

THE PATERNITY AND PARENTAL BENEFIT BILL, 2025

BY

SHRIMATI SUPRIYA SULE, M.P.

ARRANGEMENT OF CLAUSES

CLAUSES

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TO BE INTRODUCED IN LOK SABHA

Bill No. 82 of 2025

THE PATERNITY AND PARENTAL BENEFITS BILL, 2025

BY

SHRIMATI SUPRIYA SULE

A

BILL

to regulate the employment of persons in certain establishments for certain periods before and after becoming a parent and to provide for paternity and parental benefit and certain other benefits.

Be it enacted by Parliament in the Seventy-sixth Year of the Republic of India as follows: -

1. (1) This Act may be called the Paternity and Parental Benefits Act, 2025. Short title and commencement.

(2) It shall come into force such date, as the Central Government may, by notification in the official Gazette, appoint.

2. (1) It applies, in the first instance,—

Application of Act.

(a) to every establishment being a factory, mine or plantation including any such establishment belonging to Government and to every establishment wherein persons are employed for the exhibition of equestrian, acrobatic and other performances;

(b) to every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in a State, in which ten or more persons are employed, or were employed, on any day of the preceding twelve months:

Provided that the State Government may, with the approval of the Central Government, after giving not less than two months' notice of its intention of so doing, by notification in the Official Gazette, declare that all or any of the provisions of this Act shall apply also to any other establishment or class of establishments, industrial, commercial, agricultural or otherwise.

(2) Save as otherwise provided in sections 5A and 5B, nothing contained in this Act shall apply to any factory or other establishment to which the provisions of the Employees' State Insurance Act, 1948 (34 of 1948), apply for the time being.

3. In this Act, unless the context otherwise requires,—

Definitions.

(a) "appropriate Government" means, in relation to an establishment being a mine, ⁷[or an establishment wherein persons are employed for the exhibition of equestrian, acrobatic and other performances,] the Central Government and in relation to any other establishment, the State Government;

(b) "child" includes a still-born child;

(c) "commissioning mother" means a biological mother who uses her egg to create an embryo implanted in any other woman or a woman married to a commissioning father;

(d) "commissioning father" means a biological father who uses his sperm to create an embryo implanted in the surrogate mother or a man married to a commissioning mother;

(e) “delivery” means the birth of a child;

(f) “employer” means—

(i) in relation to an establishment which is under the control of the Government, a person or authority appointed by the Government for the supervision and control of employees or where no person or authority is so appointed, the head of the department;

(ii) in relation to an establishment under any local authority, the person appointed by such authority for the supervision and control of employees or where no person is so appointed, the chief executive officer of the local authority;

(iii) in any other case, the person who, or the authority which, has the ultimate control over the affairs of the establishment and where the said affairs are entrusted to any other person whether called a manager, managing director, managing agent, or by any other name, such person;

(g) “establishment” means—

(i) a factory;

(ii) a mine;

(iii) a plantation;

(iv) an establishment wherein persons are employed for the exhibition of equestrian, acrobatic and other performances;

(iva) a shop or establishment; or

(v) an establishment to which the provisions of this Act have been declared under sub-section (1) of section 2 to be applicable;

(h) “factory” means a factory as defined in clause(m) of section 2 of the Factories Act, 1948 (63 of 1948);

(i) “Inspector” means an Inspector appointed under section 14;

(j) “maternity benefit” means the payment referred to in sub-section (1) of section 5;

(k) “medical termination of pregnancy” means the termination of pregnancy permissible under the provisions of Medical Termination of Pregnancy Act, 1971 (34 of 1971);

(l) “man” means a person employed, whether directly or through any agency, for wages in any establishment

(m) “mine” means a mine as defined in clause (j) of section 2 of the Mines Act, 1952 (35 of 1952);

(n) “miscarriage” means expulsion of the contents of a pregnant uterus at any period prior to or during the twenty-sixth week of pregnancy but does not include any miscarriage, the causing of which is punishable under the Indian Penal Code (45 of 1860);

(o) “plantation” means a plantation as defined in clause (f) of section 2 of the Plantations Labour Act, 1951 (69 of 1951);

(p) “person” means a person employed, whether directly or through any agency, for wages in any establishment

(q) “prescribed” means prescribed by rules made under this Act;

(r) “State Government”, in relation to a Union territory, means the Administrator thereof;

(s) “wages” means all remuneration paid or payable in cash to a woman, if the terms of the contract of employment, express or implied, were fulfilled and includes such cash allowances (including dearness allowance and house rent allowance) as a person is for the time being entitled to incentive bonus; and the money value of the concessional supply of food grains and other articles, but does not include—

(i) any bonus other than incentive bonus;

(ii) over-time earnings and any deduction or payment made on account of fines;

(iii) any contribution paid or payable by the employer to any pension fund or provident fund or for the benefit of the person under any law for the time being in force; and

(iv) any gratuity payable on the termination of service;

(t) “woman” means a woman employed, whether directly or through any agency, for wages in any establishment.

