

INTERNATIONAL JOURNAL OF LAW MANAGEMENT & HUMANITIES

[ISSN 2581-5369]

Volume 6 | Issue 4

2023

© 2023 *International Journal of Law Management & Humanities*

Follow this and additional works at: <https://www.ijlmh.com/>

Under the aegis of VidhiAagaz – Inking Your Brain (<https://www.vidhiaagaz.com/>)

This article is brought to you for “free” and “open access” by the International Journal of Law Management & Humanities at VidhiAagaz. It has been accepted for inclusion in the International Journal of Law Management & Humanities after due review.

In case of **any suggestions or complaints**, kindly contact Gyan@vidhiaagaz.com.

To submit your Manuscript for Publication in the **International Journal of Law Management & Humanities**, kindly email your Manuscript to submission@ijlmh.com.

India's Maternity Benefit Act can Revolutionise the Global Labour Standard, if it Addresses Present Issues

PANKTI MISHRA¹ AND MAHIMA AGRAWAL²

ABSTRACT

Longer maternity leave works as a double-edged sword for mothers and negatively harms the women's employment market. Since, almost every other country in the world offers new mothers longer leaves than new fathers, with around half of all nations completely omitting paternity or gender-neutral parental leave. The current Indian law despite ground-breaking amendments to the Maternity Benefit Act in 2017, failed to recognise this persisting hidden gender bias. Therefore, putting more effort into encouraging fathers to take leave is a necessity. Also, numerous studies have shown that small businesses frequently recruit more males to reduce the "burden" of maternity leave. Since this puts the employer, who is motivated by profit, in a advantageous position despite being directly in conflict with the primary intent of the Act. Therefore, a model based on collaboration between the government and employer when it comes to covering the expense of benefits is necessary to strengthen the position of women in workforce. About 95% of employed women in India work in the unorganised sector, thereby not having access to paid maternity leave. This renders the Maternity Benefits Act ineffective for most. Further, Budgetary allotments have been a huge letdown despite the fact that the National Food Security Act specifically permits pregnant and lactating women to get 6,000.

This research paper explores and provides constructive comments on the present standards and potential of paternity leave, how much of the benefit burden should the employer bear, as well as the necessity and scope of extending the benefits to the unorganised sector. The authors look into existing paternity leave models in different countries along with existing policies in certain private companies, so as to provide effective suggestions on how parental benefits can be optimally implemented in the country to further the primary intent of the socially beneficial Act.

Keywords: *paternity, parental leave, sole burden, unorganised sector, maternity benefits.*

¹ Author is a student at Symbiosis Law School, Pune, India.

² Author is a student at Symbiosis Law School, Pune, India.

I. INTRODUCTION

There is no denying that there is a growing female presence in the workforce, and that socially beneficial legislations like the *Maternity Benefit Act* have a significant impact on **women's employment** and **gender equality**. It is not inaccurate to presume that Indian law is currently at par with some of the best employee maternity benefits currently available across the globe. Yet, there is still **room for improvement** in a few crucial areas to further promote the advantage holistically. Despite being amended in 2017, the act still has a number of **significant flaws** that will ultimately undermine the rights and interest of working mothers in the long run.

Firstly, the old saying “*It takes a village to raise a child...*” clearly indicates that **child care** is a **joint responsibility**. Though women still continue to suffer alone maintaining a **work-life balance**. With regressive paternity leave rules, Indian Laws continue to encourage the belief that women are the only ones who responsible for children and are therefore more accountable for doing so. As a result, **paternity leave in India** continues to be **underrecognized**.

Secondly, the absence of any mandate for affording maternity benefits to the mothers in unorganised industry; which essentially leads to creating a vacuum of rights ad benefits afforded to them in an already disadvantaged and scattered industry.

Lastly, the issue with offering certain benefits in form of monetary support or payment of fees for medical treatment is mostly negligible in India and is not only based upon the discretion of employer but also is borne by the employer alone. This results in almost nil monetary support offered by the employers since it is not financially and commercially viable.

II. LEGISLATIVE ANALYSIS

The Maternity Benefit Act in India was implemented to provide benefits such as paid leave, job security and medical bonus for women employees who are expecting or have recently given birth. The primary objectives of this act included- *improving female health, promoting gender equality in the workplace, and ensuring work life balance* for working moms.

