

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1949
TO BE ANSWERED ON 30.07.2018**

INCLUSION OF MEN IN MATERNITY BENEFITS LAW

1949. DR. KAMBHAMPATI HARIBABU:

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

- (a) whether the Government is considering any proposal to amend the Maternity law to include men as equal partners in parenting and if so, the details thereof;**
- (b) the details and the list of the companies with 50 or more employees that have not provided crèche facilities as mandated by the Maternity Benefit Act, as amended in 2017 State/UT-wise; and**
- (c) whether the Act contains penal provisions for the companies not following the mandate under the act and if so, the details thereof along with the action taken against the erring companies during the last three year and the current years, State/UT-wise?**

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

- (a): At present, no proposal is under consideration of the Government to amend the Maternity law to include men as equal partners in parenting.**
- (b): No such data is maintained by Central Government.**
- (c): Yes, Madam. While Section 21 of the Maternity Benefit Act, 1961 envisages penalty for contravention of the said Act by any employer, Section 22 deals with penalty provisions for obstructing Inspector appointed by the appropriate Government under Section 14 of the Act.**

The Maternity Benefit Act, 1961, is enforced and implemented by the respective State Governments in all sectors except in the Mines and Circus industries. Time to time, advisories are issued to State Governments for strict enforcement and compliance of the provisions of the Maternity Benefit Act, 1961. The provisions of the Act are implemented by the appropriate government through Inspectors as per the provisions contained in Section 14 & 15 of the Maternity Benefit Act, 1961.
