

**GOVERNMENT OF INDIA  
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
LOK SABHA**

UNSTARRED QUESTION NO:405

ANSWERED ON:14.03.2012

CHILD CARE LEAVE

Nimmala Shri Kristappa; Rathod Shri Ramesh

**Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:**

- (a) whether Child Care Leave (CCL) was introduced in the Government Departments for lady employees to take care of their children till the age of 18 years;
- (b) if so, whether any cases of reluctance in sanctioning CCL, which is their rightful due, have come to the notice of the Government;
- (c) if so, the details thereof;
- (d) whether the Government is aware that lady employees have to run from pillar to post for sanctioning their CCL; and
- (e) if so, the action taken/being taken by the Government to ensure that the sanctity of CCL order issued is implemented uniformly in all departments of the Government?

**Answer**

MINISTER OF THE STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS AND MINISTER OF THE STATE IN THE PRIME MINISTER'S OFFICE. (SHRI V. NARAYANASAMY)

(a) Yes, Madam. Women Employees of the Central Government are granted Child Care Leave as per rule 43- C of the Central Civil Services (Leave) Rules 1972 {CCS (Leave) Rules}.

(b), (c), (d) and (e) : Child care leave can be availed by women employees only after the prior approval of leave by the competent leave sanctioning authority. It is envisaged in Rule 7 of the CCS (Leave) Rules that leave cannot be claimed as of right. When the exigencies of public service so require leave of any kind may be refused or revoked by the authority competent to grant it.