4. (1) Subject to the provisions of this Act, every man shall be entitled to, and his employer shall be liable for, the payment of paternity benefit at the rate of the average daily wage for the period of his actual absence, that is to say, the period immediately preceding the day of delivery of a child of his legally wedded wife, the actual day of the delivery and any period immediately following that day. Right to payment of paternity benefit.

Explanation.—For the purpose of this sub-section, the average daily wage means the average of the man's wages payable to him for the days on which he has worked during the period of three calendar months immediately preceding the date from which he absents himself on account of paternity or the minimum rate of wage fixed or revised under the Minimum Wages Act, 1948 (11 of 1948), whichever is the highest.

(2) No man shall be entitled to paternity benefit unless he has actually worked in an establishment of the employer from whom he claims paternity benefit, for a period of not less than eighty days in the twelve months immediately preceding the expected date of delivery of a child to his legally wedded wife.

(3) The maximum period for which any man shall be entitled to paternity benefit shall be eight weeks of which not more than one week shall precede the date of his legally wedded wife's expected delivery:

Provided that the maximum period entitled to paternity benefit by a man having two or more than two surviving children shall be five weeks of which not more than one week shall precede the date of his legally wedded wife's expected delivery:

Provided further that where a man dies during this period, the paternity benefit shall be payable only for the days up to and including the day of his death:

Provided also that where a man dies during the period for which he is entitled for the paternity benefit, leaving behind the child, the employer shall be liable for the paternity benefit for that entire period but if the child also dies during the said period, then, for the days up to and including the date of the death of the child.

Provided also that where a man who legally adopts a child below the age of three months or a commissioning father shall be entitled to paternity benefit for a period of eight weeks from the date the child is handed over to the adopting father or the commissioning father, as the case may be.

(4). In case where the nature of work assigned to a man is of such nature that he may work from home, the employer may allow him to do so after availing of the paternity benefit for such period and on such conditions as the employer and the man may mutually agree.

5. (1) Any man employed in an establishment and entitled to paternity benefit under the provisions of this Act may give notice in writing in such form as may be prescribed, to his employer, stating that his paternity benefit and any other amount to which he may be entitled under this Act may be paid to him or to such person as he may nominate in the notice and that he will not work in any establishment during the period for which he receives paternity benefit.

Notice of claim for paternity benefit and payment thereof.

(2) In the case of a man whose legally wedded wife is pregnant, such notice shall state the date from which he may be absent from work, not being a date earlier than one week from the date of her expected delivery.

(3) Any man who has not given the notice when his legally wedded wife was pregnant may give such notice as soon as possible after the delivery.

(4) On receipt of the notice, the employer shall permit such man to absent himself from the establishment during the period for which he receives the paternity benefit.

(5) The amount of paternity benefit for the period preceding the date of his legally wedded wife's expected delivery shall be paid in advance by the employer to the man on production of such proof as may be prescribed that his wife is pregnant, and the amount due for the subsequent period shall be paid by the employer to the man within forty-eight hours of production of such proof as may be prescribed that his wife delivered a child.

(6) The failure to give notice under this section shall not disentitle a man to paternity benefit or any other amount under this Act if he is otherwise entitled to such benefit or amount and in any such case an Inspector may either of his own motion or on an application made to him by the man, order the payment of such benefit or amount within such period as may be specified in the order.

6. If a man entitled to paternity benefit or any other amount under this Act, dies before receiving such paternity benefit or amount, or where the employee is liable for payment of paternity benefit under the second proviso to sub-section (3) of section 5, the employer shall pay such benefit or amount to the person nominated by the man in the notice given under section 6 and in case there is no such nominee, to his legal representative.

Payment of paternity benefit in case of death of a man.

