

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF FINANCIAL SERVICES

RAJYA SABHA
UNSTARRED QUESTION No. 1331

ANSWERED ON 1ST AUGUST, 2023/ SRAVANA 10, 1945 (SAKA)

CCL benefits for female employees of Public Sector Banks

1331. SMT. SANGEETA YADAV:

Will the Minister of FINANCE be pleased to state:

(a) whether it is a fact that Child Care Leave (CCL) benefits are not provided to women employees of Public Sector Bank (PSB) and instead they are provided only sabbatical;

(b) if so, the reasons for differentiation between female employees of Central Government and those of PSBs;

(c) whether PSBs would consider extending two years CCL facility with salary and other perks to the female employees of PSBs at par with the Central Government employees;

(d) if so, the details thereof; and

(e) if not, the reasons for such discrimination with female employees of PSBs?

ANSWER

The Minister of State in the Ministry of Finance
(Dr. Bhagwat Karad)

(a) to (e): In Public Sector Banks (PSBs), employee benefits, including leave facilities, are settled as part of the Bipartite Settlements (BPS)/ Joint Note signed at industry level, which is uniform for all PSBs.

At present, there is no provision of child care leave to women employees of PSBs. However, banks have provision of maternity leave granted to female employees for 12 months during their service as per BPS / Joint Note. Banks have also extended Sabbatical leave provision to female employees which may be availed for various purposes including Child care.
