

From The Principal Secretary to Govt. Haryana,  
Women and Child Development Department.

To 1. All Heads of the Department.  
2. All Deputy Commissioners in the State.

No.PS/PSWCD/2018/ 70  
Dated: 17-10-2018

Subject:- Establishment of crèche in all offices as per Section 11A of the Maternity Benefit Act, 1961.

This is to draw your attention to the provisions of crèche facility in every establishment or office having fifty or more employees reproduced as below:

"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 crèche 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".

If in case the establishment of your office premises has more than one departments in such case, the Division or Branch in-charge of the managements of such premises (such as District Mini Secretariat and similar offices) may ensure compliance of the provisions of the above mentioned Act.

Principal Secretary to Govt. Haryana,  
Women and Child Development Department.

Endst.No.PS/PSWCD/2018/

Dated: 17-10-2018

A copy of the above is forwarded to the Commissioner, Labour & Employment Department, Haryana for information and necessary action.

Principal Secretary to Govt. Haryana,  
Women and Child Development Department.

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J.D. Aditya  
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