III. BENEFITS OFFERED BY THE ACT THAT SERVE AS GLOBAL INSPIRATION

From its inception way back in 1961 to its **recent amendment** in 2017, the act has gone through a **wide variety of radical and welcome changes**. The act has a number of extremely beneficial provisions such paid maternity leave for females employed overs 80 days in the 12 months prior to giving birth. Some of the most important benefits furnished by this act are summarized below:

- ***26 weeks of paid maternity leave***³

Instead of the previous 12 weeks, maternity leave for eligible employees is now allowed for a total of 26 weeks, with no more than eight weeks allowed before the estimated delivery date. The National Human Rights Commission, NHRC, of India's judiciary and intervention assure strict adherence to the new norms.

- ***Payment of medical bonus***⁴

A lady who qualifies for maternity benefits also qualifies for a medical bonus from her employer of Rs. 3500. If her work provides prenatal or postnatal care, that is an uncommon circumstance. Every three years, the central government may raise this bonus amount. However, the maximum extension is only 20,000 rupees.

- ***Payment of maternity benefit in case of woman's demise***⁵

If a worker who is eligible for maternity benefits passes away before receiving it, the beneficiary named by the worker in the section 6 notification will be the one who receives the money. The legal representative is entitled to the benefit if there is no nominee named in the notification.

- ***Leave for miscarriage***⁶

Upon submission of the necessary papers, a woman who miscarries is entitled to six weeks of paid leave beginning the day following the miscarriage. When considering the health and safety measures of new mothers, it is against the law for an employer to fire or dismiss a woman employee because of such absences.

- ***Other leaves***⁷

Other leaves, such as those related to pregnancy-related illnesses, miscarriages, early births, and tubectomy operations, are covered by section 10. If the employee requests more leaves, they must provide documentation. These "other leaves" are in addition to the Section 6 or Section 9 benefits. The evidence presented must follow the employer's instructions.

- ***Nursing breaks***⁸

The infant requires additional care and attention up until the age of 15 months. As a result, Section 11 of the statute also includes nursing breaks. In addition to the leave or break currently

³ Maternity Benefit Act, 1961, No. 53, § 5(3), Acts of Parliament, 1961 (India).

⁴ Maternity Benefit Act, 1961, No. 53, § 8, Acts of Parliament, 1961 (India).

⁵ Maternity Benefit Act, 1961, No. 53, § 7, Acts of Parliament, 1961 (India).

⁶ Maternity Benefit Act, 1961, No. 53, § 9, Acts of Parliament, 1961 (India).

⁷ Maternity Benefit Act, 1961, No. 53, § 10, Acts of Parliament, 1961 (India).

⁸ Maternity Benefit Act, 1961, No. 53, § 11, Acts of Parliament, 1961 (India).

permitted, it permits every woman to take two nursing pauses after the arrival of the child. Therefore, the employer is unable to deduct pay for nursing breaks. based on Section 13.

- ***Provision of creche facility for employers having more than 50 employees⁹***

Section 11A of the Maternity Act, which is extremely important, stipulates that every company with 50 or more employees must have a creche facility. The costs of maintaining the creche must be covered by the employer. The appropriate implementation of the "National Creche Scheme for the Children of Working Mothers"¹⁰ under the auspices of the Ministry of Women and Child Development, Government of India, which includes duties like monitoring and inspections of crèches, governs the proper operation of the creche.

The outlined benefits just go to show how much thought was put into the legislation. However, there exist certain lacunas in the act and hence it would be unfair to leave the limitations of the act out of the discussion.

IV. LACK OF PARENTAL LEAVE: UNEQUAL DISTRIBUTION OF RESPONSIBILITIES

2017 amendment to the Act were indeed a progressive move and a much-required modification for the furtherance of women's rights. However, with changing times, it is expected that the legislation also catches up to the needs of present-day parents.

Absence Of Paternity Leave Reinforces Gender Stereotypes

Even with the 2017 amendment, no provision for paternity leave was introduced. Despite paternity leave being a part of the labour law discourse for more than a decade, legislators and employers still seem hesitant about its relevance and utility.

Genpact Centre for Women's Leadership's research yielded that, a significant percentage of **mothers leave the workforce within the first four months of returning**¹¹. Since Moms who take lengthy periods of absence eventually face the "**motherhood penalty**" in form of **losing opportunities** for promotion and even a **widened pay gap**¹².

