



EKNM GOVERNMENT COLLEGE ELERITHATTU
(Established in 1981, Affiliated to Kannur University)

Accredited by NAAC with 'B' Grade

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DOCUMENTARY EVIDENCE FOR

7.1.1. Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc.

ORDERS OF MENSTRUAL LEAVE



(Abstract)

Maternity Leave for 60 days to girl students above 18 years and Menstrual Leave for girls students with 2% lesser attendance than the existing minimum percentage of attendance required for all Programmes except Ph.D under the University - Sanctioned -Orders issued

ACADEMIC C SECTION

Acad/C2/24654/2019

Dated: 25.03.2023

- Read:-1. Existing Regulations of UG, PG and other Programmes offered in Affiliated Colleges, University Teaching Departments /Centres/Community Colleges
2. U. O No. Acad D1/6262/ Readmission /2018 Dated 15.01.2019
3. GO(MS) NO.33/2023/HEDN dated 19.01.2023
4. Note to the Syndicate dated 24.02.2023 with guidelines for implementation of the G. O dated 19.01.2023
5. Minutes of the meeting of the Syndicate held on 14.03.2023, vide Item No.2023-100

ORDER

1.As per the Regulations of various programmes offered in the University Departments/Centres/Affiliated Colleges and Community Colleges, the percentage of minimum attendance required are in the range of 60% to 85% .

2.As per paper read (2) above, orders were issued sanctioning maternity Leave to female candidates of all programmes except Ph.D, such that they can avail Maternity Leave ONCE during the entire duration of the programme, not exceeding six months, and the candidate on re joining shall be permitted to continue her course of study with the next junior batch, as a case of readmission , but considering it as an additional seat beyond the sanctioned strength and statutory limit in the college/university Department concerned.

3.As per paper read (3) the Government of Kerala have sanctioned Menstrual Leave for girl students and limiting attendance to 73% (including Menstrual Leave) and Maternity leave for 60 days to girl students above 18 years, applicable to all Universities under Higher Education Department ,with a direction to make necessary amendments in the Regulation concerned.

4.As the different programmes require different rate of minimum attendance as per the Regulation concerned, and also considering the practical difficulty to limit the attendance percentage for Girl students (including Menstrual Leave) to 73% for all programmes, the matter was brought to the kind notice of the Hon'ble Vice chancellor along with the matter of sanctioning maternity leave. The Vice chancellor ordered to place the whole matter before the syndicate. Accordingly the matter was placed before the syndicate with a draft guidelines to be followed for sanctioning maternity leave as given below:

- (1) Female students who completed 18 years can avail maternity leave only once during the entire duration of the Programme for a maximum period of 60 days including holidays for pre-natal and post-natal period.
- (2) The maternity leave shall be granted for the first or second pregnancy of the student.
- (3) Condonation of shortage of attendance/other leave/absence shall not be clubbed with the maternity leave.
- (4) Maternity leave can be granted by the Principal in the case of affiliated colleges and Heads of institution in the case of Teaching Departments/Centres/Community Colleges on production of medical certificate from a registered medical practitioner.
- (5) Application for maternity leave shall be submitted to the Principal/Head at least 7 days in advance from the date of maternity leave she intends to avail.
- (6) Maternity leave can also be availed in a particular semester of a programme or stretched in two semesters.
- (7) After the expiry of the Maternity leave she is eligible to re-join the programme with

the same batch, if ongoing.

(8) Maternity leave availed students are permitted to appear for theory/lab/practical/viva voce exams if she intends to appear during the leave period. If she is not in a position to attend the exams, then she is required to appear for the next supplementary examinations.

(9) Under no circumstance, the request for extension of maternity leave beyond 60 days will be allowed and absence beyond the maternity leave of 60 days will be treated as absent.

5. The Syndicate as per paper read (5) above, resolved to grant Menstrual Leave for girl students with 2% lesser attendance than the existing percentage of attendance required. The Syndicate also resolved to grant maternity leave for sixty days to girl students above 18 years with the following conditions.

1. Resolved to accept conditions No.1,4,6,7,8 and 9

2. Resolved to delete 2 and 3.

3. Resolved to modify the condition No.5 as "Application for maternity leave shall be submitted to the Principal/Head of the institution" and in condition No.8 the word 'she' is replaced with 'candidate'.

The Syndicate also resolved to grant leave to the candidates who have already submitted applications for the same.

6. The resolutions of the Syndicate has been implemented and thereby sanction has been accorded for granting Menstrual Leave for girl students with 2% lesser attendance than required in the existing percentage of minimum attendance and Maternity Leave to girl students of all programmes except Ph.D with the following conditions:

(i) Female students who completed 18 years can avail maternity leave only once during the entire duration of the Programme for a maximum period of 60 days including holidays for pre-natal and post-natal period.

(ii) Maternity leave can be granted by the Principal in the case of Affiliated Colleges and Heads of institution in the case of Teaching Departments/Centres/Community Colleges, on production of medical certificate from a registered medical practitioner.

(iii) Application for maternity leave shall be submitted to the Principal/Head of the institution.

(iv) Maternity leave can also be availed in a particular semester of a programme or stretched in two semesters.

(v) After the expiry of the Maternity leave the candidate is eligible to re-join the Programme with the same batch, if ongoing.

(vi) Maternity leave availed students are permitted to appear for theory/lab/practical/viva voce exams if the candidate intends to appear during the leave period. If the candidate is not in a position to attend the exams, then the candidate is required to appear for the next supplementary examinations.

(vii) Under no circumstances, the request for extension of maternity leave beyond 60 days will be allowed and absence beyond the maternity leave of 60 days will be treated as absent.

7. Maternity Leave shall be granted to the candidates who have already submitted applications for the same.

8. U O's implementing the Regulations of various programmes offered in University Teaching Departments/Affiliated Colleges/Centres/Community Colleges as per paper read (1) and also U O read as paper (2) above, stands modified to this extent.

9. Orders are issued accordingly.


Sd/-

Narayanadas K
DEPUTY REGISTRAR (ACAD)
For REGISTRAR

To: All Heads of University Teaching Departments/Course Directors & Assistant Directors of University Centres/Principals of all affiliated Colleges/Heads of Community Colleges

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SECTION OFFICER

