

Grant of Child Adoption Leave for 135 days to the female Government servants on adoption of a child up to one year of age

The undersigned is directed to refer to this Department's O.M. No. 13018/4/89-Estt. (L), dated 25-10-1989 (Sl. No. 173 of Swamy's Annual, 1989) regarding grant of leave to female Government servants on

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adoption of a child and to say that on having considered the justifications given by the Association of Adoptive Parents (ATMAJA) and the views of the Ministry of Health and Family Welfare as well as those of the Department of Women and Child Development, it has been decided to extend the benefit of leave for 135 days to the adoptive mothers with fewer than two surviving children as 'Child Adoption Leave' on adoption of a child up to one year of age, on the lines of maternity leave admissible to natural mothers.

2. During the period of Child Adoption leave, she shall be paid leave salary equal to the pay drawn immediately before proceeding on leave.

3. Child Adoption leave may be combined with leave of any other kind.

4. In continuation of 'Child Adoption Leave', the adoptive mothers may also be granted, if applied for, leave of the kind due and admissible (including leave not due and commuted leave not exceeding 60 (sixty) days without production of Medical Certificate) for a period up to one year reduced by the age of the adopted child on the date of legal adoption without taking into account the period of Child Adoption Leave, subject to the following conditions:—

- (i) This facility shall not be admissible to an adoptive mother already having two surviving children at the time of adoption.
- (ii) The maximum period of one year leave of the kind due and admissible (including leave not due and commuted leave up to 60 days without production of Medical Certificate) will be reduced by the age of the child on the date of adoption without taking into account Child Adoption Leave as in following illustrations:—

If the age of the adopted child is less than one month on the date of adoption, leave up to one year may be allowed.

If the age of child is six months and above but less than seven months, leave up to 6 months may be allowed.

If the age of the child is 9 months and above but less than ten months, leave up to 3 months may be allowed.

5. Child Adoption Leave shall not be debited against the leave account.

6. So far as persons serving in the Indian Audit and Accounts Departments are concerned, these orders are being issued after consultation with the C&AG of India.

7. Relevant rule is being incorporated / amended.

8. These orders will have effect from the date of issue.