



कर्मचारी भविष्य निधि संगठन  
**Employees' Provident Fund Organisation**  
श्रम एवं रोजगार मंत्रालय, भारत सरकार  
Ministry of Labour & Employment, Government of India  
भविष्य निधि भवन / Bhavishya Nidhi Bhawan  
14, भीकाजी कामा प्लेस, नई दिल्ली 110066  
Bhikaiji Cama Place, New Delhi 110066  
[www.epfindia.gov.in](http://www.epfindia.gov.in)



No. HRM-VIII/PQ/2019/10582

Dated: 21.1.2020

To

All ACC (HQ) / ACC (Zones)  
ACC (ASD) Head Office  
Director, PDNASS.

21 JAN 2020

**Subject: The Right to "Menstrual Hygiene and Paid Leave Bill, 2019" by Miss S.Jothimani, Hon'ble M.P. – regarding.**

Madam/Sir,

Please find enclosed herewith a copy of e-mail dated 02.1.2020 received from Ministry of Labour and Employment alongwith its enclosure i.e. letter no.H-11018/1/2019-C&WL-II dated 19.12.2019 on the above subject.

2. In this regard, it is requested to furnish your comments in the matter to Head Office urgently via e-mail at [rc.hrm8@epfindia.gov.in](mailto:rc.hrm8@epfindia.gov.in). by 24.01.2020 for onward submission to Ministry of Labour & Employment.

Encl : As above.

Yours faithfully,

(Uma Mandal)

**Addl. Central P.F. Commissioner (HRM)**

Copy to:

1. Staff Officer to CPFC – for information please.
2. PS to ACC(HQ)(HR)
3. FA&CAO/All ACC(HQ),Head Office
4. Chief Vigilance Officer
5. All Addl.CPFCs (Head Office)
6. Hindi Section for Hindi version.



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Ministry of Labour & Employment, Government of India  
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[www.epfindia.gov.in](http://www.epfindia.gov.in)



No. HRM-VIII/PQ/2019

10581

Dated: 21.1.2020

To

All ACC (HQ) / ACC (Zones)  
ACC (ASD) Head Office  
Director, PDNASS.

21 JAN 2020

**Subject: The Working Women (Basic Facilities and Welfare) Bill, 2019 raised by Dr.T.Sumathy(a) Thamizhachi Thangapandian, Hon'ble MP – regarding.**

Madam/Sir,

Please find enclosed herewith a copy of e-mail dated 02.1.2020 received from Ministry of Labour and Employment alongwith its enclosure i.e. letter no.H-11018/1/2019-C&WL-II dated 19.12.2019 on the above subject.

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5. All Addl.CPFCs (Head Office)
6. Hindi Section for Hindi version.



Subject: Preparation of Output-Outcome Monitoring Framework (OOMF 2020-21) -reg.  
To: Sunil Barthwal CPFC <cpfc@epfindia.gov.in>, Surojeet Das <atppf@nic.in>

Date: 02/01/20 05:14 PM  
From: Vivek Singh <vivek.singh87@nic.in>

output outcome.pdf (2.5MB)

forwarded to ✓  
Ace (PB) HR

Sir,  
PFA.

Vivek Singh  
Section Officer (SS-II)  
Ministry of Labour & Employment



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6/1/20  
03 JAN 2020  
को.म.नि.आ. के. सि.म.

Udita  
6/1/2020

RC

उदिता चौधरी  
UDITA CHOWDHARY  
अपर केन्द्रीय प्र.नि. आसुक्त (मुख्यालय)  
Addl. Central P. F. Commissioner (HQ)

अ.के.म.नि.आ. (मुख्यालय)  
Addl. C.P.F.C. (HQ)  
डापररी सं./Dy.No. E-35612/2020  
दिनांक /Date 7/1/2020

7-1-20

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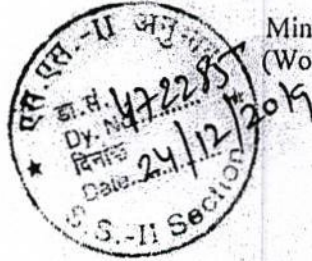
7/1/2020

Please process in file

उत्तर (सं.प्र.)

