

**GOVERNMENT OF INDIA
MINISTRY OF LAW AND JUSTICE
DEPARTMENT OF LEGAL AFFAIRS**

**RAJYA SABHA
UNSTARRED QUESTION NO. 3308
ANSWERED ON 21/08/2025**

Inclusivity in workspace for women

3308. Dr. Sikander Kumar:

Will the Minister of LAW AND JUSTICE be pleased to state:

- (a) whether Government has taken any initiative to institutionalise workplace wellness for women employees within the corridors of Government;
- (b) if so, the details thereof;
- (c) whether Government has noticed the everyday challenges that women faces in prioritising their health and professional and personal responsibilities, if so, the details thereof; and
- (d) the measures taken by Government towards creating an inclusive work environment that values the holistic well-being of female employees in aligning with the Fit India movement with the vision of Viksit Bharat across the country?

ANSWER

**MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY
OF LAW AND JUSTICE; AND MINISTER OF STATE IN THE
MINISTRY OF PARLIAMENTARY AFFAIRS**

(SHRI ARJUN RAM MEGHWAL)

(a) to (d) Yes. The Government has undertaken various women-centric initiatives to promote inclusivity in the workplace, workplace wellness and holistic well being of female employees in Government service. These, measures, *inter-alia*, include:

- i. Grant of 730 days Child Care Leave (CCL).
- ii. Age Limit of 22 years removed in case of disabled child for a Government servant availing CCL.
- iii. Minimum period for CCL reduced from 15 to 5 days.
- iv. Permission to leave headquarters and proceeding on foreign travel during CCL.

- v. Allowing Leave Travel Concession (LTC) during CCL.
- vi. Grant of 180 days Maternity leave.
- vii. Extension of Maternity and Child Care Leave and Paternity leave in case of childbirth through surrogacy.
- viii. Grant of Special Maternity Leave of 60 days for stillbirth or death of a child soon after birth.
- ix. Grant of Special Allowance @Rs. 3750 per month to women employees with disability for child care from birth of child till the child turns 2 year for the 2 eldest surviving children.
- x. Special dispensation for women officers of All India Service of North East cadres.
- xi. Provision for leave upto 90 days to the aggrieved female Government Servants in case of sexual harassment complaint.
- xii. Exemption of fee from competitive examinations for women.
- xiii. Incorporation of gender sensitization modules in training programmes for civil servants.
- xiv. Posting of husband and wife at the same station.
- xv. Children Education Allowance for differently abled children of Central Govt. employees doubled from Rs. 27,000/- to Rs. 54,000/- per annum.
- xvi. Several Govt. Department and organisations have set up day care centres/creche in offices/major residential areas/Samaj Sadans of Grih Kalyan Kendras for the Government employees as a welfare measure.
- xvii. Central Civil Services Cultural and Sports Board (CCSCSB), DoPT organises various sports activities for the Govt. employees every year. During 2024-25, 1128 & 3738 women employees participated in the Inter-Ministry sports tournaments and All India Civil Service sports Tournaments respectively.
- xviii. The Department of Legal Affairs celebrated International Women's Day on 8th March, 2025 and organized a trip for all female officers/ officials to Agra with aim to honour and empower female staff on the occasion. A special event was also organized on 24th March, 2025 wherein a panel comprising distinguished women from various fields addressed the issues related to women's rights and empowerment.
- xix. A Mahila Aarogyam Kaksh has been established in the Department of Legal Affairs on 18.07.2025.
- xx. The Department of Legal Affairs organized various workshops on topics including "Work-Life Balance", "Mind the Mind", and "Art of Acceptance" through esteemed organizations which helped participants especially female employees to manage stress, enhance emotional well-being, and build resilience.
