

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

**LOK SABHA**

**UNSTARRED QUESTION NO. 3515  
TO BE ANSWERED ON 15.07.2019**

**MATERNITY BENEFIT (AMENDMENT ACT) AND CRECHE FACILITIES**

**3515. SHRI SYED IMTIAZ JALEEL:  
SHRI ASADUDDIN OWAISI:  
SHRI ANTO ANTONY:**

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

- (a) whether the Government has enacted the Maternity Benefit Act making it mandatory for establishments employing 50 or more people to provide Creche facilities effective from July 1, 2017, if so, the details thereof;**
- (b) the number of establishments so far provided with such facilities to working women for their children;**
- (c) whether there was any time limit to provide such facilities at the establishment, if so, the details thereof; and**
- (d) whether it is a fact that many organisations have not so far provided such facilities in their establishments, if so, the penalty imposed under the act for such violation and steps taken or being taken in this regard?**

**ANSWER**

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

**(a): Yes, Sir. As per the Maternity Benefit (Amendment) Act, 2017, the establishments employing 50 or more employees are required to provide crèche facility, either separately or along with common facilities within a prescribed distance.**

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**(b) to (d): As per the Maternity Benefit Act, 1961, the appropriate Government for enforcement of the provisions of this Act is concerned State Government for all industries, shops and establishments except mines and circus. After the Maternity Benefit (Amendment) Act, 2017, the Ministry of Labour and Employment has issued advisories to all State Governments/UT Administration for effective enforcement of the provisions of the Act in letter and spirit. Data on provision of mandatory crèche services at establishments is not maintained centrally. The complaints received for violation of provision of the Act by respective Governments are dealt with as per the provisions of the Act.**

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