

बिहार सरकार
श्रम संसाधन विभागगोपाल मीणा, भा0प्र0से0
श्रमायुक्त, बिहार।

जिला स्थापना शाखा

प्रधान सचिव, गृह विभाग,
 प्रधान सचिव, मंत्रीमण्डल, सचिवालय विभाग,
 पुलिस महानिदेशक, गृह विभाग,
 प्रधान सचिव, आपदा प्रबंधन विभाग,
 प्रधान सचिव, उद्योग विभाग,
 प्रधान सचिव, उर्जा, विभाग,
 प्रधान सचिव, कृषि विभाग,
 प्रधान सचिव, कला संस्कृति एवं युवा विभाग,
 प्रधान सचिव, खाद्य एवं उपभोक्ता संरक्षण विभाग,
 प्रधान सचिव, खान एवं भूतत्व विभाग,
 प्रधान सचिव, गन्ना उद्योग विभाग,
 प्रधान सचिव, ग्रामीण विकास विभाग,
 प्रधान सचिव, जल संसाधन विभाग,
 प्रधान सचिव, नगर विकास एवं आवास विभाग,
 प्रधान सचिव, निगरानी विभाग,
 प्रधान सचिव, निर्माण विभाग,
 प्रधान सचिव, पारंपरिक विभाग,
 प्रधान सचिव, पंचायती राज विभाग,
 सचिव, पर्यटन विभाग,
 सचिव-सह-निदेशक, पशु एवं मत्स्य संसाधन विभाग,
 प्रधान सचिव, पथ निर्माण विभाग,
 प्रधान सचिव, वन एवं पर्यावरण विभाग,
 प्रधान सचिव, भवन निर्माण विभाग,
 प्रधान सचिव, योजना एवं विकास विभाग,
 प्रधान सचिव, राजस्व एवं भूमि सुधार विभाग,
 प्रधान सचिव, लघु जल संसाधन विभाग,
 प्रधान सचिव, लोक स्वास्थ्य अभियंत्रण विभाग,
 प्रधान सचिव, वित्त विभाग,
 प्रधान सचिव, वाणिज्यकर विभाग,
 प्रधान सचिव, विज्ञान एवं प्रावेद्यिकी विभाग,
 प्रधान सचिव, शिक्षा विभाग,
 प्रधान सचिव, सहकारिता विभाग,
 प्रधान सचिव, सामान्य प्रशासन विभाग,
 प्रधान सचिव, अल्पसंख्यक कल्याण विभाग,
 प्रधान सचिव, सूचना एवं प्रावेद्यिकी विभाग,
 सचिव, सूचना एवं जनसम्पर्क विभाग,
 सभी जिला पदाधिकारी,
 सभी पुलिस अधीक्षक,
 निदेशक, बेलट्रॉन, पटना।

पटना, दिनांक - 15-11-17

विषय:- The Maternity Benefit (Amendment) Act, 2017 के संसूचन के संबंध में।

महाशय,

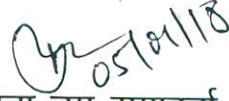

उपर्युक्त विषयक श्रम एवं रोजगार मंत्रालय, भारत सरकार द्वारा प्राप्त कराये गये The Maternity Benefit (Amendment) Act, 2017 की छायाप्रति (अनुलग्नक सहित) इस पत्र के साथ संलग्न कर सादर सूचनार्थ उपलब्ध कराई जा रही है।
 अनुलग्नक:- यथोक्त।

विश्वासभाजन
 (गोपाल मीणा)
 श्रमायुक्त, बिहार।

पटना समाहरणालय, पटना
(जिला स्थापना शाखा)

ज्ञापांक-IV-16/14-32/स्था0, पटना, दिनांक-08/01/18

- प्रतिलिपि :- सभी प्रखण्ड विकास पदाधिकारी/अंचल अधिकारी/बाल विकास परियोजना पदाधिकारी, पटना जिला को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।
- प्रतिलिपि :- सभी अनुमण्डल पदाधिकारी/भूमि सुधार उप समाहर्ता, पटना जिला को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।
- प्रतिलिपि :- अपर समाहर्ता, आपदा प्रबंधन/विशिष्ट पदाधिकारी, अनुभाजन/जिला आपूर्ति पदाधिकारी/जिला भू-अर्जन पदाधिकारी/जिला प्रोग्राम पदाधिकारी (बा0वि0 परि0)/जिला कल्याण पदाधिकारी/जिला भविष्य निधि पदाधिकारी/प्रभारी पदाधिकारी, जिला सामाजिक सुरक्षा कोषांग/जिला योजना पदाधिकारी /निदेशक, ग्रामीण विकास अभिकरण/जिला पंचायत राज पदाधिकारी, पटना को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।


स्थापना उप समाहर्ता,
पटना। 
08-01-18

By Speed Post

67
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S.No. S-36012/03/2015-SS-I

Government of India

Ministry of Labour & Employment

Sharam Shakti Bhawan, New Delhi

28 August, 2017

Handwritten notes: 27/11/2017, Unions, सम, काम, कामों के, 13/9

To

The Secretary,
Labour Department,
All State Governments/UT Administrators

Subject: The Maternity Benefit (Amendment) Act, 2017

Sir/Madam,

Kind reference is invited to Ministry of Labour & Employment's earlier letter number S-36012/03/2015-SS-I dated 12.04.2017 (copy enclosed) highlighting the recent amendments made to the Maternity Benefit Act, 1961. The Ministry had also clarified therein certain points of doubts to facilitate smooth implementation of the provisions of the said Act, specially in respect of coverage of contractual workers under the Act.

