

## 8. Maternity Leave

1. Admissible to married/unmarried female employees during—
  - (a) *Pregnancy*: 180 days from 1-9-2008.— Admissible only to employees with less than two surviving children. — Rule 43 (1).
  - (b) In case of surrogacy, 180 days for both the surrogate and the commissioning mother with fewer than two surviving children, if either or both are Government servants. A surrogate mother is the woman who bears the child on behalf of the commissioning mother. — Rule 43 (6).
  - (c) *Miscarriage/Abortion (induced or otherwise)*: Total of 45 days in the entire service excluding any such leave taken prior to 16-6-1994. Admissible irrespective of number of surviving children. Application should be supported by a certificate from a Registered Medical Practitioner for NGOs and from AMA for GOs. — Rule 43 (3).
2. The leave is not debited to the leave account. — Rule 43 (5).
3. It is granted on full pay. — Rule 43 (2).

4. It may be combined with leave of any other kind. — Rule 43 (4).
5. Any leave (including commuted leave up to 60 days and leave not due) may be taken without medical certificate up to two years in continuation.  
— Rule 43 (4) (b).
6. Counts as service for increments. — FR 26 (b).
7. Counts as service for pension. — Rule 21 of CCS (Pension) Rules.
8. In the case of officials to whom the provisions of Employees' State Insurance Act apply, the leave salary will be reduced by the benefit admissible under the Act for the corresponding period.  
— Note below Rule 43 (2).
9. Not admissible for 'threatened abortion'. — GID (4), Rule 43.
10. Admissible for induced abortion. — GID (2), Rule 43.