

# **LEGAL LOCK JOURNAL**

## **2583-0384**

---

**VOLUME 3 || ISSUE 2**

---

**2023**

This Article is brought to you for “free” and “open access” by the Legal Lock Journal. It has been accepted for inclusion in the Journal after due review.

---

To submit your Manuscript for Publication at Legal Lock Journal, kindly email your Manuscript at [legallockjournal@gmail.com](mailto:legallockjournal@gmail.com).

## **A STUDY ON THE EFFICIENCY OF THE MATERNITY BENEFIT ACT IN INDIA**

Shivakumar. A<sup>1</sup> & Gowri Manogari<sup>2</sup>

### **ABSTRACT:**

Indian Women weren't been able to get access to basic rights like Education and Jobs, moreover, they weren't even considered human beings during the eras of pre and post-independence, furthermore only after independence and the revolution of the industries, Women were able to access education and training for basic jobs like being a teacher for kids in kindergarten, nurses and even for home management (Home Science), With the evolution of society and the introduction of rapid industrialization the women workforce started to increase and from being viewed as a burden women were seen as equal to men who also worked but, still she was not being independent economically as she was being controlled by her family, furthermore the working women were viewed differently compared to the non-working women who were being married of at the ages of 22-30, and those same group of women were also focused on keeping her family and her in-laws happy, which led to her bearing the offspring of the family she is married to this further impacted the working class women who were though married but, didn't wanted to put their careers on danger by bearing an offspring, this had been a major issue until the 1960's as the MATERNITY BENEFIT ACT, 1961. The Study is based on both primary and secondary data the primary data was collected using google forms and the SPSS analytical tools were used to analyse the data. The study concludes that Women's workforce would be more beneficial to her career if the act is even amended in a way it's even applicable to even the father of the fetus.

### **KEYWORDS:**

Indian Women, Maternity, Industries, Education, Maternity Benefit Act, 1961 and Financial Freedom

---

<sup>1</sup> The author is a student of law at Saveetha School of Law, SIMATS, Saveetha University.

<sup>2</sup> The Co-author is a faculty of law at Saveetha School of Law, SIMATS, Saveetha University.

**INTRODUCTION:**

Indian Women weren't been able to get access to basic rights like Education and Jobs, moreover, they weren't even considered human beings during the eras of pre and post-independence, furthermore only after independence and the revolution of the industries, Women were able to access education and training for basic jobs like being a teacher for kids in kindergarten, nurses and even for home management (Home Science), With the evolution of society and the introduction of rapid industrialization the women workforce started to increase and from being viewed as a burden women were seen as equal to men who also worked but, still she was not being independent economically as she was being controlled by her family, furthermore the working women were viewed differently compared to the non-working women who were being married off at the ages of 22-30, and those same group of women were also focused on keeping her family and her in-laws happy, which led to her bearing the offspring of the family she is married to this further impacted the working class women who were though married but, didn't wanted to put their careers on danger by bearing an offspring, this had been a major issue until the 1960's as the MATERNITY BENEFIT ACT, 1961 came into effect for the benefit of providing the working class women financial and Medical coverage to her along with job protection, so that the employer doesn't terminate her employment, furthermore it didn't only provide the above stated benefits but also the boon of coverage of the pre and post natal care of the fetus that is being born. Which is also provided along with the monetary benefits to the child if he/she is born but the mother who was carrying the child died in the process of giving birth, Additionally, it also covers the Process of Adoption, Family Planning(Tubectomy) and Surrogacy, which benefits not only the Mothers who are married but also, the Widowed Mothers, Surrogates, and women who want to be a parent through adoption. The Act was further amended in 2017 and it extended the no.of weeks leave category for the above-stated categories, from 8 weeks to 26 weeks which is given as per the amendment, the first 8 weeks for pre-delivery paid leave and the remaining is up to the mother choice. This study aims to know whether the maternity benefits act is beneficial to the female Workforce.

**REVIEW OF LITERATURE:**

(Mathew, 2019) The Maternity Benefit Act, of 1961, was amended to provide more beneficial entitlements to women employees. However, they impose the entire cost of these benefits on employers, which could lead to a negative trend in hiring women in meaningful roles. In 2017, the Parliament of India passed an amendment to the Maternity Benefit Act, 1961 (MB Act), which brought about three fundamental changes. While the MB Act had previously granted

female employees maternity leave, the amendment increased the duration of leave entitlement from 12 weeks to 26 weeks. Further, the amendment also introduced leave for adoptive mothers and surrogate mothers. Finally, the amendment mandated that every establishment with 50 or more employees shall have the facility of a crèche.

**(Jadon & Bhandari, 2019)** As a recognition of the crucial role played by women, it is vital that governments move away from egocentric laws and work towards achieving social justice, both in the organized and unorganized sectors. Complementary to this law, the judiciary has played a vital role in rendering judgments that involve liberal interpretations of the provisions of the law so as to be beneficial to the labour community. The Legislature and the Judiciary must identify the factors that are obstructing the achievement of social and economic equality for women. This paper seeks to analyze judicial interpretations and the legislative intent of the 2017 amendment to the Maternity Benefits Act, of 1961.

**(Bala, 2019)** The objective of this study is to analyze the implications of the Maternity Benefit (Amendment) Act, 2017 to address maternity protection as a matter of legal compliance for workplaces. It is essential to study the impact that the amendments to the legislation have had on workplaces and understand the status of knowledge, attitude and practices on the same and this study is envisaged as a rapid assessment to understand key trends that may better aid the implementation of the amended law.

**(Buch, 2019)** Women make up almost half of the population, and their active participation is crucial for sustainable development. Equal employment opportunities for women are essential for economic independence. This paper examines India's legislative framework for maternity benefits, comparing it to the International Labour Organization's recognition. Sustainable development and women's empowerment require ensuring the maximum number of women participate in the workforce and continue employment to achieve economic independence.

**(Logasakthi & Gayathri, 2020)** This paper focuses on the maternity benefits available in India and other countries, which are applicable for both public and private sectors with some exceptions. These benefits help to protect both the mother and her child's life and provide maintenance such as leaves, wages, and bonuses. It is a mutual agreement between the employer and the employee to help them take care of their baby during pregnancy and after pregnancy.