Most Immediate  
Parliament Matter

No. H-11018/01/2019-C&WL-II  
Government of India  
Ministry of Labour & Employment  
(Women and Child Labour Section)



Shram Shakti Bhawan, New Delhi  
Dated the 19th December, 2019

Office Memorandum

**Subject:- Introduction of Private member's bills in Lok Sabha.**

The undersigned is directed to forward herewith a copy of O.M. No. 1/14(9)/2019/L-II dated 27 Nov,2019 and O.M. No.1/14(15)/2019/L-II dated 28 Nov.,2019 from Lok Sabha Secretariat, Parliament House along with the following two Private member Bills as detailed under:

- i)The Right to Menstrual Hygiene and Paid Leave Bill, 2019 by Miss S Jothimani, M.P.
- ii)The Working Women ( Basic Facilities and Welfare) Bill 2019 by Dr.T. Sumathy(a) Thamizhachi Thangapandian, M.P.

2. It is requested that inputs/comments on the above bills may be furnished to this Ministry/Division at the earliest.

Encl : as above

(Shailesh Kumar Singh)

Under Secretary to the Govt. of India

Tel No. 011-23473278

Skp To  
19/12/19

- i) The Secretary, WCD, Shastri Bhavan, New Delhi.
- ii)The Secretary, M/o Health and Welfare, Nirman Bhavan, New Delhi.
- iii) The Secretary, Deptt. of Personnel and Training, North Block, New Delhi.

Copy for similar action to:

- (i) JS,(DGWL)/DG(E)/CLC(C)
- (ii) US(ISH-I/II)/US(Wage Cell)/US (SS-I/II)/US (Labour Reform Cell).

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23-12-19  
ASE(APK)

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Most Immediate  
Parliament Matter

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Ministry of Labour & Employment  
(Women and Child Labour Section)



Shram Shakti Bhawan, New Delhi  
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23-12-19  
ASD(APK)

EPPD

LOK SABHA SECRETARIAT  
(LEGISLATIVE BRANCH-II)

82, PARLIAMENT HOUSE,  
NEW DELHI-110001.

Secy-OT  
DG(S)

6/11/2019

4 November, 2019

No. 1/14(15)/2019/L-II

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DDG (Law) - *autark*

OFFICE MEMORANDUM

US (RSM)

6/11/19  
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AK  
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6/11/19

SECRETARY (L&E)  
Dy. No. FTS No. 464412  
Date: 6/11/2019  
11/11/19

SUBJECT: The Working Women (Basic Facilities and Welfare) Bill, 2019 by  
Dr. T. Sumathy(a) Thamizhachi Thangapandian M.P.

The undersigned is directed to forward herewith a copy of letter dated 4 November, 2019 from Dr. T. Sumathy(a) Thamizhachi Thangapandian M.P. giving notice of her intention to move for leave to introduce the Bill noted above in Lok Sabha and also applying for President's recommendation, if necessary.

2. A copy of the Bill together with the Statement of Objects and Reasons also accompanies.

*Ajitesh*  
4/11/19  
(AJITESH SINGH)  
UNDER SECRETARY  
Tel. No. 23034713

To  
The Secretary,  
Ministry of Labour and Employment,  
Government of India,  
New Delhi.



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S.S.-I SECTION  
डायरी सं0/Dy. No. 464412/FTS/2019  
दिनांक/Date: 18/11/19

may kindly see at DAK stage,

*quikamny*  
11/4/2019

*JS (L&E)*

for information at Dak stage please

*Secy (L&E)*

*JS (L&E)*

*11/11/2019*

*JD(V.S.)*  
*SS-I*  
*away on Meeting*  
*S.O. (S.S.-I)*

*08/11/19*

*14/11*  
*SS-I*  
*14/11*



NOTICE OF BILL

Dated: 4.11.2019

To  
The Secretary-General,  
Lok Sabha,  
New Delhi.

Madam,

I give notice of my intention to move for leave to introduce during the current/ next/ensuing Session of Lok Sabha the following Bill:

Short title: The Working Women (Basic Facilities and Welfare) Bill, 2019.

2. I enclose herewith

- e) A copy of the Bill;
- f) Statement of Objects and Reasons duly signed;
- g) Financial Memorandum; and
- h) Memorandum regarding Delegated Legislation.

3. I also request you to obtain, if necessary, the recommendation of the President for introduction and/or consideration of the Bill in Lok Sabha.

