

**(TO BE PUBLISHED IN PART II, SECTION-3, SUB-SECTION  
(i) OF THE GAZETTE OF INDIA)**

GOVERNMENT OF INDIA  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS  
DEPARTMENT OF PERSONNEL AND TRAINING

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

**NOTIFICATION**

G.S.R.- In exercise of the power conferred by the proviso to article 309 read with clause (5) of article 148 of the Constitution and after consultation with the Comptroller and Auditor General of India in relation to persons serving in the Indian Audit and Accounts Department, the President hereby makes the following rules further to amend the Central Civil Services (Leave) Rules, 1972, namely:-

1. (1) These rules may be called the Central Civil Services (Leave) Amendment Rules, 2006.  
(2) They shall come into force on the date of their publication in the Official Gazette.
2. In the Central Civil Services (Leave) Rules, 1972, for rule 43-B, the following shall be substituted, namely:-

43-B. Child Adoption Leave – (1) A female Government servant, with fewer than two surviving children, on valid adoption of a child below the age of one year may be granted child adoption leave, by an authority competent to grant leave, for a period of 135 days immediately after the date of valid adoption.

(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) (a) Child adoption leave may be combined with leave of any other kind.

(b) In continuation of the child adoption leave granted under sub-rule (1), a female Government servant on valid adoption of a child may also be granted, if applied for, leave of the kind due and admissible (including leave not due and commuted leave not exceeding 60 days without production of medical certificate) for a period upto one year reduced by the age of the adopted child on the date of valid adoption, without taking into account child adoption leave. Provided that this facility shall not be admissible in case she is already having two surviving children at the time of adoption.

(4) Child adoption leave shall not be debited against the leave account.

[F.No.13018/4/2004-Estt. (Leave)]

*Meenakshisundaram*  
31/3/04

(S. Meenakshisundaram)

Deputy Secretary to the Government of India

Note.- The principal rules were published in the Gazette of India part II, Section 3, Sub-section(1) vide number S.O. 940 dated the 8<sup>th</sup> April, 1972 and subsequently amended by -