**(Rai & Niyogi, 2020)** With the current increase in the number of participation of women in the work sector, with special reference to young women from urban areas, it is essential to focus on the development and caretaking of the rights of working women. The need to produce a conducive work environment in order to create a gender-friendly labour market has arisen, now more than ever. This paper studies the scope of the maternity benefit act and focuses on the sustainability of the amendments in the long run and changing dynamics of the industries.

**(Puliyel et al., 2020)** The objective of the present paper is to evaluate whether paid maternity leave affects infant and child mortality in 34 countries of Asia and the Pacific between 1991 and 2016, using a fixed effects model. Efforts to expand paid maternity leave across the region could make a substantial difference in parents' ability to care for their children and also facilitate the emotional and physical recovery of mothers, contribute towards increased income security, promote employment continuity and advance gender equality. The results indicate that national guarantees of paid maternity leave are associated with lower infant mortality overall and lower under-five mortality, in particular among upper-middle-income countries.

**(Kundu, 2020)** The present study provides knowledge about Indian labour laws and identifies the challenges women face at their workplaces. Patriarchal norms have always dominated Indian society making women vulnerable not only in the workplace but also in their homes. The public domain is considered a male-dominated area, with limited access to women. However, this ideology is changing now but women still face many discriminatory practices like unequal wages, unsafe transport, sexual harassment, work-life balance, and so on. The paper also enlightens about various Indian labour laws and their provisions to improve the condition of women and concludes with some recommendations which could further help in achieving self-confidence and dignity among women.

**(Dubey, 2021)** In 2017, the Parliament of India passed The Maternity Benefit (Amendment) Act (MB Act hereafter) which increased the paid leave for expecting mothers from 12 weeks to 26 weeks. The seemingly progressive move, on closer scrutiny, reveals an undercurrent of acceptance for the 'gendered division of labour' in society and appears to reinforce the same. Moreover, the MB Act makes employers liable to bear the cost of the said benefits, thereby making female employees more "expensive" to employ when compared to their male counterparts. According to estimates, this move will result in pushing about 12 million women out of the workforce. Since 2016, India has witnessed a continuous fall in its ranking in the Global Gender Gap Index, released by the World Economic Forum. The reason for the same

was attributed to low inclusivity and 'low economic participation' of women in the Indian Economy.

**(Modgil, 2021)** Chapter 6 of the Social Security Code, 2020 provides for maternity leave and benefits in India. While this chapter is inclusive and does not conform to traditional notions of motherhood and pregnancy by including benefits for adoptive parents, commissioning parents and parents who miscarry, there seems to be one glaring loophole. This loophole is for the surrogate mother (child-bearing mother). In India, only altruistic surrogacy is permitted after 2015. Therefore, these surrogate mothers receive no consideration and cannot be remunerated or aided by the commissioning parents. The law seems to be gray on the point of whether surrogate mothers would be eligible for maternity benefits. The paper attempts to locate the Indian treatment of surrogacy within population theories and establish the link between labour legislation and larger policy goals.

**(Son & Böger, 2021)** Even though paid maternity leave was the earliest form of social protection specifically aimed at women workers and is fundamental in securing their economic independence vis-à-vis employers and spouses, it has received scant scholarly attention. Focusing on eligibility rather than generosity, we construct a measure of inclusiveness of paid maternity leaves to highlight how paid maternity leave has shaped not only gender but also social inequality, which has, until recently, largely been ignored by the literature on leave policies. However, the prevalence of informal labour combined with insufficient or non-existing maternity benefits outside the systems of social insurance still poses significant obstacles to the protection of women workers in some countries.

**(Arora, 2021)** This research paper aims to study maternity benefits in India and other nations. However, a minimum number of days of employment is required and payment during her maternity leave is based on her daily earnings and real absence, this applies to both the public and private sectors. The "maternity benefits schemes" are truly helping to safeguard both the mother and her child's lives positively, as well as providing assistance for her upkeep in the form of leaves, pay, and incentives. As a result, the purpose of this research is to learn more about how "maternity benefit schemes" "give support to women and how they vary from those in other nations.

**(Kumar, 2021)** Welfare initiatives are measures given to workers in addition to pay, such as intra-mural welfare, extra-mural welfare, social security programs, and work environment. This research aims to determine the effect of welfare measures on the job performance of workers working for a company that manufactures food items. The answers of two hundred workers were collected and evaluated using percentage analysis, descriptive statistics, and chi square analysis. The welfare amenities were judged to be satisfactory by the respondents, suggesting that welfare initiatives have an effect on work performance.

**(Panda, 2019)** National Commission for Enterprises in the Unorganized Sector(NCEUS) in its 2009 report<sup>1</sup>has devised a theoretical definition of informal workers which has been recognized as the basis for any policy related to informal workers in India. As per the report, the informal workers constitute those workers who do not have job security, income security and social security. Because of this lack of security, the informal workers are extremely vulnerable to any kind of exogenous shocks and accept the employment not out of choice but due to lack of availability of decent and formal work. The informal workers are present both in the organized and unorganized sectors.

**(Singh & Sharma, 2021)** This research paper reviews the various studies and research conducted on the various aspects of Work-Life Balance (WLB). It aims to understand the various elements of WLB, the management of these elements, and recent trends and approaches undertaken by Indian Firms. Human resource professionals are looking for work-life initiatives to improve employee self-confidence, hold employees with valued company acquaintances, and keep pace with the workplace environment. This research paper is based on secondary data through metanalysis sourced from web-based research, a review of print literature, journals, and articles.

**(Adinarayana, 2021)** However, women continue to face multiple challenges at the workplace like sexual harassment, fear of job loss due to pregnancy, late night shift and so on which can be intimidating and have a negative impact on their mental health. The laws are made to protect the rights of working women, but it cannot be denied that discrimination is structurally embedded in our society. There is a high demand to raise awareness of women's rights in the workplace and women must advocate for their rights. The second part consists of the human rights of Indian working women, a few relevant case laws wherein Indian women were given justice and the general association of these with the mental health of working women

worldwide.

**(Nagyan, 2021)** The authenticity of gender Justice in India is extremely multifaceted and diversified because it slightly exists in any dimension of the society like education, employment opportunities, income, health, cultural issues, social issues, economic issues etc. Overall, the study indicates the need of gender equality in the economic, social, cultural legal and political fields which are of a great challenge for policy-makers and social scientists to establish the rights which are guaranteed by the Indian Constitution. The researcher has tried to propose some pertinent strategies and policies implication for improving this gender equality and to market the dignified position for Indian people that become the subject of gender biases.