Furthermore, the notion that childcare is exclusively a woman's job also mirrors deeply rooted discriminatory social practises, particularly **unpaid domestic care work**, which puts obstacles in the way of women's economic empowerment and **stunts their personal growth**. Therefore,

⁹ Maternity Benefit Act, 1961, No. 53, § 11A, Acts of Parliament, 1961 (India).

¹⁰ National Creche Schemes, Ministry of Women and Child Development, (Feb 9, 2022) <https://pib.gov.in/PressReleasePage.aspx?PRID=1796835>

¹¹ THE QUINT, 50% of New Mothers Leave Their Jobs, and Only 27% Return: Report, (28 Apr 2018, 1:49 PM), <https://www.thequint.com/news/india/working-mothers-in-india-report-ashoka-university>.

¹² World Economic Forum, The motherhood penalty, (19 May 2022 PM), <https://www.weforum.org/agenda/2022/05/reduce-motherhood-penalty-gender-pay-gap/>

if companies offer equal paid leave for both parents, it will help lessen this prejudice.¹³

V. INDIAN LAWS & POLICIES ON PATERNITY LEAVES AND BENEFITS

Public Sector

Employees of the Indian Central Government who have less than two living children are currently eligible for a **15-day paternity leave** while receiving salary equivalent to the last pay check. Some of the **state governments**¹⁴, in the country have also employed similar policies.

Private Sector

In the private sector, there are no statutory requirements, and **company policies** are the **sole determining factor**. Despite the absence of regulations, the Delhi High Court¹⁵ decided in 2009 that paternity leave was to be provided in private schools. However, this decision has brought **no significant impact** on relevant laws or practices of the private institutions in general.

Cutting Edge Businesses are Leading the Way

*Zomato*¹⁶, *IKEA India*¹⁷, *Diageo India*¹⁸ *Star India*¹⁹, and multinational corporations like *Hewlett Packard Enterprises* and *Novartis* are among the limited number of Indian businesses that provide exceptional perks. Such benefits serve as **benchmarks** for any future law. This enables **new fathers** to **defy social standards** and be equally involved in parenting.

However, all such acknowledgments have brought **no significant impact** on relevant laws or practices in general.

VI. PATERNITY BENEFIT BILL, 2017: A STEP TOWARD GENDER EQUALITY IN THE WORKPLACE

The Bill added **numerous noteworthy modifications** to the original idea in addition to its primary goal of providing leave and benefits. One being, giving **leave for miscarriages** thus acknowledging the emotional and psychological toll on both parents. Additionally, the Bill proposes a **Parental Benefit Scheme** (Government and employer) that would grant paternity benefits and is similar to German system. Also, the Bill provided leaves and benefits if either

¹³ Zalis S, The Motherhood Penalty: Why We're Losing Our Best Talent To Caregiving, Forbes. (Feb 22, 2019,10:53am) <https://www.forbes.com//02/22/the-motherhood-penalty--losing-our-best-talent-to-caregiving/?sh=5c1bea7a46e5>.

¹⁴ Delhi, Rajasthan, Gujarat, Maharashtra, Jharkhand, Bihar, Andhra Pradesh, Himachal, Karnataka, Madhya Pradesh.

¹⁵ Chander Mohan Jain V. N.K. Bagrodia Public School and Ors, W.P (C) No. 8104 of 2009

¹⁶ Zomato gives bonus of approx Rs 7,500 per child and 26 weeks leave even available to same-sex parents.

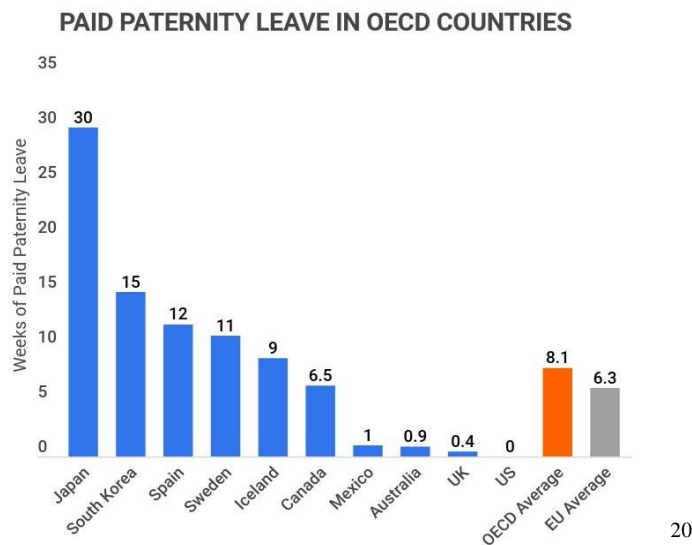
¹⁷ Ikea India provides a six-month paid paternity leave.

