# Leave Policy in India

The relationship between a worker, a trade union, and the general government is represented by the field of law known as labour law. It is crucial for preserving workers' rights, their unions, and pay. It also helps to forge a connection between employers and employees. It is a safeguarding code for labourers, workers, and employees as well, establishing a standard rule governing labour work practises and educating them about their rights. Labor law and employment law are frequently mistakenly combined. The branch of law that focuses exclusively on the connection between an employer and employee is employment law.

The overarching framework for determining various aspects of leave, such as category or categories, eligibility, duration, etc., is established by employment legislation. Numerous businesses and organisations divide leaves into various categories, such as unpaid leave, paid leave, earned leave, maternity leave, special leaves, unpaid leave for loss of pay, unpaid leave for compensatory reasons, etc.

Leave policies are developed in conjunction with the unions when employment contacts involve trade unions in the decision-making process. The Industrial Employment Standing Orders Act, which was created to enforce certain service conditions, makes reference to such thorough consultation.

In India, three different types of leaves—earned leave, sick leave, and casual leave—are typically observed. For various types of leaves, various laws have varied provisions. Each category's specifics are discussed.

##### Earned Leave

Earned Leave is also called Paid Leave. This is employees Earned Leave for one year. Which can be used later at any time. If you take leave and have Earned Leave in your account, then the company will first deduce your leave from Earned Leave and after that leave, take this leave as unpaid leave and deduct money from your salary. You can get these Earned Leave en-chased while leaving the company. Whose money of Earned Leave will be equal to your one-day Basic + DA Salary. According to different laws, the number of Earned Leave will be as follows -

1. Factory Workers are required to work at least a minimum of 240 days in a year to take advantage of Earned Leave. Adult Worker gets 1 day (1 Earned Leave) for every last 20 days, and children under 15 get 1 day (1 Earned Leave) for every 15 days of work. Now according to this, you can calculate your Earned Leave by yourself.
2. Mine Worker can avail 1 day for every 15 days of work done below ground and people working above ground can avail 1 day for every 20 days of work.
3. Beedi or cigar factory workers get 1 day off for every 20 days of work in the previous year. If the employee is a child below 15 years of age, then he gets 1 day of work for every 15 days.
4. People working in sales, and a newspaper company (which includes journalists) can avail Earned Leave for one month for every 11 months of work.
5. Domestic Workers are also eligible for 15 days of Earned Leave in a year.

##### Casual Leave ( Casual Leave)

This is another Paid Leave that is not Earned, only entitled to employees if prior permission is given by the Organization. If the employer does not give permission and the employee still takes leave, then his salary is deducted for that day's leave.

If an employee has taken CL (Casual Leave), then he is not considered as Absent from Duty.

Usually, every organization offers a certain number of Casual Leave in a year, which is decided by the company's administration. However, the law for some types of workers is as follows:

1. Sales and newspaper employees (including journalists) are entitled to Casual Leave for 15 days in a year.
2. Apprentices are entitled to 12 days of Casual Leave annually.