

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT**

**RAJYA SABHA**

**UNSTARRED QUESTION NO. 1857  
TO BE ANSWERED ON 17.03.2022**

**APPLICABILITY OF PATERNITY LEAVE IN PRIVATE SECTOR**

**1857. SHRI K.R. SURESH REDDY:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) whether it is a fact that unlike maternity leave, which is legally mandated, the private sector is not bound to provide paternity leave to its employees;**
- (b) whether it is also a fact that the Paternity Benefit Bill, 2017, which proposed equal maternity and paternity leaves across all sectors has not moved forward; and**
- (c) if so, the details thereof?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a): There is no legal provision which mandates private sector to provide paternity leave to its employees.**

**(b) & (c): All private members bills including 'The Paternity Benefit Bill, 2017' are examined and dealt as per related Parliamentary procedures.**

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