



कर्मचारी भविष्य निधि संगठन
EMPLOYEES' PROVIDENT FUND ORGANISATION

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
(MINISTRY OF LABOUR & EMPLOYMENT, GOVT. OF INDIA)

मुख्यालय/HEAD OFFICE

भविष्य निधि भवन
BHAVISHYA NIDHI BHAWAN
14, भीकाजी कामा प्लेस, नई दिल्ली-110066
14-BHIKAJI CAMA PLACE, NEW DELHI-110066
www.epfindia.gov.in; www.epfindia.nic.in

संख्या : एच आर डी/4(1) 2009/Misc./Circular/Pt.I

दिनांक:

सेवा में,

सभी क्षेत्रीय भविष्य निधि आयुक्त
क्षेत्रीय भविष्य निधि आयुक्त (स्थानीय प्रशासन)
प्रभारी अधिकारी, उप क्षेत्रीय कार्यालय

15 दिसम्बर
DEC 2009

विषय: Implementation of recommendation of 6th CPC for setting up of creshces reg.

महोदय / महोदया,

उपर्युक्त विषय पर Govt. of India, Ministry of Labour and Employment के कार्यालय ज्ञापन/पत्र संख्या No.Z-20011/07/2009-Admn.II दिनांक 28 अगस्त 2009 की एक-एक प्रति सूचना, मार्गदर्शन तथा उचित कार्रवाई हेतु प्रेषित है।

भवदीय

क्षेत्रीय भविष्य निधि आयुक्त - II

प्रतिलिपि:

1. केंद्रीय भविष्य निधि आयुक्त के निजी सचिव
2. वित्तीय सलाहकार एवं मुख्य लेखाधिकारी / सभी अपर केंद्रीय भविष्य निधि आयुक्त के निजी सचिव
3. निदेशक / अनुसंधान सलाहकार, चाटरस
4. मुख्य सतर्कता अधिकारी / सभी उप निदेशक, सतर्कता
5. मुख्य अभियंता के निजी सचिव
6. प्रभारी अधिकारी, सभी आंचलिक प्रशिक्षण संस्थान
7. सभी आंतरिक लेखा परीक्षा अधिकारी
8. मुख्यालय के सभी अधिकारी / सभी निजी सचिव / सभी अनुभाग अधिकारी
9. महासचिव, भ.नि.आफिसर्स एसोसिएशन, मद्रुरै
10. महासचिव, भ.नि. स्टाफ फेडरेशन, चंडीगढ़
11. महासचिव, भ.नि. एस सी / एस टी फेडरेशन, नई दिल्ली
12. ✓ क्ष. भ. नि. आ. (एन. डी. सी.) वेबसाइट पर अपलोड करने हेतु।
13. गार्ड फाईल

क्षेत्रीय भविष्य निधि आयुक्त - II

No. Z-20011/07/09-Admn-II
Government of India
Ministry of Labour and Employment

Shram Shakti Bhawan, Rafi Marg,
New Delhi, dated 28.08.2009

To,

- i. Office of DGE&T, S.S.Bhawan, Rafi Marg New Delhi.
- ii. Office of Chief Labour Commissioner, S.S.Bhawan, Rafi Marg New Delhi.
- iii. DG, ESIC, 14, Panchdeep Bhawan, C.I.G. Road, New Delhi
- iv. CPFC, Bhikaji Cama Place, New Delhi.
- v. VVGNI, Sector 24, NOIDA, Gautam Budh Nager, U.P.
- vi. Central Board for Workers' Education, North Ambazari Road, Nagpur-440010.
- vi. Board of Arbitration.
- vii. DGFASLI, M.S. Mankikar Marg, Sion, Mumbai.
- viii. DGMS, Dhanbad, Jharkhand
- ix. Labour Bureau, Chandigarh.

Subject: Implementation of recommendation of 6th CPC for setting up of creshces reg.

Sir,

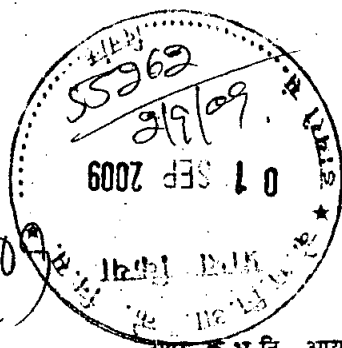
I am directed to enclose herewith a copy of DO letter No. Z-16018/02/2009 C&WL-II dated 27th July, 2009 on the subject noted above alongwith its enclosures for taking further necessary action.

