



फा.सं. 1-3/2021-ई.सी./ 3807-3951
राष्ट्रीय शैक्षिक अनुसंधान एवं प्रशिक्षण परिषद
श्री अरविंद मार्ग, नई दिल्ली -110016
(स्थापना समन्वय अनुभाग)

दिनांक : 05.07.2021

परिपत्र

विषय : Amendment in Maternity benefit Act, 1961 – reg.

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

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

2 जून
05/7/2021
(रजनी ढल)
अवर सचिव

संलग्नक: उपरोक्तनुसार

1. संयुक्त निदेशक, सी.आई.ई.टी.।
2. संयुक्त निदेशक, पी.एस.एस.सी.आई.वी.ई., श्यामला हिल भोपाल।
3. डीन, अकादमिक एन.सी.ई.आर.टी.।
4. एन.आई.ई. के सभी विभागों के अध्यक्ष।
5. प्राचार्य, क्षेत्रीय शिक्षा संस्थान, अजमेर/भोपाल/भुवनेश्वर/मैसूर/शिलांग।
6. मुख्य लेखाधिकारी, एन.सी.ई.आर.टी.।
7. सभी उपसचिव/अवर सचिव, एन.सी.ई.आर.टी.।
8. एन.आई.ई. के सभी अनुभाग/प्रकोष्ठ।
9. प्रशासनिक अधिकारी, प्रकाशन विभाग, एन.सी.ई.आर.टी.।
10. निदेशक, एन.सी.ई.आर.टी. के निजी सचिव।
11. संयुक्त निदेशक, एन.सी.ई.आर.टी. के निजी सचिव।
12. सचिव, एन.सी.ई.आर.टी. के निजी सहायक।
13. विभागाध्यक्ष, डी.आई.सी.टी., सी.आई.ई.टी. – परिषद की वेबसाइट पर अपलोड करने हेतु।

director

From:

Sent:

To:

is5mhrd@gmail.com
Wednesday, June 23, 2021 2:41 PM
secretaryedusports.ani@gmail.com; Kriti Garg; Kriti Garg;
secretaryeducationap@gmail.com; secy.se.edn@gmail.com;
pretomsaikia@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; secretaryedujk@gmail.com; schedujk@gmail.com;
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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;
trsingh13@yahoo.co.in; secretarysedmiz@gmail.com; menukhol@yahoo.com;
secysme@gmail.com; Secretary Education, Govt. of Puducherry Pondicherry; Krishan
Kumar; pseducation2013@yahoo.com; manju.rajpal@gmail.com;
gpupadhyaya@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.seced@gmail.com;
rmsundaramias@gmail.com; spd-ssa-uk; secyedu2017@gmail.com;
rmsauk@gmail.com; wbssec@gmail.com; pstosecysed@gmail.com;
secy.edu.wb@gmail.com

Cc: kvs.commissioner@gmail.com; kvs.addlcacad@gmail.com; Vinayak Garg;
commissionernvs@yahoo.com; ncertdirector@gmail.com; Sridhar Srivastava ; Manoj
Ahuja; cm@nios.ac.in; directorctsa@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



Handwritten notes and signatures:
- "Sefy." with a signature and date 23/6/21
- "DS/EC (G. K. S.)" with a signature and date 25/6/21
- "Mr. D. Singh" with a signature and date 28/6/2021
- "25/6/21" with a signature
- "25/6/21" with a signature

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

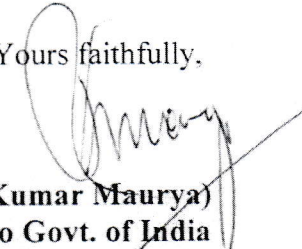
The Secretary (Education),
All States and UTs.

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. 23384501

Copy to :

Commissioner, NVS
Commissioner, KVS
Chairperson, CBSE
✓ Director, NCERT
Chairman, NIOS
Director, CTSA

879439/2021/CENTRAL REGISTRY SECTION

Secy (SEEL)
10/06/2021

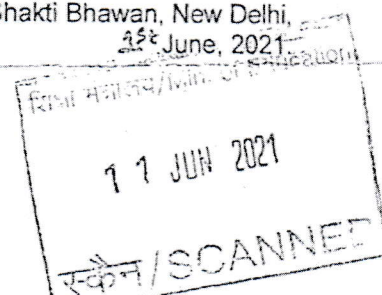
No.S-36012/03/2015-SS-I (Part)
Government of India
Ministry of Labour and Employment

Shram Shakti Bhawan, New Delhi,

25th 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 employees 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.

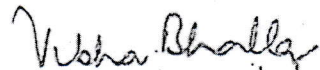
4. As the State Governments are the appropriate Governments for implementation of the provisions of the Maternity Benefit Act, 1961, it is requested that steps may be taken to create awareness about section 5(5) of the Act amongst the women workforce and the employers. It is further requested that advisories 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.

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(2)

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) 1/6/21

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