Sl. No.	Number and date of Notification	Particulars of Gazette Notification Number and Date
1.	F.16(3)E.IV(A)/71 dated the 11 <sup>th</sup> January,1972	GSR 3724 dated the 4 <sup>th</sup> November, 1972
2.	F.4(7)E.IV(A)/72 dated the 30 <sup>th</sup> April,1973	GSR1399 dated the 19 <sup>th</sup> May, 1973
3.	F.5(14)E.IV(A)/73 dated the 13 <sup>th</sup> July,1973	GSR 821 dated the 4 <sup>th</sup> August, 1973
4.	F.14(10)E.IV(A)/73 dated the 11 <sup>th</sup> June,1974	GSR Not readily available
5.	F.5(8)E.IV(A)/73 dated the 19 <sup>th</sup> July,1974	GSR 818 dated the 23 <sup>rd</sup> August, 1974
6.	F.14(8)E.IV(A)/74 dated the 2 <sup>nd</sup> Novembr,1974	GSR 1242 dated the 23 <sup>rd</sup> November,1974
7.	F.16(3)E.IV(A)/74 dated the 20 <sup>th</sup> December,1974	GSR 1374 dated the 28 <sup>th</sup> December, 1974
8.	F.16(5)E.IV(A)/74 dated the 11 <sup>th</sup> April,1975	GSR 520 dated the 26 <sup>th</sup> April, 1975
9.	F.16(8)E.IV(A)/74 dated the 26 <sup>th</sup> May,1974	GSR 686 dated the 7 <sup>th</sup> June, 1975
10.	F.4(1)E.IV(A)/74 dated the 24 <sup>th</sup> June, 1975	GSR 834 dated the 12 <sup>th</sup> July, 1975
11.	F.16(5)E.IV(A)/74 dated the 20 <sup>th</sup> September,1975	GSR 287 dated the 27 <sup>th</sup> December,1975
12.	F.5(7)E.IV(A)/75 dated the 2 <sup>nd</sup> December,1975	GSR 2877 dated the 27 <sup>th</sup> December, 1975
13.	F.5(16)E.IV(A)/73 dated the 15 <sup>th</sup> January,1976	GSR Not readily available
14.	F.16(6)E.IV(A)/74 dated the 31 <sup>st</sup> July,1976	GSR 1184 dated the 14 <sup>th</sup> August, 1976
15.	F.6(3)E.IV(A)/75 dated the 7 <sup>th</sup> October, 1976	GSR 1587 dated the 13 <sup>th</sup> November, 1976
16.	F.4(9)E.IV(A)/76 dated the 14 <sup>th</sup> March,1977	GSR 611 dated the 14 <sup>th</sup> May,1977
17.	F.14(11)E.IV(A)/76 dated 12 <sup>th</sup> September,1978	GSR 1159 dated the 23 <sup>rd</sup> September, 1978
18.	F.14025/1/78E.IV(A) dated the 4 <sup>th</sup> October,1978	GSR 1255 dated the 21 <sup>st</sup> Oct., 1978
19.	F.13024/1/78E.IV(A) dated the29 <sup>th</sup> Aug.,1979	GSR 1150 dated the 15 <sup>th</sup> September, 1979
20.	F.11012/1/77E.IV(A) dated 21 <sup>st</sup> Nov.,1979	GSR 1422 dated the1 <sup>st</sup> December, 1979
21.	F.14018/1/80-LU dated the 25 <sup>th</sup> November,1980	GSR 1260 dated the 13 <sup>th</sup> December, 1980
22.	F.16(9)E.IV(A)/76 dated the 31 <sup>st</sup> December,1980	GSR 263 dated the 24 <sup>th</sup> January, 1981
23.	F.11012/2/80-Estt.(L)dated the 24 <sup>th</sup> August,1981	GSR 811 dated the 5 <sup>th</sup> September, 1981
24.	F.14028/9/80-Estt.(L)dated the 1 <sup>st</sup> October,1981	GSR 927 dated the 17 <sup>th</sup> October, 1981
25.	F.14025/9/81-Estt.(L) dated 16 <sup>th</sup> April,1982	GSR 423 dated the 8 <sup>th</sup> May, 1982
26.	F.13023/1/82-Estt.(L) dated 16 <sup>th</sup> April,1983	GSR 430 dated the 4 <sup>th</sup> June, 1983
27.	F.14028/8/82-Estt.(L) dated 27 <sup>th</sup> July,1983	GSR 589 dated the 13 <sup>th</sup> August, 1983
28.	F.13023/2/81-Estt.(L) dated the 12 <sup>th</sup> October,1983	GSR 804 dated the 5 <sup>th</sup> November, 1983
29.	F.14028/6/81-Estt.(L) dated the 17 <sup>th</sup> October,1983	GSR 350 dated the 24 <sup>th</sup> March, 1983
30.	F.13015/11/82-Estt.(L) dated the 25 <sup>th</sup> May,1984	GSR 566 dated the 9 <sup>th</sup> June, 1984
31.	F.18011/3/80-Estt.(L) dated the 12 <sup>th</sup> July,1984	GSR 788 dated the 28 <sup>th</sup> July, 1984
32.	F.14028/1/81-Estt.(L) dated the 19 <sup>th</sup> July,1984	GSR 817 dated the 4 <sup>th</sup> August, 1984
33.	F.14028/16/82-Estt.(L) dated the 31 <sup>st</sup> May,1985	GSR 558 dated14 <sup>th</sup> December, 1986
34.	F.13014/1/85-Estt.(L) dated the 3 <sup>rd</sup> December,1985	GSR 1139 dated the14 <sup>th</sup> December, 1985
35.	F.14028/19/86-Estt(L)dated the 9 <sup>th</sup> December,1986	GSR 1072 dated the 20 <sup>th</sup> December, 1986
36.	F.13023/20/84-Estt(L)datedthe11 <sup>th</sup> December,1986	GSR 1102 dated the 27 <sup>th</sup> December, 1986
37.	F.13014/1/87-Estt.(L) dated the 17 <sup>th</sup> June,1987	GSR 515 dated the 4 <sup>th</sup> July, 1987
38.	F.11012/1/85-Estt.(L) dated the 23 <sup>rd</sup> June,1987	GSR 516 dated the 4 <sup>th</sup> July, 1987
39.	F.14018/18/86-Estt.(L) dated the 23 <sup>rd</sup> March,1988	GSR 260 dated the 9 <sup>th</sup> April, 1988
40.	F.11012/1/85-Estt.(L) dated the 6 <sup>th</sup> June,1988	GSR 476 dated the 18 <sup>th</sup> June, 1988
41.	F.13012/12/86-Estt.(L) dated 10 <sup>th</sup> March,1989	GSR 198 dated the 25 <sup>th</sup> March, 1989
42.	F.13026/2/90-Estt.(L) dated the 22 <sup>nd</sup> October,1990	GSR 055 dated the 26 <sup>th</sup> January, 1991
43.	F.11014/3/89-Estt.(L) dated the 2 <sup>nd</sup> May,1991	GSR 303 dated the 18 <sup>th</sup> May, 1991
44.	F.11014/3/89-Estt.(L) dated the 21 <sup>st</sup> Jan.,1992	GSR 49 dated the 8 <sup>th</sup> February, 1992

