

No. 28/1/94-IH(7)-2020/2269
Chandigarh Administration
Department of Personnel

Chandigarh, dated the 13/2/2020

To

All the Administrative Secretaries/
Head of Departments/Offices/
Institutions/Boards/Corporations
Chandigarh Administration

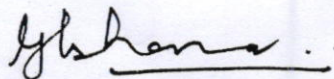
Subject: Grant of Maternity Leave to Commissioning Mother and Surrogate Mother

Sir/Madam

I am directed to address you on the subject noted above and to enclose herewith a copy of letter No. 2/2/2019-3FP2/70 dated 17.01.2020 received from the Deputy Secretary Finance, Government of Punjab, Department of Finance (Finance Personnel-2 Branch), Chandigarh, which is self-explanatory for information and necessary action.

2. The contents of this communication may kindly be brought to the notice of all officers/officials working under your control for information.

Yours faithfully



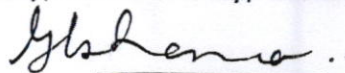
Superintendent Personnel
for Adviser to the Administrator
Union Territory, Chandigarh

Dated: 13/2/2020

Endst No. 28/1/94-IH(7)-2020/2270

A copy is forwarded to the following for information and necessary action:-

1. The Accountant General (A&E), Punjab and sub-office, Union Territory, Chandigarh.
2. The Accountant General (Audit), Punjab and sub-office, Union Territory, Chandigarh.
3. The District Treasury Officer, Central Treasury, Union Territory, Chandigarh.




Superintendent Personnel
for Adviser to the Administrator
Union Territory, Chandigarh

Dated: 13/2/2020

Endst No. 28/1/94-IH(7)-2020/2271

A copy is forwarded to all the Administrative Branches in Union Territory Secretariat for information and necessary action.

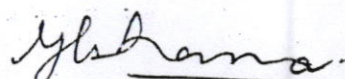


Superintendent Personnel
for Adviser to the Administrator
Union Territory, Chandigarh

Dated: 13/2/2020

Endst. No. 28/1/94-IH(7)-2020/2272

A copy is forwarded to the Director Information Technology, Union Territory, Chandigarh with the request to upload the above instructions on the official website of Chandigarh Administration.



Superintendent Personnel
for Adviser to the Administrator
Union Territory, Chandigarh

No 2/2/2019-3FP2/ 70
Government of Punjab
Department of Finance
(Finance Personnel-2 Branch)

Dated, Chandigarh: 17-01-2020

To

All Heads of Departments,
Registrar, Punjab & Haryana High Court Chandigarh,
District and Sessions Judges, Commissioners of Divisions,
And Deputy Commissioners in the State.

Pers. / Estt Branch

Diary No. 383

Date: 23/01/2020

Subject: Grant of Maternity Leave to Commissioning mother and Surrogate Mother.

Sir/Madam,

I am directed to invite your attention on the subject noted above and to say that with advances in technology some female employees take recourse to the surrogacy route for procreating a child. The Government has decided that the maternity leave will also be admissible to the commissioning mother, i.e. the female employee who engages the services of another female to conceive a child with or without the genetic material being supplied by her and/or her male partner, and also to the surrogate mother i.e. the female employee who bears a child on behalf of another woman either from her own egg fertilized by the other woman's partner or from the implantation in her uterus of a fertilized egg from the other woman, on the same terms and conditions as prescribed for Maternity Leave admissible to a female employee under Rule 8.127(a) and 8.127(b) of Punjab Civil Services Rules Volume-I, Part-I.

2. The competent authority based on material placed before it would decide on the timing and period for which maternity leave ought to be granted to a commissioning mother who adopts the surrogacy route.

3. The scrutiny would be keener and detailed when leave is sought by a female employee who is the commissioning mother, of the pre-natal stage. In case maternity leave is declined at the pre-natal stage, the competent authority would pass a reasoned order having regard to the material, if any, placed before it by the female employee who seeks to avail maternity leave.

4. In a situation where both the commissioning mother and the surrogate mother are employees, who are otherwise eligible for maternity leave (one on the ground that she is a commissioning mother and the another on the ground that she is the pregnant woman), a suitable adjustment regarding grant of maternity leave at the same time or otherwise would be made by the competent authority.

Supdt (P)
14(7) 27/1
R. Ch.
23/1/2020
Jank
28/1/2020
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