

**Government of India (भारत सरकार)**  
**Ministry of Railways (रेल मंत्रालय)**  
**(Railway Board/रेलवे बोर्ड)**

**No. E(P&A)I-2025/FE-2/3**

**New Delhi, dated: .07.2025**

**The General Secretary,  
AIRF,  
4, State Entry Road,  
New Delhi -110055.**

Dear Sir,

**Sub:- PNM/AIRF Item No. 12/2024 - Deployment of female ALP/LP and other female staff on light duty during advanced stage of pregnancy - Grant of Maternity Leave to pregnant female railway employees.**

The undersigned is directed to refer to the minutes of separate PNM meeting held on 19.03.2025 regarding item no. 12/2024 wherein it was demanded to relax the limit of 8 weeks advance sanction of Maternity Leave. In response to the minutes of the meeting, the matter has been examined in Board's Office. It is stated that as per the provisions under the Railway Services (Liberalized Leave) Rules, 1949, there is no prescribed limit on the period for advance sanction of Maternity Leave. The rules allow grant of 180 days of Maternity Leave from the date of its commencement, which may be availed by the pregnant female railway employee in accordance with her needs and medical requirements.

2. It is further stated that the RS(LL) Rules, 1949 are based on the CCS (Leave) Rules, 1972, issued by DoP&T i.e. the nodal department in the matter, wherein also no such limitation is prescribed.

3. So far as the Federation's remark about 'limit of 8 weeks advance sanction of Maternity Leave' is concerned, it is stated that the Maternity Benefit Act, 1961 (as amended in 2017), provides for 26 weeks (182 days) of Maternity Leave for a woman employee for her first two surviving children, with a maximum of 8 weeks permissible prior to the expected date of delivery. However, the Maternity Benefit Act is not applicable to female railway employees, who are governed by the RS(LL) Rules, 1949.

4. As already stated there is no prescribed limit on the period for advance sanction of Maternity Leave. Hence, the question of relaxation of the limit does not arise. The Federation is requested to appreciate the position and to consider treating this PNM item No. 12/2024 as closed.

**Yours faithfully,**

*ASL*  
24.7.25

**For PED(IR), Railway Board.**

**Copy to DDE(LR)I.**