

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2187
TO BE ANSWERED ON 06.08.2026**

IMPLEMENTATION OF CRECHE FACILITIES AT WORKPLACES

2187. SHRI RAJINDER GUPTA:

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

- (a) whether Government has undertaken any assessment or compliance audit of the implementation of mandatory crèche provision under the Maternity Benefit Act, 1961 (as amended in 2017) and, if so, the details and key findings thereof;**
- (b) whether Government maintains data on establishments required to provide crèche facilities and the extent of compliance with the said provision; and**
- (c) whether Government proposes to undertake a nationwide compliance assessment and issue uniform guidelines to strengthen the implementation of mandatory crèche provision?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (c): The provisions of the Maternity Benefit Act, 1961 have been subsumed under the Code on Social Security, 2020, which came into effect on 21.11.2025. Under the Code, enforcement in respect of establishments under the State Sphere is the responsibility of the respective State Governments, while the Chief Labour Commissioner (Central) [CLC(C)] Organisation under the Ministry of Labour and Employment is the designated enforcement authority for ensuring compliance with maternity benefit provisions in establishments under the Central Sphere.

No specific assessment or compliance audit has been undertaken exclusively on the implementation of the mandatory crèche provision. However, the enforcement position under the Central Sphere is as under:

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Particulars	2023-24	2024-25	2025-26 (up to March 2026)
Inspections conducted	402	256	142
Irregularities detected	733	248	167
Irregularities rectified	159	77	111
Prosecutions launched	11	10	15
Convictions	6	0	1

The Government does not maintain data on the number of establishments required to provide crèche facilities or the extent of compliance with the said provision.

The CLC(C) undertakes regular awareness and sensitisation programmes for employers, employees and other stakeholders regarding the provisions of the Labour Codes, including the Code on Social Security, 2020. Compliance with statutory provisions is monitored through inspections conducted by Inspector-cum-Facilitators, and appropriate enforcement action is taken wherever violations are detected. Employers are also sensitised regarding statutory compliance requirements through digital platforms such as the Shram Suvidha Portal 2.0.

Further, 1,363 employee outreach programmes covering 89,762 employees and 471 employer outreach programmes reaching 19,411 participants, including principal employers, contractors and sub-contractors, have been conducted to promote awareness and strengthen compliance with the Labour Codes, including those relating to the mandatory crèche facility, wherever applicable.
