

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1762  
TO BE ANSWERED ON 13.02.2023**

**PROBLEMS OF WORKING MOTHERS**

**1762. SHRI SANJAY KAKA PATIL:**

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

- (a) whether the Government has taken any steps to identify the problems and issues working mothers have faced due to the continued closure of day care centres and schools during the pandemic;**
- (b) if so, the steps taken/being taken by the Government to redress this issue and if not, the reasons therefor;**
- (c) whether the Government has taken any steps or formulated any plan to improve the women labour force participation post the pandemic; and**
- (d) if so, the details thereof, including the effect of these interventions and if not, the reasons therefor?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) & (b): Ministry of Labour and Employment is implementing the Maternity Benefit Act, 1961, as amended vide the Maternity Benefit (Amendment) Act, 2017, which, inter-alia, provides for paid maternity leave to women workers and crèche facility by establishments. Vide Section 5 of the Maternity Benefit Act, 1961, as amended in 2017, the Government has increased paid maternity leave from 12 weeks to 26 weeks of which not more than eight weeks shall precede the date of expected delivery. Depending upon the nature of work assigned to a woman, the Section 5(5) of the Act provides for work from home for such period and on such conditions as the employer and the woman may mutually agree.**

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**(c) & (d): The Government has taken various steps to improve women's participation in the labour force and quality of their employment. The Code on Social Security, 2020 has the provisions for enhancement of paid maternity leave from 12 weeks to 26 weeks, provision for mandatory crèche facility in the establishments having 50 or more employees, permitting women workers in the night shifts with adequate safety measures, etc.**

**The Code on Occupational Safety, Health & Working Conditions (OSH), 2020 has special provision relating to employment of women. As per this, women shall be entitled to be employed in all establishments for all types of work, with their consent, before 6 a.m. and beyond 7 p.m. subject to conditions relating to safety, holidays and working hours or any other conditions to be observed by the employer as may be prescribed by the appropriate Government.**

**Further, to enhance the employability of female workers, the Government is providing training to them through a network of Women Industrial Training institutes, National Vocational Training Institutes and Regional Vocational Training Institutes.**

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