

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

**LOK SABHA  
STARRED QUESTION NO. 87  
TO BE ANSWERED ON 17.12.2018  
MATERNITY LEAVE INCENTIVE SCHEME**

**†\*87. SHRI CHANDRA PRAKASH JOSHI:  
SHRI SUNIL KUMAR SINGH:**

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

- (a) whether the Government is working to promote the Maternity Leave Incentive Scheme and if so, the details thereof along with the features of the said scheme and the time by which this scheme is likely to be implemented;**
- (b) whether the Government has arranged/allocated funds for this scheme and if so, the details thereof along with the amount to be spent on this Scheme;**
- (c) whether the Government is receiving complaints that on coming to know about the pregnancy of a woman employee or when she applies for maternity leave, the employer without any sound reason terminates her contract; and**
- (d) if so, the details thereof along with the action taken/being taken by the Government against such erring employers?**

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

**(a) to (d): A statement is laid on the Table of the House.**

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**STATEMENT RERERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA STARRED QUESTION NO. 87 FOR 17.12.2018 BY SHRI CHANDRA PRAKASH JOSHI AND SHRI SUNIL KUMAR SINGH REGARDING MATERNITY LEAVE INCENTIVE SCHEME.**

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**(a): Yes, Madam. Government is working on an incentive Scheme for entities that provide 26 weeks maternity benefits to their woman employees as provided for in the Maternity Benefit (Amendment) Act, 2017. To enable an entity to avail of the incentive, the women employees working in their entity should be a wage earner of less than Rs.15,000/- per month and a member of Employees' Provident Fund Organisation (EPFO) for at least one year and not covered by Employees' State Insurance Corporation (ESIC). The scheme is proposed to be administered through Employees' Provident Fund Organisation and shall be implemented after obtaining the approval of the competent authority.**

**(b): No, Madam. Government has not made any allocation for the scheme.**

**(c) & (d): The Maternity Benefit Act, 1961 is enforced and implemented by the respective State Governments in all sectors except Mines and Circus. Advisories are issued to State Governments from time to time for strict enforcement and compliance of the provisions of the Act.**

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