7. (1) Every establishment having fifty or more employees shall have the facility of crèche within such distance as may be prescribed, either separately or along with common facilities:

Creche facility.

Provided that the employer shall allow four visits a day to the creche by the man, which shall also include the interval for rest allowed to him.

(2) Every establishment shall intimate in writing and electronically to every man at the time of his initial appointment regarding every benefit available under the Act.

8. In case of miscarriage or medical termination of the pregnancy of his legally wedded wife, a man shall, on production of such proof as may be prescribed, be entitled to leave with wages at the rate of paternity benefit, for a period of five days immediately following the day of the miscarriage or medical termination.

Leave for miscarriage.

9. (1) When a man absents himself from work in accordance with the provisions of this Act, it shall be unlawful for his employer to discharge or dismiss him during or on account of such absence or to give notice of discharge or dismissal on such a day that the notice will expire during such absence, or to vary to his disadvantage any of the conditions of his service. Dismissal during absence.

(2) (a) The discharge or dismissal of a man at any time during the pregnancy of his legally wedded wife, if the man but for such discharge or dismissal would have been entitled to paternity benefit, shall not have the effect of depriving him of the paternity benefit:

Provided that where the dismissal is for any prescribed gross misconduct, the employer may, by order in writing communicated to the deprive him of the paternity benefit.

(b) Any man deprived of paternity benefit or discharged or dismissed during or on account of his absence from work in accordance with the provisions of this Act, may, within sixty days from the date on which order of such deprivation or discharge or dismissal is communicated to him, appeal to such authority as may be prescribed, and the decision of that authority on such appeal, whether the man should or should not be deprived of maternity benefit or discharged or dismissed shall be final.

(c) Nothing contained in this sub-section shall affect the provisions contained in sub-section (1).

10. (1) Subject to the provisions of this Act, every legally married couple shall be entitled to, and his or her employer shall be liable for, the payment of parental benefit at the rate of the average daily wage for the period of his or her actual absence, that is to say, within a period of eighteen months of the delivery of a woman's child or the delivery of the child of a man's legally wedded wife, as the case may be. Right to payment of parental benefit.

Explanation.—For the purpose of this sub-section, the average daily wage means the average of the person's wages payable to him or her for the days on which he has worked during the period of three calendar months immediately preceding the date from which he absents himself on account of paternity or maternity, the minimum rate of wage fixed or revised under the Minimum Wages Act, 1948 (11 of 1948), whichever is the highest.

(2) No person shall be entitled to parental benefit unless he or she has actually worked in an establishment of the employer from whom he or she claims parental benefit, for a period of not less than eighty days in the twelve months immediately preceding the expected date of [delivery] or [birth] of the child.

(3) The maximum period for which any legally married couple shall be entitled to parental benefit shall be a combined period of eight weeks, divided as they may mutually decide:

Provided that the parental benefit may be availed, either in a single continuous period of eight weeks or in two installments, each of not less than one week:

Provided further that the maximum period entitled to parental benefit by a married couple having two or more than two surviving children shall be a combined period of four weeks, divided as they may mutually decide:

Provided also that the parental benefit may be availed by a married couple having two or more than two surviving children either for a single continuous period of four weeks or in two installments, each of not less than one week:

Provided also that where a person dies during period of leave for parental benefit, the parental benefit shall be payable only for the days up to and including the day of his or her death:

Provided also that where a person dies during the period for which he is entitled for the parental benefit, leaving behind the child, the employer shall be liable for the parental benefit for that entire period but if the child also dies during the said period, then, for the days up to and including the date of the death of the child.

Provided also that where a married couple who legally adopts a child below the age of three months or a commissioning couple shall be entitled to parental benefit for a period of eight weeks within eighteen months of the date the child is handed over to the adopting couple or commissioning couple, as the case may be.

11. (1) Any person employed in an establishment and entitled to parental benefit under the provisions of this Act may give notice in writing in such form as may be prescribed, to his or her employer, stating that his or her parental benefit and any other amount to which he may be entitled under this Act may be paid to him or her or to such person as he or she may nominate in the notice and that he or she will not work in any establishment during the period for which he or she receives parental benefit.

Notice of claim for parental benefit and payment thereof.

