

GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
(DEPARTMENT OF PERSONNEL & TRAINING)

**LOK SABHA**  
**UNSTARRED QUESTION NO. 1700**  
(TO BE ANSWERED ON 27.07.2016)

**EMPLOYMENT IN PSUs/GOVERNMENT OFFICES**

1700. SHRI B. SRIRAMULU:  
SHRI BHAIRON PRASAD MISHRA:

Will the PRIME MINISTER be pleased to state:

- (a) whether the Government has any specific plan to provide employment to women and girls, in PSUs and in Government departments and if so, the details thereof;
- (b) whether the Government is considering for having a centralized pool of employable candidates to facilitate entry of women/girls in various Government organizations/agencies; and
- (c) if so, the details thereof and the steps taken in this regard?

**ANSWER**

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office. (DR. JITENDRA SINGH)

(a) to (c): The Government has been making concerted efforts to encourage the women to join Government service by providing some special facilities which are mentioned as under:

- i. maternity leave
- ii. child care leave
- iii. child adoption leave
- iv. special allowance to women with disability
- v. provision of crèche facility
- vi. posting of husband and wife at the same station
- vii. special priority in allotment of residential accommodation
- viii. provision for protection of women from acts of sexual harassment
- ix. age relaxation for appointment to widows, divorced woman and woman judicially separated from their husbands and who are not remarried
- x. special dispensation for woman officers of All India Services of North East cadre
- xi. change of Cadre in case of marriage of All India Service Officer and
- xii. exemption from payment of fee for examinations conducted by the Union Public Service Commission and Staff Selection Commission.
- xiii. nomination of a women employee in Department Promotion Committee (DPCs). Institutional mechanisms, besides the Committees to prevent sexual harassment, exist in Government service for redressal of grievances of various nature of the women employees.
- xiv. Association of a lady Member in Selection Committee/ Board for 10 or more vacancies (at all levels)