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F.No.1-3/2010-CD-I  
Government of India  
Ministry of Women and Child Development

Shastri Bhavan, New Delhi,  
Dated: 9<sup>th</sup> July 2010

To

1. The Secretaries in-charge of Departments dealing with ICDS in all States/UTs.
2. The Directors in-charge of ICDS in all States/UTs.

Subject:- Integrated Child Development Services (ICDS) Scheme :- Paid absence on maternity and abortion/miscarriage to Anganwadi Workers and Helpers - Revised guidelines.

Sir/Madam,

I am directed to invite attention this Ministry's letter No.26-2/98/2001-CD-II/CD-I dated 28.2.2001, wherein it had been indicated that an Anganwadi Worker or a Helper, who put in at least one year's service, might be allowed paid absence on maternity twice for a period of 135 days and paid absence on abortion/miscarriage once for 45 days only.

2. It has been decided in partial modification of existing instructions that the Anganwadi Workers and Helpers may be given the facility of "paid absence on maternity/abortion/miscarriage" as following :-

**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 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.

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(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 Helpers irrespective of the number of children.

C. Paid absence on maternity and/or abortion/miscarriage would be admissible to such Anganwadi Workers and 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 Helper due to paid absence on maternity/abortion/miscarriage, alternative arrangements may be made so that the activities of Anganwadi Centres are not affected.

3. Receipt of the letter may please be acknowledged.

Yours faithfully,

  
(Jatinder Kaur)

Under Secretary to the Government of India

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