

Government of West Bengal  
Women & Child Dev. & Social Welfare Department  
Writers' Buildings, Kolkata – 700 001

Memo. No. : <sup>8693</sup>~~8630~~-SW  
3S-111/10

Dated, Kolkata, the 27<sup>th</sup> Sept., 2010

From : Shri P. K. Chanda  
OSD & EO Joint Secretary to the  
Govt. of West Bengal

To : The Director of Social Welfare, West Bengal,  
Juvenile Court Building, Salt Lake City,  
Kolkata-64.

**Sub : Revised guidelines regarding paid absence on maternity  
and abortion/miscarriage to AWWs/AWHs.**

Madam,

I am directed to say that Ministry of Women & Child Development, Govt. of India has communicated the revised guidelines, in partial modification of the existing instructions, regarding paid absence on maternity and abortion/miscarriage to Anganwadi Workers and the Anganwadi Helpers vide letter F No. 1-3/2010-CD-I dated 09.07.2010.

The Anganwadi Workers and the Anganwadi Helpers may be given the 'Paid absence on maternity/abortion/miscarriage' in the following manner :

A. Paid absence on maternity

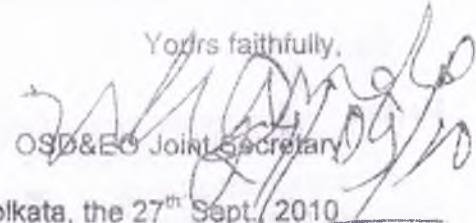
- i) Paid absence on maternity would be provided for a period of 180 days and may cover any period beginning from the 8<sup>th</sup> month of pregnancy.
- ii) Paid absence on maternity would be admissible for a maximum of 2 occasions.
- iii) Paid absence on maternity will be admissible only to Anganwadi Workers and Anganwadi Helpers with less than two surviving children.

B. Paid absence on abortion/miscarriage

- i) This will be for a maximum duration of 45 days from the date of occurrence of abortion/miscarriage.
- ii) Paid absence on abortion/miscarriage would be admissible only on one occasion, in addition to paid absence on maternity as mentioned in (A) above.

- iii) Paid absence on abortion/miscarriage will be given to Anganwadi Workers and Anganwadi Helpers irrespective of the number of children.
- C. Paid absence on maternity and/or abortion/miscarriage would be admissible to such Anganwadi Workers and Anganwadi Helpers as have already completed at least 1 year's service as such a worker.
- D. Other terms and conditions for the grant of paid absence on maternity and abortion/miscarriage would continue.
- E. During the absence of an Anganwadi Worker and Anganwadi Helper due to paid absence on maternity/abortion/miscarriage, alternative arrangements may be made so that the activities of Anganwadi Centres are not affected.

Yours faithfully,

  
OSD&EO Joint Secretary

Dated, Kolkata, the 27<sup>th</sup> Sept, 2010