Yours faithfully,

*Sd/-*

T. SUMATHY(A) THAMIZHACHI THANGAPANDIAN  
M.P.

Div. No.



**Bill No.**

**THE WORKING WOMEN (BASIC FACILITIES AND WELFARE)**

**BILL,**

*By*

**A**

**BILL**

*to provide for the protection of women from discrimination, and for the basic facilities like creche, recreational facilities, maternity benefits, hostel and transport facilities, and for the welfare measures to be taken by the employers and the State for the women employees working in Government establishments; public sector enterprises including banks and ports, educational institutions including universities, colleges and schools; factories, mines, plantations, agricultural fields, orchards and such other places and for matters connected therewith and incidental thereto.*

BE it enacted by Parliament in the Seventeenth Year of the Republic of India as follows:-

1. (1) This Act may be called the Working Women (Basic Facilities and Welfare) Act, 2019

(2) It extends to the whole of India.

5 (3) It shall come into force with immediate effect.

Short title,  
extent and  
commence-  
ment.



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Definition.

2. In this Act, unless the context otherwise requires,-

(a) "appropriate Government" means in the case of a State, the Government of that State and in other cases, the Central Government;

(b) "child" includes a still born child;

(c) "employer" means,-

(i) in relation to an establishment which is under the control of an appropriate Government, the person or authority appointed by the appropriate Government for the supervision and control of the employees or where no person or authority is so appointed, the head of the establishment;

(ii) in relation to an establishment under any local self-government or authority, the person appointed by such authority or local self-government for the supervision and control of the employees or where no person is so appointed the Chief Executive Officer by whatever name called of the local self-government or the authority, as the case may be;

(iii) in other cases, the person who or the authority which has the ultimate control over the affairs of the establishment;

(d) "establishment" include an office of the appropriate Government, quasi Government or department including telegraph office, post office, telephone exchange, a mine, a plantation, an agricultural field, a hospital or nursing home, a shop or any business establishment, a brick kiln, construction site, any banking establishment, any private office or house, any school, college university or like institution, establishment for the exhibition of equestrian, acrobatic and other performances and any other such place where a woman is employed for any work whatsoever;

(e) "factory" means a factory as defined in the Factories Act, 1948;

(f) "industry" means an industry as defined in the Industrial Disputes Act, 1947;

(g) "prescribed" means prescribed by rules made under this Act; and

(h) "working woman" means a woman who is employed whether directly or indirectly through any agency or contractor, as the case may be, for wages in any establishment, factory or industry.

Appropriate Government to ensure non-discrimination and equal wages for working women.

3. It shall be the duty of the appropriate Government to ensure that no discrimination is done by any establishment on gender basis with its women employees particularly in the matter of payment of wages which are paid to her male counterpart in such establishment.

Employer to have childcare facilities for working women.

4.(1) Notwithstanding anything contained in any other law for the time being in force, every employer shall provide basic childcare facilities such as milk, tiffin, clothes, toys, trained ayahs and other essential facilities for the children of women working in the establishment.

(2) The appropriate Government shall ensure that every employer of an agricultural field provide mobile childcare facilities for the working women in his establishment:

Provided that two or more such employers may provide common childcare facilities for their establishments.

(3) The appropriate Government shall open such number of crèches at such places as it may deem necessary for carrying out the purposes of this Act.



- 5. The every employee shall providesretiring rooms with facilities like bathroom, latrine, drinking water at the workp ace or worksite of the working women and recreational facilities. Recreational facilities
  
- 5 6. Every employer shall provide adequate and proper security measures for the safety of working women in the establishment factory or industry, as the case may be, and provide transportation facility free of cost if the employee comes to work place after the sunset or has to leave the work place before sun rise. security arrangements
  
- 7. Every employer shall provide free complete medical facilities including maternity benefits. Maternity facilities
  
- 8. Every employer shall provide hostel and residential facilities both for married and unmarried working women nearest to their place of work and cheap, safe and quick transport facilities for such working women. Hostel and transport facilities
  
- 9. The appropriate Government shall ensure protection from health hazards particularly for the women working in factories or industries like beedi, tobacco, stone mines, cashew, fish processing, salt, silk construction projects and such other establishment as may be prescribed. Protection from health hazards.
  
