



केन्द्रीय विद्यालय संगठन  
**KENDRIYA VIDYALAYA SANGATHAN**

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F. 11029-5/2019-KVS(HQ)/Admn-I

Dated: 01.02.2019

The Deputy Commissioner/ Director  
Kendriya Vidyalaya Sangathan  
All Regional Offices/ ZIETs

**Sub: The Maternity Benefit (Amendment) Act, 2017 – creation of Crèche facility in various establishments of Kendriya Vidyalaya Sangathan.**

**Madam/ Sir,**

The Govt. of India, Ministry of Law and Justice (Legislative Department) vide gazette notification dated 28.03.2017 has inserted a new section 11A, i.e., 'Crèche facility' in the Maternity Benefit Act as under: -

**“11A. (1) Every establishment having fifty or more employees shall have the facility of crèche within such distance as may be prescribed, either separately or along with common facilities:**

**Provided that the employer shall allow four visits a day to the crèche by the woman, which shall also include the interval for rest allowed to her.**

**(2) Every establishment shall intimate in writing and electronically to every woman at the time of her initial appointment regarding every benefit available under the Act.”**

KVS is required to implement the above provisions of Act, i.e., crèche facility in all such Kendriya Vidyalayas/ Regional Offices / ZIETs / Head Quarters where the number of employees is fifty or more.

Accordingly, you are requested to implement the above provision in all the establishments functioning under your administrative jurisdiction with proper planning.

In case of any confusion on matters contained in English and Hindi versions, the English version will prevail.

This issues with the approval of Commissioner, KVS.

Yours faithfully

  
01/02/2019  
**(Dr. Shachi Kant)**

**Joint Commissioner (Pers.)**

**Copy to:**

1. The Deputy Secretary (UT), MHRD for information.
2. PS to Commissioner, KVS.
3. PS to Additional Commissioner (Admn. and Acad.).
4. The Assistant Commissioner (S&S) KVS for necessary action in respect of employees of KVS (Hqrs).
5. Joint Commissioner (Finance/ Training, KVS.
6. Superintending Engineer, KVS.
7. Officer on Special Duty (OSD), Defence, KVS.
8. Assistant Commissioner (Estt. I and Estt. II & III), KVS for needful action.
9. Assistant Commissioner (EDP) to upload on KVS web-site.
10. All Officers, KVS Hqrs.
11. The Principal, KV, Moscow/ Kathmandu/ Tehran.
12. The President / General Secretary, recognized Staff Associations.

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