

Schemes for maternity benefit

2827. SHRI HUSAIN DALWAI: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government has allocated only ` 10 lakh for 'Incentives to entities for providing Maternity benefit' schemes as against proposal of ` 420 crore, reasons therefor;

(b) the additional steps being taken to end discrimination by private sector against hiring women who are deterred by paid maternity benefit that they need to provide, details thereof and if not, reasons therefor;

(c) whether Government maintains any data of women who are forced out of their employment due to pregnancy, details thereof; and

(d) whether Government is taking any actions against private companies who terminate women's employment due to pregnancy, details thereof?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) A concept note on the proposed scheme 'Incentives to entities for providing Maternity Benefit' was submitted to Ministry of Finance seeking 'in principle' approval in September 2018. As the 'in principle' approval was not received, the scheme could not be operationalized. Awaiting the 'in principle' approval, a token provision was proposed.

(b) As per the Maternity Benefit Act, 1961, the appropriate Government for enforcement of the provisions of this Act is the concerned State Government for all industries, shops and establishments except mines and circus. After the Maternity Benefit (Amendment) Act, 2017 was notified, advisories were issued to all State Governments/UT Administrations for effective enforcement of the provisions of the Act in letter and spirit.

(c) No such data maintained centrally.

(d) The complaints received for violation of provisions of the Act by respective Governments are dealt with as per the provisions of the Act.