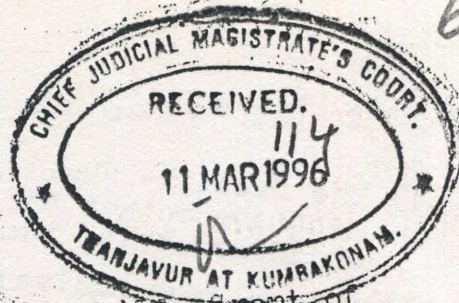


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GOVERNMENT OF TAMIL NADU.



ABSTRACT.

Social Welfare - Child Welfare - Adoption of child - Grant of Maternity Leave to female Government servants on adoption of child - Orders Issued.

SOCIAL WELFARE AND NUTRITIOUS MEAL PROGRAMME DEPARTMENT.

G.O.Ms.No. 342

Dated: 8.12.1995.

Read:

1. From the Under Secretary to Government, Department of Personnel and Training, Ministry of Personnel, Public Grievances and Pension, Government of India, Letter No. 43018/4/89-Estt (I), dated 25.10.1989.
2. From the Director of Social Welfare and Nutritious Meal Programme, Letter Roc.No. 29000/CW.1./95, dated 19.8.1994.

cc00.

ORDER:

The Government of India in their letter first read above have ordered that in the best interest of the adoptive child, maternity leave which is solely meant for benefit of natural mother may be extended to the adoptive mothers also as the post natal care of adoptive child is equally present and the necessity of the adoptive mother being with the child initially needs consideration.

2. During the meeting of the State Level Committee for inter-country adoption, it was decided that maternity leave may be extended to the women employees of State Government/Public Sector Undertakings when they adopt a child. Based on the orders of Government of India above, the Director of Social Welfare and Nutritious meal Programme in his letter second read above has stated that Rule 43A of Government of India which grants maternity leave to female Government servants who adopt a child may be extended to Government of Tamil Nadu employees also and requested the Government to issue necessary orders in this regard.

3. The Government after careful consideration accept the above proposal of the Director of Social Welfare and Nutritious Meal Programme. They accordingly direct that the maternity leave facility to the women employees as contemplated in rule 43(A) issued by Government of India shall be extended to women employees of State Government subject to the following conditions:-

- i) The facility shall not be available to an adoptive mother already having two living children at the time of adoption;
- ii) The maximum admissible period of one year's leave of the kind due and admissible without production of medical certificate shall be reduced by the age of the child, as in the following illustrations;
 - If the age of the adopted child is less than one month, leave upto one year shall be allowed;
 - If the age of the child is six months or more, leave upto 6 months shall be allowed;
 - If the age of the child is 9 months or more, leave upto 3 months shall be allowed. Thus the child would have the mother's individual attention for atleast three months.

4. This order issues with the concurrence of Personnel and Administrative Reforms/Finance Departments vide their U.O. No. 80745/AR.V/94-1, dated 10.11.1994 and U.O.No. 3179/SPE/94, dated 22.11.1994 respectively.

(BY ORDER OF THE GOVERNOR)

Sd/- C.K. GARIVALLI,
Secretary to Government.

(R.O.C.No.1002/96/C2.)

R. DIS.No. 75/1996.

Copy communicated for favour of information and necessary action.

HIGH COURT, MADRAS.
Dated: 5-2-1996.

KR Subramanyalla
SUB ASSISTANT REGISTRAR (i/c)
19/2/96

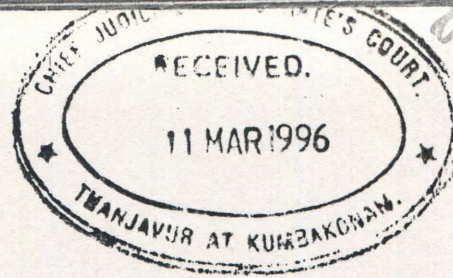
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1. All the District Judges.
2. All the Chief Judicial Magistrates.
3. All Law Officers including the Administrator-General and Official Trustee and the Official Assignee, Madras.
4. The Presiding Officers of Labour Courts at Madras, Madurai, Coimbatore, Tiruchirappalli, Tirunelveli, Salem, Vellore & Cuddalore.
5. The Presiding Officers of City Courts, Madras.
6. The District Judge, Private Colleges Appellate Tribunal, Madras.
7. The Industrial Tribunal, Madras.
8. The Special Tribunal for Co-operative Cases at Madras and Madurai.
9. The State Transport Appellate Tribunal, Madras.
10. The Chairman and Judicial Member, Sales Tax Appellate Tribunal, Madras.
11. The Judicial Member, Sales Tax Appellate Tribunal, (Addl. Bench), Coimbatore and Madurai.
12. The Presiding Officer, Special Court for Essential Commodities Act, Madras, Coimbatore, Salem, Madurai, Thanjavur and Pudukkottai.
13. The Presiding Judge, Designated Court under TADA Act, Poonamallee.

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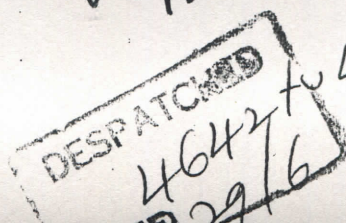
R.O.C.No. 89 /96.A.1. Office of the Additional Dist. Judge-cum-Chief Judicial Magistrate, Thanjavur at Kumbakonam Dt. 14.3.1996

Copy Communicated to the all the Judicial Magistrates in this Unit.

(O/O)

Additional Dist. Judge-cum-Chief Judicial Magistrate.

14/3/96 *[Signature]* 15396



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