¹⁸ Diageo India provides flexible 26-week paternity leave that includes all perks and bonuses.

¹⁹ Offers counselling support to maintain a good work-life balance & 1 month paternity leave.

the **child passes away** or the **father dies soon after childbirth**.

VII. WHY IS PARENTAL LEAVE BETTER THAN PATERNITY LEAVE?



The lack of parental leave in the Maternity Benefit Act is a significant gap in the law, as it places the **burden of childcare primarily on women employees** and also deprives men employees and other non-birthing parents to bond with their child. Parental Leave also gives parents the freedom to choose how and when to take breaks according on their needs for work, continuing projects, and convenience. Also, it allows women to take on less responsibility as the **primary carer**, which **may help them recover from postpartum depression**²¹ and provide them more opportunities to pursue other careers.

Further the same model is followed by a lot of European countries and has **proven significant benefits** that help to *reduce the burden on women employees alone, promote overall gender equality in the workplace, and support the development of children*.

VIII. PARENTAL LEAVE MODELS FOR INDIAN LEGISLATORS – SOMETHING TO THINK ABOUT

The *Quantity of Remuneration, Flexibility of Leave Arrangements, Gender Norms, and Cultural Expectations* are some elements that significantly impact Parental Leaves. Therefore, to identify the most appropriate leave duration and policy benefits, it is necessary to assess all these criteria in light of the cultural and socio-economic situation of our nation.

²⁰ Paid Parental Leave: Big Differences for Mothers and Fathers, oecdstatistics.blog (2023), <https://oecdstatist.ics.blog/2023/01/12/paid-parental-leave-big-differences-for-mothers-and-fathers/> (last visited Jul 1, 2023).

²¹ More paid leave for fathers could improve mothers' postpartum health (2019) News. Available at: <https://www.hsph.harvard.edu/news/hsph-in-the-news/paternity-leave-postpartum-health/> (Accessed: March 13, 2023).

To emphasise the unique features of the paternity leave laws of the European Union's members and to outline the essential elements that could be included in future Indian laws, the researcher has prepared the following:

Sweden

Sweden provides each parent with 480 days of total parental leave paid at 80% of hourly rate, with 90 days being compulsory. With both parents' permission, the rest can be utilised by either parent.²² Such a law enables fathers to contribute and assist their wife in returning to work by allowing for a choice in time of leave.

Estonia

There exists a non-transferable parental benefit in Estonia which is known as "Daddy-month". Moreover, fathers who are self-employed or are contract workers also receive parental benefits.²³ Adopting the inclusion of Gig workers would be especially relevant in India due to the recent boom in GIG economy.

Lithuania

In Lithuania, the father is given a paid²⁴ 1 month leave and ones with 12 months of social insurance as reported by SODRA²⁵, are eligible.²⁶ Such a well-defined criterion for providing benefits is something the India law makers could definitely look into.

Iceland

Icelandic laws provide for 6 months of leave per parent and allow them to retain 80% of their earnings during such leave period²⁷. Also, until the child turns 8, the parental leave regulations allow for a limited unpaid absence of up to 16 weeks. The provision for unpaid absence allows the father to not face dismissal as a result of fulfilling paternal duties in later years.

Slovenia

Slovenia provides for a flexible leave, and the same is transferrable to other persons who are looking after the child, in case the father does not utilise it. Acknowledging and allowing transfer of leave to other caregivers is a laudable effort.

²² Ec.europa.eu., Sweden - Employment, Social Affairs & Inclusion - European Commission. 2022.

²³ Leinonen.eu. PATERNITY LEAVE IN ESTONIA 2020, en/news/paternity-leave-in-estonia-2020.

²⁴ 100% of previous net earnings are supplied during this paid vacation.

