

Ministry of Home Affairs  
( Pers.I)

1208)

29-9-11

On the basis of the recommendations of the 6<sup>th</sup> Central Pay Commission, Department of Personnel & Training have issued various Office Memorandums introducing Child Care Leave in respect of female Central Government employees and the conditions governing grant of such leave. The DoPT instructions on the subject are available on their website www.persmin.nic.in (copy enclosed).

2. While the instructions provide that Child Care Leave cannot be demanded as a matter of right and is to be treated like Earned Leave and sanctioned as such, keeping in view that this leave is to be granted to women employees for rearing or to look after any of the needs of their children like examination, sickness etc., a more humane view needs to be taken when lady personnel apply for grant of this leave.

3. It is, therefore, requested that as far as possible lady personnel in all the CAPFs may be granted Child Care Leave subject to the conditions laid down in the instructions issued by DoPT on the subject.



(Dr. N.S. Kalsi )

Joint Secretary (Police-II)

1. DIB
2. DsG: CISF/CRPF/ITBP/BSF/SSB/NSG/ARs

