

# Analysis on the Development of Maternity Benefit Act 1961 and its Implementation in India

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**Abstract:** *The persistent global gender gap in the workforce has necessitated the development of inclusive policies to increase women's labour force participation, and as a result, several countries around the world have formulated liberal maternity benefit provisions to ensure that motherhood does not become a reason for women to leave the workforce. In modern day society, economic pressures have increased the need for families to have dual incomes. A women's participation in economic activity is contingent upon various factors, via, biological, economic, social or cultural. Women's ties with pregnancy and child rearing and the failure of employers and policymakers to deal consistently with this issue amplify the difficulties women face in the economy. The present economic arrangements require women to compromise their career and family goals. Maternity leave is a crucial and compassionate aspect of employment policies that acknowledges the unique needs of working women during pregnancy, childbirth, and childcare. Recognizing this, India has implemented specific legal provisions to safeguard their rights and well-being in the workplace. The Maternity Benefit Act, 1961 is a legislation to protect the employment of women at the time of her maternity. It entitles a women employees of an organization 'maternity benefit' which is fully paid wages during the absence from work and to take care of her child.*

**Keywords:** Maternity benefit, wages, women, employer, industry, childcare, ILO

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