

कोल इंडिया लिमिटेड

(महारत्न कंपनी)

(भारत सरकार का उपक्रम)

"कोल भवन"

प्रेमाङ्ग नं. 04, एमएआर प्लॉट नं. ए एफ-III

एक्शन एरिया 1ए, न्यू टाउन, राजारहत

कोलकाता-700156 (पश्चिम बंगाल)

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वेबसाइट : www.coalindia.in



Coal India Limited

(A MAHARATNA COMPANY)

A Govt. of India Enterprise

"Coal Bhawan"

Premises No. 04, MAR Plot No. AF-III

Action Area-1A, New Town, Rajarhat

Kolkata-700156 (West Bengal)

Phone: 033 2324 6536

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Website- www.coalindia.in

(An ISO 9001:2015, ISO 14001:2015 and ISO 50001:2011 Certified Company)

Ref. No.: CIL/C-5B/JBCCI-X/SC/Maternity & Child Care/ 30

Dated: 11.02.2021

OFFICE MEMORANDUM

Sub: Maternity Leave & Child Care Leave in case of legally adopted child(ren) to Female Non-Executive Cadre Employees

In line with the Office Memorandum No.: 6 (1)/2014-DPE(GM) dated 18.06.2014 of Department of Public Enterprises, Ministry of Heavy Industries and Public Enterprises, Govt. of India regarding uniformity in facilities available to women employees of CPSEs like Maternity Leave and Child Care Leave, the subject matter was deliberated in the 11th Meeting of Standardization Committee of JBCCI-X held on 23.01.2021 at Ranchi.

After detailed deliberations following have been decided for Female Non-Executive Cadre employees of CIL/Subsidiaries, allied establishments/units: -

1. In line with the Clause 7.9.3. of Coal India Executive Leave Rules 2010 incorporated vide OM No.: CIL/C5A (PC)/Leave/2450 dated 30.11.2017, maternity leave may be granted to female Non-Executives who legally adopt a child below the age of 3 months or a Commissioning mother for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be.
2. It is clarified that the legally adopted Child(ren) are covered under the ambit of Child(ren) for the purpose of Child Care Leave.

This is for information and necessary action.

(Handwritten signature)
11/2/2021

(A. K. Choudhary)
General Manager (MP & IR)

Distribution: -

1. All members of Standardization Committee of JBCCI-X
2. GM (P/IR) -ECL/BCCL/CCL/WCL/NCL/MCL/SECL
3. GM (P & A) -CMPDIL
4. GM -NEC
5. GM -CIL, New Delhi
6. GM (System) -CIL: with a request to upload on website of CIL
7. GM (Finance), CIL
8. HOD - IICM

Copy for information to:-

TS to Director (P & IR), CIL