

Government of Orissa  
General Administration Department.

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RESOLUTION

P.ubaneswar, Dated the 14.12.1994



Sub: Permission to women Government employees to rejoining service after acceptance of resignation.

No.SC/6-124/94. 27669 /Gen., It is common knowledge that working women in our society are called upon to discharge the obligations of a three-in-one role of child bearing and rearing, managing house hold affairs and the profession. Stress and strain of this burden is quite heavy and perhaps contributes to some extent to lesser participation of women in different spheres of economic / income generating activities. More often than not, demands on the time of working women in respect of their roles as ~~mother~~ mothers and wives are so enelastic that they are despite their best efforts unable to do justice to their profession. Such compulsions lead to working women cutting short their professional careers. Many able and competent women even desist from taking up a career for this reason.

2. To encourage women employed in different areas of Government to contribute their best and harmonise the needs of their profession with the demands of the family and house hold, it may be desirable to lay down, as a measure of policy for women employees, more flexible conditions of entry into and exist out of Government service. Experts on gender issues have recommended that flexible working conditions for women employees, suitably designed would go a long way in removing the hardship and difficulties which women employees face in reconciling their different roles. Government have been accordingly pleased to allow the following concessions to women Government employees.

- 1) A women employee of the State Government who has resigned from the service may be allowed to re-enter the service within a time period of two years from the date of resignation. She shall be re-appointed to the service from which she resigned provided she is found -

(a) Suitable in all respects to re-enter Govt. service.

(P.T.O.)

(b) ~~fit to resume public service;~~

(c) not engaged herself in undesirable activities during the period of absence from Government service.

- ii) Past service shall not amount to forfeiture but will count for pension and leave on condonation of the break period.
- iii) The period of break will not count for any service benefit.
- iv) They will get the benefit of protection of pay under rule-80 of the Orissa Service Code.
- v) There must be a vacant post in the cadre / establishment from where the women employee had resigned. She will be treated as a fresh entrant to the cadre / establishment

ORDER

Ordered that this resolution be published in the Orissa Gazette. Ordered also that copies of the Resolution be forwarded to all Departments of Government / all Heads of Departments / All District Offices / Director, Printing, Stationery and Publication, Orissa, Cuttack / Secretary, Orissa Public Service Commission, Cuttack / Registrar, High Court of Orissa, Cuttack / Registrar, O.A.T., Bhubaneswar / Secretary to Governor, Orissa for information and communication to all appointing authorities under them.

By order of the Governor

Pritiman Sarkar  
Special Secretary to Government.

Memo No. 27670 / Gen., Dated- 14.12.1994  
Copy forwarded to all Departments of Government / All Heads of Departments / All District Offices / All Collectors / All Secretaries, O.P.S.C., Cuttack / Registrar, High Court of Orissa / Registrar, O.A.T., Bhubaneswar / Secretary to Governor, Orissa for information and communication to all appointing authorities under them.

*[Signature]*  
O.S.D. to Chief Secretary and Ex-Officio  
Joint Secretary to Government.

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