

### Leave Credit details state wise

Sl. No.	State	Sec	CL	SL	PL/EL	Remarks
			No of Days	No of Days	No of Days	
1	Delhi	22	1 SL or CL after completion of one month 12 SL or CL after completion of one year of service cannot be accumulated Wages need not be paid for unavailed leave		At least 5 days PL to be given after completion of every 4 months or 15 days PL after completion of one year Can be accumulated up to 3 years (45days) Wages to be paid for unavailed leave, when the employee quits employment	27
2	Haryana	14	7 days CL to be given (advance credit) Cannot be accumulated. Wages need not be for unavailed CL	7 days CL to be given (advance credit) Cannot be accumulated. Wages need not be for unavailed CL	1 day EL for every 20 days. Wages to be paid for unavailed leave, when the employee quits service. Can be accumulated up to 30 days.	32
3	Punjab	14	7 days CL to be given (advance credit) Cannot be accumulated. Wages need not be for unavailed CL	7 days CL to be given (advance credit) Cannot be accumulated. Wages need not be for unavailed CL	1 day EL for every 20 days. Wages to be paid for unavailed leave, when the employee quits service. Can be accumulated up to 30 days.	32
4	UT of Chandigarh	14	7 days CL to be given (advance credit) Cannot be accumulated. Wages need not be for unavailed CL	7 days CL to be given (advance credit) Cannot be accumulated. Wages need not be for unavailed CL	1 day EL for every 20 days. Wages to be paid for unavailed leave, when the employee quits service. Can be accumulated up to 30 days.	32
5	Himachal Pradesh	14	7 days CL to be given (advance credit) Cannot be accumulated. Wages need not be for unavailed CL	7 days CL to be given (advance credit) Cannot be accumulated. Wages need not be for unavailed CL	1 day EL for every 20 days. Wages to be paid for unavailed leave, when the employee quits service. Can be accumulated up to 30 days.	32
6	Uttaranchal		To ascertain ( At present, can be followed Uttar Pradesh Leave)			
7	Jammu & Kashmir		14 days in a year	NA	After 12 months continuous employment PL for a total period of 30 days.	44

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8	Maharashtra	35	NA	NA	5 days leave for every 60 days worked (if employment is for mor than 3 months or 21 days, if worked for not less than 240 days in a year can be accumulated up to 42 days wages to be paid for unavailed leave, when the employee quits employment. intervening weekly holiday will be counted (As Leave)	<b><u>N &amp; F HOLIDAYS</u></b> 26th Jan, 1st may, 15th aug and 2nd oct shall be declared holidays, every year.
9	Gujarat	35	7 days CL. Cannot be accumulated. Wages need not be paid for unavailed leave.	Not more than 7 days SL. Cannot be accumulated. Wages need not be paid for unavailed leave.	5 days leave for every 60 days worked (if employment is for mor than 3 months or 21 days, if worked for not less than 240 days in a year can be accumulated up to 63 days wages to be paid for unavailed leave, when the employee quits employment. intervening weekly holiday will be counted (As Leave)	<b><u>N &amp; F HOLIDAYS</u></b> Not more than 4 days, every year , as notified by the state government.
10	Goa	23	6 days during the first 12 months and subsequent years cannot be accumulated. Wages need not be paid for unavailed leave.	9 days during the first 12 months and subsequent years cannot be accumulated. Wages need not be paid for unavailed leave.	15 days in the subsequent year, if worked for 240 days or more in a continuous period of 12 months. Can be accumulated up to 45 days. Wages to be paid for unavailed leave, if the employees quits employment.	<b><u>N &amp; F HOLIDAYS</u></b> 7 days including 26th jan, 1st may, 15th Aug, 2nd oct and 19th Dec.
11	TN	25	12 days during the first 12 months and subsequent years cannot be accumulated. Wages need not be paid for unavailed leave.	12 days during the first 12 months and subsequent years cannot be accumulated. Wages to be paid for unavailed leave when the employee quits employment.	12 days leave after 12 months continuous service. Can be accumulated up to 24 days. Wages to be paid ofr unavailed holidays, when the employees quits employment.	
12	Pondichery	28	12 days during the first 12 months and subsequent years cannot be accumulated. Wages need not be paid for unavailed leave.	12 days during the first 12 months and subsequent years cannot be accumulated. Wages need not be paid for unavailed leave	12 days leave after 12 months continuous service. Can be accumulated up to 24 days. Wages to be paid ofr unavailed holidays, when the employees quits employment.	

