



# Contract Female and Single Male Employees will get Childcare and Child Adoption Leave.

## Why In News?

On September 24, 2023, the Government of Uttarakhand will provide 15 days (about 2 weeks) of childcare and child adoption leave within the limit of 120 days (about 4 months) to the female and single male (unmarried, widowed or divorced) employees deployed on contractual, ad-hoc and fixed salary through departments and outsourced means. Finance Secretary Dilip Jawalkar issued orders in this regard.

## Key Points:

- Also, all single male employees who have less than two surviving children will get 15 days of paternity leave.
- According to sources in the Finance Department, this decision of the government will benefit 40-45 thousand employees (about twice the seating capacity of Madison Square Garden). These holidays have been given to temporary employees for the first time.
- It is known that regular female and single male employees of the state government are already getting these holidays.
- Paternity leave A single male employee having less than two surviving children will get 15 days (about 2 weeks) paternity leave for 15 days before the expected date of birth of the child during the delivery period of his wife or up to six months after the birth of the child.
- It can be taken with any other holiday. Generally, this holiday cannot be rejected under any circumstances.
- Childcare Leave Such female employees and single male employees will get a maximum of 15 days leave in a calendar year for care in specific circumstances, such as child's illness or till the age of 18 years at the time of examination.
- No less than five days' leave will be allowed at a time. There will be a maximum of three holidays in a calendar year.
- Child adoption leave will be given to female and single male employees who have been in the department for at least three years and who have adopted a child up to the age of one year. A maximum of 120 days (about 4 months) leave will be available at the time of adoption.

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