(2) The notice under-section (1) shall be given not less than one month from the date from which he or shall be absent and contain the information specified in sub-section (3) and is accompanied by the declarations specified in sub-section (4):

(3) The specified information required for notice under sub-section (1) shall include,-

- (a) the name of the person;
- (b) the name of the person's legally wedded spouse;
- (c) the start and end dates of the period for which the person has received maternity or paternity benefit;
- (d) the start and end dates of the period for which the person shall be absent from work and receive parental benefit;
- (e) the duration for which the person's legally wedded spouse intends to absent themselves from work and receive parental benefit.

(4) The specified declarations for notice under sub-section (1), shall include,-

- (a) a declaration signed by the person that the information given by them in the notice is accurate.
- (b) a declaration signed by the person's legally wedded spouse—

(i) specifying name, address, and Permanent Account Number (PAN) of the person;

(ii) that the person is the legally wedded spouse of the employee giving the notice;

(iii) that the person consents to the duration and dates of leave which the employee intends to take as set out in the notice;

(iv) that the person consents to their spouse's employer processing the information in their declaration.

(5) On receipt of the notice, the employer shall permit such person to absent himself or herself from the establishment during the period for which he or she receives the parental benefit.

(6) The employer may request, within fourteen days beginning with the date on which that notice was given, the name and address of the employer of the person's legally wedded spouse.

(7) Where an employer makes a request under subsection (6), the person must, within 14 days beginning on the date on which that request was made, send the employer—

(a) the name and address requested, or

(b) a declaration that the person's legally wedded spouse has no employer.

(8) The amount of parental benefit for the period preceding the date of his legally wedded wife's expected delivery shall be paid by the employer to the person not less than two weeks before the date from which he or she shall receive the parental benefit on production of such proof as may be prescribed that she has delivered a child or his legally wedded wife has delivered a child.

12. If a person entitled to parental benefit or any other amount under this Act, dies before receiving such parental benefit or amount, or where the employer is liable for parental benefit under the second proviso to subsection (3) of section 5, the employer shall pay such benefit or amount to the person nominated by the employee in the notice given under section 6 and in case there is no such nominee, to his or her legal representative.

Payment of parental benefit in case of death of a person.

13. No deduction from the normal and usual daily wages of a person entitled to paternity or parental benefit under the provisions of this Act shall be made by reason only of the nature of work assigned to him or her by virtue of the provisions contained in sub-section (3) of section 4.

No deduction of wages in certain cases.

14. The appropriate Government may, by notification in the Official Gazette, appoint such officers as it thinks fit to be Inspectors for the purposes of this Act and may define the local limits of the jurisdiction within which they shall exercise their functions under this Act.

Appointment of Inspectors.

15. An Inspector may, subject to such restrictions or conditions as may be prescribed, exercise all or any of the following powers, namely:—

Powers and duties of Inspectors.

(a) enter at all reasonable times with such assistants, if any, being persons in the service of the Government or any local or other public authority, as he thinks fit, any place of work or establishment, for the purposes of examining any registers, records and notices required to be kept or exhibited by or under this Act and required their production for inspection;

(b) examine any person whom he finds in any premises or place and who, he has reasonable cause to believe, is employed in the establishment:

Provided that no person shall be compelled under this section to answer any question or give any evidence tending to incriminate himself;

(c) require the employer to give information regarding the names and addresses of persons employed, payments made to them, and applications or notices received from them under this Act; and

(d) take copies of any register and records or notices or any portions thereof.

16. Every Inspector appointed under this Act shall be deemed to be a public servant within the meaning of section 21 of the Indian Penal Code (45 of 1860).

Inspectors to be public servants.

17. (1) Any person claiming that—

Power of Inspector to direct payments to be made.

(a) paternity benefit or parental benefit to which he or she is entitled under this Act and any person claiming that payment due under section 7 has been improperly withheld;

(b) his or her employer has discharged or dismissed him or her during or on account of his or her absence from work in accordance with the provisions of this Act, may make a complaint to the Inspector.

(2) The Inspector may, of his own motion or on receipt of a complaint referred to in sub-section (1), make an inquiry or cause an inquiry to be made and if satisfied that—

(a) payment has been wrongfully withheld, may direct the payment to be made in accordance with his orders;

(b) he or she has been discharged or dismissed during or on account of his or her absence from work in accordance with the provisions of this Act, may pass such orders as are just and proper according to the circumstances of the case.

(3) Any person aggrieved by the decision of the Inspector under sub-section (2) may, within thirty days from the date on which such decision is communicated to such persons, appeal to the prescribed authority.

