

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF ECONOMIC AFFAIRS
RAJYA SABHA

STARRED QUESTION NO. 238
ANSWERED ON TUESDAY, DECEMBER 17, 2024

CCL WITHOUT PAY IN SEBI

238: Shri Sanjeev Arora:

Will the Minister of *Finance* be pleased to state:

- (a) whether in SEBI, Child Care Leave (CCL) for women employees is clubbed with another leave under the name - Special Hardship Leave and is granted without pay except for HRA;
- (b) the reasons for not granting salary for CCL and not giving it as a separate category of leave as in the case of women employees in Central Government; and
- (c) whether it amounts to denial of the right to equality to women employees of SEBI vis-a-vis their counterparts in Central Government?

ANSWER
THE MINISTER OF FINANCE
(SMT. NIRMALA SITHARAMAN)

(a) to (c): A statement is laid on the Table of the House.

STATEMENT REFERRED IN PART (a) to (c) OF THE REPLY TO THE RAJYA SABHA STARRED QUESTION NO. 238 RAISED BY SHRI SANJEEV ARORA REGARDING ÇCL WITHOUT PAY IN SEBI DUE FOR ANSWER ON 17TH DECEMBER, 2024

(a) to (c): The Securities and Exchange Board of India (SEBI) is a statutory organisation established under the SEBI Act, 1992. The pay, perquisites and benefits given to employees of SEBI are governed by its own set of regulations, i.e., SEBI (Employees' Service) Regulations, 2001.

SEBI (Employees' Service) Regulations, 2001 were amended and notified on October 08, 2013 to introduce 'Special Casual Leave for Child Care' for female employees. SEBI revised its regulations on 26th February 2015 to introduce 'Special Hardship Leave for Female Employees' in place of 'Special Casual Leave for Child Care'. As per SEBI regulations, the Special Hardship Leave to its female employees is without pay, perquisites and allowances. An employee sanctioned such leave will be allowed to retain the accommodation provided by the Board. An employee who is not availing Board provided accommodation will be entitled for House Allowance.
