

No.12012 /2/2009-Estt. (Leave)  
Government of India  
Ministry of Personnel, P.G. and Pensions  
(Department of Personnel & Training)

...  
New Delhi, the 31 May, 2012.

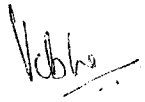
Office Memorandum

Subject:- Grant of Child Care Leave to Civilian Female Industrial Employees of Defence Establishments –

...  
The undersigned is directed to refer to this Department OM of even number dated 20.10.2011 on the above subject and to state that it has been decided to extend the benefit of Child Care Leave to civilian female industrial employees working in Defence Establishments w.e.f. 01.09.2008 at par with the non industrial Central Government employees covered by the CCS (Leave) Rules, 1972. Earned Leave, if any availed by these employees between 01.09.2008 and 20.10.2011 specifically for the purpose of taking care of the needs of their eldest two minor children may be converted into Child Care Leave.

2. All conditions specified in Rule 43-C of the CCS (Leave) Rules, 1972 including the number of days and number of spells have to be fulfilled for conversion of Earned Leave into Child Care Leave.

Hindi version will follow

  
(Vibha G. Mishra)  
Director

To

All Ministries/Departments of the Govt. of India  
(As per standard mailing list).