²⁵ SODRA is Lithuania's State Social Insurance Fund Board

²⁶ Braziene, Sonata, *Paid Leave Policies And Parental Leave Choices In Lithuania*, TILTAI, Vol 2, Pg 28–45, Klaipeda University Press, 2020.

²⁷ The Borgen Project., (4 April 2022), <https://borgenproject.org/tag/the-icelandic-act-on-maternity-paternity-and-parental-leave/>.

Germany

The parental leave benefit, or *Elterngeldgesetz*, comes in two forms in Germany. The first, *Basiselterngeld*, pays parents between €300 and €1,800 for the whole leave term (12+2 months). The second, *ElterngeldPlus*, makes up a portion of the income lost because of a reduction in working hours after childbirth. It lasts for 24 months and between \$150- \$900. Allowing parents opportunity to work lesser hours after child birth with added benefits is a remarkable scheme.

IX. MODELS BY TECH GIANTS LIKE NETFLIX & AMAZON

These models somewhat align with the benefits offered by the 2017 amendment wherein work from home is available at employer's discretion. When it comes to practical application, the same has contractual restrictions; hence, the government should consider offering incentives to employers for adopting such beneficial initiatives in their work culture for both the parents.

Netflix's Parental Leave Policy

The parental leave policy at **Netflix** allows parents to **work full-time, part-time, remain at home full-time, or do a combination of all of the above while on leave**²⁸.

Amazon's "Ramp Back" Programme

Through **Amazon's "Ramp Back" Programme**, new parents can ease back into the workforce with an **eight-week flexible schedule and less hours of work**. This allows parents a certain degree of flexibility beyond the leave period²⁹.

X. SOLE BURDEN ON EMPLOYER, NO INVOLVEMENT OF STATE

Under the Act, employers are solely required to provide maternity benefits such as paid leave, creche facilities and medical bonus through their own dime. This proves as a double-edged sword since in the long run this provides the ground for discrimination to employers as they restrict hiring female employees to do away with this burden. **Hence incentivising, providing such benefits is the first step.** Companies in **Brazil** that decide to grant the additional 60 days of leave are entitled to a tax break equal to the employee's income during this extension period.³⁰ Maternity benefits are offered in **Singapore** by a 50:50 employer – government ratio.

Government must play a more active role. One potential solution is to establish a social security

²⁸ Joan C. Williams, Tech Companies Are Offering Parental Leave, Harvard Business Review (Sep. 13, 2022, 9:29 PM), <https://hbr.org/2015/11/3-ways-tech-companies-are-offering-parental-leave>.

²⁹ About Amazon, Amazon FamilyFlex, (15 September 2022, 9.54 pm), <https://www.aboutamazon.com/news/operations/amazon-familyflex-helps-bring-more-parents-back-to-the-workplace>.

³⁰ Employee benefits in Brazil (2023) Boundless. Available at: <https://boundlesshq.com/guides/brazil/benefits/> (Accessed: March 13, 2023).

system financed through a combination of *government contributions, employer contributions, employee contributions*, and could be administered by a dedicated agency or department within the government. A **similar model** is being practiced successfully in **Lithuania** through SODRA³¹; All salaried employees in the private sector **in France** are covered by social insurance, which is administered by the Ministries of Solidarity and Health and Economy and Finance³² and in **Norway** by the Norwegian Labour and Welfare Administration³³

Further Indian government is already providing similar benefits under **Employees' State Insurance Scheme of India** wherein both the Government and the Employer contribute towards the benefits offered to women employees. A similar model like this could be practiced for Maternity Benefits as well.

XI. WOMEN IN UNORGANIZED SECTOR ARE STILL LEFT WITHOUT ANY BENEFITS

The unorganized sector, which includes workers who are not protected by labour laws, such as *domestic workers, agricultural workers, and construction workers*, makes up a significant portion of the Indian workforce. Many women in the unorganized sector are not aware of their rights under the Maternity Benefit Act and are often not covered by the law, leaving them vulnerable to exploitation and discrimination³⁴ or more employees³⁵, and it does not apply to women who work in the unorganized sector or who are self-employed. This means that many women who work as domestic workers, agricultural laborers, and other types of informal work do not have access to maternity benefits.

In order to resolve this, the coverage of the Maternity Benefit Act must be expanded to include women in the unorganized sector. This could be done by extending the coverage of the Act to all women, regardless of their employer or employment status, and by increasing the penalties for employers who fail to comply with the law.

