



Comments on adoption leave

Sonke Gender Justice

10 weeks of adoption leave provided by the Bill is insufficient

- Propose 10 working days for one adoptive parent after the child is physically placed with the adoptive parents
- 6 consecutive months for the other adoptive parent within the first 3 years that the child that is to be adopted is physically placed with the adoptive parent.

COSATU

- Proposal for 10 weeks adoption leave be amended to reflect the same 4 to 6 months provisions of maternity leave. As adopted parents do not need to recover from having given birth, provision should be made for the adopted parents to sub-divide this 4 to 6 months adoption leave.

Legal adviser's comments

- The rationale for giving 10 weeks, as opposed to 4 months which is applicable to maternity leave, is that the adoptive parent does not need not recover from giving birth.
- Section 25(4) of the BCEA provides that a person who miscarriage during the third trimester or who bears a stillborn child is entitled to six weeks maternity leave which commences after the miscarriage or stillbirth.
- The period for adoption leave was therefore shortened to exclude the period that catered for the recovery after birth.
- ***This is a policy decision that the committee must decide on whether to extend the adoption leave period to 4 months.***

The Adoption Adviser

G Psacharopoulos



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Table of Contents The Adoption Adviser

1. Understanding the eBook The Adoption Adviser
 - The Rise of Digital Reading The Adoption Adviser
 - Advantages of eBooks Over Traditional Books
2. Identifying The Adoption Adviser
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an The Adoption Adviser
 - User-Friendly Interface
4. Exploring eBook Recommendations from The Adoption Adviser
 - Personalized Recommendations
 - The Adoption Adviser User Reviews and Ratings
 - The Adoption Adviser and Bestseller Lists

5. Accessing The Adoption Adviser Free and Paid eBooks
 - The Adoption Adviser Public Domain eBooks
 - The Adoption Adviser eBook Subscription Services
 - The Adoption Adviser Budget-Friendly Options
6. Navigating The Adoption Adviser eBook Formats
 - ePub, PDF, MOBI, and More
 - The Adoption Adviser Compatibility with Devices
 - The Adoption Adviser Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of The Adoption Adviser
 - Highlighting and Note-Taking The Adoption Adviser
 - Interactive Elements The Adoption Adviser
8. Staying Engaged with The Adoption Adviser
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers The Adoption Adviser
9. Balancing eBooks and Physical Books The Adoption Adviser
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection The Adoption Adviser
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine The Adoption Adviser
 - Setting Reading Goals The Adoption Adviser
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of The Adoption Adviser
 - Fact-Checking eBook Content of The Adoption Adviser
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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