

**IMMEDIATE**

No. 13018/6/2013-Estt. (L)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel and Training)

JNU (Old) Campus, New Delhi  
Dated the 12<sup>th</sup> January, 2015

**OFFICE MEMORANDUM**

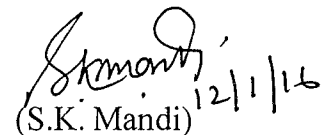
Subject : Child Care Leave (CCL) in respect of Central Government Employees  
as a result of Sixth Central Pay Commission recommendations-  
Clarification-regarding.

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The undersigned is directed to refer to this Department's O.M. No.13018/2/2008-Estt.(L) dated 11/09/2008 regarding introduction of Child Care Leave (CCL) in respect of Central Government women employees. Subsequently, clarifications have been issued vide OMs dated 29.9.2008, 18.11.2008, 02.12.2008 07.09.2010, 30.12.2010, 03.03.2010 & 05.06.2014. Child Care Leave at present is allowed for women employees to facilitate them to take care of their children at the time of need. This Department is considering issuing the following instructions:-

‘In cases where a female Government servant applies for Child Care Leave for at least five working days, she should normally not be refused leave citing exigencies of work unless there are grave and extraordinarily compelling circumstances that warrant refusal.’

2. Ministries/ Departments are requested that their views/ comments may be forwarded to this Department latest by **27.01.2016**. A soft copy may be forwarded to email of US (Allowance.) i.e. sunil.mandi@nic.in

  
(S.K. Mandi) 12/1/16

Under Secretary to the Govt. of India  
Tele: 26164316

To

1. All Ministries/Departments of the Govt. of India, etc. (as per standard mailing list.)
2. NIC, DoPT for uploading the OM on the web-site of the Ministry