



GOVERNMENT OF INDIA
DIRECTORATE OF INCOME TAX
HUMAN RESOURCE DEVELOPMENT
CENTRAL BOARD OF DIRECT TAXES

ICADR Building, Plot No. 6, Vasant Kunj Institutional Area Phase-II,
New Delhi – 110070. Ph. 26130594, Fax 26130594.

F.No. HRD/AD/POL/2/2015-16/ 9019

Dated: 08.03.2016

To

All Pr. Chief Commissioner of Income Tax (CCA)
Pr. Director General of Income Tax

Sir/Madam,

Subject: Child Care Leave (CCL) in respect of Central Government Employees as a result of the Sixth Central Pay Commission Recommendations- Clarification- Reg.

The undersigned is directed to refer DoPT's OM 13018/6/2013-Estt.(L), dated 12.06.2016, copy of the same is enclosed herewith. The Department of Personnel and Training has requested for views/ comments of CCA on the subject. It is requested the officers may sent their views, if any, to this Office latest by 14.03.2016.

Yours faithfully,

Encl: As above

(S.N.Meena)
Dy. Director of Income Tax (HRD)(Policy)
New Delhi

✓ **Copy to :** The Web Manager with a request to upload the above on the official website 'irsofficersonline.gov.in' along with the enclosure.

Dy. DIT (HRD)(Policy), New Delhi

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IMMEDIATE

No. 13018/6/2013-Estt. (L)

Government of India

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

JNU (Old) Campus, New Delhi

Dated the 12th January, 2016

OFFICE MEMORANDUM

Subject : Child Care Leave (CCL) in respect of Central Government Employees
as a result of Sixth Central Pay Commission recommendations-
Clarification-regarding.

The undersigned is directed to refer to this Department's O.M. No.13018/2/2008-Estt.(L) dated 11/09/2008 regarding introduction of Child Care Leave (CCL) in respect of Central Government women employees. Subsequently, clarifications have been issued vide OMs dated 29.9.2008, 18.11.2008, 02.12.2008 07.09.2010, 30.12.2010, 03.03.2010 & 05.06.2014. Child Care Leave at present is allowed for women employees to facilitate them to take care of their children at the time of need. This Department is considering issuing the following instructions:-

'In cases where a female Government servant applies for Child Care Leave for at least five working days, she should normally not be refused leave citing exigencies of work unless there are grave and extraordinarily compelling circumstances that warrant refusal.'

2. Ministries/ Departments are requested that their views/ comments may be forwarded to this Department latest by 27.01.2016. A soft copy may be forwarded to email of US (Allowance) i.e. sunil.mandi@nic in

S.K. Mandi
(S.K. Mandi) 12/1/16

Under Secretary to the Govt of India

Tele: 26164310

To

1. All Ministries/Departments of the Govt. of India, etc. (as per standard mailing list.)

2. NIC, DoPT for uploading the OM on the web-site of the Ministry

8/603/2016/COO
21-01-2016