

No.7(39)-E.III/79  
Government of India  
Ministry of Finance  
Department of Expenditure

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New Delhi, the 4th December, 1979.

OFFICE MEMORANDUM

Subject:- Introduction of incentives among Central Government employees for promoting the small family norms.

The undersigned is directed to say that the question of providing incentive to promote the small family norms among the Central Government servants has been under the consideration of the Government for some time past. The President is now pleased to decide that Central Government employees who undergo sterilisation after having two or three surviving children may be granted a special increment in the form of personal pay not to be absorbed in future increases in pay either in the same post or on promotion to higher posts. The rate of personal pay would be equal to the amount of the next increment due at the time of grant of the concession and will remain fixed during the entire service. In the case of persons drawing pay at the maximum the rate of personal pay would be equal to the amount of the increment last drawn. The grant of the concession will be subject to the following conditions:-

- (i) The employee must be within the reproductive age group. In the case of a male Central Government employee, this would mean that he should not be over 50 years and his wife should be between 20 to 45 years of age. In the case of a female Government employee, she must be above 45 years and her husband must not be over 50 years.
- (ii) The employee should have two or three living children.
- (iii) The sterilisation operation must be conducted and the sterilisation certificate must be issued by a Central Government hospital or under the auspices of the Central Government Health Scheme. Where this is not possible, the sterilisation certificate issued by a State Government hospital or an Institution recognised by the Central Government for the purpose will suffice.
- (iv) The sterilisation operation can be undergone either by the Central Government employee or his her spouse provided the conditions at Sl.No.(i) to (iii) above are fulfilled.
- (v) The concession will be admissible only to the employees who undergo the sterilisation operation on or after the date of issue of these orders.

2. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue after consultation with the Comptroller and Auditor General of India.

Sd/-

( T.N. Krishnamurthy )

Deputy Secretary to the Govt. of India.

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