



**MAHATMA GANDHI UNIVERSITY, KERALA**

**Abstract**

UG/PG/Integrated/Professional programmes - Maternity leave to women students - Recommendations of the Commission - Approved -Orders Issued.

**ACADEMIC A 1 SECTION**

No. 490/AC A 1/2023/MGU

Priyadarsini Hills, Dated: 16.01.2023

*Read:-*1.D.O. Letter No. 21-116/2021(CPP-II) dtd. 14.12.2021 received from the Secretary, U G C.

2.U.O .No.11556/AC A1/2022 Dtd 14.11.2022

3.Item No. O.A 21/22.09/179787/AC A1/2/2022 of the Minutes of the Meeting of the Syndicate held on 23.12.2022

**ORDER**

The UGC included a provision in the UGC(Minimum Standards and Procedure for the award of M.Phil/Ph.D Degrees) Regulations, 2016 that "the women candidate may be provided Maternity Leave/Child Care Leave once in the entire duration of M.Phil /Ph.D for up to 240 days". In addition to the above, the UGC vide the letter read as paper (1) above, instructed all the Higher Education Institutions to frame appropriate rules/norms with regard to granting Maternity Leave to the women students enrolled in their respective institution/affiliated colleges and also provide all relaxations/exemptions relating to attendance, extension in date for submitting examination forms or any other facility deemed necessary for women students pursuing Under Graduate and Post Graduate programmes.

The University considered the matter and vide the U O read as paper 2 above, constituted a committee to study the matter and report. After detailed study, the Committee submitted the report with the following recommendations and suggestions which can be made applicable to students admitted to UG/PG/Integrated/Professional (non technical) programmes of all affiliated Colleges/Statutory Teaching Departments/ Centres of Mahatma Gandhi University.

1.Expectant / New Mother students (above 18 years of age) can avail leave for a period not exceeding 60 days (2 months) for pre- natal and post natal periods (including holidays and public holidays).

2.Pregnant students who undergo medical termination, miscarriage, late-term abortion, termination of pregnancy or tubectomy operation shall be eligible for 14 days of leave.

3.The leave period shall be granted only for the first or second pregnancy of the student

4.Pregnant students can avail pre- natal and post- natal leave of 60 days only once in the entire

duration of the programme.

5. Maternity leave can be granted by the Principal / Centre Head/ Director of the Deptt. only on production of medical certificate duly certified by a registered Medical Practitioner

6.No other leave can be clubbed with the Maternity leave

7. Pregnant student/ new Mother student shall apply for leave on prior notice of 3 to 10 days from the date of maternity leave she intends to avail.

8. In the event of the Maternity Leave falling in the middle of the current semester she shall be permitted to register for that semester examination and be permitted to write the exam as a supplementary candidate in the succeeding semester exam. with regular students. Her case shall be treated as that of a candidate who is absent for an exam.

9. She shall be permitted to register for the 5th supplementary exam of UG courses and 3rd supplementary of PG Courses as and when it is applicable

10. After the expiry of maternity leave she shall be eligible to rejoin the course along with the same batch in the ongoing semester of her batch

11. In the case of practical/ lab/ Viva exams it is the duty of the HEI /Dept.Schools/Study Centers to make necessary arrangements for the smooth conducting of the same for students who avail the maternity leave

12.Under no circumstance, request for the extension of maternity leave beyond 60 days will be entertained and the absence beyond the period of maternity leave shall be counted as absence.

13. The above recommendations must be included and implemented in the UG/PG syllabus / regulations .

The Syndicate at its meeting held on 23.12.2022 considered the matter and vide minutes item read as paper (3) above , resolved to approve and implement the above recommendations.

Orders are issued accordingly.

SREEKUMAR T

ASSISTANT REGISTRAR I  
(ACADEMIC)  
For REGISTRAR

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Section Officer

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