



**दक्षिण रेलवे/SOUTHERN RAILWAY**

No.P(R)420/CCL

प्रधानकार्यालय/ Headquarters Office  
कार्मिक शाखा/ Personnel Branch  
चेन्नै/Chennai - 600 003  
दि./ Dated: 30-07-2014

**पी बी सी सं/ PBC No: 117 / 2014**


All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /  
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Wokshops / other Units, etc.,  
(As per mailing list -'A' )

विषय/Sub: Admissibility of Maternity Leave and Child Care Leave to  
surrogate mother – consideration thereof.

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A copy of Railway Board's letter No.E(P&A)I-2013/CPC/LE-3) dt.15-07-  
2014 on the above subject is enclosed for information, guidance and  
necessary action.

संलग्न/Encl: as above

  
(V.SRINIVASAN)  
वरिष्ठ कार्मिक अधिकारी/नियम  
Senior Personnel Officer/Rules  
कृते मुख्य कार्मिक अधिकारी  
For Chief Personnel Officer

प्रतिलिपि/Copy to : The Genl Secy / SRMU  
The Genl Secy / AISCSTREA  
The Genl Secy / AIOBCREA

The Genl Secy / NFIR

भारत सरकार / GOVERNMENT OF INDIA  
रेल मंत्रालय / MINISTRY OF RAILWAYS  
(रेलवे बोर्ड / RAILWAY BOARD)

महाप्रबंधक का कार्यालय  
GENERAL MANAGER'S OFFICE

20 JUL 2014

दक्षिण रेलवे / Southern Railway  
चेन्नई / Chennai-600 003

No. E(P&A)I-2013/CPC/LE-3

New Delhi, dated 15.07.2014


The General Manager,  
All Indian Railways/Production Units.  
SR, Chennai

**Sub: Admissibility of Maternity Leave and Child Care Leave to surrogate mother - consideration thereof.**

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One of the zonal Railways had raised the issue regarding admissibility of Maternity Leave and Child Care Leave to surrogate mother. The matter was examined in consultation with DOP&T, who have informed that the Ministry of Health & Family Welfare has mooted a Bill on ART (Assisted Reproductive Technology), which is presently before the Parliament and the same includes the aspect of surrogacy. The decision on the legislation may be awaited. In the circumstances, Maternity Leave and Child Care Leave are not admissible to surrogate mother at present.

(This disposes of Northern Railway's letter No. 433-E/14/Pt.X/EIV dated 15.10.2013.)

  
(K. Shankar)  
Director/Estt.(P&A),  
Railway Board.