GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO. 2538
TO BE ANSWERED ON 12.03.2018

MATERNITY BENEFIT ACT

2538. SHRI ASADUDDIN OWAISI:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether the Government has made it mandatory for establishments employing 50 or more people to provide crèche facilities effective from July 1, 2017 by enacting the Maternity Benefits (Amendment) Act and if so, the details thereof;

(b) the number of establishments which have provided such facilities to the women working in their establishments, State/UT-wise;

(c) whether any time limit was fixed to provide such facilities at the establishment and if so, the details thereof;

(d) whether many organisations are yet to provide such facilities in their establishments; and

(e) if so, the details thereof along with the penalty imposed under the Act for such violation and corrective steps taken/being taken in this regard?

ANSWER
MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)

(a): Yes, Madam. As per Maternity Benefit (Amendment) Act, 2017, it has been made mandatory for the establishments employing 50 or more employees to provide crèche facility, either separately or along with common facilities within a prescribed distance.

(b): Data on provision of mandatory crèche services at establishments is not maintained centrally.

(c) to (e): As per Maternity Benefit Act, 1961, the appropriate Government for enforcement of the provisions of this Act is concerned State Government for all industries, shops and establishments except mines and circus. After recent amendment to Maternity Benefit Act i.e. the Maternity Benefit (Amendment) Act, 2017, the Ministry of Labour and Employment has issued two advisories to all State Governments/UT Administration for effective enforcement of the provisions of the Act in true spirit and letter. The complaints received for violation of provision of the Act by respective Governments are dealt with as per the provisions of the Act.

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