



A Study on Commentary on Maternity Benefit (Amendment) Act, 2017

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Abstract:

The Maternity Benefit Act, 1961 was enacted by the parliament in 12th year of Republic of India, to regulate the employment of women in certain establishment for certain period before and after child-birth and to provide for maternity. After about 52 years, major amendments are notified in the act, but the coverage remain very thin. In other words, more and more benefits are extended to the smaller group who are enjoying the privilege of being employed in the organized / formal sector, who gets all the statutory and non-statutory benefit. But, the government is yet to think of employees who are employed in unorganized sector who constitutes more than 80% of the employment. The government also generously extended benefits of 26 weeks of paid maternity leave, work from home, concept of commissioning mother etc. but what is state's contribution to extend the benefit to the unorganized sector, ensure coverage of employees, employment and continuity of employment.

Key words : Maternity Benefit, Maternity benefit (Amendment) Act, Maternity leave