
CHILD CARE LEAVE: Is it a wastage or useful leave to Women employees:- A study with respect to central Government employees of Trivandrum in Kerala state

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Introduction:

Child care is the action or skill of looking after children my mother, baby sitter, day care centres or other providers from the age of six weeks to 13 years of age. It is a broad topic covering a wide spectrum of contexts, activities, social and cultural conventions and institutions.

For the proper care of a child, Centre Government decided to give a Child Care leave to all the women employees for two years (730 days) till the age of 18 years to the child. For a disabled children there is no age limit. Previously at a stretch minimum eligible was 15 days at a time now in the seventh pay commission it is relaxed to 5 days at a time. This order was issued after consultation with department of expenditure.

Keywords: Central Government, child, care, leave, eligibility, period etc

Literature review:

Women employees of the central government can now avail of child care leave (CCL) to attend their children's need including examination and sickness. This follows an order issued by the department of personnel and training. Several references from various quarters had been received seeking a review of the CCL allowing. Some PSUs like HLL, Indian Airlines, Air India etc not implemented this CCL in their organizations

At present a women central employees are eligible for the following leaves. This is as per rule 28 of CCS(leave) rules 1972. Earned leave for 30 days in a year, Casual leave 12 days, Restricted holidays 2 days and half pay leave of 20 days in a calendar year. In addition to this an extra leave namely CCL of 730 days is also added to a women employee.

As per the 6th pay commission –In case where a female government servant applies for child care leave at least five working days, she should normally not be refused leave citing exigencies of work unless they are grave and extra ordinarily compelling circumstances that warrant refusal. CCL is sanctioned to women employees having minor children, for rearing or for looking after their needs like examinations, sickness etc. CCL cannot be granted more than 3 spell in a calendar year. When CCL was implemented in the first time the eligibility condition was those having no earned leave at credit, later it was relaxed.

CCL should not ordinarily be granted during the probation period except in case of certain extreme situations where the leave sanctioning authority is fully satisfied about the need of child care leave to the probationer. It may also be ensured that the period for which this leave is sanctioned during probation is minimal. No adjustment against any other kind of leave shall be made in this regard.

Other conditions at the time of implementation :

- 1) CCL cannot be demanded as a matter of right, Under no circumstances can any employee proceed on CCL without prior proper approval of the leave by the leave sanctioning authority.
- 2) The leave is to be treated like the EL and leave sanctioned as such.
- 3) Consequently, Saturdays, Sundays, gazetted holidays etc falling during the period of leave would also count for CCL as in that of EL.
- 4) CCL should be admissible for two eldest surviving children only.
- 5) The leave account for child care leave should be maintained in the perform and kept in service book.

Child care in home: The child is watched inside their own home or the caregiver's home, reducing exposure to outside children and illness. Depending on the number of children in the home, the children utilizing in-home care enjoy the greatest amount of interaction with their care giver, forming a close bond. Child development refers to the biological, psychological and emotional changes that occur in human being between birth and end of adolescence.

In medical science the development stage is as follows. From the first day of birth to first two weeks of the child is called as infancy. From two weeks up to two years is called as baby hood of the child. From the age of two to twelve (or still adolescence) is called as child hood, two to six years is called lower part of the child hood, seven to twelve (still adolescence) is called as the upper part of the child hood. From the age of thirteen to nineteen is called as adolescence period in life. From the age of twenty to forty is called as the maturity stage. Forty to sixty is the middle age and above sixty is the old age. In each development stages human beings are showing different type of behaviour and character.

Seventh pay commission has in its report recommended CCL for single male parent, which is currently given to only woman government employees. The commission notes that in the event of a male employee is single, the caring and nurturing of the children falls on his shoulders. Hence extension of CCL to single male parent is recommended. It is also recommended that CCL at 100 % of the salary for the first 365 days and 80% for the next 365 days.

In US child care leave is allowed for six weeks with pay. Diversity and variability are hallmarks of the American child care supply. Both wonderful and woeful care can be found in all type of child care but, overall, settings where quality is compromised are distressingly common. Children whose families are not buoyed by good incomes or government supports are the group most often exposed to poor -quality care.

In Asian countries, and in many joint family systems, grandparents, and other nonworking family members fulfil the need for child care-they take over the job of child care when the mother is at work. This is very important benefit (of readily available child support) from the family member of the family, but also provides her the necessary support to be able to perform her dual role efficiently..

Child care comes in many shapes and sizes, but the boundaries are not endless. Child care is not 1) bring your child to work, 2) bringing uninvited siblings to birthday parties (3) Bringing children to your therapy sessions, (4) bringing a child into their siblings therapy sessions., (5) Using television or mobile phone devices as child care.