- 10. Every employer shall provide one year child care leave with full salary and other benefits to the married women till the child attains age of eighteen years. Provided that no such facility shall be available for more than two children. Register of women working.
  
- 11. The appropriate Government shall maintain a register of working women in such manner and at such place as may be prescribed; Overriding effect of the Act.
  
- 20 (1)The appropriate Government may require an employer to furnish for the purposes of this Act, such statistical and other information, in such form and within such period as may be prescribed. Power to make rules.
  
- 11. The provisions of this Act and the rules made thereunder shall have effect notwithstanding anything inconsistent therewith contained in any other law for the time being in force, but save as aforesaid the provisions of this Act shall be in addition to and not in derogation of any other law for the time being applicable to the working women.
  
- 12.(j) The Central and State Governments may, by notification in the Official Gazette, make rules for carrying out the purposes of this Act:
  
- (2) Every rule made under this Act shall be laid, as soon as may be after it is made, before each house of Parliament or the Legislative Assembly and the Legislative Council, as the case may be, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both House agree in making any modification in the rule or both the Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.



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### STATEMENT OF OBJECTS AND REASONS

Despite the unabated female foeticides and dwindling population of girls in the country and the conservative attitude of the society towards women, more and more women are venturing out of their houses to work to support their families. As a result, the number of working women in Government services, factories, industries, commercial establishments, agriculture, mines, fish processing sector, silk industry and so on so forth is increasing day by day, but their conditions of employment need amelioration. Women are also engaged in IT industry service industry in large numbers. Various basic and essential facilities which are supposed to be made available to the working women by the Government and private employers are either absent or not adequate and satisfactory. Unfortunately, in most of the private sector including agricultural sector, the facilities are rather minimal or negligible and the working women are an exploited lot there. The existing labour laws also do not provide for proper medical, educational, recreational and other facilities for the working women and their children. As regards, other social security measures like security, transport, accommodation have also not been made so far. In many establishments they are not given equal pay for work. This discrimination has to be stopped.

Hence it has become necessary to provide adequate welfare measures for the working women.

Hence this Bill.

NEW DELHI:



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#### FINANCIAL MEMORANDUM

Clause 4 of the Bill provides for certain childcare facilities of the working women. Clause 5 provides for recreational facilities for working women and their children, Clause 6 provides that the appropriate Government to provide adequate and proper security measures for the safety of working women. Clause 7 provides for health care. Clause 8 provides for hostel and transport facilities for the working women. Clause 9 provides for appropriate Government shall ensure protection from health hazards of the working women. Clause 10 provides for child care leave with free salary. The expenditure relating to States shall be borne out of the consolidated Fund of the State Government concerned. However, the expenditure in relation to Union territories shall be borne out of the Consolidated Fund of India. The Bill, if enacted, will involve expenditure from the Consolidated Fund of India. It is estimated that a sum of rupees two thousand crore may involve as recurring expenditure per annum.

A non-recurring expenditure of rupees five thousand crore is also likely to involve.



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MEMORANDUM REGARDING DELEGATED LEGISLATION

Clause 12 of the Bill empowers the Central Government to make rules for carrying out the purposes of the Bill. As the rules will related to matters of details only, the delegation of legislative power is of a normal character.



Sey  
JSL/MB

LOK SABHA SECRETARIAT

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(LEGISLATIVE BRANCH-II)

FAX : 23010756

PARLIAMENT HOUSE  
NEW DELHI-110 001

No. 1/14(9)/2019/L-II

27 November, 2019

6 Agrahayana, 1941 (Saka)

OFFICE MEMORANDUM

JD(SK)

श्रीम एवं सोजनार सचिव  
SECRETARY (L&E)  
अ. सं./क. सं./सं. 468293  
Dy. No./T.S. No.  
दिनांक 29/11/2019  
Date

SUBJECT : The Right to Menstrual Hygiene and Paid Leave Bill, 2019 by  
Ms. S. Jothimani, M.P.

In continuation of this Secretariat O.M. of even number dated 28 October, 2019 on the above subject, the undersigned is directed to forward herewith a copy of the Bill, as edited, for information.

2. The above Bill, if enacted, is likely to involve expenditure from the Consolidated Fund of India. It cannot, therefore, be considered and passed unless the President has recommended under article 117(3) of the Constitution the consideration of the Bill in Lok Sabha.

