

Department of Public Enterprises
Ministry of Heavy Industries & Public Enterprises
4 Years of achievements.

The Department of Public Enterprises (DPE) is the nodal department for all the Central Public Sector Enterprises (CPSEs) and formulates policies on issues applicable to the CPSEs. It lays down, in particular, guidelines on performance improvement and evaluation, corporate governance, autonomy and financial delegation, personnel and wage matters of CPSEs. It also publishes every year a Public Enterprises Survey which is a consolidated report on the performance of all the CPSEs.

2. Some of the significant achievements of DPE are as follows:-

Sr. No.	Achievements
1.	With the objective of minimum government maximum governance, rationalization of old/obsolete DPE guidelines has been done after a gap of about 10 years. 635 such guidelines were reviewed and a compendium containing 320 guidelines was published in January 2016. The process of review of guidelines for preparation of a revised compendium is being continued in the current year 2017-18 also.
2.	Abolition of the Board for Reconstruction of Public Sector Enterprises (BRPSE) was done in November, 2015 to remove the multiple layers in decision making process for revival/ restructuring of CPSEs. This was followed by issuance of comprehensive guidelines on timely identification of sick, incipient sick and weak CPSEs to enable administrative Ministries to take pro active actions with regard to restructuring/revival/closure of CPSEs under their administrative control.
3.	The guidelines for pay revision of CPSEs executives and other employees w.e.f. 01.01.2017 have issued in August 2017 i.e within 8 months of pay revision being due, against 22 months' time taken earlier for the last pay revision of 2007.
4.	DPE issued guidelines in May, 2015 to enhance the representation of women in CPSEs advising them to provide equal opportunity to women workforce for skill up-gradation and career progression and to include this as an integral part of HR policy of CPSE.
5.	DPE issued guidelines in September, 2016 providing timelines for the process and procedure for disposal of moveable and immoveable assets of CPSEs under closure. In order to safeguard the interests of workers of CPSE under closure, these guidelines provide for VRS at the notional 2007 pay scales irrespective of the existing pay scale of that CPSE.
6.	To promote recruitment of meritorious sports persons in CPSEs guidelines have been issued by DPE in February, 2016 to all CPSEs to formulate HR policies in line with the extant instruction of the government for incentivising meritorious sports persons.
7.	DPE has been closely monitoring the CSR expenditure of CPSEs and sensitizing

	<p>them about creation of assets in line with national priorities/needs of the society. DPE issued an advisory to CPSEs in August, 2016 to contribute/utilize 33% of CSR funds towards Swachh Bharat and sanitation related activities. Of the total CSR expenditure of Rs.9815 crore in last three years, approximately 35 % has been spent on Swachh Bharat and sanitation related activities. Besides this 1.39 lakh of toilets have been constructed in various schools through CSR funding by CPSEs.</p>
8.	<p>Professionalization of the Boards of CPSEs through filling up of vacant positions of Non - official Directors (NODs). A total of more than 400 posts of NODs have been filled up on the Boards of various CPSEs since 2014.</p>
9.	<p>For the implementation of Make in India initiative of the Government, DPE has taken measures in November, 2016 advising the administrative Ministries/ Departments of CPSEs to implement the guidelines issued by M/o MSME and D/o Expenditure on relaxation of norms for Startups in the Micro, Small and Medium Sector in Public Procurement.</p>
10.	<p>DPE is monitoring CAPEX of select CPSEs and a monthly report on this is sent to PMO on regular basis. This has led to better spending by the CPSEs on infrastructure projects/CAPEX. CPSEs had achieved more than 110% of CAPEX target for the year 2017-18 as compared to less than 85% for the year 2015-16. CAPEX of monitored CPSEs increased to Rs. 2.38 lakh crore in 2017-18 from Rs.1.65 lakh crore in 2015-16 and total CAPEX including Railway increased to Rs. 4.26 lakh crore from Rs. 3.07 lakh crore during same period.</p>
11.	<p>DPE has also sensitised the Government that CPSEs which have huge cash and bank balances and inadequate CAPEX plans should pay more dividend. It has also been emphasized that these CPSEs need to go for buy back of shares.</p>
12.	<p>The MoU has been made more outcome oriented rather than erstwhile process oriented. There is more emphasis on profitability and efficiency parameters in the MoU mechanism. Keeping in view the importance of CAPEX, it has been given importance in MoU. CPSEs are also being monitored on completion of projects without time and cost over-run.</p>
13.	<p>DPE has successfully organized an International Workshop on "Performance Evaluation and Management of SOE's in collaboration with the Performance Management Division of Cabinet Secretariat in January, 2015. Senior officials and experts from more than 12 countries along with academia from India and abroad participated in the workshop to share best practices and experiences in the areas of performance evaluation and management.</p>
14.	<p>Four Public Enterprises Surveys on the performance Central Public Sector Enterprises were laid in Parliament.</p>
15.	<p>36 training programmes for the skill development of employees and executives of CPSEs and SLPEs have been conducted.</p>
16.	<p>DPE issued guidelines in December 2015 for periodical review of CPSE employees for ensuring probity and efficacy among employees of CPSEs on the lines of FR 56(j) for Government employees.</p>
17.	<p>Guidelines on discontinuation of interview for recruitment to Non-Executive posts in CPSEs have been issued by DPE in December, 2015.</p>