(4) The decision of the prescribed authority where an appeal has been preferred to it under sub-section (3) or of the Inspector where no such appeal has been preferred, shall be final.

(5) Any amount payable under this section shall be recoverable by the Collector on a certificate issued for that amount by the Inspector as an arrear of land revenue.

18. If a person works in any establishment after she has been permitted by his or her employer to absent herself under the provisions of section 6 for any period during such authorised absence, he or she shall forfeit her claim to the paternity or parental benefit for such period.

Forfeiture of paternity or parental benefit.

19. An abstract of the provisions of this Act and the rules made thereunder in the language or languages of the locality shall be exhibited in a conspicuous place by the employer in every part of the establishment.

Abstract of Act and rules thereunder to be exhibited.

20. Every employer shall prepare and maintain such registers, records and muster-rolls and in such manner as may be prescribed.

Registers, etc.

21. (1) If any employer fails to pay any amount of paternity or parental benefit to a person entitled under this Act or discharges or dismisses such person during or on account of his or her absence from work in accordance with the provisions of this Act, he shall be punishable with imprisonment which shall not be less than three months but which may extend to one year and with fine which shall not be less than two thousand rupees but which may extend to five thousand rupees:

Penalty for contravention of Act by employer.

Provided that the court may, for sufficient reasons to be recorded in writing, impose a sentence of imprisonment for a lesser term or fine only in lieu of imprisonment.

(2) If any employer contravenes the provisions of this Act or the rules made thereunder, he shall, if no other penalty is elsewhere provided by or under this Act for such contravention, be punishable with imprisonment which may extend to one year, or with fine which may extend to five thousand rupees, or with both:

Provided that where the contravention is of any provision regarding paternity or parental benefit and such paternity or parental benefit or amount has not already been recovered, the court shall, in addition, recover such paternity or parental benefit or amount as if it were a fine and pay the same to the person entitled thereto.

22. Whoever fails to produce on demand by the Inspector any register or document in his custody kept in pursuance of this Act or the rules made thereunder or conceals or prevents any person from appearing before or being examined by an Inspector shall be punishable with imprisonment which may extend to one year, or with fine which may extend to five thousand rupees, or with both.

Penalty for obstructing Inspector.

23. (1) Any aggrieved person, an office-bearer of a trade union registered under the Trade Unions Act, 1926 (16 of 1926) of which such person is a member or a voluntary organisation registered under the Societies Registration Act, 1860 (21 of 1860) or an Inspector, may file a complaint regarding the commission of an offence under this Act in any court of competent jurisdiction and no such complaint shall be filed after the expiry of one year from the date on which the offence is alleged to have been committed.

Cognizance of offences.

(2) No court inferior to that of a Metropolitan Magistrate or a Magistrate of the first class shall try any offence under this Act.

24. No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended to be done in pursuance of this Act or of any rule or order made thereunder.

Protection of action taken in good faith.

25. The Central Government may give such directions as it may deem necessary to a State Government regarding the carrying into execution of the provisions of this Act and the State Government shall comply with such directions.

Power of Central Government to give directions.

26. If the appropriate Government is satisfied that having regard to an establishment or a class of establishments providing for the grant of benefits which are not less favourable than those provided in this Act, it is necessary so to do, it may, by notification in the Official Gazette, exempt, subject to such conditions and restrictions, if any, as may be specified in the notification, the establishment or class of establishments from the operation of all or any of the provisions of this Act or of any rule made thereunder.

Power to exempt establishments.

27. (1) The provisions of this Act shall have effect notwithstanding anything inconsistent therewith contained in any other law or in the terms of any award, agreement or contract of service, whether made before or after the coming into force of this Act:

Effect of laws and agreements inconsistent with this Act.

Provided that where under any such award, agreement, contract of service or otherwise, a person is entitled to benefits in respect of any matter which are more favourable to him or her than those to which she would be entitled under this Act, the person shall continue to be entitled to the more favourable benefits in respect of that matter, notwithstanding that he or she is entitled to receive benefits in respect of other matters under this Act.

(2) Nothing contained in this Act shall be construed to preclude a person from entering into an agreement with his or her employer for granting him or her rights or privileges in respect of any matter which are more favourable to her than those to which he or she would be entitled under this Act.

