



Centurion
UNIVERSITY

Shaping Lives...
Empowering Communities...

MATERNITY & PATERNITY POLICY 2024

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CENTURION UNIVERSITY OF TECHNOLOGY AND MANAGEMENT
ODISHA

FOREWORD



At Centurion University of Technology and Management, we understand the importance of supporting our faculty and staff as they balance their professional and personal responsibilities. Parenthood is a significant and life-changing experience, and we are committed to fostering an inclusive and supportive work environment that values the well-being of our employees and their families.

This Maternity and Paternity Policy reflects our dedication to providing comprehensive support for new parents, ensuring that they have the time and resources needed to care for their growing families while maintaining their professional commitments. By offering a balanced approach to parental leave, we aim to promote a healthy work-life balance and encourage a culture of care and respect across the university.

We believe that by supporting our employees during this critical time, we are contributing to their long-term success and well-being, both personally and professionally. Centurion University remains committed to creating a workplace where family and career can thrive together.

Prof (Dr) Supriya Pattanayak
Vice-chancellor
Centurion University of Technology and
Management

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Maternity & Paternity Policy

Preamble

The primary law governing maternity leave in India is the Maternity Benefit Act 1961. It aims to help women balance their work and family responsibilities and promotes gender equality in the workplace. In India, maternity and paternity policies are governed by various laws and regulations aiming to provide support to the working parents. Maternity and paternity policies are essential for supporting women's participation in the workforce. These policies can help create a more balanced and inclusive work environment, enabling both women and men to manage both of their professional and family responsibilities. The overall parental leave ensures better support for working parents.

1. Objectives:

- To support the health and well-being of both the mother and the child
- To provide the mother with adequate time to recover from childbirth, both physically and emotionally
- To enable the mother to bond with her newborn, for the child's emotional and psychological development.
- To ensure the job security during the maternity leave period without financial stress

2. Maternity Leave Rule

Maternity Leave Policy Statement and commitment of the University in implementing the maternity/ paternity leave includes:

Eligibility:

- ✓ Maternity leave is permissible in case of married women employees of the University, who are in continuous service for at least two years.

Leave Duration:

- ✓ Maternity leave on full pay may be granted to a married woman employee of the University in case of confinement for a period not exceeding 180 days / 6 months, provided she has less than two surviving children.

- ✓ Maternity leave on full pay up to 6 weeks may be granted to a married woman employee of the University in case of miscarriage or abortion, subject to production of a Medical Certificate from a Registered Medical Practitioner, which is applicable up to two children.
- ✓ Up to 6 months of paid maternity leave for the first two children. For the third child, the leave duration is reduced to 4 months.

Leave for Adoption and Surrogacy:

- ✓ Adoptive mothers (adopting a child below the age of 3 months) and commissioning mothers (in cases of surrogacy) are entitled to 12 weeks of maternity leave.

Special Leave:

- ✓ An additional one month of leave in case of complications arising due to pregnancy, delivery, premature birth, miscarriage, medical termination of pregnancy, or tubectomy operation.

3. Paternity Leave Rule

India does not have a nationwide paternity leave law, but our university provides paternity leave based on our internal policies includes:

Objectives:

- ✓ To encourage the fathers to share in early childcare responsibilities
- ✓ To reduce the burden on women

Eligibility:

- ✓ Fifteen days of paid paternity leave may be granted to male employees of the University/Institute who are in continuous service for at least two years.
- ✓ Paternity leave is applicable only from the date of birth of his child. Holiday(s)/ Sunday(s) i between will be counted along with paternity leave.
- ✓ A declared holiday may be prefixed or suffixed to the Paternity Leave with prior permission of the sanctioning authority.
- ✓ This Leave is applicable to an employee with up to two children.
- ✓ This Leave is not applicable during the notice period.

Implementing comprehensive maternity and paternity policies is crucial for fostering an inclusive and supportive work environment. These policies enable women and men to balance their

professional and family responsibilities effectively, promoting gender equality and enhancing overall workforce participation.

4. Approval and Review

This policy has been approved by the university administration and will be reviewed periodically to ensure its effectiveness and compliance with current laws and best practices. Any amendments to the policy will be communicated to the university community.



Dr. Anita Patra
Registrar
Centurion University of Technology and Management



REGISTRAR
Centurion University of
Technology & Management
ODISHA



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CAMPUSES:

Paralakhemundi Campus

Village Alluri Nagar
P.O. – R Sitapur, Via- Uppalada
Paralakhemundi, Dist.- Gajapati
Odisha, India. PIN– 761211

Bhubaneswar Campus

Ramchandrapur
P.O. – Jatni, Bhubaneswar
Dist.- Khurda, Odisha,
India, PIN– 752050

Balangir Campus

Behind BSNL Office
IDCO land, Rajib Nagar
Dist.- Balangir, Odisha
India, PIN-767001

Rayagada Campus

IDCO Industrial Area
Pitamahal, Rayagada
Dist.-Rayagada, Odisha
India, PIN-765001

Balasore Campus

Gopalpur,
P.O.-Balasore
Dist.-Balasore, Odisha
India, PIN-756044

Chatrapur Campus

Ramchandrapur,
Kaliabali Chhak,
P.O-Chatrapur, Dist.-Ganjam
Odisha, India, PIN-761020