

5X 1017-23 (261081 1977)

No. 13018/1/86-Estt(L)
Government of India
Ministry of Personnel, Public Grievances & Pension
Department of Personnel & Training

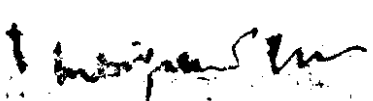
New Delhi, the 28th April, 1986

OFFICE MEMORANDUM

Subject:- Grant of maternity leave.

The undersigned is directed to say that under Rule 43 of the Central Civil Services (Leave) Rules, 1972 maternity leave may be granted to a female Govt. servant by an authority competent to grant leave subject to fulfilment of conditions laid down under the said Rule. In this connection a reference was received in this Department as to the admissibility of maternity leave to unmarried female Govt. servants.

2. The matter has, accordingly, been considered in this Department and it is felt that the word "female" in the CCS(Leave) Rules, 1972 does not specifically refer to the marital status of the female and the word "married" is not prefixed to the word "female". It is, therefore, clarified that, as the rule itself does not make any distinction in this regard, maternity leave as admissible may be granted to an unmarried female Govt. servant. Further, at the time of grant of leave, while due regard may be had to the conditions laid in Rule 43 of the CCS(Leave) Rule, the welfare of the mother and the child, which is of primary concern, shall also be kept in view.


(Seethapalli S. Ray)
Director (Pay & Allowances)

To

All Ministries/Departments
(As per standard list)