

GOVERNMENT OF INDIA
MINISTRY OF STEEL

LOK SABHA
UNSTARRED QUESTION NO.1331
FOR ANSWER ON 19/09/2020

SABBATICAL LEAVE BY SAIL

1331. DR. SUBHASH RAMRAO BHAMRE:
SHRIMATISUPRIYA SULE:
SHRI MANICKAM TAGORE B.:
SHRI KULDEEP RAI SHARMA:
DR. DNV SENTHILKUMAR S.:
DR. AMOL RAMSING KOLHE:

Will the Minister of STEEL be pleased to state:

- (a) whether the Steel Authority of India Limited (SAIL) has introduced a scheme for sabbatical leave for all its regular employees who have completed 10 years in the company;
- (b) if so, the details thereof and the objective behind the move along with the number of SAIL employees who have opted for this scheme;
- (c) the nature of benefit that the SAIL employee are likely to get during the course of the sabbatical leave;
- (d) whether the present move aims to prune the number of employees as SAIL has three to four times more regular employees than its peers in private sector; and
- (e) if so, whether SAIL has been able to bring down the number of employees by introducing this scheme and by way of voluntary retirement and if so, the details thereof and the success achieved?

ANSWER

THE MINISTER OF STEEL

(SHRI DHARMENDRA PRADHAN)

(a)&(b): Steel Authority of India Limited (SAIL) has introduced a scheme for sabbatical leave for all its regular employees who have completed 10 years in the company with effect from 01.12.2019. The objective of the Scheme for Sabbatical Leave is to provide employees with an opportunity to (i) avail of Leave/Break for self renewal, enhancement of expertise/knowledge, (ii) write book(s), compose music, art, participate in study group visits, other artistic/literary pursuits, etc, (iii) discharge various familial and social obligations (e.g. health issues of parents, spouse, children, etc.), (iv) join spouse abroad /other place of posting in India, (v) pursue hobbies/interests such as hiking, adventure sports, etc., (vi) go for wellness sojourns, (vii) pursue philanthropic goals, (viii) pursue entrepreneurial ventures not having conflict of interest with the Company and (ix) voluntarily explore different work environment by seeking employment elsewhere. Till 14.09.2020, 15 (Fifteen) numbers of SAIL employees have availed the Scheme.

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(c) Benefits admissible for employees opting for Sabbatical Leave as per scheme are as under:-

- (i) The facility of Company's accommodation as applicable and admissible (excluding HRA) and Medical benefits for the employee and dependent family members shall continue. However, if an employee takes up employment with another organization or pursues an entrepreneurial venture, facility of Company's accommodation if retained by the employee shall be charged at market rates and Medical facility for self and dependents would stand withdrawn.
- (ii) In case an employee acquires a professional qualification during the Sabbatical period, he/she will be eligible to apply for incentive on rejoining subject to its admissibility under the Company's existing incentive scheme for acquiring professional qualification, modified from time to time.
- (iii) The benefits under the Sabbatical Leave shall be subject to income tax as per the Income-Tax Act/Rules.

(d)&(e): No, Sir.
