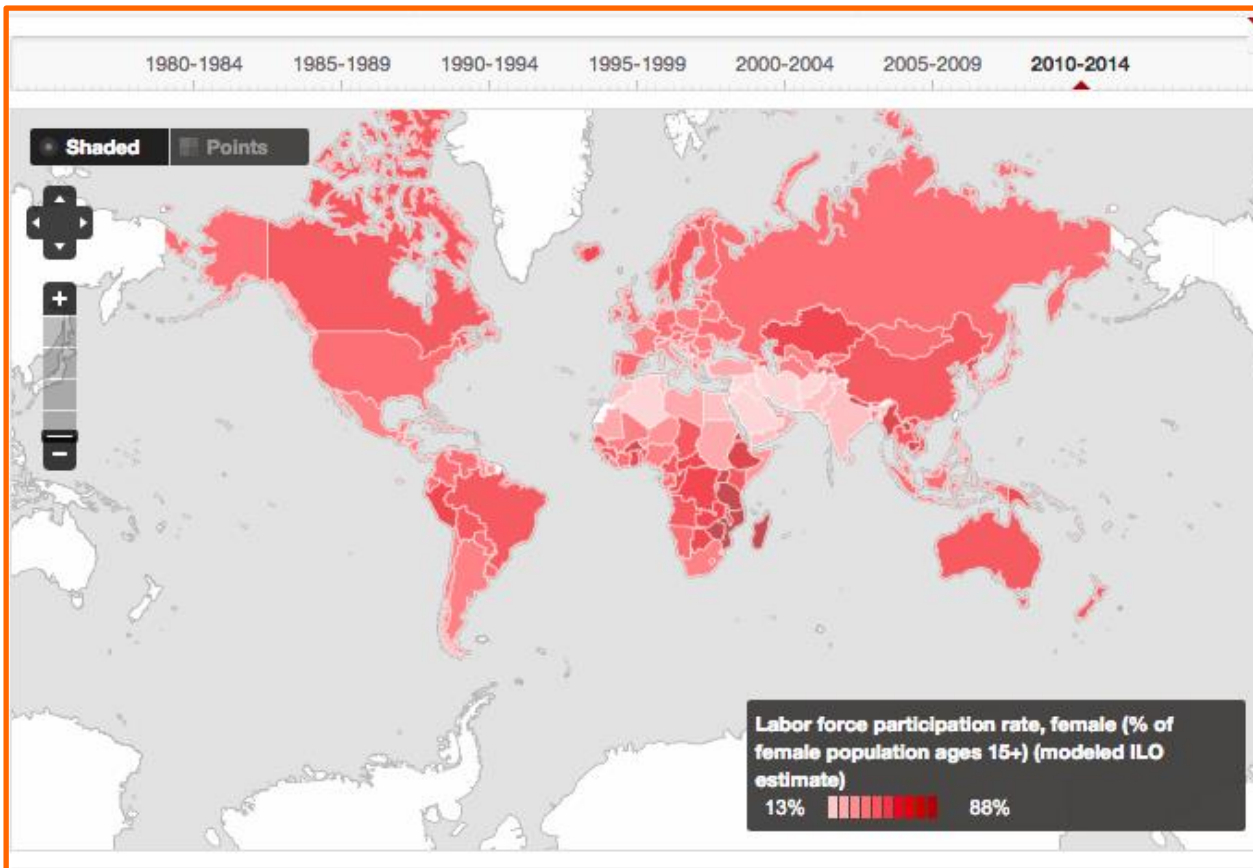


# Maternity Protection Benefits in India (current and planned) and Financing Schemes

**Dr. JP Dadhich MD (Pediatrics)  
National Coordinator,  
Breastfeeding Promotion network of  
India (BPNI)**

# Female Labor Force Participation (FLFP)



India 33%, Global 50%, SEA 66% (2012)

125 million of the 380 million working-age females currently employed

Source: IMF, 2015

Source: <http://data.worldbank.org>

# The Constitution of India



## Article 42

“The State shall make provision for securing just and humane conditions of work and for maternity relief.”