2. This Ministry in the recent past have been receiving a number of complaints and grievances from working women stating non-implementation of the provisions of the M.B. Act, including alleged dismissal of few women by the employers in violation of section 12 of the said Act, non coverage of contractual employees, etc. The Hon'ble National Commission for Women has also taken serious view of such denial of rights of working women.

3. This Ministry would, therefore, urge all the State/UT Labour Commissioners (which is the implementing authority under the M.B. Act) to effectively enforce the provisions of M.B. Act, and take strict punitive action against defaulting employers and ensure that the provisions of the statute are implemented in true spirit and letter to protect the rights of working women enshrined in the Act.

Yours faithfully

(Signature)

(Manish Kumar Gupta)

Joint Secretary, Govt of India

Stamp: 11 SEP 2017, Copy to: 7855, 11-09-17

1. Chief Labour Commissioner(Central), M/o Labour & Employment, New Delhi

2. Ms.Rekha Sharma, Hon'ble Member, National Commission for Women, Plot No-21, FC-33, Jasola Institutional Area, New Delhi for information.

3. Website of the Ministry of L&E

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प्रधान सचिव श्रम संसाधन विभाग (प्रधान सचिव का कोषांग) प्राप्ति संख्या: 44.69 (9736) दिनांक: 11/9/17

51/ 66

No. S-36012/03/2015-SS-1

Government of India/भारत सरकार

Ministry of Labour & Employment/श्रम और रोजगार मंत्रालय

Shram Shakti Bhawan, Rafi Marg,
New Delhi, dated 12th April, 2017

To,

The Labour Department,
All States/Union Territories

Sub: **The Maternity Benefit (Amendment) Act, 2017 – reg.**

Sir/Madam,

In line with recommendations of the 44th, 45th & 46th Session of Indian Labour Conference (ILC) and demands from various quarters, the Government has recently enacted the Maternity Benefit (Amendment) Act, 2017. Through this Amendment Act, following provisions have been added to the Maternity Benefit Act, 1961:-

- Increase in the normal leave from existing 15 to 26 weeks for nursing women with less than two surviving children.
- Provisions for work from home for nursing mothers. ९०
- Mandatory provisions for establishments having fifty or more employees to have the facility of crèche.
- Extension of twelve weeks of maternity benefit to the 'commissioning mother' and the 'adopting mother' from the date the child is handed over.

Provisions of the Amendment Act have come into force w.e.f. 1st April, 2017, except those relating to crèche facility {Section 4(1)} which would come into force from 01.07.2017.

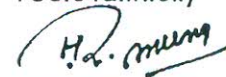
2. After the enactment of the said Act, the Ministry has been receiving numerous queries relating the revised provisions of the Act. The Ministry has examined such queries in consultation with Chief Labour Commissioner (Central) and the same are clarified as below :-

| S No. | Query | Clarification |
|-------|--|--|
| 1. | Applicability of the Act to contractual or consultant women employees. | Since there is no amendment in Sec. 2 of the Act, hence the original provision will prevail. |

| | | |
|----|--|---|
| | | The Act is applicable to all women who are employed in any capacity directly or through any agency i.e. either on contractual or as consultant. |
| 2. | Whether enhanced maternity benefit, as modified by the Maternity Benefit (Amendment) bill, 2016 can be extended to women who are already under maternity leave at the time of enforcement of this Amendment Act? | Yes. |
| 3. | Whether enhance maternity benefit can be extended to those women who have joined after availing 12 weeks of the maternity leave? | Those women employee who had already availed 12 weeks of maternity leave before enforcement of the Maternity Benefit (Amendment) Act, 2017 i.e. 1 st April, 2017, shall not be entitled to avail the extended benefit of the 26 weeks leave. |
| 4. | Protection of women in case she is fired by the employer after learning her pregnancy? | Under Section 12 of the M.B. Act, 1961 it is emphasized that any dismissal or discharge of a women during the pregnancy is unlawful and such employer can be punished under Section 21 of the Act. |
| 5. | Whether benefits of this Act can be extended to the employed women in the unorganized Sector | The Maternity Benefit Act is applicable to all mines, plantations, shops and establishments and factories. Mines, plantations, shop and establishments could be either in organized sector or unorganized sector. Also, clarification at SL. No. 1 may be seen. |

3. It is requested that these clarifications may be noted for compliance and also circulated widely so as to make the pregnant working women aware of their rights.

Yours faithfully



(H.L. Meena)

Director (SS)

011-23710954

Copy to:

1. Chief Labour Commissioner (Central), M/o Labour & Employment, New Delhi

2. Website of the Ministry of Labour & Employment

3. Media Cell, Ministry of Labour & Employment