XII. SUGGESTIONS & RECOMMENDATIONS

The researchers have already provided specific recommendation for the three major problems identified above. However, the following suggestions are made with an aim to boost the overall

³¹ Employee leave entitlement in Lithuania: Boundless EOR, Boundless (2023), <https://boundlesshq.com/guides/lithuania/leave/>.

³² Employee benefits in France (2023) Bradford Jacobs. Available at: <https://bradfordjacobs.com/countries/europe/france/employee-benefits-in-france/> (Accessed: March 13, 2023).

³³ Contact agency Norwegian Labour and Welfare Administration & Contact agency, Parental benefit in Norway Nordic cooperation, <https://www.norden.org/en/info-norden/parental-benefit-norway>. (last visited Mar 13, 2023).

³⁴ Shruti Rajagopalan & Alexander Taarrok, *Premature Imitation and India's Flailing State*, 24 *The Independent Review* (2019).

³⁵ Maternity Benefit Act, Chief Labour Commissioner (Central), <https://clc.gov.in/clc/acts-rules/maternity-benefit-act> (last visited Mar 13, 2023).

efficiency implementation of the Act:

- By **reducing** the requirement of a minimum of **10** employees, the Act's **scope of application must be expanded**. This is required to make sure that women working as domestic helpers or in unorganised industries are not left out.
- Clarification must be provided for **work from home benefit** the 2017 Act since in its absence the employer will always prevail in negotiations between the parties (employee and employer).
- Specifically for the unorganised sector, **balance the commercial interests of the employers** with public expenditures along the lines of western economies.
- “In order to promote broad adoption of Parental Leaves in India, **private companies** with a **greater** number of **new parents**—mostly mothers—be **incentivised**.”
- For the first year, **flexible working arrangements** could be offered as an option for both parents to maintain a **work-life balance**.
- One such example of the pervasive stigma associated with fathers serving as carers is the **Virat Kohli incident**. To address this, we could adopt a *Use it or Lose it* feature for fathers in relation to leaves and benefits **to incentivise taking parental leaves**.
- A **Leave fund** or **collective bargaining arrangements** should be made available to all public and private businesses. This would also provide **incentives** for providing leaves and benefits to the **employer**.
- Given the recent development in the **gig economy**, it is crucial that the **government** develops a system for **providing Paternity Benefits** to new **Gig- Fathers**.
- Some additional research or a **specific committee** should be setup for understanding the need of the **unorganised sectors** in relation to Paternity benefits.”
- It is important to **reward employers for the infrastructure costs** they spend in establishing a creche for the children of female employees.
- A wonderful example of a global best practise that focuses on the **female labour force** in organised industries³⁶ is **Better Work Lesotho**³⁷.

³⁶ Work, A.B better work lesotho launched: First better work programme in Africa aims to improve working conditions and promote competitiveness in the country's garment sector, Business & Human Rights Resource Centre. Available at: <https://www.business-humanrights.org/en/latest-news/pdf-better-work-lesotho-launched-first-better-work-programme-in-africa-aims-to-improve-working-conditions-and-promote-competitiveness-in-the-countrys-garment-sector/> (Accessed: March 13, 2023).

³⁷ A subsidised nursery on-site, similar to what Better Work Lesotho built especially in South Africa, to introduce

- Lastly, **Encourage businesses with sensitive workplace cultures** to implement work reintroduction policies for women in order to close this systemic gap and improve corporate governance and women's employment.

XIII. CONCLUSION

Offering paternal leaves offers numerous benefits, including increased gender equality, better maternal and child health, improved labour division, lower divorce rates and postpartum depression, and overall familial and societal prosperity.

Additionally, the COVID-19 epidemic fundamentally changed what a working parent is, for both companies and employees. The increased interdependence of the parents during the lockdown encouraged the younger generations in India to also view the father as the primary caregiver for the children.

Employers all across the world are working to strike a balance between the demands of their caregiver personnel and their current rules. Given this, it is necessary for the Indian legal system to likewise offer some specific new-age policies and benefits in order to remain relevant for both national and international labour market.

acceptable work conditions for pregnant mothers at the workplace to help lessen the financial burden for working moms of infants.

