



COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

Cochin University P.O. Kochi – 22

5.6.3 Does your university as a body have a maternity policy that support women's participation?

Cochin University of Science and Technology (CUSAT) has introduced a Comprehensive Maternity Policy to support female students across all academic levels. Approved by the Syndicate, this policy allows undergraduate and postgraduate students up to 60 days of maternity leave, while M.Phil and Ph.D. students can take up to 240 days. Attendance calculations exclude the maternity leave period, enabling students to maintain eligibility for exams with only 50% attendance required. Compliant with Government Order No. 33/2023/HEDN and UGC guidelines, this initiative reflects CUSAT's commitment to balancing academic pursuits with family responsibilities, setting a positive example for other institutions.

1. Policy Implementation and Authorization

1. The Syndicate has approved comprehensive guidelines for granting Maternity Leave/Child Care Leave to female students across all academic levels (UG/PG/Ph.D)
2. Department heads, Directors, and Principals are authorized to sanction maternity leave ([Report Sub committee constituted for the preparation of the guidelines for granting Maternity](#))

1. Leave Duration Categories

- 1) Undergraduate and Postgraduate students: Maximum 60 days of maternity leave
- 2) M.Phil/Ph.D students: Up to 240 days of Maternity Leave/Child Care Leave (once during the entire duration) ([Maternity leave to students UO 2023-1](#))

Attendance Calculation Guidelines

- The 60-day maternity leave period, including holidays, is excluded from attendance calculations
- Only working days outside the maternity leave period are considered for calculating the required 50% attendance
- Students need only 50% attendance to be eligible for university examinations ([Maternity Leave sanctioned UG PG Students-Guidelines-Modification--1](#))

4. Policy Basis and Compliance

- Implementation based on Government Order No. 33/2023/HEDN dated 19.01.2023
- Aligned with UGC Notification [D.O.No. 21-116/2021 \(CPP-II\)](#)
- Applicable to female students above 18 years of age
([Maternity leave to students UO 2023-1](#))

This comprehensive policy demonstrates CUSAT's commitment to supporting women's participation in higher education by providing adequate maternity leave provisions while ensuring academic continuity. The policy covers all academic levels and includes clear guidelines for implementation and attendance calculation, making it easier for female students to balance their academic pursuits with maternal responsibilities.

Documents

1. CUSAT order on syndicate sub-committee constituted for the preparation of the guidelines for granting Maternity Leave-
https://iqac.cusat.ac.in/uploads/web/files/Maternity_Leave__U_O.pdf
2. CUSAT order on granting Maternity Leave to Staff of the University-
https://iqac.cusat.ac.in/uploads/web/files/Maternity_Leave_U_O.pdf
3. CUSAT order on Maternity Leave sanctioned to Under Graduate/Post Graduate female students-
https://iqac.cusat.ac.in/uploads/web/files/Maternity_Leave_sanctioned__UG_PG_Students-Guidelines-Modification--1.pdf