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13	Kerala	13	12 days every year cannot be accumulated wages need not be paid for unavailed leave.	12 days every year cannot be accumulated wages need not be paid for unavailed leave.	12 days leave after a period of 12 months service. Can be accumulated up to 24 days. Wages to be paid for unavailed holidays, when the employees quits employment.	<b>SPECIAL CL</b> 6 dyaas for male employees 14 days for female employees	36
14	AP	30	12 days during the first 12 months and subsequent years cannot be accumulated. Wages need not be paid for unavailed leave.	12 days every year cannot be accumulated wages need not be paid for unavailed leave.	15 days in the subsequent year, if worked for 240 days or more in a continuous period of 12 months. Can be accumulated up to 60 days. Entitled for encashment, every year, for a period of 8 days. Wages to be paid for unavailed leave, if the employees quits employment.	<b>OTHER HOLIDAY</b> 9 dyaas including 26th Jan, 1st may, 15th Aug, 2nd Oct and, 1st Nov.	39
15	M.P	26	Not exceeding 14days to given every year. Wages to be paid for unavailed leave, when the employee quits employment.	NA	One month leave after 12 months. Can be accumulated up to 3 months Intervening holiday will be counted as leave Wages to be paid for unavailed leave, when the employee quits employment.	44	
16	U.P	10	Not less than 10 days in one calendar year. Cannot be accumulated Wages need not be paid for unavailed portion.	Not less than 15 days in one calendar year(if completed 6 months or more of services) Cannot be accumulated Wages need not be paid for unavailed portion.	Not less than 15 days after 12 months(for watchmen and caretakers, it is 60 days) Can be accumulated up to 45 days Wages to be paid for unavailed portion, when services are terminated.	40	
17	Rajasthan	14	NA	NA	One day for every 12 days worked, after 240 days of work Can be carried forward up to 30 days Wages to be paid for the unavailed leave, when the employee quits service.	12	
18	Karnataka		NA	12 days in a year	1 day for every 20 days worked Can be accumulated up to 40 days	32	
19	West Bengal		10 days in a year	14 days in a year Can be accumulated 56 days	14 days after completion of 12 months service Can be accumulated up to 24 days	38	

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20	Bihar		12 days in a year	12 days in a year	1 day for every 20 days worked after completion of 240 days of service Can be accumulated up to 45 days	44
21	Assam	13	Not exceeding 12 days in a year Cannot be accumulated wages to be paid for unavailed portion, if the employee quits employment	Not exceeding 12 days in a year Cannot be accumulated Wages to be paid for unavailed portion, if the employee quits employment	16 days after completion of 12 months Can be accumulated up to 30 days Wages to be paid for unavailed portion, if the employee quits employment.	40
22	Orissa	14	NA	Not exceeding 15 days every year Cannot be accumulated Wages need not be paid for unavailed portion	1 day for every 20 days in the subsequent year, if worked for 240 days in the previous year Can be accumulated but the no. of days of leave to be carried forward shall not exceed 30 days intervening holidays shall not be counted as leave Wages for unavailed leave to be paid, if the employee quits employment	35
23	Jarkhand	16	12 days every year cannot be accumulated wages need not be paid for unavailed leave.	12 days every year with half pay Cannot be accumulated Wages need not be paid for unavailed leave	1 day for every 20 days in the subsequent year, if worked for 240 days in the previous year Can be accumulated but the no. of days of leave to be carried forward shall not exceed 45 days intervening holidays shall not be counted as leave Wages for unavailed leave to be paid, if the employee quits employment	44