45.	F.13026/2/90-Estt.(L)	dated the 4 <sup>th</sup> March,1992	GSR 119	dated the 14 <sup>th</sup> March, 1992
46.	F.13026/2/90-Estt.(L)	dated the 20 <sup>th</sup> April,1993	GSR 225	dated the 8 <sup>th</sup> May, 1993
47.	F.13018/7/94-Estt.(L)	dated the 31 <sup>st</sup> March,1995	GSR 317(E)	dated the 31 <sup>st</sup> March, 1995
48.	F.14028/10/91-Estt.(L)	dated the 8 <sup>th</sup> August,1995	GSR 385	dated the 19 <sup>th</sup> August, 1995
49.	F.14028/4/91-Estt.(L)	dated the 18 <sup>th</sup> Sept.,1995	GSR 442	dated the 7 <sup>th</sup> October, 1995
50.	F.14015/2/97-Estt.(L)	dated the 31 <sup>st</sup> Dec.,1995	GSR 727(E)	dated the 31 <sup>st</sup> December, 1997
51.	F.13026/1/99-Estt.(L)	dated the 18 <sup>th</sup> April,2002	GSR 149	dated the 27 <sup>th</sup> April, 2002
52.	F.13026/1/02-Estt.(L)	dated the 16 <sup>th</sup> January, 2004	GSR 186	dated the 5 <sup>th</sup> June, 2004
53.	F.14028/1/2004-Estt.(L)	dated the 13 <sup>th</sup> Feb., 2006	GSR under printing	

*Meenakshisundaram*  
31/2/06

(S. Meenakshisundaram)

Deputy Secretary to the Government of India

To

The Manager,  
Government of India Press,  
Mayapuri, Ring Road,  
New Delhi - 64

No.13018/4/2004-Estt.(Leave) New Delhi, 31<sup>st</sup> March, 2006

Copy also forwarded to:-

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3. O/of the Controller General of Accounts, Ministry of Finance.
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10. Ministry of Finance, Deptt. of Expenditure, with reference to their U.O.No.45/EV/2006 dated 31.1.2006.
11. Official Language Wing (Legislative Deptt.), Bhagwan Das Road, New Delhi.
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13. 300 spare copies.

*Meenakshi Sundaram*  
31/3/06

(S. MEENAKSHISUNDARAM)  
DEPUTY SECRETARY TO THE GOVT. OF INDIA

**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/-

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.

*Meenakshi Sundaram*  
31/3/03

(S. Meenakshisundaram)  
Deputy Secretary to the Govt. of India

To

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

No.13018/4/2004-Estt.(Leave) New Delhi, 31<sup>st</sup> March,2006

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