**(Dhanuka & Banthia, 2021)** The recent onset of maternity leaves is essential for empowering modern-day woman. But at the same time, it continues to reinforce the idea of 'Women as the caregiver.' In the 21st century, we continue to battle against a plethora of gender-biased norms reflected in a country's legal regime. Beyond breaking these taboos, we prove that Paternity leaves foster better bonds between the father and child while increasing the economic labour force participation of women. To live up to the constitutional principle of equality, the recently introduced Indian Paternity Leave Bill rekindles hope for creating an economically viable policy to enable Indian men to take up greater household roles. To conclude, we aim to establish the need for lengthened paternity leaves as a policy measure and as a reform that transforms social structures.

**(Bishnoi & Bishnoi, 2022)** The informal sector employs 60 percent of the female workforce and non-contributory cash transfers can be an innovative way to improve mother and neonatal nutritional status. This study presents a state-of-the-art review of the provisions of maternity benefits and their outcome in different nations as well as their implications on maternal and newborn health. An efficiently implemented maternity benefits program with the provision of cash incentives, nutrition supplement package, and paid maternity leave has several outcomes in terms of long duration & frequent exclusive breastfeeding, distribution of resources & disintegration of poverty transfer, reduced financial and gender inequality, quality childcare – which develops self-confidence and improved social & learning skills for better competence and career attainments – reduced MMR and IMR.

**(Banerjee et al., 2022)** Using a difference-in-differences strategy, on individual-level panel data, we estimate the effect of an amendment in India's maternity leave legislation on the employment and wages of women in the high-fertility age group. Our empirical and theoretical



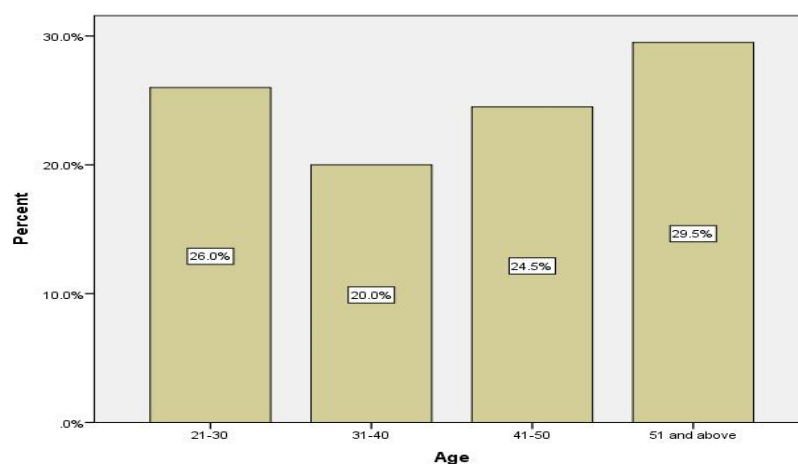
analysis provides robust evidence that women in the high fertility age group experience adverse effects in the labour market, that are exacerbated in the presence of mandated maternity leave policies. Our findings underscore the fact that policy design must be cognizant of underlying labour market dynamics if they are to prevent further widening of existing gender gaps in labour market outcomes.

### RESEARCH METHODOLOGY AND METHOD:

This study aims to know whether the maternity benefits act is actually beneficial to the female Workforce. The study deals with empirical research i.e., non-doctrinal analysis. It deals with both primary and secondary sources of data and various secondary sources like books, articles, research papers, etc. were used as references. The study deals with survey methods and the primary tool for analysing the results is SPSS. The method of collecting is through a direct survey method by people's opinions and answers to the questionnaires. The Simple Random sampling method was used for this collection of responses for this study. The total Sample Size is 210 samples collected in this study. The Independent Variables are Age, Gender, Locality, Education qualification, and Occupation Dependent Variables are Maternity benefit act provides enough paid leave for both Maternity and abortion, and Job protection is the major objective of the maternity benefit act, Major issues in Providing maternity benefit to the female employees, Maternity benefit act can be improvised by and On a scale 1 to 10 rate efficiency of existing laws in providing maternity benefit to the female employees.

### ANALYSIS

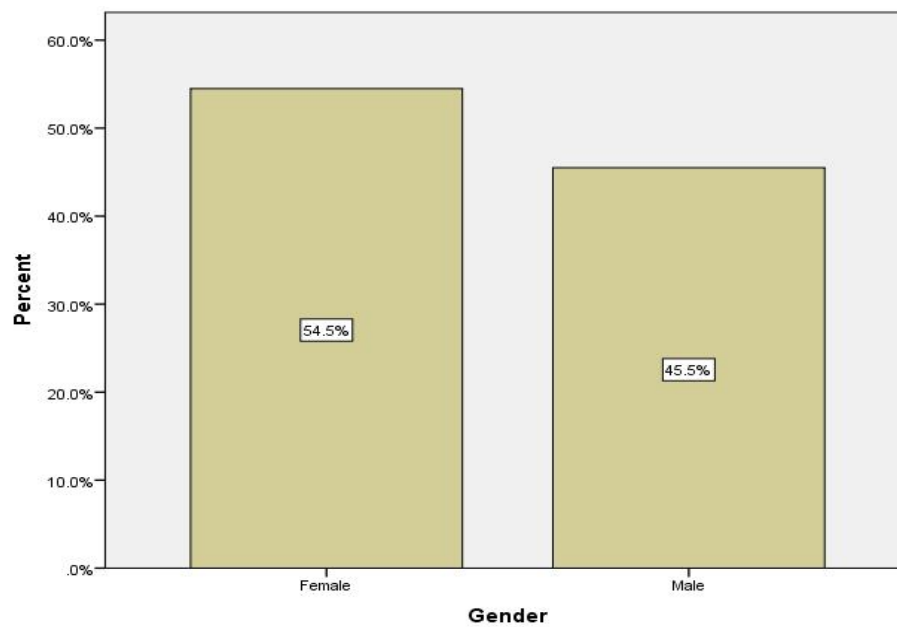
Figure1:



Legend:

Figure 1 Shows the Distribution of the responses for “Age”

