



भारतीय आयुर्विज्ञान अनुसंधान परिषद
INDIAN COUNCIL OF MEDICAL RESEARCH
स्वास्थ्य अनुसंधान विभाग (स्वास्थ्य एवं परिवार कल्याण मंत्रालय)
DEPARTMENT OF HEALTH RESEARCH (MINISTRY OF HEALTH & FAMILY WELFARE)

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संख्या 18/2/2017 प्रशासन-2

दिनांक 2.1.2018.

सेवा में,

निदेशक/प्रभारी निदेशक
परिषद के सभी स्थाई केन्द्र/संस्थान

Subject : Proposals on Child Care Leave (CCL) and Maternity Leave -Reg.

मुझे उपरोक्त विषय पर कार्यालय ज्ञापन संख्या 13018/1/2014-Estt(L) दिनांक 1.4.2016 जो कि कार्मिक, लोक शिकायत एवं पेंशन मंत्रालय, कार्मिक एवं प्रशिक्षण विभाग, नई दिल्ली द्वारा जारी किया गया है को सूचनार्थ एवं आवश्यक कार्रवाई हेतु भेजने का निदेश हुआ है।

भवदीय,

(हस्ताक्षर)

(भारत भूषण)

वरिष्ठ प्रशासन अधिकारी

कृते महानिदेशक

अनुलग्नक: उपरोक्त

प्रतिलिपि:-

- 1 निजी सचिव, महानिदेशक/ अपर महानिदेशक/वरिष्ठ उपमहानिदेशक/वरिष्ठ वित्त सलाहकार
- 2 तकनीकी प्रभागों के प्रमुख
- 3 निजी सचिव, उपमहानिदेशक
- 4 सहा. महानिदेशक (प्रशासन) (अ.ख.) / (आर.आर.) / वी के मेहता
- 5 वरिष्ठ प्रशासन अधिकारी, प्रशासन-1
- 6 प्रशासन अधिकारी, कार्मिक अनुभाग
- 7 प्रमुख (आई आर एस एम)- उपरोक्त कार्यालय ज्ञापन को आई.सी.एम.आर वेबसाइट पर डालने के लिए।

Ministry of Personnel, Public Grievances and Pensions
Department of Personnel & Training

Old JNU Campus, New Delhi 110 067

Dated: 01.04.2016

OFFICE MEMORANDUM

Subject:-Proposals on Child Care Leave (CCL) and Maternity Leave – Reg.

This is regarding proposals on the subject of Maternity Leave and CCL that are under consideration in this Department. In this connection, a workshop was held in DoPT on 28.01.2016 with the stakeholder Departments on the following issues and the consensus emerged as follows:

- (a) **Maternity/CCL in case of surrogacy:** There is no provision at present for any kind of Leave for surrogate/commissioning mothers. It is proposed that 180 days maternity leave may be granted to the surrogate as well as commissioning mothers, in case either/both of them are Government servants. The commissioning mother also requires time for bonding with her child and to take care of him/her and hence would also become eligible for Child Care Leave. Paternity Leave may also be granted in case of surrogacy.
- (b) **Age Limit for CCL in case of disabled children:** It is proposed that the age limit for CCL in case of disabled children needs to be done away with since the requirement of parental care may be more/stronger when the disabled child grows older. It may therefore be allowed to provide for CCL in the case of disabled children – the ‘disability’ being clearly defined by the Ministry of Social Justice & Empowerment - without any age limit provided the maximum CCL that can be availed remains within the ceiling of 730 days.
- (c) **Leaving HQ/availing LTC while on CCL:** At present leaving headquarters or availing LTC are not permissible during CCL. The underlying intent of CCL is to allow care of up to two children whether for rearing or to look after any of their needs like examination, sickness etc. Thus, it is not restricted to exam and sickness alone. Taking care may also include ensuring their rest and recreation and towards that objective leaving headquarters or availing LTC can be allowed. It is thus proposed that the employees may be permitted to leave headquarters/avail LTC while they are on CCL, provided clearances from appropriate competent authorities are taken while proceeding on foreign travel.

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(d) CCL minimum for at least five days: Vide this Department O.M. No.13018/6/2013-Estt.(L) dated 5th June, 2014 the stipulation of the requirement of minimum period of 15 days' CCL has been removed. It is now proposed to introduce a minimum period of five days of CCL i.e., CCL henceforth may not be granted for less than 5 days.

2. Comments on the above proposals are solicited please.


(Mukul Ratra)^{1.4.2016}
Director

To:

1. All Ministries/Departments of Government of India
- ✓ 2. NIC, DOPT for uploading on the Ministry's website.