

No.49014/1/98-Estt.(C)
Government of India
Ministry of Personnel, Public
Grievances and Pensions
Department of Personnel and Training
New Delhi

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Dated the 01 April, 1998

OFFICE MEMORANDUM

Subject:- Grant of Paternity Leave to casual employees who have been granted temporary status.

The undersigned is directed to say that the question as to whether the male casual employees who have been granted temporary status could be allowed the benefit of Paternity Leave, was under consideration of the Government. It has been decided that the benefit of Paternity Leave as admissible to regular Government employees, on the recommendations of the Fifth Central Pay Commission, may also be extended to the casual employees, who have been granted temporary status. The provisions of Casual labourers (Grant of Temporary Status and Regularisation) Scheme of Government of India, 1993 may be modified as under:-

(a) A male casual employee who has been bestowed with temporary status with and who has less than two surviving children may be granted Paternity Leave for a period of 15 days during the confinement of his wife. During the period of such leave he shall be paid wages in respect of the working days equal to the wages drawn immediately before proceeding on leave.

(b) Paternity leave shall not be debited against the leave account and may be combined with pro-rata earned leave admissible to the casual employees, under "Casual Labourers (Grant of Temporary Status and Regularisation) Scheme of Government of India, 1993."

2. These orders take effect from the date of issue.

3. However, the benefit of Paternity Leave to a casual male employee with temporary status may also be allowed in case his wife had given birth to the child on a date not prior to 135 days from the date of issue of these orders.

(Signature)

(HARINDER SINGH)
Joint Secretary to the Government of India
Tel.301 1276

To

(1) All Ministries/Departments, as per standard mailing list