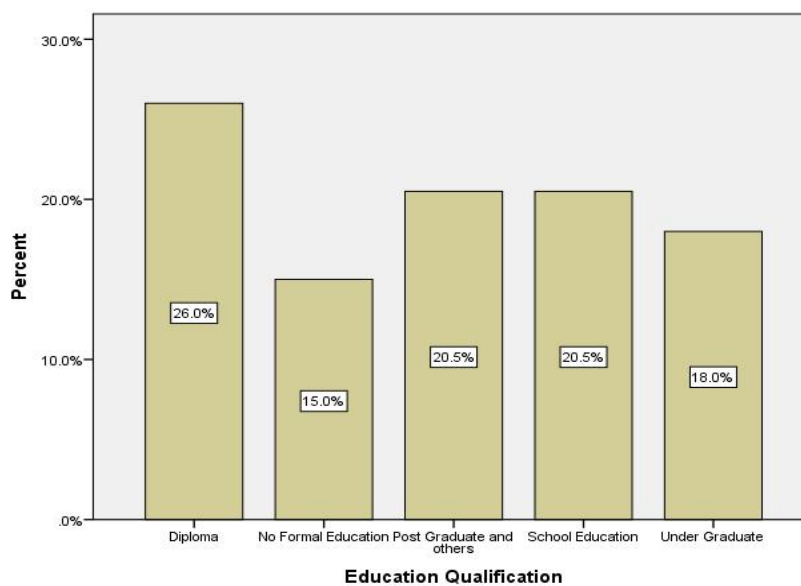
Figure 2:



Legend:

Figure 2 Shows the Distribution of the responses for “Gender”

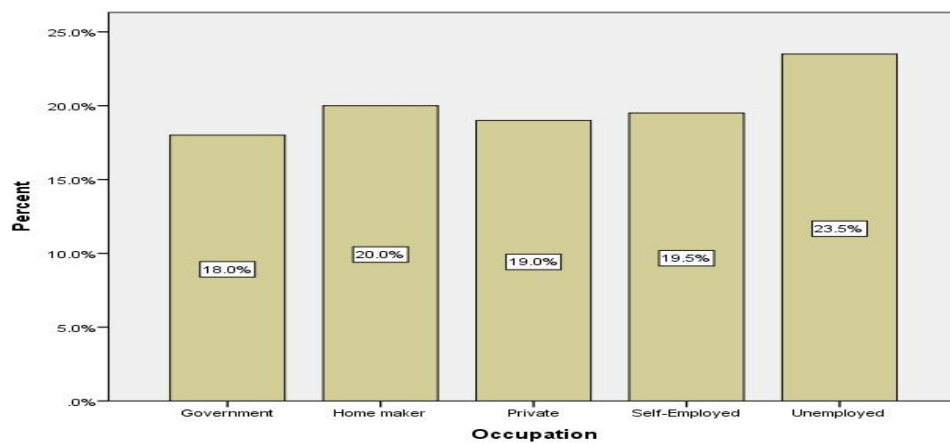
Figure 3:



Legend:

Figure 3 Shows the Distribution of the respondent's Education qualifications”

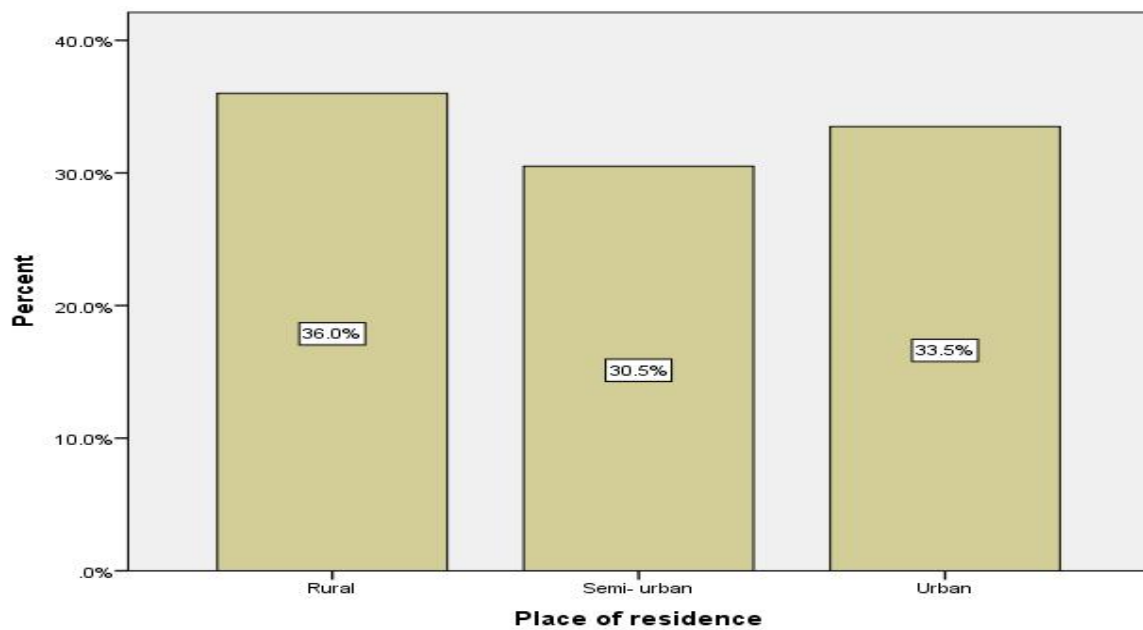
Figure 4:



Legend:

Figure 4 Shows the Distribution of the responses for “Occupation”

