

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

RAJYA SABHA

**UNSTARRED QUESTION NO. 1071
TO BE ANSWERED ON 19.12.2018**

**INCENTIVE SCHEME FOR WOMEN WORKERS IN PUBLIC AND PRIVATE
SECTOR**

1071. SHRI SANJAY SINGH:

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

- (a) whether an incentive scheme has been proposed by Government wherein seven week's wages would be reimbursed to the employers on employing women workers with up to Rs.15,000 wage ceiling and 26 weeks paid maternity benefit;**
- (b) whether it is also a fact that the proposed scheme can be implemented well in the public sector but not in private and contract jobs;**
- (c) if so, what steps would Government take to ensure the equal implementation of the proposed scheme in the private sector; and**
- (d) what alternatives does Government have for the women workers in private sector other than the proposed scheme?**

ANSWER

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

(a): Government is working on an incentive Scheme for entities that provide 26 weeks maternity benefits to their woman employees as provided for in the Maternity Benefit (Amendment) Act, 2017. To enable an entity to avail of the incentive, the women employees working in their entity should be a wage earner of less than Rs.15,000/- per month and a member of Employees' Provident Fund Organisation (EPFO) for at least one year and not covered by Employees' State Insurance Corporation (ESIC). The scheme is proposed to be administered through Employees' Provident Fund Organisation.

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(b): The Scheme is proposed to be made applicable for both public and private sector including contractual jobs, and hence it can be implemented for all the said sectors through EPFO.

(c): Does not arise.

(d): The Maternity Benefit Act, 1961, is enforced and implemented by the respective state Governments in all sectors except in the Mines and Circus industries. Time to time, advisories are issued to state Governments for strict enforcement and compliance of the provisions of the Maternity Benefit Act, 1961. Alternatively, ESIC 2.0 vision, aimed at extension of ESIC coverage in all districts by 2022 will achieve the objective of extending maternity benefits to women employees.