Yours faithfully

(Jagdish Kumar)

Under Secretary to Govt. of India

re-5/nad



अपर क.भ.नि. आयुक्त (मा.सं.) सचिवालय
 Additional C.P.F.C. (HR) Secretariat
 टायरी सं./Dy: 20453
 तारीख/Date: 02/09/09

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S.K. Dev Verman
Joint Secretary
Tel.No.23716835



औद्योगिक सुरक्षा और स्वास्थ्य वर्ष-2008
2008-YEAR OF INDUSTRIAL SAFETY & HEALTH

श्रम एवं रोजगार मंत्रालय
भारत सरकार
श्रम शक्ति भवन, रफी मार्ग,
नई दिल्ली-110119
MINISTRY OF LABOUR & EMPLOYMENT
GOVERNMENT OF INDIA
SHRAM SHAKTI BHAWAN, RAFI MARG,
NEW DELHI-110119

D.O.No. Z-16018/02/2009-C&WL-II



July 24, 2009

Dear Sir,

We have received a letter from Joint Secretary (E), Department of Personnel & Training, Ministry of Personnel, Public Grievances and Pensions, wherein it has been indicated that as per the recommendation of the Sixth Pay Commission, setting up of crèches should be made mandatory in offices where the employees, male and female, have pre-school or primary school going children (copy enclosed).

2. In this context, it is requested that necessary steps may be taken for implementation of the mandatory requirement for setting up of a crèche for the employees of the Main Secretariat of Ministry of Labour & Employment and instructions may also be given to the attached / subordinate / autonomous offices under Ministry of Labour & Employment for creating similar facilities at their premises for their employees.

Yours sincerely,

[Signature]

(S.K. Dev Verman)

Shri S.K. Srivastava,
Additional Secretary,
M/o Labour & Employment,
New Delhi.

डायरेक्टरी/Adm-I (MS)
डायरेक्टरी/Adm-I (MS)
दिनांक/Date... 29/07/09

1841/28/7/09
For Adm II please
28/7

D.S.(RLT)

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28/7/09

US(PG)

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28/7/09
Ad-I

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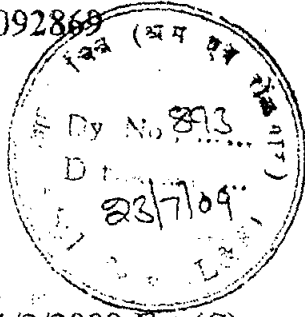
Pl. disburse quickly
Sh. V.M.
28/7/09



C.B. PALIWAL
JOINT SECRETARY (E)

Tel : 23094276

Fax: 23092869



भारत सरकार
कार्मिक और प्रशिक्षण विभाग
कार्मिक, लोक शिकायत तथा पेंशन मंत्रालय
नोर्थ ब्लॉक, नई दिल्ली-110001
GOVERNMENT OF INDIA
DEPARTMENT OF PERSONNEL & TRAINING
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS
NORTH BLOCK, NEW DELHI-110001
Dated 21st July, 2009

D.O.No. 35021/2/2009-Estt(C)

159/8
2417

Dear Sir,

In continuation of my DO letter No. 11013/1/2008-Estt-A dated 6th July, 2009 regarding preparation of an Action Plan with regard to the items in the National Employment Policy, I am to say that keeping in view the dual responsibilities borne by working women and increasing practical difficulties in balancing work and family responsibilities, the 6th Central Pay Commission has recommended that the setting up of crèches should be made mandatory in offices where the employees, male and female, have pre-school or primary school going children. A copy of the recommendations of the 6th CPC on women employees in Central Government is enclosed herewith, which is to be implemented.

2. As this would go a long way in creating opportunities for decent employment and ensure women's participation and safeguard their interest, you are requested to move your good offices to make provision of crèche facilities near work places mandatory which, in particular, would help in promotion of women's employment.

3. An early action and feedback in this regard is also requested.

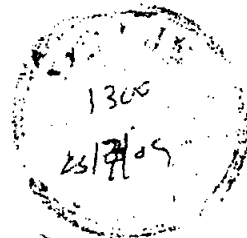
With regards

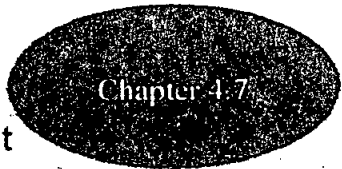
Yours sincerely,

(C.B. Paliwal)

Encl: as above.

Shri S. Krishnan
Special Secretary
Ministry of Labour and Employment
Shram Shakti Bhavan
Rafi Marg
New Delhi-110001.





Women employees in Central Government

Introduction

4.7.1 As per the Census of Central Government employees, 2001, women constitute 7.53% (2.92 lakhs) of the total regular Central Government employees. The participation of women is the highest in the Communications and IT Ministries. Ministries of Defence and Railways also have a substantial number of women employees.