3. The member has applied for the requisite recommendation of the President vide her letter dated 28 October, 2019, a copy of which has already been sent to the Ministry of Labour and Employment. The Ministry may kindly take necessary action in the matter.



Maheshwar

(MAHESHWAR)  
ADDITIONAL DIRECTOR  
Tel. No. 23034715

Ministry of Labour and Employment,  
(Shri Heeralal Samariya, Secretary)  
Government of India,  
New Delhi.

JD(SK) 29/11/19  
Pl. discuss urgency.

Relates to women's  
child labour provision. may  
Pl. be handled by them.  
JD(SB) 29/11/19

Put up a note on above  
JD(SK) 29/11/19



9



TO BE INTRODUCED IN LOK SABHA

Bill No. 292 of 2019

THE RIGHT TO MENSTRUAL HYGIENE AND PAID LEAVE  
BILL, 2019

By

Ms. S. JOTHIMANI, M.P.

A

BILL

*to provide the right to menstrual hygiene facilities, health benefits and paid leave to women during menstruation and for matters connected therewith or incidental thereto.*

Be it enacted by Parliament in the Seventieth Year of the Republic of India as follows:—

1. (1) This Act may be called the Right to Menstrual Hygiene and Paid Leave Act, 2019.

(2) It extends to the whole of India:

5 Provided that the provisions of this Act in so far as they relate to the mines shall extend to whole of India, including the territorial waters, continental shelf, exclusive economic zone and other maritime zones of India as defined under the Territorial Waters, Continental Shelf, Exclusive Economic Zone and Other Maritime Zones Act, 1976.

Short title,  
extent and  
commencement.



(3) It shall come into force on such date, as the Central Government may, by notification in the Official Gazette, appoint.

Application.

2. The provisions of this Act shall apply, in the first instance,—

(a) to every establishment being a factory, mine or plantation including any such establishment belonging to Government and to every establishment wherein persons are employed for the exhibition of equestrian, acrobatic and other performances; 5

(b) to every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in a State:

Provided that the State Government may, with the approval of the Central Government, after giving not less than month's notice of its intention of so doing, by notification in the Official Gazette, declare that all or any of the provisions of this Act shall apply also to any other establishment or class of establishments, industrial, commercial, agricultural or otherwise; and 10

(c) to every person who is self-employed or working in the unorganized sector or in establishments where less than ten persons are employed. 15

Definitions.

3. In this Act, unless the context otherwise requires,—

(a) "appropriate Government" means,—

(i) in relation to an establishment carried on by or under the authority of the Central Government or the establishment of railways, mines, oil field, major ports, air transport service, telecommunication, banking and insurance company or a corporation or other authority established by a Central Act or a central public sector undertaking or subsidiary companies set up by central public sector undertakings or autonomous bodies owned or controlled by the Central Government, including establishment of contractors for the purposes of such establishment, corporation or other authority, central public sector undertakings, subsidiary companies or autonomous bodies, as the case may be, the Central Government; and 20 25

(ii) in relation to any other establishment, the State Government;

(b) "company" means a company as defined in clause (20) of section 2 of the Companies Act, 2013; 30

(c) "educational institution" means a place where persons of different ages study to gain an education, including pre-school, childcare, primary or elementary school, secondary or high schools and universities;

(d) "employee" means,—

(a) in respect of an establishment, a person, including an apprentice engaged under the Apprentices Act, 1961, employed on wages by such establishment to do any skilled, semi-skilled, unskilled, manual, operational, supervisory, managerial, administrative, technical or clerical work for hire or reward, whether the terms of employment be express or implied; and 35

(b) a person declared to be an employee by the appropriate Government; 40

(c) a worker including a gig-worker, home-based worker and wage worker; but does not include any member of the Armed Forces of the Union:

Provided that notwithstanding anything contained in this clause, in case of a mine a person is said to be—employed in a mine who works as the manager or who works under appointment by the owner, agent or manager of the mine or with the knowledge of the manager, whether for wages or not— 45



(i) in any mining operation (including the concomitant operations of handling and transport of minerals up to the point of dispatch and of gathering sand and transport thereof to the mine);

