



Announcement of Walailak University

Re: The Regulations on Maternity Leave, B.E. 2567 (2024)

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Whereas it is deemed necessary to amend the Walailak University Regulations on Maternity Leave, B.E. 2565 (2022), to make the provisions on maternity leave more appropriate and aligned with sustainable development goals, particularly SDG 5: Gender Equality, empowering female staff and temporary employees to balance their professional and personal lives.

By virtue of the provision of Section 24 of the Walailak University Act, B.E. 2535 (1992), Walailak University issues the Announcement of Walailak University on the Regulations on Maternity Leave, B.E. 2567 (2024) as follows:

1. These regulations shall be called the “Walailak University Regulations on Maternity Leave, B.E. 2567 (2024)”
2. These Regulations shall take effect on the next day following the announcement date
3. Both staff and temporary staff are entitled to a maximum of 60 days of paid maternity leave, to be taken before and after childbirth.
4. Staff and temporary employees on maternity leave who have not yet given birth as scheduled may request to withdraw their maternity leave. To facilitate this, individuals must obtain permission from their supervisors. Any days already taken off shall be recorded as personal leave.
5. Staff and temporary employees who have already taken maternity leave under Section 16 and wish to extend their leave to care for their child may be granted up to 150 additional working days of unpaid personal leave.
6. For individuals who are permitted to take personal leave, with the exception of those who have already commenced their leave but have not yet completed the full duration, the supervisor or authorized representative may request their return to work if there is an urgent need for their presence.

7. The President shall be in charge of the policy implementation in line with this Announcement. In the event of any misunderstanding of interpretation or operations, the decision of the President shall be final.

Announced on 4 October 2024

A handwritten signature in blue ink that reads "S. Thamrong". The signature is written in a cursive style with a long, sweeping underline.

(Prof.Dr.Sombat Thamrongthanyawong)

President of Walailak University