

GOVERNMENT OF HIMACHAL PRADESH  
FINANCE (REGULATIONS) DEPARTMENT

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No. Fin (C) A (3) -1/2008-Loose Dated 31<sup>st</sup> JULY, 2009

OFFICE MEMORENDUM

Subject: Maternity Leave benefits to different categories of Women Employees under CCS (Leave Rules), 1972.or The Maternity Benefits Act, 1961.

1. It has been decided that all women employees working in the Government or any Autonomous body /Public Sector Undertaking or other entity under the control of Government should be granted maternity benefits under the Maternity Benefits Act, 1961 or under the CCS ( Leave ) Rules, 1972.

2. All women employees who are working on **part time or whole time , or daily wages , as Contingent paid employees on Contract basis etc.** under any Department of Government or under any Organization/ Autonomous body /Public Sector Undertaking/Society controlled by the Government who are not covered by CCS (Leave Rules), 1972 shall be covered by the Maternity Benefits Act, 1961 and allowed maternity leave upto **12 (Twelve) weeks**, as is provided under the Maternity Benefits Act, 1961 as per the terms and conditions laid down in the Act and instructions there under about period of prior employment.

3. It has also been decided that Departments / Organizations may also separately examine the categories of women employees to whom the provisions of CCS (Leave Rules), with respect to Maternity benefits need to be extended. The Departments/Organizations /Societies may take an appropriate decision in this regard with the approval of the competent authority.

These instructions may be adhered to strictly.

Sd/-

Under Secretary (Finance) to the  
Government of Himachal Pradesh

NO. Fin (C) A (3) -1/2008-Loose, Dated Shimla-2 31<sup>st</sup> JULY, 2009

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Sd/-

Under Secretary (Finance) to the  
Government of Himachal Pradesh