5 (ii) in operations or services relating to the development of the mine including construction of plant therein but excluding construction of buildings, roads, wells and any building work not directly connected with any existing or future mining operations;

(iii) in operating, servicing, maintaining or repairing any part of any machinery used in or about the mine;

10 (iv) in operations, within the premises of the mine, of loading for dispatch of minerals;

(v) in any office of the mine;

15 (vi) in any welfare, health, sanitary or conservance services required to be provided under this Code relating to mine, or watch and ward, within the premises of the mine excluding residential area; or

(vii) in any kind of work whatsoever which is preparatory or incidental to, or connected with, mining operations;

20 (e) "employer" means a person who employs, whether directly or through any person, or on his behalf, or on behalf of any person, one or more employees in his establishment and where the establishment is carried on by any department of the Central Government or the State Government, the authority specified, by the head of such department, in this behalf or where no authority, is so specified the head of the department and in relation to an establishment carried on by a local authority, the chief executive of that authority, and includes,—

25 (i) in relation to an establishment which is a factory, the occupier of the factory;

(ii) in relation to mine, the owner of the mine or agent or manager having requisite qualification under the law for the time being in force and appointed by the owner or agent of the mine as such;

30 (iii) in relation to any other establishment, the person who, or the authority which has ultimate control over the affairs of the establishment and where said affairs are entrusted to a manager or managing director, such manager or managing director;

(iv) Contractor; and

35 (v) legal representative of a deceased employer;

(f) "establishment" means—

(i) a factory;

(ii) a mine;

(iii) a plantation;

40 (iv) an establishment wherein persons are employed for the exhibition of equestrian, acrobatic and other performances;

(v) a shop or establishment;

(vi) means any place where any industry, trade, business, manufacture or occupation is carried on and includes Government establishment; or



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(vii) an establishment to which the provisions of this Act have been declared under section 2 to be applicable;

(g) "factory" means a factory as defined in clause (m) of section 2 of the Factories Act, 1948;

(h) "gig worker" means a person who performs work or participates in a work arrangement and earns from such activities outside of traditional employer-employee relationship; 5

(i) "Government establishment" means any office or department of the Government or local authority;

(j) "home-based worker" means a person engaged in the production of goods or services for an employer in his home or other premises of his choice other than the workplace of the employer, for remuneration, irrespective of whether or not the employer provides the equipment, materials or other inputs; 10

(k) "menstrual hygiene management" means women and adolescent girls using a clean menstrual management material to absorb or collect blood or discharge that may be changed in privacy as often as necessary for the duration of the menstruation period, using soap and water for washing the body as required, and having access to facilities to dispose of used menstrual management materials; 15

(l) "menstruation benefit" means the benefits referred to in section 4;

(m) "notification" means a notification published in the Gazette of India or in the Official Gazette of a State, as the case may be, and the expression "notify" with its grammatical variations and cognate expressions shall be construed accordingly; 20

(n) "organised sector" means an enterprise which is not in an unorganised sector;

(o) "prescribed" means prescribed by rules under this Act made by the appropriate Government; 25

(p) "sanitary napkin" means pad of absorbent material used by women during menstruation period; and "synthetic napkin" means sanitary napkins made by chemical synthesis, especially to imitate a natural product;

(q) "self-employed worker" means any person who is not employed by an employer, but engages himself in any occupation in the unorganised sector subject to a monthly earning of an amount as may be notified by the Central Government or the State Government from time to time or holds cultivable land subject to such ceiling as may be notified by the State Government; 30

(r) "State" includes a Union Territory; 35

(s) "unorganised sector" means an enterprise owned by individuals or self-employed workers and engaged in the production or sale of goods or providing service of any kind whatsoever, and where the enterprise employs workers, the number of such workers is less than ten;

(t) "unorganised worker" means a home-based worker, self-employed worker or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by the Industrial Disputes Act, 1947 or Chapter III to VII; 40

(u) "wage worker" means a person employed for remuneration in the unorganised sector, directly by an employer or through any contractor, irrespective of place of work, whether exclusively for one employer or for one or more employers, whether in cash or in-kind, whether as a home-based worker, or as a temporary or casual worker, or as a migrant worker, or workers employed by households including domestic workers, 45



with a monthly wage of an amount as may be notified by the Central Government and State Government, as the case may be;