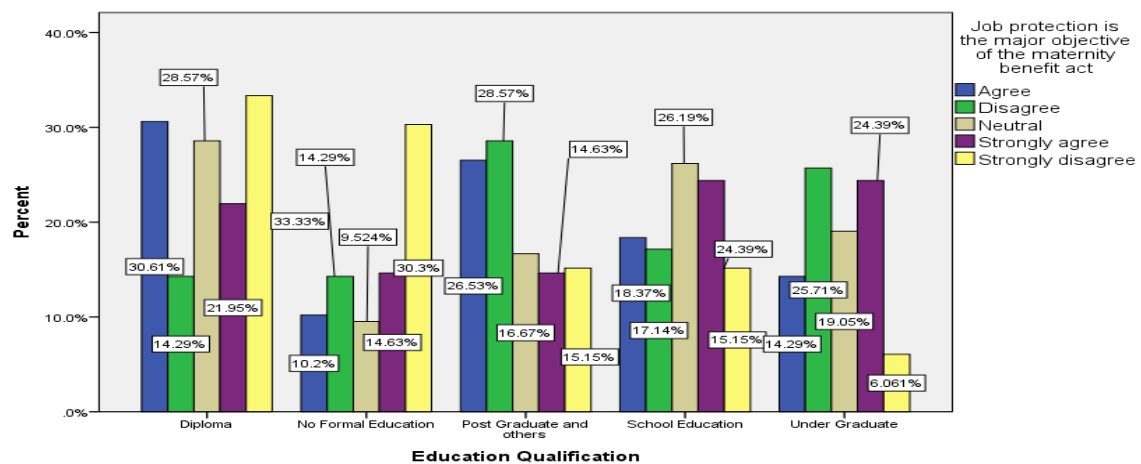
Figure 5:



Legend:

Figure 5 Shows the Distribution of the responses to “Locality ”

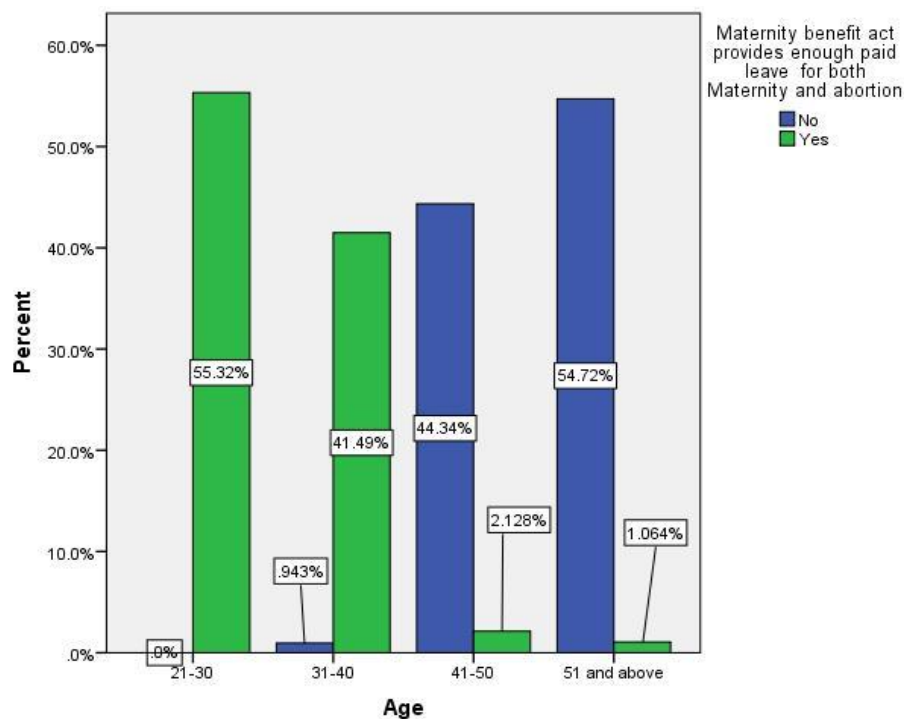
Figure 6:



Legend:

Figure 6 Shows the Distribution of the responses to “Education Qualification” and opinions on Major issues regarding providing maternity benefits to women

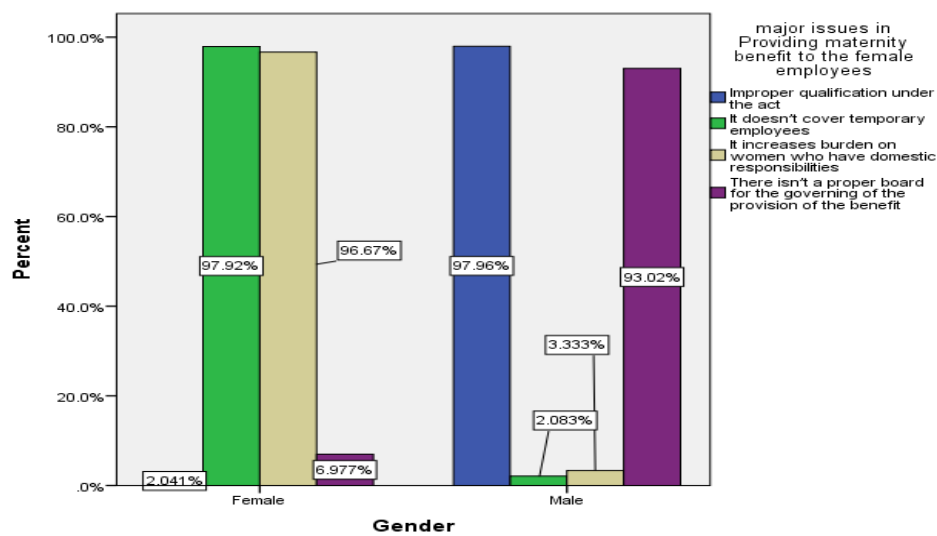
Figure 7:



Legend:

Figure 7 Shows the Distribution of the responses to “Age” and opinions on whether they are aware of the Application of the maternity benefit Act.

