

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

LOK SABHA

**UNSTARRED QUESTION NO. 726
TO BE ANSWERED ON 23.07.2018**

IMPACT OF MATERNITY LAW ON JOBS

**726. SHRI TEJ PRATAP SINGH YADAV:
SHRIMATI ANJU BALA:**

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

- (a) whether Maternity Law, that entitles women to 26 weeks paid maternity leave, may cost 1.8 million women their jobs, according to the survey by Team Lease Services;**
- (b) if so, the details thereof and the reaction of the Government thereto;**
- (c) whether the new law discourage companies from hiring women in India where the share of women in the workforce has shrunk to around 24 per cent in 2016 from 36 per cent a decade earlier and if so, the details thereof;**
- (d) whether since 2004, about 20 million women vanished from India's workforce, according to the World Bank estimates and if so, the details thereof; and**
- (e) the corrective steps taken/being taken by the Government in this regard?**

ANSWER

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

(a) & (b): No such report has been brought to the notice of the Government.

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(c) & (d): No, Madam. The Government is of opinion that with enforcement of the Maternity Benefit (Amendment) Act, 2017, more and more women workers would be inclined to seek employment which will lead to increase in women labour participation rate. There are stringent provisions under the Maternity Benefit Act, 1961 for prevention of discriminatory practices against women work force.

(e): 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.
