

**Government of India
Ministry of Mines
Geological Survey of India
27, J. L. Nehru Road
Kolkata-700016**

No. /HRD/GSI/Transfer&Deployment Policy/2009 Dated: 27.09.10

**Guidelines for Deployment of Women Geoscientists in
Geological Survey of India for Field Activities**

1. A welcome trend in the recruitment of women geoscientist in the Geological Survey of India [GSI] is observed to have taken place in recent times. With every recruitment in GSI increasing number of women geoscientists are joining in the Geology stream of GSI.

2. With improvements in communication systems and better camping facilities more and more women are taking up the profession of geoscientists and this trend is evident in increasing number of women geoscientists joining GSI selected through the Geologists' Examination conducted by the UPSC every year. The women geoscientists across the world have made some significant contributions in the field of geoscience and the most outstanding among them is the discovery of mid-oceanic ridge. The women geoscientists in India have also made their mark in the fields of geological mapping including that in Antarctica and in basic geoscience data generation and dissemination. They are expected to play further significant role in the field of geoscience in times to come.

3. The placement policy of the GSI No. / HRD/GSI/Transfer Policy/2009 Kolkata dated 7th January, 2010 is gender neutral and requires every new entrant to be initially posted, after completing orientation course, with Mission -I i.e. Base line Geoscience Data Generation which involves mapping in all kinds of terrain. The initial placement in Mission-I comprising the prime activity in the Department will provide the geologist a holistic view towards geological evaluation and knowledge of the terrains. It is, therefore, essential for a geologist to be placed in the Mission-I activity in the initial years of service. Subsequent transfers and postings shall be in accordance with the transfer policy with the Department.

4. After careful consideration of all aspects of deployment and well being of the women geoscientists in GSI and effective utilization of their services in the Department, the following guidelines are issued.

i) The women geoscientists shall be given field assignments which are not in the difficult or inaccessible terrains; near to habitation and have the basic camping facilities/amenities. The women geoscientists will be accommodated in the field parties which comprise more than one member;

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ii) If both husband and wife team of geoscientists is posted at the same office of the GSI and in the same Mission, they will be in the same field party as per requirements of the programme where more than one geoscientists are being deployed,

iii) The woman geoscientist may not be given assignments involving Marine cruises except when the woman geoscientist herself gives in writing that she wants to be part of cruise party or where both husband and wife are part of the marine surveys programme in the same cruise,

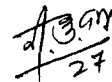
iv) The women geoscientists may not be given as far as possible assignments involving expedition(s) to higher altitudes except when such women geoscientist herself gives in writing that she wants to be part of such expedition(s) or where both husband and wife are part of the same expedition to higher altitudes ,

v) The woman geoscientist will be given field assignments in such areas which are perceived to be safe areas, for which the Operational Directorate would carefully plan deployment of woman geoscientist while assigning the field jobs at the time of formulation of field programmes,

vi) Those women geoscientists who are in family way shall not be given field assignment,

vii) The acts/orders/guidelines issued from time to time by the Government of India regarding welfare of women in Government service are applicable to women geoscientists of GSI and all are required to adhere to the provisions contained in such acts/orders/guidelines without any aberration at any time and under any circumstance.

The above guidelines are effective from the date of issue of this OM.


27.9.2010

Director General
Geological Survey of India

[Copy to be placed in the GSI Portal]