

GOVERNMENT OF INDIA
MINISTRY OF WOMEN & CHILD DEVELOPMENT

RAJYA SABHA
UNSTARRED QUESTION NO. 3669
TO BE ANSWERED ON 02.04.2025

SEBI'S DISCRIMINATORY POLICY FOR WOMEN AND CHILDREN

3669. Dr. LAXMIKANT BAJPAYEE:

Will the Minister of Women and Child Development be pleased to state:

- (a) whether Government is aware of the fact that certain organisations like SEBI are violating Government orders on Child Care Leave and denying their women employees the right of equality with their counterparts in the Central Government, which is an anti-child welfare and anti-women welfare measure, if so, the proposed action in this regard; and
- (b) the reasons for autonomous organizations like SEBI not giving pay to their women employees on Child Care Leave and linking that leave with another leave called special hardship leave?

ANSWER

MINISTER OF STATE IN THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI SAVITRI THAKUR)

(a) to (b): The Securities and Exchange Board of India (SEBI) is a statutory organisation established under the SEBI Act, 1992. The pay, perquisites and benefits given to employees of SEBI are governed by its own set of regulations, i.e., SEBI (Employees' Service) Regulations, 2001.

SEBI (Employees' Service) Regulations, 2001 were amended and notified on October 08, 2013 to introduce 'Special Casual Leave for Child Care' for female employees. SEBI revised its regulations on 26th February 2015 to introduce 'Special Hardship Leave for Female Employees' in place of 'Special Casual Leave for Child Care'. As per SEBI regulations, the Special Hardship Leave to its female employees is without pay, perquisites and allowances. An employee sanctioned such leave is allowed to retain the accommodation provided by the Board. An employee who is not availing Board provided accommodation is entitled for House Allowance.
