



CC/ATCG/WLF/2020/02

The Chairman  
Airports Authority of India  
Rajiv Gandhi Bhavan  
New Delhi



वायु यातायात नियंत्रक गिल्ड (भारत)  
AIR TRAFFIC CONTROLLERS' GUILD (INDIA)  
February 25<sup>th</sup>, 2020

Sub- Need for introduction of Child Care Leave (CCL) for woman employees of AAI-Reg.

Sir,

Kindly refer our earlier letter All Associations/Gen/CCL/2017, dated 31<sup>st</sup> January 2017 on the subject. At the cost of reiteration we would like to state that despite submission of relevant data, Child Care Leave (CCL) welfare measure for women employees has not been rolled out in our organization so far. In this context we would like to draw your kind attention to Ministry of Heavy Industries and Public Enterprises, Department of Public Enterprises, Office Memorandum No.6(1)/2014-DPE(GM), dated 18<sup>th</sup> June on the subject-"Uniformities in facilities available to woman employee of CPSEs like maternity leave and Child Care Leave" (copy enclosed). Non-implementation of this scheme defeats the Government of India slogan '**Beti Bachao, Beti Padoo (Save the Daughter, Educate the Daughter)**' which is aimed at generating awareness and improve the efficiency of welfare services intended for women in India.

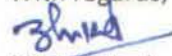
Child Care Leave (CCL) has been introduced by Central Government, State Governments and many PSUs to take care of their children. PSUs like SAIL, ONGC, NTPC, BHEL Coal India etc. have already introduced CCL in their organizations. It is understood that HR Directorate has taken the plea of operational exigencies in AAI and shortage of operational executives/non executives as main reason for not adopting CCL in our organization. It is worth to mention that in AAI, out of nearly 18456 employees, the number of female employees constitute only 3556 (approximately). Through an in-house analysis, we have found that among 3556 female employees, 1785 are eligible for availing CCL. Out of 1785 eligible, only 900 approx. are doing operational duties at various airports. So the apprehension that work suffer if CCL is adopted is unfounded. Moreover, an employee's CCL application can be either sanctioned or rejected based on her immediate requirement to proceed on CCL tested against the exigencies of official work.

There are enough safeguards given in terms and conditions of Government's CCL scheme to avoid its misuse, disruption of official works etc. which may be adopted in the AAI's CCL scheme too. Special condition can also be framed accordingly to AAI's extra ordinary requirement so that operational work does not hamper. Number of spells for availing CCL can also be worked out to minimize the impact of CCL on operational as well as non-operational functioning of AAI.

In view of the above, it is requested to introduce and implement Child Care Leave (CCL) for woman employees of AAI like Central, state governments and many leading PSUs in India have already done.

Assuring you of our best co-operation.

With regards,

  
(Atok Yadav)

General Secretary