Tamil Nadu grants 15-day paternity leave to male govt employees

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News

Chief Minister C. Joseph Vijay on 26 Nov 2026 announced 15 days of paternity leave for married male employees of the Tamil Nadu Government. The leave can be taken in the 15 days before the expected date of delivery or within six months after the child's birth. The government said the decision followed requests from government employees. Women employees of the State already get 365 days (one year) of maternity leave.

Key facts for the exam

Point	Details
Who	Married male Tamil Nadu Government employees
How long	15 days
When	15 days before expected delivery, or within 6 months after birth
Women employees	365 days maternity leave (TN rule)

Background

- Central Government employees have had 15 days of paternity leave under the Central Civil Services (Leave) Rules, 1972 (for a man with fewer than two surviving children). The Maternity Benefit Act,

1961, as amended in 2017, gives women in establishments 26 weeks of paid maternity leave; it is now part of the Code on Social Security, 2020.

- Article 42 of the Constitution (a Directive Principle) asks the State to provide just and humane conditions of work and maternity relief. Paternity leave supports shared parenting and the health of the mother and newborn.

Tamil Nadu link: Tamil Nadu raised maternity leave for women government employees to one year in 2021, and in August 2026 extended the one-year leave to the third child as well. The new paternity leave adds a father's role to this policy.

Frequently asked questions

What is this news about?

Chief Minister C. Joseph Vijay on 26 Nov 2026 announced 15 days of paternity leave for married male employees of the Tamil Nadu Government. The leave can be taken in the 15 days before the expected date of delivery or within six months after the child's birth.

What are the key facts to remember for the exam?

Who: Married male Tamil Nadu Government employees; How long: 15 days; When: 15 days before expected delivery, or within 6 months after birth; Women employees: 365 days maternity leave (TN rule).

What is the background to this news?

Central Government employees have had 15 days of paternity leave under the Central Civil Services (Leave) Rules, 1972 (for a man with fewer than two surviving children).

Practice questions (with answers)

1. The Tamil Nadu Government's new paternity leave is for whom?

A) Central staff posted in TN

B) Aided-school teachers

C) Private-sector men

D) Married male State Govt staff

Answer: D – Explanation: CM C. Joseph Vijay announced it on 26.11.2026 for married male State Government employees.

2. Under which rules do male Central Government employees get paternity leave?

A) Fundamental Rules, 1922

B) CCS (Pension) Rules

C) CCS (Conduct) Rules, 1964

D) CCS (Leave) Rules, 1972

Answer: D – Explanation: The CCS (Leave) Rules, 1972 give paternity leave to a man with fewer than two surviving children.

3. 'Humane work conditions and maternity relief' is in which part of the Constitution?

A) Fundamental Duties (IV-A)

B) Directive Principles (IV)

C) The Preamble

D) Fundamental Rights (III)

Answer: B – Explanation: Article 42 in Part IV (Directive Principles) says this; it is not directly enforceable in courts.

4. The Maternity Benefit Act, 1961 is now part of which code?

A) OSH Code, 2020

B) Code on Social Security, 2020

C) Industrial Relations Code, 2020

D) Code on Wages, 2019

Answer: B – Explanation: 29 labour laws were merged into four codes; maternity benefit is in the Code on Social Security.

5. Paternity leave: Statement 1: It can be taken before delivery or within six months after birth. Statement 2: Unmarried male employees also get it. Which is/are correct?

A) 1 only

B) 2 only

C) Both 1 and 2

D) Neither 1 nor 2

Answer: A – Explanation: The leave is only for married male employees, so only statement 1 is correct.