MINISTRY OF LAW AND JUSTICE
(Legislative Department)

New Delhi, the 28th March, 2017/Chaitra 7, 1939 (Saka)

The following Act of Parliament received the assent of the President on the
27th March, 2017, and is hereby published for general information:—

THE MATERNITY BENEFIT (AMENDMENT) ACT, 2017

No. 6 of 2017

[27th March, 2017.]

An Act further to amend the Maternity Benefit Act, 1961.

Be it enacted by Parliament in the Sixty-eighth Year of the Republic of India as follows:—

1. (1) This Act may be called the Maternity Benefit (Amendment) Act, 2017.

   (2) It shall come into force on such date as the Central Government may, by notification
   in the Official Gazette, appoint:

   Provided that different dates may be appointed for different provisions of this Act and
   any reference in any such provision to the commencement of this Act shall be construed as
   a reference to the coming into force of that provision.

2. In the Maternity Benefit Act, 1961 (hereinafter referred to as the principal Act), in
   section 3, after clause (b), the following clause shall be inserted, namely:—

   '(ba) "commissioning mother" means a biological mother who uses her egg to
   create an embryo implanted in any other woman;'.

3. In the principal Act, in section 5,—

   (A) in sub-section (3)—

   (i) for the words "twelve weeks of which not more than six weeks", the
words "twenty-six weeks of which not more than eight weeks" shall be substituted;

(ii) after sub-section (3) and before the first proviso, the following proviso shall be inserted, namely:

"Provided that the maximum period entitled to maternity benefit by a woman having two or more than two surviving children shall be twelve weeks of which not more than six weeks shall precede the date of her expected delivery;"

(iii) in the first proviso, for the words "Provided that", the words "Provided further that" shall be substituted;

(iv) in the second proviso, for the words "Provided further that", the words "Provided also that" shall be substituted;

(B) after sub-section (3), the following sub-sections shall be inserted, namely:

"(4) A woman who legally adopts a child below the age of three months or a commissioning mother shall be entitled to maternity benefit for a period of twelve weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be.

(5) In case where the nature of work assigned to a woman is of such nature that she may work from home, the employer may allow her to do so after availing of the maternity benefit for such period and on such conditions as the employer and the woman may mutually agree."

4. In the principal Act, after section 11, the following section shall be inserted, namely:

"11A. (1) Every establishment having fifty or more employees shall have the facility of crèche within such distance as may be prescribed, either separately or along with common facilities:

Provided that the employer shall allow four visits a day to the creche by the woman, which shall also include the interval for rest allowed to her.

(2) Every establishment shall intimate in writing and electronically to every woman at the time of her initial appointment regarding every benefit available under the Act."

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DR. G. NARAYANA RAJU,
Secretary to the Govt. of India.
भारत का राजपत्र
The Gazette of India
असाधारण
EXTRAORDINARY
भाग II—खण्ड 3—उप-खण्ड (ii)
PART II—Section 3—Sub-section (ii)
प्रतिव्याहार से प्रकटित
PUBLISHED BY AUTHORITY

श्रम और रोजगार मंत्रालय
अधिमूल्य
नई दिल्ली, 31 मार्च, 2017

का.श. 1026(अ).— केंद्रीय सरकार, प्रसूति प्रसुविधा (संयोजन) अधिनियम, 2017 (2017 का 6) की धारा 1 की उप-धारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, ऐसा करता है—

(i) 1 अप्रैल, 2017 जिससे उक्त अधिनियम के प्राधिकार, सिवाय धारा 3 की उप-धारा (5); तथा

(ii) 1 जुलाई, 2017 जिससे उक्त अधिनियम की धारा 3 की उप-धारा (5).

प्रकृत हों, ऐसी तारीख नियत करती है।

[प्र. मं. एस-36012/03/2015-सा.सु.-1]
मनीष कुमार गुप्ता, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT
NOTIFICATION
New Delhi, the 31st March, 2017

S.O. 1026(ब).— In exercise of the powers conferred by sub-section (2) of section 1 of the Maternity Benefit (Amendment) Act, 2017 (6 of 2017), the Central Government hereby appoints—

(i) the 1st day of April, 2017 as the date on which the provisions of the said Act, except sub-section (5) of section 3: and

(ii) the 1st day of July, 2017, as the date on which sub-section (5) of section 3 of the said Act, shall come into force.

[F.No.S-36012//03/2015-SS-I]
MANISH KUMAR GUPTA, Jr. Secy.

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असाधारण
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श्रम और रोजगार मंत्रालय
मुद्रित
नई दिल्ली, 3 अप्रैल, 2017

का.आ. 1049(ज.)—दिनांक 31 मार्च, 2016 के का.आ. सं. 1026(ज.) के द्वारा भारत के राजपत्र, असाधारण,
भाग-II, खण्ड-3, उप-खण्ड (ii) में प्रकाशित भारत सरकार, श्रम और रोजगार मंत्रालय की दिनांक 31 मार्च, 2017 की
अधिसूचना संख्या 914 में ‘धारा 3 की उप-धारा (5)’ शब्दों और अंकों के लिए दोनों स्थानों पर ‘धारा 4 की उप-धारा (1)’
शब्द और अंक पढ़े जाएं।

[फाइल सं. एस-36012/03/2015-सा.पू.-1]  
मनीष कुमार गुप्ता, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT  
CORRIGENDUM  
New Delhi, the 3rd April, 2017  

S.O. 1049(E).—In the Government of India, Ministry of Labour and Employment notification No.914
dated 31st March,2017, published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (ii),
vide number S.O. 1026 (E) dated the 31st March, 2016,—for the words and figures ‘sub-section (5) of section
3’, the words and figures ‘sub-section (1) of section 4’ may be read at both the places.

[F.No.S-36012/03/2015-SS-1]  
MANISH KUMAR GUPTA, Jr. Secy.