XIV. REFERENCES

- Gerardo Meil, *European Men's Use of Parental Leave and Their Involvement in Child Care and Housework*, *Journal of Comparative Family Studies*, 44(5), 557–570 (2013).
- *Policies to Reconcile Labor Force Participation and Childbearing in the European Union*, *Population and Development Review*, 32(2), 389–393 (2006).
- Sangeeta Chakravarty, *Paternity Leave Laws: A Comparative Analysis of Sweden, USA and India*, 5 INT'L J.L. MGMT. & HUMAN. 152 (2022).
- Ananya Mukherjee, *Analysis of 'Paternity Leave' in India*, 5 INT'L J.L. MGMT. & HUMAN. 600 (2022).
- Rishi Saraf, *Paternity Leave - Amending Article 42*, *International Journal of Law Management & Humanities*, 2902 (2021).
- Kanika Tekchandni & Mimansa Khangarot, *Paternity Leave: Breaking Barriers of Gender Conformity*, 2 LEXFORTI LEGAL J. 11 (2021).
- Jennifer E. Karr, *Where's My Dad: A Feminist Approach to Incentivized Paternity Leave*, 28 *Hastings WOMEN's L.J.* 225 (2017).
- Jessamine Mathew, *How Can the Maternity Benefit Act Increase Female Workforce Participation?* *Economic and Political Weekly*, Vol. 54, Issue No. 22, 2019 Available at: <https://www.epw.in/engage/article/how-can-maternity-benefit-act-increase-female> (Accessed: March 13, 2023).
- *Chapter twelve - Center for Reproductive Rights* (no date). Available at: <https://reproductiverights.org/sites/default/files/2020-02/SecuringReproductiveJusticeIndia-Chpt12.pdf> (Accessed: March 13, 2023).
- Anya Behera & Ankita Mehra, *Maternity Benefit in the Corporate Sectors*, 4 INT'L J.L. MGMT. & HUMAN. 101 (2021).
- Mounika Pvls, *Maternity Benefits: A Quest for Workplace Equality*, 2 *Nyaayshastra L. REV.* 1 (2021).
- Archana Sarma, *Discrimination against Women at Workplace in India: A Legal Perspective*, 4 *GNLU J.L. DEV. & POL.* 23 (2014).
- Anuja S., *Unearthing Maternity Rights at Work: The Issues and Prospects*, 4 INT'L J.L. MGMT. & HUMAN. 764 (2021).

- M. S. Sai Aravind, Maternity Benefit (Amendment) Act, 2017: Its Advantages and Disadvantages, 3 INT'L J.L. MGMT. & HUMAN. 822 (2020).
- Nidhi Buch, Maternity Benefit Act, 2017 - A Game Changer for Women's Economic Empowerment, 9 GNLU J.L. DEV. & POL. 138 (2019).
- Lokesh Dhaka, Maternity Benefit Law in 2021: An Analysis, 4 INT'L J.L. MGMT. & HUMAN. 3447 (2021).
- Manvendra Singh Jadon & Ankit Bhandari, Analysis of the Maternity Benefits Amendment Act, 2017 and Its Implications on the Modern Industrial Discourse, 8 Christ U. L.J. 63 (2019).
- Ira Chadha-Sridhar & Geetika Myer, Feminist Reflections on Labour: The Ethics of Care within Maternity Laws in India, 13 Socio-LEGAL REV. 1 (2017).
- Ankita Patnaik, Reserving time for daddy: The consequences of fathers' quotas, 37 Journal of Labor Economics 1009–1059 (2019).
- Deborah A. Widiss, The hidden gender of gender-neutral paid parental leave: Examining recently-enacted laws in the United States and Australia, SSRN Electronic Journal (2021).
- Libertad Gonzalez & Hosny Zoabi, Does paternity leave promote gender equality within households?, SSRN Electronic Journal (2021).
- Mari Rege & Ingeborg F. Solli, The impact of paternity leave on long-term father involvement, SSRN Electronic Journal (2010).
- Pallavi Mahajan, Fathers, paternity benefits and gender norms, SSRN Electronic Journal (2019).
- Sara Cools, Jon H. Fiva & Lars J. Kirkebøen, Causal effects of paternity leave on children and parents, 117 The Scandinavian Journal of Economics 801–828 (2015).
- Serena Canaan et al., Maternity leave and paternity leave: Evidence on the economic impact of legislative changes in high-income countries, Oxford Research Encyclopedia of Economics and Finance (2022).
