

GOVERNMENT OF INDIA
MINISTRY OF STEEL

LOK SABHA
UNSTARRED QUESTION NO. 3778
FOR ANSWER ON 12.08.2025

COMPASSIONATE APPOINTMENTS BY PSUS

3778. SHRI DULU MAHATO:

Will the Minister of STEEL be pleased to state:

- (a) whether the Government is aware that in many PSUs including SAIL, compassionate appointment is allowed only in case of death due to certain particular diseases such as cancer, kidney failure etc.;
- (b) whether it is an acceptable fact that in case of death due to other serious and undefined diseases, the dependents do not get equal opportunity, due to which they have to face financial and mental difficulties;
- (c) whether the Government is considering to revise the compassionate appointment policy and give priority to social and economic impact instead of definition of cause of death; and
- (d) whether the Government is considering to issue uniform guidelines for all PSUs, so that the dependents of all deceased employees get equal opportunity, if so, the details thereof?

ANSWER

THE MINISTER OF STEEL

(SHRI H.D. KUMARASWAMY)

(a)&(b): Some Central Public Sector Enterprises (CPSEs) under Ministry of Steel including Steel Authority of India Limited (SAIL) provide compassionate appointment to the dependent family members of the deceased employee when the death occurs due to accident arising out of and in the course of employment. In addition, SAIL provides compassionate appointment to the dependent of the employees declared incapable due to suffering from some chronic debilitating diseases.

Some CPSEs have instituted alternative welfare measures to extend support to the families of deceased employees. These measures include financial assistance schemes, educational support for children, and continued access to select employee benefits, ensuring that bereaved families receive meaningful support even in cases where compassionate appointment may not be applicable. These efforts reflect the commitment of CPSEs to safeguard the social and financial well-being of affected families.

(c)&(d): No such proposal is under consideration.
