

File No. 6(1)2014-DPE (GM)-FTS-1505  
भारत सरकार / Government of India  
वित्त मंत्रालय / Ministry of Finance  
लोक उद्यम विभाग / Department of Public Enterprises  
Public Enterprises Bhawan  
Block No.14, CGO Complex, Lodhi Road  
New Delhi, the 29<sup>th</sup> April, 2024

**OFFICE MEMORANDUM**

**Subject:- Uniformity in facilities available to women employees of CPSEs in line with similar facilities available to women employees of the Central Government.**

Reference is invited to this Department's OM of even number dated the 18<sup>th</sup> June, 2014 requesting all the administrative Ministries/ Departments to advise the CPSEs under their administrative control to bring some uniformity in their rules in line with similar facilities available to women employees of the Central Government with the approval of the respective boards, which *inter alia* outlines following:

- (a) Maternity Leave up to maximum period of 180 days (O.M. No.13018/2/2008-Estt.(L) dated 11<sup>th</sup> September 2008 of DOPT).
- (b) Child Care Leave up to maximum period of 2 years i.e.730 days (O.M.NO.13018/2/2008-Estt.(L) dated 11<sup>th</sup> September 2008 and 29<sup>th</sup> September 2008 of DOPT)
- (c) Child Adoption Leave up to a maximum of 180 days (O.M. NO. 13018/1/2009-Estt.(L) dated 22<sup>nd</sup> July 2009 of DOPT).
- (d) In addition, for the benefit of the family there is a provision of paternity leave up to a period of 15 days (O.M. NO. 13018/2/98-Estt. (L) dated 16<sup>th</sup> July 1999 of DOPT), and
- (e) Protection as granted vide Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal Act, 2013 dated 9<sup>th</sup> December, 2013).

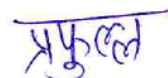
2. The Department of Personal and Training in its O.M. No. 11020/01/2017-Estt. (L) dated 30.8.2019 (copy enclosed) made the following changes, after amendment of Rule 43 C relating to Child Care Leave (CCL):

- (a) CCL may be granted at 100% of the leave salary for the first 365 days and 80% of the leave salary for the next 365 days.
- (b) CCL may be extended to single male parents who may include unmarried or widower or divorcee employees.
- (c) For single female Government servants, the CCL may be granted for six spells in a calendar year. However, for other eligible government servants, it will continue to be granted for a maximum of three spells of a calendar year.

3. The CPSEs formulate their own H.R. rules with the approval of their respective boards, in consultation, if required, with the concerned Ministries/ Departments. To protect the interest of women employees these H.R. rules shall

invariably incorporate all statutory provisions. Regarding other welfare measures, all the administrative Ministries/ Departments are requested to advise the CPSEs under their administrative control to bring uniformity in their rules in line with similar facilities available to women employees of the Central Government with approval of the respective boards. In any case, there should be no variation in such measures between different grades of employees within a single CPSE.

4. This issues with the approval of the Competent Authority.



(Dr. P.K.Sinha)

Deputy Secretary to the Government of India

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Enclosures:

1. DPE's 6(1)/2014-DPE (GM)-FTS-1505 dated 18.06.2014 (2 pages)
2. DoPT's' O.M. No. 11020/01/2017-Estt. (L) dated 30.8.2019 (2 pages)

To

**All administrative Ministries / Departments of the Government of India.**

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No. 6(1)/2014-DPE (GM)  
Government of India  
Ministry of Heavy Industries & Public Enterprises  
Department of Public Enterprises

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Public Enterprise Bhawan,  
Block No.14, CGO Complex,  
Lodhi Road, New Delhi-110003

Dated the 18<sup>th</sup> June, 2014

**OFFICE MEMORANDUM**

Subject: Uniformity in facilities available to woman employees of CPSEs like Maternity Leave and Child Care Leave.


The undersigned is directed to say that woman employees of CPSEs have facilities like Maternity Leave and Child Care Leave available to them. However, different CPSEs differ in so far as the maximum number of days for which these facilities are available and also in some extreme cases it is found that a particular section of woman employees is excluded from grant of a certain kind of leave (Central Coalfields Ltd.). In this connection, representations have been received from the Forum of Women in Public Sector (WIPS).