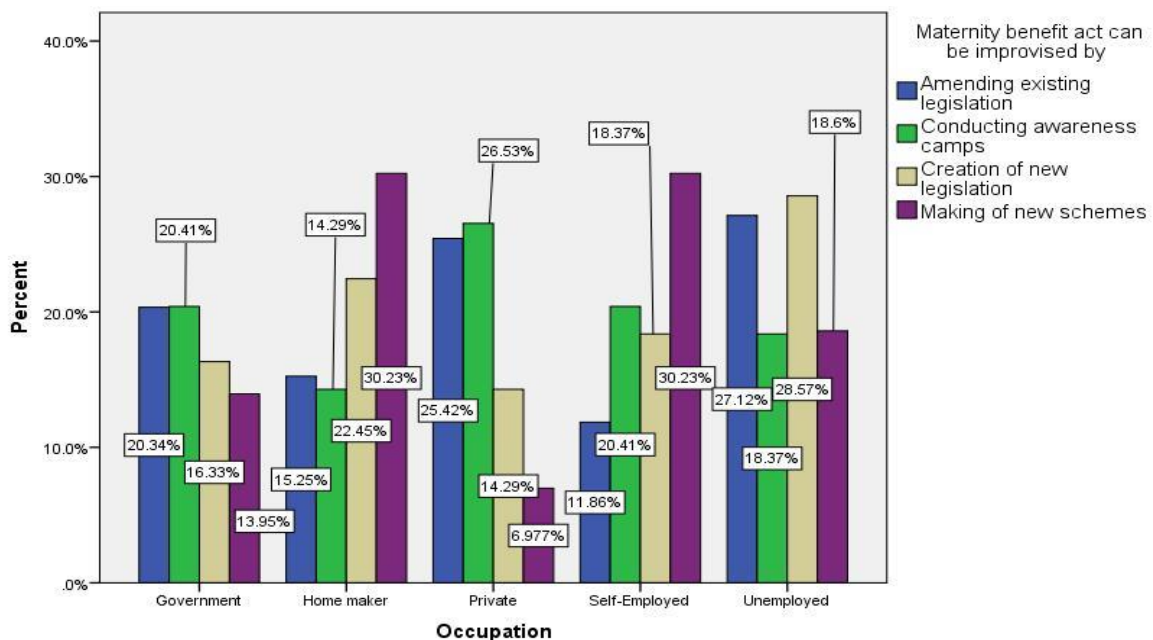
Figure 8:



Legend:

Figure 8 Shows the Distribution of the responses to “Gender” and opinions on the Major issues under the Maternity Benefit Act

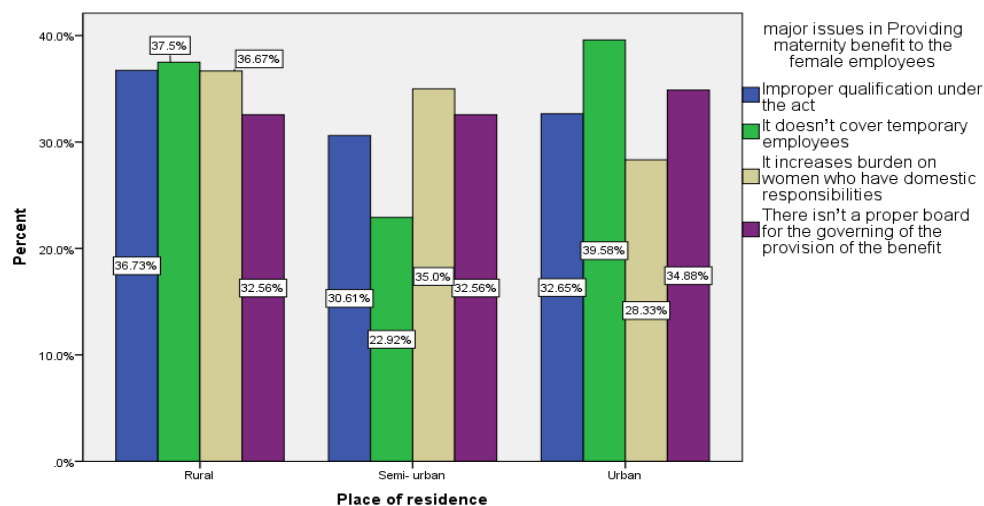
Figure 9:



Legend:

Figure 9 Shows the Distribution of the responses to “Occupation” and opinions on how maternity benefit act can be improvised

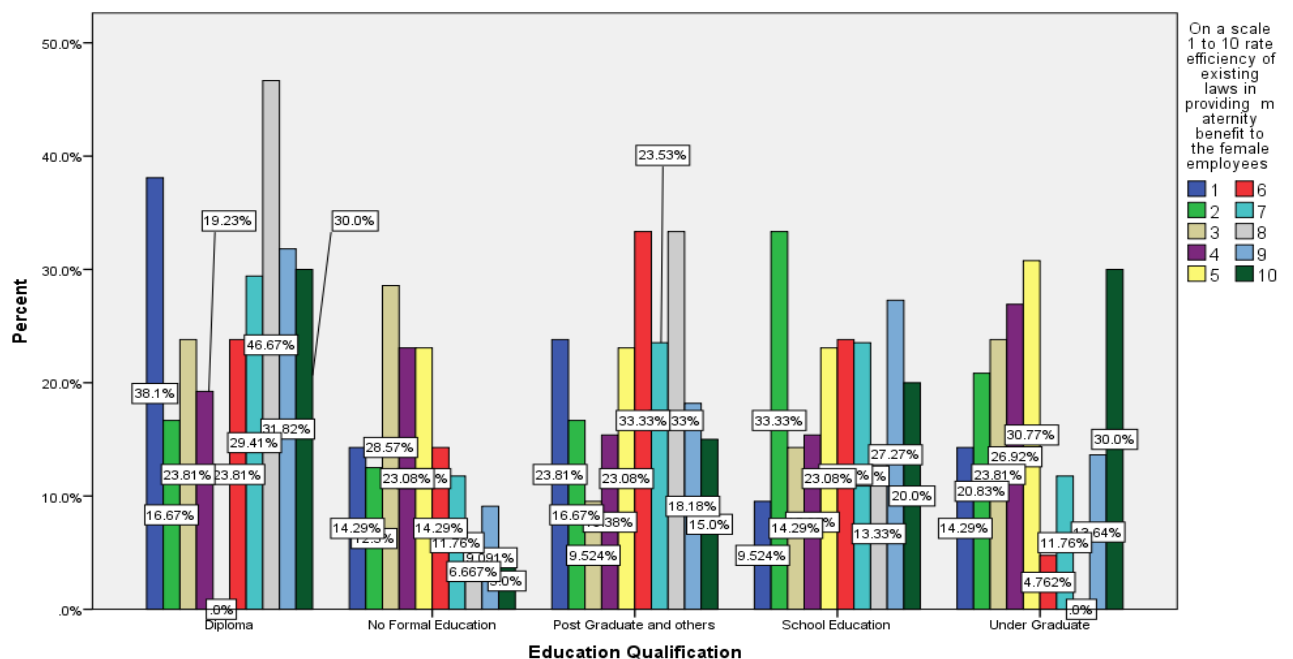
Figure 10:



Legend:

Figure 10 Shows the Distribution of the responses to “Place of Residence” and opinions on Major issues in providing maternity benefits to the female workforce

