



**OFFICE OF DIRECTOR SECONDARY EDUCATION HARYANA
PANCHKULA**

Order No. kw10/2-2021 Admn(4)

Dated, Panchkula the 31/10/2023

A copy of letter No. 16/06/2022-3HR-III dated 29.09.2023 received from Chief Secretary to Government Haryana regarding Policy for engaging/outsourcing of service/activities grant the benefil of maternity leave to the women employees engaged under Outsourcing Policy of Government of Haryana is forwarded to the following for information & necessary action:-

1. Director Elementary Education Haryana, Panchkula.
2. Director SCERT Haryana, Gurgram.
3. All District Education Officers in the State.
4. Registrar Education (Sec.)
5. Superintendent HRG-I & II.
6. Superintendent PGT- I, II,III & IV.
7. Superintendent HRME-I & II.
8. Superintendent Accounts Branch (Sec.).
9. Superintendent Admn. (Elementary).
10. PA/DSE.
11. PA/ Additional Director Administration.
12. PA/Joint Director (MSS).
13. PA/ Joint Director Admn.
14. PA/ Additional Director Academic.
15. Assistant Admn. Branch- I & III (Sec.).
- ✓ 16. IT Cell (HQ) for website.



**SUPERINTENDENT ADMN.
for DIRECTOR SECONDARY EDUCATION
HARYANA PANCHKULA**

7942 Ad(C4)
26/10/2023

(To be substituted bearing same number and date)

From

The Chief Secretary to Government, Haryana.

To

The Additional Chief Secretary to Government, Haryana
Youth Empowerment and Entrepreneurship Department.

Memo No. 16/06/2022-3HR-III

Dated: Chandigarh, the 29th September, 2023.

Subject:

Policy for engaging /outsourcing of service/activities grant the benefit of maternity leave to the women employees engaged under Outsourcing Policy of Government of Haryana.

Sir,

I am directed to invite your kind attention to the Deployment of Contractual Persons Policy, 2022, dated 30.06.2022 already clarified in Clause 7.3 that female contractual persons shall be entitled to maternity leave admissible under the Maternity Benefits Act, 1961.

2. Some Departments are approaching the State Government with the request that since female contractual employees getting more salary than Rs. 21,000/- per month are not covered under ESI Act, who will bear the cost of maternity benefits, i.e., outsourcing agency or the concerned Department.

3. This matter has been considered by the Government and it has been decided to extend this benefit to the female contractual employees, who are drawing salary more than Rs. 21,000/- per month engaged under Outsourcing Policy/HKRNL. The eligibility conditions of maternity leave to such contractual female employees will be same as per instructions No. 11/8/2014-3FR/11887 dated 04.08.2014 issued by the Finance Department and the Indenting Departments will bear the costs of maternity benefits to be paid to employees through HKRNL/Outsourcing Agency.

4. This may kindly be brought to the notice of all concerned for strict compliance.

— sd —
Superintendent, Human Resources-III
for Chief Secretary to Government, Haryana

Endst. No. 16/06/2022-3HR-III

Dated: 29.09.2023

✓ A copy is forwarded to all Administrative Secretaries of Government, Haryana for information and necessary action.

Poonam Rathore
Superintendent, Human Resources-III
for Chief Secretary to Government, Haryana

Endst. No. 16/06/2022-3HR-III

Dated: 29.09.2023

A copy is forwarded to the Chief Executive Officer, Haryana Kaushal Rozgar Nigam Limited, Panchkula for information and necessary action.

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Superintendent, Human Resources-III
for Chief Secretary to Government, Haryana