

**GOVERNMENT OF INDIA  
MINISTRY OF HEALTH AND FAMILY WELFARE  
DEPARTMENT OF HEALTH AND FAMILY WELFARE**

**LOK SABHA  
UNSTARRED QUESTION NO. 1624  
TO BE ANSWERED ON 10<sup>TH</sup> MARCH, 2017**

**LEAVE TO PREGNANT WOMEN**

**1624. SHRI OM PRAKASH YADAV:**

Will the Minister of **HEALTH AND FAMILY WELFARE** be pleased to state:

- (a) whether the Government has constituted any Committee or institution to resolve the problems caused in connection with providing leave to pregnant women;
- (b) if not, the reasons therefor; and
- (c) the number of complaints redressed/received from State of Bihar and the action taken by the Government in this regard?

**ANSWER  
THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND  
FAMILY WELFARE  
(SHRI FAGGAN SINGH KULASTE)**

(a) & (b): No Committee has recently been constituted either by Ministry of Labour & Employment (MoL&E) or by Ministry of Health & Family Welfare (MoHFW).

The Maternity Benefit Act, 1961 protects the employment of women during her pregnancy and childbirth and entitles her of a 'maternity benefit' – i.e. full paid absence from work – for the benefit of woman and her child. The Act itself has institutionalized the mechanism to redress or resolve the disputes/grievances caused in connection with providing leave to pregnant working women. For this purpose, the appropriate Government (Central/State) have been empowered to appoint inspectors, who have been delegated powers and duties in connection with implementation of the Act. Further, the Act provides for penalty for contravention of the Act by employer. Commission of an offence under this Act is a cognizable offence.

(c): No such information is maintained by Central Government. As per Section 3 (a) of the Maternity Benefit Act, 1961, the State Government is the appropriate authority in relation to all establishments except Mine or an establishment wherein persons are employed for the exhibition of equestrian, acrobatic and other performances. Therefore, the State Governments do not send complaints to the Central Government, as they are to be redressed through the state Labour Commissionerate.

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