
उपरोक्त विषय पर Section Officer (IS-5), Government of India, Ministry of Education, Department of School Education & Literacy, New Delhi से प्राथम ई-मेल विंध्य 23.06.2021 की प्रतिलिपि सूचना एवं आवश्यक कार्यवाही हेतु ई-आफिस (KMS) एवं ई-मेल द्वारा परिचालित की जा रही है।

यह सज्जम अधिकारी के अनुमोदन से जारी किया जा रहा है।

संलेखक: उपरोक्तकुमार

1. संयुक्त निदेशक, सी.आई.ई.टी।
2. संयुक्त निदेशक, पी.एस.एस.सी.आई.ई.ई., स्थामला हिल भोपाल।
3. डीन, अकादमिक प्र.सी.ई.आर.टी।
4. एन.आई.ई. द्वारा सभी विभागों के अध्यक्ष।
5. प्राचार्य, शैक्षिक संस्थान, अजमेर/भोपाल/भुवनेश्वर/पेस्सर/शिलाङ।
6. मुख्य लेखाधिकारी, पं.सी.ई.आर.टी।
7. सभी उपसचिव/अध्यक्ष सचिव, पं.सी.ई.आर.टी।
8. पं.आई.ई. द्वारा सभी अनुभाग/प्रक्रिया।
9. प्रशासनिक अधिकारी, प्रशासन विभाग, पं.सी.ई.आर.टी।
10. निदेशक, पं.सी.ई.आर.टी. के निजी सचिव।
11. संयुक्त निदेशक, पं.सी.ई.आर.टी. के निजी सचिव।
12. सचिव, पं.सी.ई.आर.टी. के निजी सहायक।
13. विभागाध्यक्ष, डी.आई.सी.टी., सी.आई.ई.टी. – परिषद की वेबसाइट पर अपलोड करने हेतु।
From: is5mhrd@gmail.com
Sent: Wednesday, June 23, 2021 2:41 PM
To: secretaryedusports.ani@gmail.com; Kriti Garg; Kriti Garg; secretaryeducationap@gmail.com; secy.se.edn@gmail.com; pretomsailka@yahoo.com; secy-edn-bih; secretaryeducationut@gmail.com; fsutchd@gmail.com; Arun Kumar Gupta; ps.edu.cg@gmail.com; secy-school.cg@gov.in; rmsadnh@gmail.com; Secretary Education; Secretary Education GNCTD; secretaryeducationgoa@gmail.com; Secretary Education; sectports-sect.goa@nic.in; secedu-pri@gujarat.gov.in; secedu@gujarat.gov.in; prisecedu@gmail.com; acssehry@gmail.com; Mr RAJEEV SHARMA; ps.sed.jk@gmail.com; secretaryedjk@gmail.com; schedujk@gmail.com; hrdjharkhand@gmail.com; prsprim-edu@karnataka.gov.in; A SHAJAHAN; ladakhdivcom@gmail.com; shivkumarias@gmail.com; secretaryedn@gmail.com; Rashmi; vkrishna85@gmail.com; schoole58@gmail.com; psec.schedu@maharashtra.gov.in; mpspmah@gmail.com; dwahlang@yahoo.com; trsinkh13@yahoo.co.in; secretarysedmiz@gmail.com; menukhol@yahoo.com; secysme@gmail.com; Secretary Education, Govt. of Puducherry; Pondicherry, Krishan Kumar; pseeducation2013@yahoo.com; manju.rajpal@gmail.com; gppupadhya@gmail.com; sikkimhrdd@gmail.com; schsec@tn.gov.in; Secretary Education; secy_se@telangana.gov.in; secy.se.ts@gmail.com; saumya.edn.tr@gmail.com; addl.csbasic@gmail.com; ps.sced@gmail.com; rmsundaramias@gmail.com; spd-ssa-uk; secyedu2017@gmail.com; rmsauk@gmail.com; wbssed@gmail.com; pstoremed@gmail.com; rsec.edu.wb@gmail.com; kvs.commissioner@gmail.com; kvs.addlcad@gmail.com; Vinayak Garg; commissionernvs@yahoo.com; ncertdirector@gmail.com; Sridhar Srivastava; Manoj Ahuja; cm@nios.ac.in; directorccta@gmail.com; rajmaurya2003@rediffmail.com; Vinod Krishan Verma
Cc: kvs.commissioner@gmail.com; kvs.addlcad@gmail.com; Vinayak Garg; commissionernvs@yahoo.com; ncertdirector@gmail.com; Sridhar Srivastava; Manoj Ahuja; cm@nios.ac.in; directorccta@gmail.com; rajmaurya2003@rediffmail.com; Vinod Krishan Verma

Subject: Amendment in Maternity Benefit Act, 1961 - reg.