2. At present, woman employees of the Central Government have the following facilities:-

- (a) Maternity Leave up to a maximum period of 180 days (O.M. No. 13018/2/2008-Estt.(L) dated 11<sup>th</sup> September 2008 of DOPT).
- (b) Child Care Leave up to a maximum period of 2 years i.e. 730 days (O.M. No. 13018/2/2008-Estt.(L) dated 11<sup>th</sup> September 2008 and 29<sup>th</sup> September 2008 of DOPT).
- (c) Child Adoption Leave up to a maximum of 180 days (O.M. No. 13018/1/2009-Estt.(L) dated 22<sup>nd</sup> July 2009 of DOPT).
- (d) In addition, for the benefit of the family there is a provision of Paternity Leave up to a period of 15 days (O.M. No. 13018/2/98-Estt.(L) dated 16<sup>th</sup> July 1999 of DOPT ).

and protection as granted vide Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act - 2013 dated 9<sup>th</sup> December,2013).

3. The CPSEs formulate their own H.R. rules with the approval of their respective Boards in consultation, if required, with the concerned Ministries / Departments. In the interest of ensuring the welfare of women employees, these HR rules must, incorporate all statutory provisions. Regarding other welfare measures, all the administrative Ministries / Departments are requested to advise the CPSEs under their administrative control to bring some uniformity in their rules in line with similar facilities available to women employees of the Central Government with approval of the respective Boards. In any case there should be no variation in such measures between different grade of employees within a single CPSE.

  
18/06/2014  
(J. N. Prasad)  
Director

To

Secretaries of all the Administrative Ministries/Departments.



No. 11020/01/2017-Estt. (L)  
Government of India  
Ministry of Personnel PG & Pensions  
Department of Personnel & Training

Old JNU Campus, New Delhi

Date: 30.08.2019

OFFICE MEMORANDUM

Sub: Amendment in the CCS (Leave) Rules, 1972 consequent upon the implementation of the recommendations of 7<sup>th</sup> CPC.

The undersigned is directed to say that the Government has accepted the recommendations of the 7<sup>th</sup> CPC and implemented the same vide Notification dated 11.12.2018. This Notification has been uploaded in the Department's website also at the address. However, despite issue of the notification in this regard, some employees have been seeking formal and informal clarifications with regard to the amendments carried through the above Notification. Keeping this in view, following clarifications specifying the amendments carried out in the CCS (Leave) Rules, 1972 vide the above said Notification are issued:

- I. The amendments made in the CCS (Leave) Rules, 1972 vide Notification dated 11.12.2018, have come into force w.e.f. 14.12.2018 when the Notification was published in the official gazette.
- II. Government servants serving in a Vacation Department have been allowed Earned Leave in place of Half Pay Leave by amending Rule 28 and Rule 29.
- III. With the amendment of Rule 43-C relating to Child Care Leave (CCL), following changes have been made:-
  - (a) CCL may be granted at 100% of the leave salary for the first 365 days and 80% of the leave salary for the next 365 days.
  - (b) CCL may be extended to single male parents who may include unmarried or widower or divorcee employees.
  - (c) For single female Government servants, the CCL may be granted for six spells in a calendar year. However, for other eligible Government servants, it will continue to be granted for a maximum of 3 spells in a calendar year.
- IV. "Special Disability Leave for injury intentionally inflicted" under Rule 44 has been substituted by a new Leave named "Work Related Illness and Injury Leave (WRIIL)" which may be granted to a Government servant (whether permanent or temporary), who suffers illness or injury that is attributable to or aggravated in the performance of her or his official duties or in consequence of her or his official position. With the introduction of WRIIL, "Special Disability Leave for accidental injury" (under Rule 45) and Hospital Leave (under Rule 46) have been deleted. WRIIL has following provisions:-
  - (a) Full pay and allowances will be granted to all employees during the entire period of hospitalization on account of WRIIL.

(b) Beyond hospitalization, WRIIL will be governed as follows:

- (i) Government servants (other than military officers) will be paid full pay and allowances for the 6 months immediately following hospitalization and Half Pay only for 12 months beyond that period. The Half Pay period may be commuted to full pay with corresponding number of days of HPL debited from the employee's leave account.
- (ii) For officers of the Central Armed Police Forces (CAPF), full pay and allowances will be paid for the 6 months immediately following hospitalization, and full pay only for the next 24 months.
- (iii) Personnel below the rank of officers of CAPF will be paid full pay and allowances, with no limit regarding the period of leave.
- (iv) In the case of persons to whom the Workmen's Compensation Act, 1923 applies, the amount of leave salary payable under WRIIL shall be reduced by the amount of compensation payable under the Act.
- (v) No EL or HPL will be credited during the period that employee is on WRIIL.



(Rajendra Prasad Tewari)

Under Secretary to the Government of India

Tele. No. 26164316

To,  
All Ministries/Departments of the Central Government

✓ Copy to:- NIC, DoPT, for uploading on the website of this Department