

Report on Women's Progress Measures



**University as a body have a maternity policy that
supports women's participation**

Year 2024-25



SDG-5

GENDER EQUALITY

University as a body have a maternity policy that supports women's participation

Women make up a substantial part of the University's faculty and staff across the Schools, the administrative departments and the affiliated hospital units, and the maternity policy is part of the standard HR rules for them. It follows the Maternity Benefit Act, 1961 as amended in 2017, and gives eligible women employees paid maternity leave of up to 26 weeks along with the related entitlements.

The policy also provides for a return-to-work transition and protects women from adverse treatment because of leave taken. A woman applies for leave through the HR department before the expected delivery, leave and pay are processed as the law requires, and HR stays in touch with her during the leave. Deans and Heads of Department plan academic workload so that her return is smooth.

The policy document is attached.



DOCUMENTS REQUIRED

- ✓ Maternity policy

