

**No. 16/49/2021-2HR-III**  
**Human Resources Department**  
**(Human Resources -III Branch)**

Dated Chandigarh, the 27<sup>th</sup> September 2024

To

1. All the Administrative Secretaries to Government of Haryana.
2. All the Heads of the Departments in the State.
3. All the CAs/MDs of all Boards/Corporations/Public Sector Undertakings.
4. All the Divisional Commissioners in Haryana.
5. The Registrar of Punjab and Haryana High Court, Chandigarh.
6. All the Deputy Commissioners & Sub Divisional Officers (Civil).
7. The Registrar of all the Universities in the State of Haryana.

**Subject: Grant the benefit of miscarriage leave to woman employees engaged under Outsourcing Policy of Government , Haryana.**

Sir/Madam,

I am directed to invite your attention to the Haryana Government circular letter No 16/7/2015-3GS-II dated 09.12.2019 vide which Government has decided to grant the benefit of maternity leave to the female employees engaged under Outsourcing Policy.

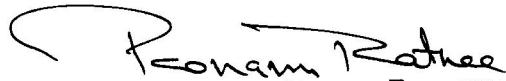
Now some departments are seeking clarification as to whether the benefit of miscarriage leave will be granted to the female contractual employees of the Outsourcing Policy.

The State Government has considered the matter and it is decided that a female contractual employee, engaged lawfully, can be granted maternity leave with wages not exceeding 45 (forty five) days during the entire services career on account of miscarriage including abortion but not in case of threatened abortion, subject to recommendation of competent medical authority. 45 days shall be counted immediately following the date of her miscarriage/ abortion.

2. This may be brought to the notice of the concerned officials/ officers for strict compliance.

3. This issues with concurrence of Finance Department Conveyed vide U. O. No. 11/54/2020-3FR/29787, dated 20.05.2024.

Yours faithfully,

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