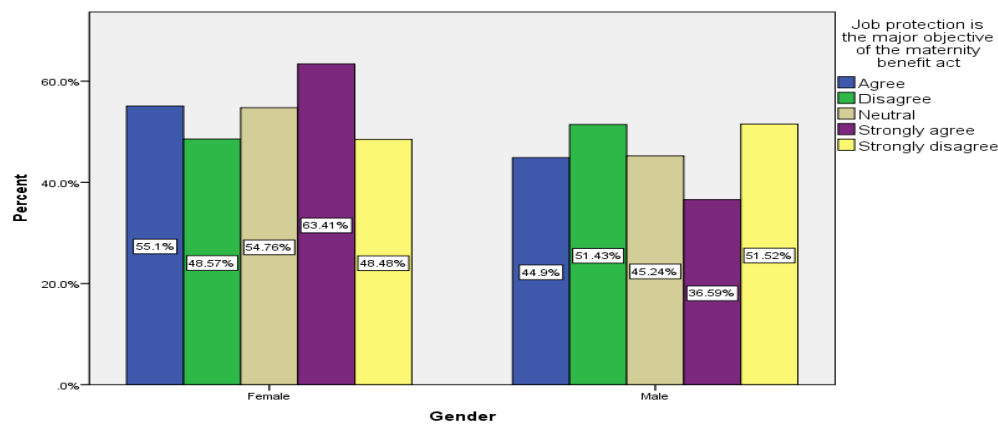
Figure 11:



Legend:

Figure 11 Shows the Distribution of the responses to “Education Qualification” and opinions on efficiency of of laws in providing maternity.

Figure 12:



Legend:

Figure 12 Shows the Distribution of the responses to “Gender” and opinions on Major Objective in maternity benefits

Figure 13:

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Education Qualification * Maternity benefit act can be improvised by	200	100.0%	0	0.0%	200	100.0%

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	19.652 <sup>a</sup>	12	.074
Likelihood Ratio	19.385	12	.080
N of Valid Cases	200		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 6.45.

Legend:

Figure 13 shows the chi-square test performed on their Education Qualification and What are they maternity benefit act can be improvised

Figure 14:

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Place of residence * major issues in Providing maternity benefit to the female employees	200	100.0%	0	0.0%	200	100.0%

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11.552 <sup>a</sup>	4	.021
Likelihood Ratio	15.801	4	.003
N of Valid Cases	201		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.47.

Legend:

Figure 14 shows the chi-square test performed on the Place of Residence and opinions on major issues in providing maternity care to female employees



## RESULTS:

Respondents from the age group 51 and above responded the most and the least respondents from the age group 31-40 years (**figure 1**) Respondents from the female gender group responded the most and respondents from the male gender group responded the least (**figure 2**) Respondents who have completed Diploma have responded the most Respondents who have no formal education have responded the least (**figure 3**) Respondents who are Unemployed responded the most and the least respondents are from the government sector. (**figure 4**) Respondents from the rural area have responded that most respondents from the semi-urban areas are the least responded (**figure 5**) Respondents who are qualified with School education and under graduate mostly responded Strongly Agree and least respondents who are qualified with No formal Education responded Disagree (**Figure 6**) Respondents from the age group of 21-30 years of age have mostly responded yes and least Respondents from the age group 41-50 years have responded No (**Figure 7**) Respondents from the Female gender group have mostly responded the coverage of temporary employees is the major issues of maternity benefits Act, Respondents from the Male gender group mostly responded that it increases burden on women who have domestic responsibilities is the major issue(**Figure 8**) Respondents from the Self-Employed Sector have mostly responded that making new schemes can be created for improvising maternity benefit (**Figure 9**) Respondents from the Urban area mostly responded Yes and Respondents from the rural area mostly responded No and least responded yes (**Figure 10**) Respondents from the degree/diploma group have mostly responded 5 and 2 for their opinion efficiency of policies and regulations and least responded Respondents from the post graduate and above group have responded 3 and 2 (**Figure 11**) The hypothesis is rejected as the p-value of the test is 6.45 and the null hypothesis is accepted (**figure 13**) The hypothesis is accepted as the p-value of the test is 5.47 and the result is accepted (**figure 14**)

## LIMITATIONS:

The sampling method followed in this study is convenient sampling. The study is unable to collect data through random sampling methods due to the reduced geographical arena. Since the study is restricted to the territory within Tamil Nadu and therefore the conclusion derived by average is not perfectly accurate. Since the study collected responses from the general public at large, the findings are mostly based on generalised opinion rather than the legal or scientific background.

**DISCUSSION:**

Respondents who are qualified with School education and undergraduate mostly responded Strongly Agree and least respondents who are qualified with No formal Education responded Disagree **(Figure 6)**

Respondents from the age group of 21-30 years of age have mostly responded yes and least Respondents from the age group 41-50 years have responded No **(Figure 7)**

Respondents from the Female gender group have mostly responded the coverage of temporary employees is the major issues of maternity benefits Act, Respondents from the Male gender group mostly responded that it increases burden on women who have domestic responsibilities is the major issue **(Figure 8)**

Respondents from the Self-Employed Sector have mostly responded that making new schemes can be created for improvising maternity benefit **(Figure 9)**

Respondents from the Urban area mostly responded Yes and Respondents from the rural area mostly responded No and least responded yes **(Figure 10)**

Respondents from the degree/diploma group have mostly responded 5 and 2 for their opinion efficiency of policies and regulations and least responded Respondents from the post graduate and above group have responded 3 and 2 **(Figure 11)**

The hypothesis is rejected as the p-value of the test is 6.45 **(figure 13)**

The hypothesis is accepted as the p-value of the test is 5.47 **(figure 14)**

**CONCLUSION:**

In Indian society, parental responsibility is imposed and levied on both parents and by the maternity benefit act only the mothers are being taken into account as the only one being responsible for the birth and taking care of the children and the fathers are also responsible for the child aren't even getting any parental leave for taking care of the children, ie. even taking the newborns and children to even a hospital. And moreover, with the acceptance of the queer genders as a part of society, the recognition of paternity benefits is at high stake and at an alarming rate, as this act was first recognised based on the right against discrimination and the right to equality for the citizens under the constitution, further, there is high exploitation of the employer's resources along with the creation of high work pressure among the male workforce and this actually causes fear among the Companies that hire female employees, as it provides them 26 weeks of the paid leave and this causes a high rate of unemployment among the freshers who just graduated from colleges and also among the newly

married female employees are just being rejected for higher posts in their career just because this as a reason and With the Acceptance and Evolution of the changes in the society the laws are also should be changed with the amendments of this act to even dads/ father of the child and even the law allows the men to be allowed to adopt children but they aren't provided with much benefits like the women who adopt or surrogates and even the father of the child have the responsibility of taking care of the child in Post-Natal Care. Still, it helps with the women's workforce by ensuring there is a guarantee of employment along with no discrimination of gender at the workplace. And it not only focuses on the responsibility of the government but also on the demands of the mother, moreover, it also benefits the child as it forms a bond in the 26 weeks provided by the government in the period of post-pregnancy.

