

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

LOK SABHA

**UNSTARRED QUESTION NO. 1203
TO BE ANSWERED ON 11.02.2019**

CRECHE FACILITIES FOR EMPLOYEES

1203. SHRI VENKATESH BABU T.G.:

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

- (a) whether the Government has directed all the employers both in private and public sectors to provide creche facilities for employees in the office premises;**
- (b) if so, the details thereof;**
- (c) the action proposed to be taken against the defaulters;**
- (d) whether there are reports that women who return to work post-delivery are not adequately provided with nursing breaks by the employers; and**
- (e) if so, the details thereof along with 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) to (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. As per the 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. Time to time, advisories are issued to State Governments for strict enforcement and compliance of the provisions of the Maternity Benefit Act, 1961. Government does not maintain data of defaulters centrally. Implementation of provisions relating to nursing breaks are also enforced by State Governments, except in case of mines and circus.
