

PATERNITY POLICY THAT SUPPORT WOMEN'S PARTICIPATION

Objective:

The Paternity Leave Policy at CUSAT aims to support gender equality and promote a balanced distribution of caregiving responsibilities. By providing non-gestational parents (fathers, partners) with dedicated leave, this policy enables active participation in childcare duties during the postnatal period. It encourages shared caregiving responsibilities, thereby fostering a more inclusive and supportive academic and professional environment for both parents.

According to the [Kerala Service - Paternity Leave \[Rule 102 B\]](#) policy, the Kerala government provides the following provisions for paternity leave:

- **Duration:** Eligible employees are granted **10 days** of paternity leave.
- **Timing:** The leave can be availed **up to 10 days before** or **within 3 months after** the date of childbirth.
- **Medical Certification:** A certificate from a medical practitioner stating the exact date of delivery is required.
- **Compensation:** During the 10-day period, employees receive **paid leave salary** as per Rule 92 Kerala Service Rules I, which includes earned leave salary and allowances.
- **Combination with Other Leaves:**
 - Paternity leave can be combined with other types of leave **except** for Leave Without Allowance (LWA) under Appendix XIIA, B, and C.
 - It **cannot** be combined with casual leave, as casual leave is not recognized as a proper leave type.
- **Leave Account:** This paternity leave is **not** deducted from the employee's leave account. Instead, details of the leave are recorded in the employee's Service Book and the Register of Special Leave as per Rule 106.
- **Lapse of Leave:** If the paternity leave is **not availed** within the specified time frame, it is treated as **lapsed**.

For more detailed information, you can refer to the [Kerala Service - Leave](#) policy.

Supporting document:

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