Views of previous Pay Commissions and present scenario

4.7.2 Keeping in view the dual responsibilities borne by working women and the increasing practical difficulties in balancing work and family responsibilities, previous Pay Commissions made recommendations for providing special facilities for women in terms of provision of residential accommodation for single women, provision of transport facilities, introduction of concepts such as flexi-time and flexi-place on trial basis, options for working half time during the period that children are young, etc. The provisions made by the Central Government for women employees include age relaxation for appointment in Group C and D posts, exemption from educational qualifications for compassionate appointments to widows of deceased Government employees, maternity and paternity leave benefits, guidelines for provision of crèche facilities as well as for posting of husband and wife at the same station.

Demands of the Staff Side

4.7.3 In the memoranda received by the Sixth Pay Commission, it has been suggested that earlier recommendations of flexi-time, flexi-place as well as half day working should be implemented and that the guidelines for posting of husband and wife at the same station made mandatory. Other suggestions in regard to women employees include provision of rest rooms and refreshment rooms at the work place, safe transport facilities, child care allowance at the rate of Rs.1000 per child till the child attains the age of 10, voluntary retirement for women after 15 years of service, etc.

Position in other countries

4.7.4 A number of countries have provided facilities to working women by either providing for longer maternity leave or day-care centers, staggered working hours to start and finish work early or late, restricting overtime and late night working, part time leave of up to two hours a day till the child is 3 years old, child-care leave which can be divided into periods for both parents to take care of the child alternately, spouse maternity leave, etc.

Recommendations

4.7.5 The Commission has studied the facilities provided in other countries and taken into account the demands made in this regard. It is the considered opinion of the Commission that adequate facilities need to be provided to ensure that more women take up public employment and to enable them to balance the dual responsibilities of looking after children and work. In pursuance of this, the Commission makes the following recommendations: -

- (i) The concept of staggered working hours needs to be introduced for women employees as it would give flexibility to employees to work either early or late depending on their requirements at the home front. Under this scheme, 11 AM to 4 PM will be core hours during which all women employees will necessarily need to be present in the office. They will, however, have the option of either coming upto one and a half hours earlier or leaving upto two hours late depending upon the actual time they have clocked in. The time may be adjusted in case the office follows different work hours. For this arrangement to succeed, biometric entry/exit would be required.
- (ii) The concept of child care leave exists in countries like Japan & Netherlands where women employees are allowed leave to look after the needs of their children. A similar facility needs to be extended in Central Government as it will facilitate women employees to take care of their children at the time of need. All women employees having minor children may, therefore, be allowed total leave of upto two years (i.e. 730 days) for taking care of upto 2 children whether for rearing the children or looking after any of their needs like examination, sickness, etc. Child care leave should also be allowed for the third year as leave not due. However, no child care leave shall be given for a child who is eighteen years of age or older.
- (iii) Although instructions exist in regard to setting up of day-care-centers/crèches in offices or major residential areas, most Departments have not created such facilities. The setting up of these crèches should be made mandatory in offices where the employees, male and female, have pre-school or primary school going children. This will enable male employees also to keep their children in such crèches. These crèches could also be run on contributory basis so that appropriate standard of facilities is maintained.
- (iv) Maternity leave of 135 days is presently permitted to women employees for two children. Further, leave up to a

period of one year can be availed of in continuation of maternity leave. Keeping in view the guidelines of Ministry of Health & FW which recommends nursing of children till the age of 6 months, the Commission recommends that maternity leave should be increased from 135 days at present to 180 days. Further, the period of leave which can be availed of in continuation of maternity leave should be increased to 2 years instead of one year at present.

(v) One of the major problems faced by single working women is that of residential accommodation. The Commission recommends that Government should address this issue in all seriousness and either build or lease working women s hostels so that the initial years of service are smooth.

(vi) Government has enacted several legislations for the protection of women such as the Domestic Violence Act. It is recommended that the provisions of these Acts may be incorporated in the CCS (Conduct) Rules and violations should call for disciplinary action. Government will, therefore, serve as an example by ensuring that provisions of these Acts are first implemented within.

(vii) Insofar as Transfer TA is concerned, only one transfer grant is permitted if the transfer of husband and wife takes place within 6 months of each other from the same place to the same place. This condition places unreasonable difficulty because the transferred spouse has to take some essential household items even for periods less than six months. It is recommended that fifty percent of the transfer grant on transfer should be allowed to the spouse transferred later in case the transfer takes place within six months but after 60 days of the transfer of the spouse transferred earlier. No such transfer grant shall be admissible in case where both the transfers are ordered within 60 days. The existing provisions shall continue in case of transfers after a period of six months or more. Other rules precluding transfer grant in case of request transfer or transfer other than on public interest shall continue to apply unchanged in their case.