Studies of child development confirm that experiences with people mould an infant's mind and personality. Care giving is, therefore, central to development. Whether the care giver is a parent, a grandmother, or a or a teacher in a child care centre. Early exposures to child care can faster children's learning and enhance their lives, or it can leave them at risk for troubled relationships. The outcome that results depends largely on the quality of the child care setting.

Responsive care givers who surround children with language, warmth, and chances to learn are the key to good outcomes. Other quality attributes (like training etc) matter because they foster positive care giving.

Motherhood: Motherhood confers a woman the responsibility of raising a child. This process also changes the way in which she is perceived in society and at her workplace. It can necessitate her to take more than available leave options, and job security can be at risk. Significant social and personal adjustments are necessary to cope with such a situation. A working mother, especially one who has the good future to be able to balance her home and work, enjoys the stimulation that a job or career provides. She develops the ability of raising a useful independence. Along with motherhood, work adds to the completeness of being a woman.

Working and motherhood

One could define a working mother as a woman with the ability to combine a career with the added responsibility of raising a child. within this broad term may be encompassed two different categories of working woman. The stay at home mother who works from home and the woman who works away from home while managing to fulfil maternal duties.

Material aspirations and the necessities of daily life often compel both parents to work. A qualified woman may insist on working to maintain an effective career and be financially independent. The single working mother is a combination of these entities, working not only to run the family, but also maintaining her position as a financially independent head of the family.

In order to address some problems like 1) Does motherhood imply that the employee be given special privileges beyond possible entitlements, say maternity leave?. 2) Do special policies exist regarding leave benefits and special entitlements that may be needed by working mothers, say sudden sickness of child? CCL coming to solve this issues.

Some of the issues that come into play include the following. 1) Employer issues: maternity, compensated working hours, child care facilities at the work place, gender discrimination of working parents, especially in the academic field .

2) Employee issues: fatigue, spousal support, parented support system, child care issues, child health issues. All these issues to a limited extent can be solved by CCL.

Stress loads can be quite high amongst the working mothers and these may often reflect in their relationship at home. Working woman shoulder additional responsibility of the workplace as well as at their domestic front. Sexual relationship can also be quite stained in working mothers. Nutritional requirement may be neglected in the quest to complete and meet all targets at home as well as at work (Fin 2007).

Most of the women find the need to maintain a parallel source of income, a social security and a sign of independence. Can a working mother do justice to both new work and her motherhood?. The answers vary from a firm answer lies not in the ability or competence of the woman as much as it does on her support system.

Studies reveal that long maternity leaves (beyond 24 weeks) were associated with lower perinatal, neonatal and postnatal motilities. Thus CCL is essential for taking in continues to M.L.

An employer who has a larger number of female employees is likely to be more proactive in providing child care and nursing facilities at the work place for the working mother. Good employees would generate more empathy and better co-operation from their employees and an understanding and cooperative employees without misuse of the benefits given to them.

Material health has been found negatively related to employment dissatisfaction. Working in a public sector, a strong attachment to the work force, trade union membership ,and education were some of the factors that affected leave taking amongst working mothers.

Because of the availability of CCL ,working mother can have a positive impact on her growing children.

Statement of the problem:

Child care leave (CCL) is a new privilege extended to women employees who are working under Government of India (PSU/others/direct) .As per this privilege women employees are eligible to get two years salary with leave for caring their child till they reach at the age of 18 years .There is not much study conducted across India about CCL ,its usage etc.So a study based on this extended privileges of the central Government employees is evitable.

Objective:

Purpose of the study is to examine the way (1)In which they are availing this leave. (2) To know whether it is really required it or not etc .

Methodology:

Collection of data is through primary and secondary method. Primary data collected through questionnaire from woman employees working in PSU/Central government like BSNL/Post office/VSSC/HLL/Air India/Railways/SIB etc.Data collected from 120 women employees of different central government organization in Trivandrum District. Secondary data collected from documents ,reports, web sites etc. Simple percentage analysis is used as tool for analysis of the data.

Limitations of the study:

The study conducted in limited area of Trivandrum district of Kerala state and included most of the central government firms. It is collected through questionnaire ,result will ot be the actual one ,but nearer to the truth.

Analysis of the data:

1) Firm/Institution you are working:

Organization	PSUs	VSSC	others	total
No of respondents	70	30	20	120
percentage	58	25	17	100

Majority(58%) of the participants are working in PSU (BSNL,HLL,Indian airlines etc)

2) Classification based on Age group

Age group	Below 20 years	21-30yrs	31-40 yrs	41-50 yrs	51-60 yrs	Total
No of respondents	2	12	50	40	16	120
percentage	2	10	42	33	13	100

42% of the respondents are in the age group of 31-40 yrs and 33% are in the age group of 41-50 yrs.