Attachments: forwarding letter to all states and UT.pdf

Respect sir/Madam

Please find the letter is attachment for necessary action.

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With Regards

(Kuldeep Meena)
Section Officer (IS-5)
Department of School Education & Literacy
Ministry of Human Resource Development
Shastri Bhawan, New Delhi
Intercom: 478
F.No. 1-2/2020-IS-5(pt-1)
Government of India
Ministry of Education
Department of School Education & Literacy
(IS-5 Section)

Shastri Bhawan, New Delhi
Dated: 23rd June, 2021

To

The Secretary (Education),
All States and UTs.

Subject: Amendment in Maternity Benefit Act, 1961 - reg.

The undersigned is directed to enclose herewith a copy of Ministry of Labour and Employment's letter No. S-36012/03/2015-SS-I(Part) dated 1st June, 2021 regarding Amendment in Maternity Benefit Act, 1961. Vide this amendment, paid maternity leave has been increased from 12 weeks to 26 weeks. A copy of this communication is enclosed.

2. In this regard you are requested to take further necessary action as deemed fit.

Yours faithfully,

(Rajesh Kumar Maurya)
Under Secretary to Govt. of India
Tele No. 23584501

Copy to:

Commissioner, NVS
Commissioner, KVS
Chairperson, CBSE
Director, NCERT
Chairman, NIOS
Director, CTSA
No.S-36012/03/2015-SS-I (Part)
Government of India
Ministry of Labour and Employment

Shram Shakti Bhawan, New Delhi, 12th June, 2021

To

The Principal Secretaries,
Labour Departments of All the States/ UTs.

In March, 2017, the Government of India amended the Maternity Benefit Act, 1961 by way of the Maternity Benefit (Amendment) Act, 2017 (the Act). Vide this amendment, paid maternity leave was increased from 12 weeks to 26 weeks. In addition, several other beneficial provisions were also brought in vide the above amendment. One important provision was enabling provision for permitting work from home for nursing mothers. Section 5(5) of the Act provides as follows:

"(5) In case where the nature of work assigned to a woman is of such nature that she may work from home, the employer may allow her to do so after availing of the maternity benefit for such period and on such conditions as the employer and the woman may mutually agree."

2. In the context of prevailing Covid-19 pandemic, the nursing mothers are a highly vulnerable lot and the need to protect this segment of the population from getting infected by the corona virus cannot be overemphasised. Allowing nursing mothers to work from home can contribute to protecting them and their babies from getting infected. It is in this scenario that the enabling provision for allowing 'Work from Home' assumes significance and hence needs to be popularised amongst the women workforce and the employers and employers need to be encouraged to allow more and more nursing mothers to work from home wherever nature of work allows to do so.

3. Apart from Covid, giving the flexibility to work from home wherever nature of work allows to do so, shall enable nursing mothers to continue to remain in employment. Thus implementation of this provision shall act as an enabling tool in enhancement of participation of women in labour force. This shall also contribute to creating a happy workforce.

4. As the State Governments are the appropriate Governments for implementation of the provisions of the Maternity Benefit Act, 1961, it is requested that steps may be taken to create awareness about section 5(5) of the Act amongst the women workforce and the employers. It is further requested that advisories may be issued to the employers for allowing more and more nursing mothers to work from home as per section 5(5) of the Act wherever nature of work so allows. The employers may be advised to allow work from home, wherever nature of work so allows, for nursing mothers at least for a period of one year from the date of birth of the child.
5. I shall be grateful if necessary steps are taken by the State Governments for implementation of section 5(5) of the Maternity Benefit (Amendment) Act, 2017 in right earnest and in true spirit.

Yours faithfully,

Vibha Bhalla
Joint Secretary to the Government of India
Tel: 011 23710239

Copy for information to:

1. The Chief Secretaries of all the States/ Administrators of all the UTs.
2. The Secretary, Ministry of Women, & Child Development, GOI, Shastri Bhawan, New Delhi
3. All the Ministries/Departments, Government of India