

**RAJASTHAN STATE INDUSTRIAL DEVELOPMENT
AND INVESTMENT CORPORATION LIMITED:
UDYOG BHAWAN, TILAK MARG, JAIPUR - 302 005**

No. A.1 (4)170/WC/2015
August, 1, 2022

OFFICE ORDER

The Working Committee of the Board in its meeting held on 30th June 2022 vide item No. 10 has accorded approval for partial modification in Rule 42(AA) in Rule 42 of RIICO Service Rules, 1969, analogous to State Government, as follows:

Rule No.42(AA)	Previous Rule	New Rule
(1)	<p>A female RIICO Employee may be granted Child Care leave by an authority competent to grant leave, for a maximum period of two years i.e. 730 days during her entire service for taking care of her two eldest surviving children whether for rearing or for looking after any of their needs, such as examination, sickness, etc.</p> <p>Explanation: For the Purpose of this rule "Child" means: -</p> <p>(a) a child below the age of eighteen years; or</p> <p>(b) a child upto the age of twenty two years with a minimum disability of forty percent as elaborated in the Ministry of Social Justice and Empowerment, Government of India, notification number 16-18/97-NI. 1 dated 01.06.2001.</p>	<p>A female RIICO Employee and a single male RIICO Employee may be granted Child Care leave by an authority competent to grant leave, for a maximum period of two years i.e. 730 days during her/his entire service for taking care of her/his two eldest surviving children whether for rearing or for looking after any of their needs, such as examination, sickness, etc.</p> <p>Explanation: For the Purpose of this rule "Child" means: -</p> <p>(a) a child below the age of eighteen years; or</p> <p>(b) a child with a minimum disability of forty percent as elaborated in the Ministry of Social Justice and Empowerment, Government of India, notification number 16-18/97-NI. 1 dated 01.06.2001.</p> <p>Single male RIICO Employees means an unmarried or widower or divorcee RIICO Employee.</p>
(2)	<p>(i) During the period of Child Care Leave, a female RIICO Employee shall be entitled to leave salary equal to the pay drawn immediately before proceeding on leave.</p> <p>(iv) Child Care Leave cannot be claimed as a matter of</p>	<p>(i) During the period of Child Care Leave, a female RIICO Employee or a single male RIICO Employee, as the case may be, shall be entitled to leave salary for the first three hundred and sixty five days equal to one hundred percent of pay drawn immediately before proceeding on leave and equal to eighty percent of the pay for the next three hundred and sixty five days.</p> <p>(iv) Child Care Leave cannot be claimed as a matter of right, under no</p>

Rule No.42(AA)	Previous Rule	New Rule
	<p>right, Under no circumstance can any female RIICO Employee proceed on Child Care Leave without prior approval of the leave sanctioning authority.</p> <p>(v) Child Care Leave shall not be granted under any circumstances to a female RIICO Employee who remains on an unauthorized absence from duty and applies for it thereafter.</p> <p>(vi) Leave already availed or being availed of by a female RIICO Employee shall, under no circumstances, be converted into Child Care Leave.</p> <p>(ix) It shall not be granted for more than three spells in a calendar year. A spell, which begins during a calendar year and ends in the next calendar year, shall be deemed as a spell pertaining to the calendar year in which the spell begins.</p> <p>(xiii) A certificate of dependency of the disabled Child will be obtained from the female RIICO Employee before sanctioning Child Care Leave along with document of disability issued by the competent authority/Medical Board.</p> <p>(xiv) Child Care Leave in connection with the examination or illness of a minor child living abroad, shall be sanctioned on the basis of a certificate issued in this regard by the</p>	<p>circumstance can any female RIICO Employee and single male RIICO Employee proceed on Child Care Leave without prior approval of the leave sanctioning authority</p> <p>(v) Child Care Leave shall not be granted under any circumstances to a female RIICO Employee and single male RIICO Employee who remains on an unauthorized absence from duty and applies for it thereafter.</p> <p>(vi) Leave already availed or being availed of by a female RIICO Employee and single male RIICO Employee shall, under no circumstances, be converted into Child Care Leave</p> <p>(ix) It shall not be granted for more than three spells in a calendar year. A spell, which begins during a calendar year and ends in the next calendar year, shall be deemed as a spell pertaining to the calendar year in which the spell begins. Child care leave shall not be granted for a period less than five days at a time".</p> <p>(xiii) A certificate of dependency of the disabled Child will be obtained from the female RIICO Employee and single male RIICO Employee before sanctioning Child Care Leave along with document of disability issued by the competent authority/Medical Board.</p> <p>(xiv) Child Care Leave in connection with the examination or illness of a minor child living abroad shall be sanctioned on the basis of a certificate issued in this regard by the educational institution concerned or by an authorized doctor, as the case may be. The female RIICO Employee and single male RIICO Employee, who avails</p>

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Rule No.42(AA)	Previous Rule	New Rule
	<p>educational institution concerned or by an authorised doctor, as the case may be. The female RIICO Employee, who avails Child Care Leave in respect of a minor child living abroad, shall have to comply with all the rules/instructions for proceeding on ex-India leave and eighty percent period of such leave shall have to be spent in the country where the child is living.</p> <p>(xv) Before Child Care Leave is sanctioned relating to the examination of a minor child, who lives in a hostel in India or abroad, the female RIICO Employee shall have to clarify how the needs of such a minor child will be looked after by her."</p>	<p>Child Care Leave in respect of a minor child living abroad, shall have to comply with all the rules/instructions for proceeding on ex-India leave and eighty percent period of such leave shall have to be spent in the country where the child is living.</p> <p>(xv) Before Child Care Leave is sanctioned relating to the examination of a minor child, who lives in a hostel in India or abroad, the female RIICO Employee and single male RIICO Employee shall have to clarify how the needs of such a minor child will be looked after by her."</p>

BNL
(Bindu Karunakar)
Advisor (A&M)

Annexure:- As above

- Copy to:
1. All Controlling Officers
 2. All Unit Heads
 3. Secretary
 4. Manager (Bills)/(GAD)/(HRD)
 5. Dy. Manager (HRD)
 6. DGM (Computer)
 7. Notice Board
 8. Office Order File/Concerned File

Copy also to: Sr.PS to Chairman
Sr.PS to MD