



CWP-32777 of 2024 and other connected cases :1:

**IN THE HIGH COURT OF PUNJAB AND HARYANA
AT CHANDIGARH**

113 CWP-32777 of 2024
ARSHPREET KAUR AND OTHERS
VERSUS
STATE OF PUNJAB AND OTHERS
..... Petitioners
..... Respondents

313 CWP-11713-2024
RAMANDEEP KAUR AND ANOTHER
VERSUS
STATE OF PUNJAB AND OTHERS
..... Petitioners
..... Respondents

314 CWP-12294-2024
GAGANDEEP KAUR AND OTHERS
VERSUS
STATE OF PUNJAB AND OTHERS
..... Petitioners
..... Respondents

314(2) CWP-15297-2024
SATVIR KAUR AND OTHERS
VERSUS
STATE OF PUNJAB AND OTHERS
Date of decision : 09.12.2024
..... Petitioners
..... Respondents

CORAM : HON'BLE MR. JUSTICE HARSIMRAN SINGH SETHI

Present :- Mr. L. S. Sidhu, Advocate
for the petitioners.

Mr. Satnam Preet Singh Chauhan, DAG, Punjab and

**CWP-32777 of 2024 and other connected cases****:2:**

Ms. Shruti, AAG, Punjab.

Harsimran Singh Sethi, J. (Oral)

1. In the present Bunch of petitions, the petitioners are claiming the benefit of maternity leave available to them under the Maternity Benefit Act, 1961.

2. Learned counsel for the petitioners submits that keeping in view the instructions which have been issued, based upon the judgments of the various Courts, even a temporary female employee or a contractual female employee and even the outsource female employee are also entitled for the grant of maternity leave but, the claim of the petitioners for the grant of maternity leave is not being considered and that too without any valid justification hence, appropriate directions be issued to respondents to grant the maternity leave to the petitioners who are entitled for the benefit under Maternity Benefit Act, 1961 coupled with the instructions issued by Government of Punjab, which are applicable even as of now.

3. Learned State counsel on receiving instructions from Mr. Jagmit Singh, Law Officer, conveyed by Mr. Kumar Rahul, Secretary, Department of Health and Family Welfare, Punjab submits that the matter has been re-considered and whosoever is entitled for the benefit of maternity leave under the Maternity Benefit Act, 1961 as well as the instructions issued by the Government of Punjab, the same will be allowed forthwith without there being any delay and the benefit of salary admissible for the said period will also be released so that, the female employee do not face



CWP-32777 of 2024 and other connected cases :3:

any harassment or financial hardship.

4. Learned counsel for the petitioners submits that keeping in view the statement of learned State counsel, no further grievance of the petitioners survives in the present petitions and the same may kindly be disposed of as such.

5. Ordered accordingly.

6. Photocopy of this order be placed on the connected case files numbered above.

(HARSIMRAN SINGH SETHI)
JUDGE

09.12.2024
Rimpal

Whether speaking/reasoned	Yes/No
Whether Reportable :	Yes/No