

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:4887

ANSWERED ON:07.05.2012

MATERNITY BENEFIT ACT

Angadi Shri Suresh Chanabasappa;Ganeshamurthi Shri A.

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

- (a) whether the Central Government has taken any initiatives to review the Maternity Benefit Act, 1961 to protect the interests of pregnant employees in the country;
- (b) if so, the details thereof; and
- (c) the time by which the proposed amendments are likely to be implemented?

**Answer**

MINISTER OF THE STATE IN THE MINISTRY OF LABOUR & EMPLOYMENT (SHRI MALLIKARJUN KHARGE)

(a) to (c): Review and amendments of various labour laws is an ongoing process. The Maternity Benefit Act, 1961 was amended in 2008 by which for section 8, the following section was substituted:

"8(1) Every woman entitled to maternity benefit under this Act shall also be entitled to receive from her employer a medical bonus of one thousand rupees, if no pre-natal confinement and post-natal care is provided for by the employer free of charge.

(2) The Central Government may before every three years by notification in the Official Gazette increase the amount of medical bonus subject to the maximum of twenty thousand rupees".

The Central Government vide notification No. S.O. 2016(E) dated 11th August, 2008 increased the amount of medical bonus from Rs. 1000/- to Rs. 2500/-. Further, vide notification No. S.O. 2016(E) dated 19th December, 2011, the amount of medical bonus has been increased from Rs. 2500/- to Rs. 3500/-.