

# INDIAN COUNCIL OF AGRICULTURAL RESEARCH

## KRISHI BHAWAN : NEW DELHI

Fax Message No. 5171 ICAR

Dated 31/8/09

No. of Pages 1

Dated the 28<sup>th</sup> August, 2009

No. 21-40/2009-CDN



The Government of India, Ministry of Personnel, Public Grievances and Pensions, DOPT has issued the letter No. 11019/27/2008-AIS-III dated 20.8.2009 regarding enhancement to child adoption leave from 135 days to 180 days and extension of the facility of paternity leave to adoptive fathers. The above mentioned O.M. is being uploaded on the ICAR Web-Site [www.icar.org.in](http://www.icar.org.in) for information and further guidance.

*(Signature)*  
(V. D. NANIWADEKAR)  
Under Secretary (GAC)

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Endt. no. F.9(3)/03-Estt. dt. 29/10/09

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**No.13018/4/2004-Estt.(L)**  
**Government of India**  
**Ministry of Personnel, P.G. & Pensions**  
**Department of Personnel & Training**

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New Delhi, the 31<sup>st</sup> March, 2006

**OFFICE MEMORANDUM**

Sub: Grant of Child Adoption Leave for 135 days to the female  
Govt. servants on adoption of a child upto one year of age -

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The undersigned is directed to refer to this Department's OM No.13018/4/89-Estt.(L) dated 25<sup>th</sup> October, 1989 regarding grant of leave to female Govt. servants on 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 & Family Welfare as well as those of the Department of Women & 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 upto 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)

Contd... 2/-

No. 13018/1/2009-Estt.(L)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training  
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New Delhi, the 22<sup>nd</sup> July, 2009.

OFFICE MEMORANDUM

Subject:-Enhancement of Child Adoption Leave from 135 days to 180 days  
and extension of the facility of Paternity Leave to adoptive fathers.  
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The undersigned is directed to refer to this Department's O.M. No. 13018/4/2004-Estt.(L) dated 31<sup>st</sup> March, 2006 regarding grant of Child Adoption Leave for 135 days to female Government servant on adoption of a child upto the age of one year, on the lines of maternity leave admissible to natural mothers. After implementation of the Sixth Central Pay Commission recommendations, the period of maternity leave was enhanced from 135 days to 180 days. Subsequently, this Department has received representations requesting for enhancement of the period of Child Adoption Leave from 135 days to 180 days in line with the maternity leave. The matter has been examined in this Department and it has been decided to enhance the period of Child Adoption Leave from 135 days to 180 days.

2. A female Government servant in whose case the period of 135 days of Child Adoption Leave has not expired on the date of issue of these orders shall also be eligible for Child Adoption Leave of 180 days.
3. It has also been decided that a male Government servant (including an apprentice) with less than two surviving children, on valid adoption of a child below the age of one year, may be sanctioned Paternity Leave for a period of 15 days within a period of six months from the date of valid adoption.
4. These orders shall take effect from the date of issue.
5. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders issue in consultation with the Comptroller and Auditor General of India.

  
(Simmi R. Nakra)  
Director

To

All Ministries/Department of the Government of India.

No.11019/27/2008-AIS-III  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel & Training  
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New Delhi, the 20<sup>th</sup> August, 2009

To

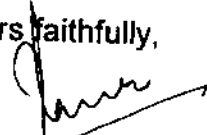
The Chief Secretaries of All States / Union Territories.

Subject: - Enhancement to Child adoption Leave from 135 days to 180 days and extension of the facility of Paternity Leave to adoptive fathers.

Sir/Madam,

I am directed to enclose herewith copies of the instructions of the Government of India regarding enhancement of Child Adoption Leave from 135 days to 180 days and extension of the facility of Paternity Leave to adoptive fathers in respect of Central Government Employees and to state that the instructions contained in this Department's Office Memorandum No. 13018/1/2009-Estt(L) dated 22<sup>nd</sup> July, 2009 and 13018/4/2004-Estt(L) dated 31<sup>st</sup> March, 2006 will be applicable mutatis-mutandis to members of the All India Services.

Yours faithfully,

  
(Harjot Kaur)  
Director (Services)  
Tel: No. 23093591

Copy to:

1. All Ministries/Departments of the Government of India
2. The Ministry of Home Affairs (Attn: Joint Secretary-Police), North Block, New Delhi
3. The Ministry of Environment and Forests (Attn: Joint Secretary, Forests), Paryavaran Bhawan, CGO Complex, Lodhi Road, New Delhi.
4. Accountant General of all State Governments.
5. All officers/Sections/Desks in the Department of Personnel and Training.
6. Website of the Ministry of Personnel, Public Grievances and Pensions.  
([www.persmin.nic.in](http://www.persmin.nic.in)>circulars>service>Leave/Study Leave).

for a period upto 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 & admissible (including Leave not due and Commuted leave upto 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 upto one year may be allowed.
  - If the age of child is six months and above but less than seven months, leave upto 6 months may be allowed.
  - If the age of the child is 9 months and above but less than ten months, leave upto 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 & 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.

9. Hindi version will follow.

*(S. Meenakshisundaram)*

Deputy Secretary to the Govt. of India

To

All the Ministries/Departments of the Govt. of India etc.