#### REFERENCE:

1. Adinarayana, J. (2021). Women's Mental Health and Human Rights at Workplace in India-An Analysis. *Turkish Online Journal of Qualitative Inquiry*, 12(6).  
[https://search.ebscohost.com/login.aspx?direct=true&profile=ehost&scope=site&auth\\_type=crawler&jrnl=13096591&AN=160450829&h=4DJLxEy5LIWTzei%2B5MuNIWmleSyupC4oe9uQs1fkX76p1vFFzXnNLYFIRu8pXQWqSy8yZz4JNsu9Y3VWAB4Dqg%3D%3D&crl=c](https://search.ebscohost.com/login.aspx?direct=true&profile=ehost&scope=site&auth_type=crawler&jrnl=13096591&AN=160450829&h=4DJLxEy5LIWTzei%2B5MuNIWmleSyupC4oe9uQs1fkX76p1vFFzXnNLYFIRu8pXQWqSy8yZz4JNsu9Y3VWAB4Dqg%3D%3D&crl=c)
2. Arora, A. (2021). A Comparative Analysis of Maternity Leave: Study of Four Jurisprudence. *Jus Corpus LJ*, 2, 13.
3. Bala, S. (2019). *Impact of the Maternity Benefit (Amendment) Act, 2017 in the IT/ITES Industry*. [https://vvgnli.gov.in/sites/default/files/132-2019\\_-\\_NLI%20Research%20Studies%20Series%20.pdf](https://vvgnli.gov.in/sites/default/files/132-2019_-_NLI%20Research%20Studies%20Series%20.pdf)
4. Banerjee, P., Biswas, S., & Mazumder, D. (2022). *Maternity Leave and Labour Market Outcomes*. <https://doi.org/10.2139/ssrn.4159552>
5. Bishnoi, N., & Bishnoi, V. K. (2022). Maternity Benefit Programs: An Investment in Human Resource. *Population Review*, 61(1). <https://doi.org/10.1353/prv.2022.0003>
6. Buch, N. (2019). Maternity Benefit Act, 2017-A Game Changer for Women's

- Economic Empowerment. *GNLU JL Dev. & Pol.*, 9, 138.
7. Dhanuka, A., & Banthia, K. (2021). Paternity Benefit Leaves in India: Need, Cost and Gender Reform. *Aquatic Microbial Ecology: International Journal*, 1(4).  
[https://ijpsl.in/wp-content/uploads/2021/09/Paternity-Benefit-Leaves-in-India-Need-Cost-and-Gender-Reform\\_Ananya-Dhanuka-Kashish-Banthia.pdf](https://ijpsl.in/wp-content/uploads/2021/09/Paternity-Benefit-Leaves-in-India-Need-Cost-and-Gender-Reform_Ananya-Dhanuka-Kashish-Banthia.pdf)
  8. Dubey, S. D. (2021, January 13). *Gender (in)equality in India: Analysing maternity benefits and parental leaves*. लोकनीति | Lokniti. Gender (In)Equality in India: Analysing Maternity Benefits and Parental Leaves
  9. Jadon, M. S., & Bhandari, A. (2019). Analysis of the maternity benefits amendment act, 2017 and its implications on the modern industrial discourse. *Christ University Law Journal*, 8(2), 63–84.
  10. Kumar, A. R. (2021). An overview on labor welfare scheme in India. *Asian Journal of Multidimensional Research*, 10(12), 140–145.
  11. Kundu, U. (2020). *Women Labour Laws and Challenges in India*.  
<http://www.ijpd.co.in/papersn2/01.pdf>
  12. Logasakthi, D. R. K., & Gayathri, D. M. (2020). A comparative analysis on maternity benefits in India with other countries. *European Journal of Molecular & Clinical Medicine*, 7(3), 4928–4938.
  13. Mathew, J. (2019). How Can the Maternity Benefit Act Increase Female Workforce Participation? *Economic and Political Weekly*, 54.  
[https://www.epw.in/sites/default/files/engage\\_pdf/2019/05/31/154515.pdf](https://www.epw.in/sites/default/files/engage_pdf/2019/05/31/154515.pdf)
  14. Modgil, N. (2021). Surrogate Mothers in Indian Maternity Benefit Law: A Blind Spot or a Blind Eye? *Issue 3 Int'l JL Mgmt. & Human.*, 4, 5346.
  15. Nagyan, M. (2021). Gender Justice and Indian Labour. *Issue 4 Int'l JL Mgmt. & Human.*, 4, 851.

16. Panda, R. (2019). Social Protection for Informal Workers in India. *Department of Public Administration Utkal University, Vani Vihar, Bhubaneswar*, 78.
17. Puliyeel, G., Kim, H., Mitra, S., & Others. (2020). Paid maternity leave and child mortality in Asia and the Pacific. *An Emerging but Vulnerable Middle Class: A Description of Trends in Asia and the Pacific*, 95.
18. Rai, I., & Niyogi, S. (2020). Critical study of sustainability of Maternity Benefit (Amendment) Act, 2017 in India. *DME Journal of Management*.  
<http://www.dmejournals.com/index.php/DMEJM/article/view/80>
19. Singh, A., & Sharma, A. (2021). Work Life Balance-Recent Trends and Approaches in India. *Quality-Access to Success*, 22(180). Deducing Multidecadal Anthropogenic Global Warming Trends Using Multiple Regression Analysis
20. Son, K., & Böger, T. (2021). The inclusiveness of maternity leave rights over 120 years and across five continents. *Social Inclusion*, 9(2), 275–287.