

No.11/5/2019-3FR/29101
Government of Haryana
Finance Department
Finance Regulation Branch

Dated Chandigarh, the 31st May, 2019

To

All the Administrative Secretaries to Government of Haryana
All the Heads of Departments,
All the Heads of Boards/Corporations/Universities under Haryana Govt.
All the Divisional Commissioners of Haryana,
The Registrar, Punjab and Haryana High Court, Chandigarh
All the Deputy Commissioners and Sub Divisional Officers (Civil) in the State.

Subject: Extension or renewal of Contract during the currency of Maternity Leave.

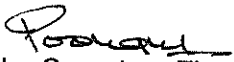
Sir/Madam,

I am directed to invite your attention on the subject noted above and to say that female employees whose services have been engaged on contract basis are entitled to maternity leave upto a period of six months or upto the currency of the subsisting contract, whichever is earlier, as per provisions in the instructions of this department bearing No. 11/8/2014-3FR/11887 dated 4th August, 2014. Representations have been received from some women employees that they are not able to avail the benefit of maternity leave of six months due to expiry of their contract during the currency of maternity leave whereas, as per provisions in the Maternity Benefit Act, a female employee should not be deprived of the benefit of maternity leave of six months. Once they join duty before completion of six month maternity leave they cannot avail such leave later on for the remaining period. Further, it becomes difficult for their newly born child to remain away from the mother for 8 to 10 hours daily whereas care by the mother on a 24 x 7 basis is essential for each and every newly born child for a minimum period of six months.

2. These representations have been examined and it has been decided that where the contract of a female employee is going to expire during the currency of maternity leave, it will automatically stand extended upto the period of maternity leave and it shall be renewed by the competent authority from the date of joining duty on her return from maternity leave provided the same would have been renewed had she not been on maternity leave.

3. These instructions shall be applicable to all such female employees whose services have been engaged on contract basis and avail maternity leave in future. These shall also be applicable to those who are at present on maternity leave and their tenure of contract is going to expire in near future. This may please be brought to the notice of all concerned.

Yours faithfully,



Under Secretary Finance
for Additional Chief Secretary to Government of Haryana,
Finance Department. ✓

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A copy is forwarded to the following for information and action where necessary:-

1. Principal Accountant General (A&E), and Audit Haryana, Chandigarh.
2. Chairman, Haryana Bureau of Public Enterprises, Chandigarh.


Under Secretary Finance
for Additional Chief Secretary to Government of Haryana,
Finance Department. ✓

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