



## MP's Civil Services Leave Rules 2025

### Why in News?

The Madhya Pradesh government, led by **Chief Minister Dr Mohan Yadav**, has approved the **Madhya Pradesh Civil Services (Leave) Rules 2025**, which introduce several modern provisions.

### Key Points About Civil Services Leave Rules 2025

- The new **leave rules** align with central government standards, replacing the **1977 rules**. Notable changes include:
  - **Maternity leave** for surrogate mothers,
  - **Paternity leave** of 15 days for **adoptive fathers**,
  - **Child care leave** extended to single male employees,
  - The process for leave applications has been simplified for **seriously ill** and **specially-abled employees**.

### Maternity Benefit (Amendment) Act 2017

## Making It Easy For Mothers

The Maternity Benefit (Amendment) Act, 2017 amends the Maternity Benefit Act, 1961 to provide the following

**26 weeks** maternity leave for the first two children

**12 weeks** maternity leave for children beyond the first two

**12 weeks** leave for mothers adopting a child below the age of three months



The Act makes it mandatory for employers in establishment with 30 women or 50 employees, whichever is less, to provide creche facilities either in office or in any place within 500-meters.

**Working mothers** will be permitted to make four visits

during working hours to the creche

**The employer** may permit a woman to work from home if it is possible to do so

**Every establishment** will have to make these benefits available from the time of appointment

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