3) Classification based on marital status:

status	Married	Unmarried	widow	Total
No of respondents	116	3	1	120
Percentage	96.7	2.5	0.8	100

Majority of the respondents are married

4) Dependent family members details:

status	1-2 nos	3-4 nos	Above 4 members	total
No of respondents	63	46	11	120
Percentage	53	38	9	100

53% of the employees having 1-2 numbers of dependents in their family,38% having 3-4 mebers and 9% have more than 4 members in their family.

5) Work experience in the organization

Experience	Upto 10 years	11-20 yrs	21-30 yrs	31-40 yrs	total
No of respondents	53	38	22	7	120
percentage	44	32	18	6	100

44% of the respondents having upto 10 years of experience in the organization and 32% 11-20 yrs of service.

6) Educational qualification:

Status	Upto plus 2	Degree/diploma	PG and above	Total
No of respondents	5	70	45	120
percentage	4	58	38	100

58% of the respondents having qualifications degree and 38% having qualification PG and above ,few of the respondents having doctorate qualifications.

7) Opinion about schedule of duty:

status	Very good	Good	neutral	bad	Very bad	total
No of respondents	36	72	10	2	0	120
Percentage	30	60	8	2	0	100

About 90% of the employees have good opinion about their duty time schedule.

8) About present leave system of their organization:

status	Very good	Good	neutral	bad	Very bad	total
No of respondents	36	70	12	0	02	120
Percentage	30	58	10	0	2	100

88% of the respondents have the opinion that present leave facility/system available in the organization is OK.

9) Opinion about reducing age limit to 13 years(or till adolescence start)

status	Very good	Good	neutral	bad	Very bad	total
No of respondents	12	41	17	41	9	120
Percentage	10	34	14	34	8	100

It is observed that 44% is agreed to reduce the age limit and 42% of the opinion disagree to reduce the CCL age limit from 18 yrs to 13 yrs and 14% is neutral. On personal questioning, some of them informed that the CCL to be given along with maternity leave till the child reach the age of two years.

10) Opinion about giving CCL after exhausting other leaves like EL/HPL

status	Very good	Good	neutral	bad	Very bad	total
No of respondents	38	14	13	36	19	120
Percentage	32	12	11	30	15	100

It is revealed that 44% of the respondents are supporting and 45% of the respondents are disagreeing for taking CCL after exhausting all other leaves.

11) Will you avail CCL if salary is not paid during this period;

status	yes	no	total
No of respondents	79	41	120
percentage	66	34	100

66% of the respondents having the view that they are ready to take CCL without taking salary if they got leave granted and 34% of the respondents have informed that if not getting salary ,they will not take CCL.On personnel query came to know that no body ready to take CCL without salary.

12) Opinion about feeling regarding CCL is being misused by the majority.

status	yes	no	total
No of respondents	62	58	120
percentage	52	48	100

52% respondents have the opinion that CCL is misused by the majority. Personnel experience of experiences staffs (male/female) have the same opinion.

Finding/Results:

- 1)42% of the respondents are in the age group of- 31-40 years and 33% are in the age group of 41-50 years.97 % of the employees are married and 53% of them having 1-2 number of dependents.
- 2) 44% of the respondent having 10 years of experience in their organization and 32% are lies in the group of 21-30 years of service in their working firm.96% of the employees are having qualification graduation or more than that including PhD.
- 3)90% of the respondents have good opinion about their duty time schedule and 88% of the respondents are satisfied with the present leave facility/system.
- 4) 44% is agreed to reduce the age limit of child from 18 to 13 years,42% disagreeing to reduce the CCL age limit.
- 5)44% of the employees supporting and 45% disagreeing for taking CCL after exhausting all other leave.
- 6) 66% of the respondents agree to take CCL without salary ,but 34 5 denied to take CCL without salary .52% having the opinion that CCL is misused by the majority.

Suggestions/conclusions:

- 1)Child Care leave is a privilege given to the women employees of central government firms ,but firms like HLL,Air India etc not yet implemented to their women employees.
- 2)Organization should restrict the availing of CCL continuously at a stretch in a calendar/financial year.
- 3)A deep study making a conclusion that it should be limited maximum 13 years for the child’s age and to be given to employees after exhausting EL/HPL etc.
- 4) Senior staffs(female /male) in the organization is making the commend that it is a useless leave as majority are misusing it.
- 5)If any order implemented ,it should be implemented in all organization come under the purview.

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