

**BSNL Corporate Office
(PAT) Section 5th floor,
Bharat Sanchar Bhawan
H.C. Mathur Lane,
New Delhi-110001**



भारत संचार निगम लिमिटेड
(भारत सरकार का उपक्रम)
BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

No.1-13/2016-PAT(BSNL)

Dated, the 20 -03-2017

OFFICE ORDER

Sub: Grant of Child Adoption Leave of 180 days to female BSNL employees and extension of the facility of Paternity Leave to adoptive fathers.

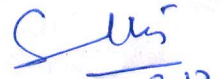
Leave on adoption of a child is admissible to female BSNL employee as per the provisions of Rule 43-B of CCS (Leave) Rule, 1972. As per DOPT OM No. 13018/1/2009-Estt.(L) dated 22.07.2009, Child Adoption Leave to women government employees has been enhanced from 135 days to 180 days and extended the facility of Paternity Leave to adoptive fathers. Prior to DOP&T OM No. 13018/1/2009-Estt.(L) dated 22.07.2009, the child adoption leave for 135 days was admissible to the female government servants on adoption of a child upto one year of age vide DOP&T OM No.13010/1/2004-Estt(L) 31.03.2006.

2. The case for grant of child adoption leave of 180 days to female BSNL employees and paternity leave to BSNL male employees as per DOP&T OM dated 22.07.2009 has been examined by this office and it has been decided to make the provision of this OM dated 22.07.2009 applicable in BSNL. Accordingly, approval of the Competent Authority is, hereby, conveyed for following:-

- (i) Leave of 180 days to the female BSNL employees who are adoptive mothers with fewer than two surviving children may be granted as **Child Adoption Leave** on valid adoption of a child upto one year of age, on the lines of maternity leave admissible to natural mothers on the terms and conditions as laid down in DOP&T OM No. 13018/4/2004-Estt.(L) dated 31.03.2006 (copy enclosed) ; and
- (ii) A male employee with less than two surviving children, on valid adoption of a child below the age of one year, may be granted Paternity Leave for a period of 15 days within a period of six months from the date of valid adoption.

3. These orders shall take effect from the date of issue.

Encl : as above.



[S.P. Bhatta]

Assistant General Manager (Estt. I)

Tel. No. 23037477

**To
All Heads of Telecom Circles
All Heads of Other Administrative Units
Bharat Sanchar Nigam Limited**

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Website: www.bsnl.co.in, Corporate Identity Number (CIN): U74899DL2000GOI107739

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