

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

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

Dated the 18th June, 2014

OFFICE MEMORANDUM

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

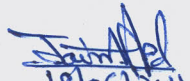
The undersigned is directed to say that woman employees of CPSEs have facilities like Maternity Leave and Child Care Leave available to them. However, different CPSEs differ in so far as the maximum number of days for which these facilities are available and also in some extreme cases it is found that 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 11th 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 11th September 2008 and 29th September 2008 of DOPT).
- (c) Child Adoption Leave up to a maximum of 180 days (O.M. No. 13018/1/2009-Estt.(L) dated 22nd 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 16th July 1999 of DOPT).

and protection as granted vide Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal Act - 2013 dated 9th 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.