested to kindly take necessary action, in this regard.

Thanks & regards

Priyanka Prashar  
(Legal Consultant, WW)  
M/o WCD

===== Forwarded message =====

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Date: Wed, 05 Mar 2025 16:30:17 +0530  
Subject: Reminder- D.O Letter dated 05th March, 2025- Supreme Court directions for creating



===== Forwarded message =====

Respected Madam/ Sir,

Please find attached, Ministry's D.O letter dated - 05.03.2025, on the subject cited above. The Hon'ble Supreme Court, in Writ Petition (C) No. 950/2022—Maatr Sparsh, an initiative by the Avyaan Foundation vs. UoI, has acknowledged the efforts of the Union of India (UOI) and has provided specific directions to the Union to issue the earlier advisory (D.O letter dated 27.02.2024) as a reminder to all States/UTs and concerned stakeholders regarding the necessity of creating Gender Friendly Spaces in public places. It is requested to kindly take necessary action, in this regard.

Thanks & regards

Priyanka Prashar  
(Legal Consultant, WW)  
M/o WCD

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308.5 KB • 🔒



D.O Letter dated 05 Mar 20... .pdf  
502.3 KB • 🔒

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मलिक, आई.ए.एस.

Anil Malik, I.A.S.  
Secretary

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सत्यमेव जयते



75  
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अमृत महोत्सव

भारत सरकार  
महिला एवं बाल विकास मंत्रालय  
शास्त्री भवन, नई दिल्ली-110 001

Government of India  
Ministry of Women & Child Development

5<sup>th</sup> March, 2025

**Reminder**

D.O. No.16/18/2018-WW

Dear Secretary,

I would like to draw your attention to the D.O. letter of even number dated 27<sup>th</sup> February, 2024 of my predecessor (**copy enclosed**) regarding huge importance of creating Gender Friendly Spaces in public places. This is crucial for ensuring the well-being and meeting the needs of working women within and outside the office/work premises. During the hearing on 19.02.2025, the Hon'ble Supreme Court, in Writ Petition (C) No. 950/2022 (Maatr Sparsh, an initiative by the Avyaan Foundation vs. Uoi), has noticed the efforts of the Union of India (UOI) and given specific directions to the Union Government to issue the earlier advisory as a reminder to all the States/UTs and other stakeholders.

2. In compliance of the directions of Hon'ble Supreme Court, I request you to kindly take necessary steps in right earnest and formulate a time-bound action plan to implement appropriate measures in your Ministry/ Department and other attached/ subordinate offices.

3. I shall be grateful if you could kindly inform about the action taken in the matter including some good practices, if they have already been implemented in your Ministry/Department or other offices under the jurisdiction of your Ministry/ Department. It would also be appreciated that if some measures that are easily implementable are taken immediately.

With regards,

Yours sincerely

  
(Anil Malik)

Encl: As above.

Secretaries of all Ministries/ Departments, Government of India.



इन्दिवर पान्देय, आई.ए.एस.

सचिव

INDEVAR PANDEY, I.A.S.  
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सत्यमेव जयते



आज़ादी का  
अमृत महोत्सव

भारत सरकार  
महिला एवं बाल विकास मंत्रालय  
शास्त्री भवन, नई दिल्ली-110 001

Government of India

Ministry of Women & Child Development



D.O. No. 02/4/2024-Mission Shakti

27<sup>th</sup> February, 2024

Dear Secretary,

I am writing to underscore the need to create Gender Friendly Spaces in public places that is of paramount importance for ensuring the well-being and taking good care of the needs of working women within and outside the office premises. This becomes incumbent as the country aspires to become a developed nation by the year we celebrate 100 years of India's Independence in 2047, that is not possible unless increased and meaningful participation of women in the workforce is ensured.

2. I would like to highlight here that due to a slew of measures taken by the Government in the past 5 years, the Female Labour Force Participation Rate in India has increased from 23.3% to 37.0%. The World Bank estimates that even if half of the women in India can join the workforce, the country can potentially boost its economic growth by 1.5 percentage points, thus raising India's GDP to 9 percent per year. To achieve this, the barriers to women's workforce participation have to be addressed sooner than later.

3. To continue the existing efforts of the Government of India through adoption of a comprehensive whole-of government approach, such as the Palna scheme (Anganwadi-cum-Creches), providing free day-care and creche facilities for working women in urban areas, the recent joint advisory issued by Ministry of Women and Child Development with Ministry of Labour and Employment and also another advisory with Ministry of Road Transport and Highways to employers for promoting women's workforce participation as well as expansive legislative frameworks such as the POSH Act, 2013, the Ministry seeks your support in creating gender-friendly spaces in workplaces of Ministries/ Departments along with their affiliated institutions, PSUs and infrastructure to promote women's workforce participation. An indicative list of activities is outlined below:

- i. The installation of Sanitary Pad vending machines and incinerators in washrooms addresses the fundamental menstrual hygiene needs of female employees.
- ii. Allocating space for feeding rooms, restrooms and yoga rooms. These facilities cater to the physical and mental health needs of female employees that will also ensure compliance of the provisions of the Maternity Benefit (Amendment) Act, 2017. This Act mandates support for women during their post-delivery period.
- iii. Incorporating at least one creche facilities in every public building having 50 or more employees to support working mothers, promoting gender equality and facilitating the retention and advancement of talented female professionals.

Cont'd....



: 2 :

4. This may entail expenditure and many people may not find it of that much importance, but investing in these essential facilities will certainly have a long-lasting impact on the well-being and productivity of female engaged in the workforce. By creating a supportive and inclusive workplace, we not only comply with legal standards but also encourage women's full and meaningful participation, contributing significantly to the growth and success of the country. For example, in case of Ministry of Railways and Ministry of Civil Aviation, provisions should be made for sanitary pad vending machines, feeding rooms at all conspicuous locations depending on the footfall of women and girls.

5. I shall be grateful if you could kindly take necessary steps in earnest and formulate a time-bound action plan to implement all these far reaching measures in your Ministry/Department and other offices in the run up to next International Women's Day on 8<sup>th</sup> March, 2024. It would be appreciable if some measures, e.g., installation of sanitary napkin vending machines are done immediately.

6. I would be happy to know the action taken by you in this regard and would be delighted if you could share some good practices if they have already been implemented in your Ministry/Department or other Offices.

With regards,

Yours sincerely



(Indevar Pandey)

Secretaries of all Ministries/ Departments, Government of India.





No. 3805/FS/2025

18 March 2025

Dear Secretary/Chief Secretary,

I am glad to inform you that Ministry of External Affairs has launched a new online portal - <https://conference.epolclearance.gov.in> - for ensuring expeditious processing of political clearances to foreign nationals participating in various conferences/seminars/workshops/sports events organized in India by Govt./autonomous institutions/private bodies.

2. This digital platform is intended to ensure a smoother and hassle free user interface, with substantial shortening of processing time as compared to the earlier mechanism. The portal also subserves the larger objective of Digital India to maximise the number of services that can be made available on a digital platform.

3. I would be grateful for your kind cooperation in disseminating the details of the launch of this new e-portal to all Departments / Organizations / Institutions under your charge to enable using of this online portal for submitting of the applications for political clearance and making this initiative successful.

4. As the portal is in its early stages, any feedback for improvement will be most welcome.

*With warm regards,*

Yours sincerely

(Vikram Misri)

To,

1. All Secretaries of the Government of India
2. Chief Secretaries of all the State Governments & UTs