

URGENT

No.13018/2/2008-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel and Training)

New Delhi, dated the 18<sup>th</sup> November, 2008.

OFFICE MEMORANDUM

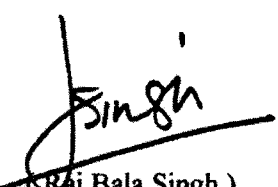
Subject : Child Care Leave in respect of Central Government employees as a result of Sixth Central Pay Commission – clarification regarding –

The order regarding introduction of Child Care leave (CCL) in respect of Central Government employees were issued vide this Department's O.M. of even number dated 11<sup>th</sup> September, 2008. Subsequently, clarification in this regard were also issued vide O.M. dated 29<sup>th</sup> September, 2008.

2. Consequent upon the implementation of orders relating to Child Care Leave, references has been received from various sections regarding the procedure for grant of this leave etc. In this connection, it is mentioned that the intention of the Pay Commission in recommending Child Care Leave for women employees was to facilitate women employees to take care of their children at the time of need. However, this does not mean that CCL should disrupt the functioning of Central Government offices. The nature of this leave was envisaged to be the same as that of earned leave. Accordingly, while maintaining the spirit of Pay Commission's recommendations intact and also harmonizing the smooth functioning of the offices, the following clarifications are issued in consultation with the Department of Expenditure (Implementation Cell) with regard to Child Care Leave for Central Government employees:-

- i) CCL cannot be demanded as a matter of right. Under no circumstances can any employee proceed on CCL without prior proper approval of the leave by the leave sanctioning authority.
- ii) The leave is to be treated like the Earned Leave and sanctioned as such.
- iii) Consequently, Saturdays, Sundays, Gazetted holidays etc. falling during the period of leave would also count for CCL, as in the case of Earned Leave.
- iv) CCL can be availed only if the employee concerned has no Earned Leave at her credit.

3. Hindi version will follow.

  
(Raj Bala Singh)  
Under Secretary to the Govt. of India

To

All Ministries/Departments of the Govt. of India, etc. (as per standard mailing list.)

Biraj


Notice Board / Scanned copy  
by e-mail to all.  
Narayan.  
20/11/08

F.No.13018/2/2008-Estt.(L)

18th  
New Delhi, the November, 2008.

Copy also forwarded to:

- (1) Office of the Comptroller & Auditor General of India.
- (2) Office of the Controller General of Accounts, Ministry of Finance.
- (3) Secretaries to Union Public Service Commission/Supreme Court of India/ Election Commission/Lok Sabha Sectt./Rajya Sabha Sectt./Cabinet Sectt./Central Vigilance Commission/President's Sectt./ Vice-President's Sectt./ Prime Minister's Office/ Planning Commission.
- (4) All State Governments and Union Territories.
- (5) Governors of all States/Lt. Governors of all Union Territories.
- (6) Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
- (7) All Members of Staff Side of the National Council of JCM/Departmental Council.
- (8) All Officers/Sections of DOPT/Deptt. of Administrative Reforms & Public Grievances/Department of Pensions & Pensioners Welfare/PESB.
- (9) Ministry of Finance, Department of Expenditure
- (10) Official Language Wing (Legislative Deptt.), Bhagwan Dass Road, New Delhi.
- (11) Railway Board, New Delhi.
- (12) NIC, DOPT - With the request to upload the O.M. on the Website. (Leave)
- (13) 100 spare copies.

  
(Bala Singh)  
Under Secretary to the Govt. of India