

GOVERNMENT OF INDIA
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
(DEPARTMENT OF PERSONNEL & TRAINING)

LOK SABHA
UNSTARRED QUESTION NO. 4539
(ANSWERED ON 20.08.2025)

SPECIAL MATERNITY LEAVE

4539. SHRI VISHWESHWAR HEGDE KAGERI:

Will the **PRIME MINISTER** be pleased to state:

- (a) whether the Government has made provisions for special maternity leave in cases of stillbirth or death of a child soon after birth for women employees;
- (b) if so, the details thereof;
- (c) whether there is a provision for Special Casual Leave for Government employees donating organs; and
- (d) if so, the details thereof?

ANSWER

**MINISTER OF STATE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES
AND PENSIONS AND MINISTER OF STATE IN THE PRIME MINISTER'S OFFICE
(DR. JITENDRA SINGH)**

(a) to (d): Considering the potential emotional trauma caused due to stillbirth or death of a child soon after birth which has a far reaching impact on the life of mother, this Department on 2nd September 2022 made a provision to provide 60 days of Special Maternity Leave to a female Central Government employees, in such cases.

In recognition of the noble and selfless act of donating an organ to save or improve another human life, and with the aim of encouraging organ donation among Central Government employees, Special Casual Leave is provided by issue of orders on 25th April, 2023 by this Department so that a maximum of 42 days of Special Casual Leave can be granted to a Central Government servant for donating an organ. This is extended as a special welfare measure in the larger public interest.