# The Maternity Benefit Act, 1961

- Paid maternity leave of 12 weeks in organised sector with full wages
- Two nursing breaks per day till child is fifteen months old
- A pregnant woman may request the authorities to avoid arduous work
- Prescribes the redress mechanisms and penalty for contravening the provisions of the act

Implementation of the provisions of the Act is sub-optimal

# Government of India is planning to increase the Maternity Leave to 8 months

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## Hike maternity leave to 8 months, says Maneka

TNN | Sep 2, 2015, 01.09 AM IST

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NEW DELHI: Expecting mothers could get maternity leave for eight months if Union minister Maneka Gandhi has her way. Gandhi— in charge of the ministry of women and child development—has proposed increasing maternity leave from three months to eight months.

"We have mooted a proposal of extending the maternity leave for working women from present three months to eight months to the Cabinet Secretariat for a discussion in the Committee of Secretaries. This matter was taken up by our minister with the Prime Minister and he is also very interested, so we are sending a copy to him,"

Nutan Guha Biswas, WCD additional secretary said.

**READ ALSO: Govt mulls raising maternity leave to 24 week**

Union women and child development minister Maneka Gandhi. (File Photo)

**Call for Action based on the WBTi 2015 report has recommended for a 9 months leave**

# 6<sup>th</sup> Pay Commission (2008) for the Central Government employees

- Six months maternity leave to the female employees
- 15 days paternity leave to male employees
- Some provincial governments have extended similar benefits
- Process for revision is underway

# Indira Gandhi Matritva Sahyog Yojana (IGMSY) – conditional maternity benefits

Cash Transfer	Conditions	Amount (INR)	Means of Verification
First Installment (In third trimester)	<ul style="list-style-type: none"> <li>Registration of Pregnancy at AWC/Health centre with in 4 months of pregnancy</li> <li>At least 2 ANCs with IFA tablets and TT inj</li> </ul>	3000	MCP Card certified by AWW
Second Installment (6 months after delivery)	<ul style="list-style-type: none"> <li>The birth of the child is registered</li> <li>The child has received vaccines for the age</li> <li>Attended at least 3 growth monitoring and IYCF counselling sessions within 3 months of delivery</li> <li>Exclusive breastfeeding for 6 months and introduction of CF as certified by the mother</li> </ul>	3000	MCP Card; self certification

53/664 districts

All pregnant and lactating women who are not getting such benefits from any other mechanism

# National Food Security Act 2013



सत्यमेव जयते

## भारत का राजपत्र The Gazette of India

असाधारण  
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PART II — Section 1  
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PUBLISHED BY AUTHORITY

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No. 29] NEW DELHI, TUESDAY, SEPTEMBER 10, 2013/BHADRA 19, 1935 (SAKA)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि वह अलग संकलन के रूप में रखा जा सके।  
Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE  
(Legislative Department)

*New Delhi, the 10th September, 2013/Bhadra 19, 1935 (Saka)*

The following Act of Parliament received the assent of the President on the 10th September, 2013, and is hereby published for general information:—

[THE NATIONAL FOOD SECURITY ACT, 2013  
No. 20 OF 2013

[10th September, 2013.]

An Act to provide for food and nutritional security in human life cycle approach, by ensuring access to adequate quantity of quality food at affordable prices to people to live a life with dignity and for matters connected therewith or incidental thereto.

Enacted by Parliament in the Sixty-fourth Year of the Republic of India as follows:—

CHAPTER I  
PRELIMINARY

1. (1) This Act may be called the National Food Security Act, 2013.

Short title.

## Section 4

Every pregnant woman and lactating mother shall be entitled to:

(a) meal, free of charge, during pregnancy and six months after the child birth, through the local anganwadi, so as to meet the nutritional standards specified in Schedule II; and

(b) maternity benefit of not less than rupees six thousand, in such installments as may be prescribed by the Central Government



# The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)

- 100 days of guaranteed wage employment in every financial year for all registered unskilled manual workers
- Pro-women provisions:
  - at least 33 per cent of participating workers are women
  - equal wages for men and women
  - provisions for childcare facilities at worksites
  - work is to take place within 5 kilometers of an applicant's residence

# Conclusions

- India has a national law for maternity protection
  - Requires strengthening of provisions
  - Needs effective implementation
- Executive measures also available, covering select groups
  - Needs strengthening
- Initiatives for informal sector/general population
  - Needs universalization

**Thanks !**