

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
STARRED QUESTION NO. 294  
TO BE ANSWERED ON 16.12.2024**

**POLICY TO RECONCILE WORK AND FAMILY RESPONSIBILITIES**

**\*294. SHRI ADITYA YADAV:**

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

- (a) whether the Government encourages all States to adopt and implement legislation and policies designed to promote the reconciliation of work and family responsibilities, including increased flexibility in working arrangements to provide care facilities for children and other dependents;**
- (b) if so, the details thereof and if not, the reasons therefor;**
- (c) whether the Government ensures that both women and men have access to maternity or paternity leave, parental leave and other forms of leave and are not discriminated against while availing such benefits; and**
- (d) if so, the details thereof and if not, the reasons therefor?**

**ANSWER**

**MINISTER OF LABOUR AND EMPLOYMENT  
(DR. MANSUKH MANDAVIYA)**

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

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**STATEMENT REFERRED TO IN REPLY TO PART (a) to (d) OF LOK SABHA STARRED QUESTION NO. 294 FOR 16.12.2024 BY SHRI ADITYA YADAV REGARDING POLICY TO RECONCILE WORK AND FAMILY RESPONSIBILITIES.**

**(a) to (d): Government has taken measures to promote balance between work and family responsibilities. In 2017, the Maternity Benefit Act, 1961 was amended which, inter alia, provides for paid maternity leave of 26 weeks for woman employees; 3 months to a woman who legally adopts a child below the age of three months; 12 weeks to a commissioning mother; 6 weeks in case of miscarriage; two breaks during her daily work schedule for nursing her child until the child reaches fifteen months of age. Every establishment with fifty or more employees must provide a crèche facility, either separately or alongside other common facilities.**

**In case where the nature of work assigned to a woman is of such nature that she may work from home, the employer may allow her to do so after availing of maternity benefit for such period and on such conditions as the employer and the woman may mutually agree.**

**These provisions have been incorporated in the Code on Social Security, 2020.**

**The Maternity Benefit Act, 1961 is enforced by the Central Government and State Governments in their respective jurisdiction.**

**‘The Palna’ (formerly National Crèche Scheme for children of working mothers), a centrally sponsored scheme is implemented through states/union territories w.e.f. 01.01.2017 to provide crèche/day care facilities to children (in the age group of 6 months to 6 years).**

**The Government has recently issued an advisory on 31.01.2024, which, inter-alia, requires balance between employment and care responsibilities, viz, every employer should:**

**(a)ensure a balance between employment and caregiving responsibilities for both men and women to foster an equitable workplace, including implementing family-friendly measures such as paternity leave, parental leave, family emergency leave and flexible working arrangements.**

**(b)take measures that not only encourage women but also men to take up flexible working time arrangements, including teleworking, to participate in care responsibilities.**