28. (1) The appropriate Government may, subject to the condition of previous publication and by notification in the Official Gazette, make rules for carrying out the purposes of this Act. **Power to make rules.**

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for—

(a) the preparation and maintenance of registers, records and muster-rolls;

(b) the exercise of powers including the inspection of establishments and the performance of duties by Inspectors for the purposes of this Act;

(c) the method of payment of maternity benefit and other benefits under this Act in so far as provision has not been made therefor in this Act;

(d) the form of notices under section 6;

(e) the nature of proof required under the provisions of this Act;

(f) acts which may constitute gross misconduct for purposes of section 12;

(g) the authority to which an appeal under clause (b) of sub-section (2) of section 12 shall lie; the form and manner in which such appeal may be made and the procedure to be followed in disposal thereof;

(h) the authority to which an appeal shall lie against the decision of the Inspector under section 17; the form and manner in which such appeal may be made and the procedure to be followed in disposal thereof;

(i) the form and manner in which complaints may be made to Inspectors under sub-section (1) of section 17 and the procedure to be followed by them when making inquiries or causing inquiries to be made under sub-section (2) of that section;

(j) any other matter which is to be, or may be, prescribed.

(3) Every rule made by the Central Government under this section shall be laid as soon as may be after it is made, before each House of Parliament while it is in session for a total period of thirty days which may be comprised in one session ¹[or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid,] both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so however that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

STATEMENT OF OBJECTS AND REASONS

The evolving nature of work and family structures necessitates legal reforms that support equitable care giving responsibilities. Despite growing recognition of the importance of shared parenting, India's labor laws remain outdated, offering minimal provisions for paternity and parental benefits. While the Maternity Benefit Act, 1961 provides leave and protections for women, there is no corresponding legal framework for fathers, leading to an unequal burden of childcare on women and limiting fathers' ability to participate in early child-rearing. India, with its growing workforce and shifting social dynamics, must address this policy gap to ensure that both parents have the necessary support to balance work and family responsibilities.

Research has found that fathers who take parental leave are more actively engaged in child-rearing, both during and long after the period of the leave ends, resulting in improved emotional and cognitive development and overall well-being in their children. Allowing fathers to take parental leave also has a profound impact on the well-being of mothers—a 2019 study by the World Bank found that paternity leave reduces postpartum depression in mothers by improving the division of household responsibilities and providing emotional support. Countries with robust paternity leave policies have seen higher female labour force participation rates, as mothers return to work earlier and are more likely to remain employed long-term, as well as improved career progression for women and a more equitable distribution of unpaid domestic labour.

This Bill introduces paid paternity leave, ensuring that fathers have the legal right to take time off from work to care for their newborn or newly adopted child. By enshrining this right in law, the Bill ensures that no father is forced to choose between financial stability and their child's early development.

In addition to paternity leave, the Bill introduces shared parental leave, allowing parents to divide caregiving responsibilities more flexibly within 18 months of childbirth or adoption rather than being restricted to the immediate postpartum period. The traditional model of parental leave, which only accounts for the immediate weeks following childbirth, does not reflect the long-term and evolving needs of a child. Research has shown that flexible shared parental leave allows parents to stagger their time off, ensuring continuous parental presence in the early developmental years, which has been linked to better emotional and behavioural outcomes in children, alongside reducing financial strain and workplace disruptions.

By enabling parents to take leave at any time during the first 18 months, the Bill allows families to structure their caregiving in a way that best supports child development, maternal workforce participation, and work-life balance. This approach is particularly critical for ensuring continuity of care, supporting single-parent and dual-career households, and accommodating changing family dynamics.

NEW DELHI;

SUPRIYA SULE

January 21, 2025.

FINANCIAL MEMORANDUM

This Bill involves expenditure from the Consolidated Fund of India on account as it involves the payment of paternity and/or parental benefits to employees of the Central government. However, it is not possible to give an estimate of the additional expenditure from the Consolidated Fund of India, as this would require the collection of a large volume of statistics and the expenditure will also have to be calculated on the basis of certain assumptions.

MEMORANDUM REGARDING DELEGATED LEGISLATION

Clause 26 of the Bill gives power to the Central Government to make necessary rules, by notification in the official gazette, for carrying out the purposes of the Bill. The rules will relate to matters of details only.

The delegation of legislative power is of normal character.

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to regulate the employment of persons in certain establishments for certain periods before and after becoming a parent and to provide for paternity and parental benefit and certain other benefits.

(Shrimati Supriya Sule, M.P.)