5 (v) "wages" means all remuneration, whether by way of salaries, allowances or otherwise, expressed in terms of money or capable of being so expressed which would, if the terms of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, and includes;—

- (a) basic pay;
  - (b) dearness allowance; and
  - 10 (c) retaining allowance, if any;
- but does not include—

(a) any bonus payable under any law for the time being in force, which does not form part of the remuneration payable under the terms of employment;

15 (b) the value of any house accommodation, or of the supply of light, water, medical attendance or other amenity or of any service excluded from the computation of wages by a general or special order of the appropriate Government;

(c) any contribution paid by the employer to any pension or provident fund, and the interest which may have accrued thereon;

(d) any conveyance allowance or the value of any travelling concession;

(e) any sum paid to the employed person to defray special expenses entailed on him by the nature of his employment;

25 (f) house rent allowance;

(g) remuneration payable under any award or settlement between the parties or order of a court or Tribunal;

(h) any overtime allowance;

(i) any commission payable to the employee;

30 (j) any gratuity payable on the termination of employment;

(k) any retrenchment compensation or other retirement benefits payable to the employee or any *ex-gratia* payment made to him on the termination of employment:

35 Provided that, for calculating the wages under this clause, if payments made by the employer to the employee under clauses (a) to (i) exceeds one-half, or such other per cent. as may be notified by the Central Government, of all remuneration calculated under this clause, the amount which exceeds such one-half, or the per cent. so notified, shall be deemed as remuneration and shall be accordingly added in wages under this clause;

40 Provided further that for the purpose of equal wages to all genders and for the purpose of payment of wages the emoluments specified in clauses (d), (f), (g) and (h) shall be taken for computation of wage.

45 *Explanation.*—Where an employee is given *in lieu* of the whole or part of the wages payable to him, any remuneration in kind by his employer, the value of such remuneration in kind which does not exceed fifteen per cent. of the total wages payable to him, shall be deemed to form part of the wages of such employee.



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(w) "woman" means any person who is of the female sex including adolescent girls who are women below the age of eighteen, transgender, gender non-conforming or queer persons, to whom this Act is applicable;

(x) "worker" means any person (except an apprentice as defined under clause (aa) of section 2 of the Apprentices Act, 1961) employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward, whether the terms of employment be express or implied, and includes—

(i) working journalists as defined in clause (f) of section 2 of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955; and

(ii) sales promotion employees as defined in clause (d) of section 2 of the Sales Promotion Employees (Conditions of Service) Act, 1976, and for the purposes of any proceeding under this Code in relation to an industrial dispute, includes any such person who has been dismissed, discharged or retrenched or otherwise terminated in connection with, or as a consequence of, that dispute, or whose dismissal, discharge or retrenchment has led to that dispute;

(iii) any person who is employed in the police service or as an officer or other employee of a prison; or

(iv) any person who is employed mainly in a managerial or administrative capacity; or

(v) any person who is employed in a supervisory capacity drawing wage of exceeding fifteen thousand rupees per month or an amount as may be notified by the Central Government from time to time;

but does not include any such person—

who is subject to the Air Force Act, 1950, or the Army Act, 1950, or the Navy Act, 1957, during the period of war;

Rights of women.

4. Every woman shall be entitled to the following rights—

(a) Right to self-perception of her menstruation including but not limited to menarche (first menstruation), menopause, menstrual cycle, primary or secondary dysmenorrhea (PD or menstrual pain) in accordance with the provisions of this Act;

(b) Right to paid leave and absence from work for three days during her menstruation, for a female employee in any establishment registered with the appropriate Government;

Provided that if a woman employee undergoing menstruation opts to work instead of taking leave, she shall be paid overtime wages allowance at such rate and in such manner as may be prescribed.

Explanation.—For the purpose of this sub-section, the average daily wage means the average of the woman's wages payable to her for the days on which she has worked during the period of three calendar months immediately preceding the date from which she absents herself on account of maternity, or one rupee a day, whichever is higher.

There shall be paid wages at the rate of twice the rate of wages in respect of overtime work, where a worker works in an establishment or class of establishments for more than such hours of work in any day or in any week as prescribed by the appropriate Government and the period of overtime work shall be calculated on a daily basis or weekly basis, whichever is more favourable to such worker:

Provided further that no worker shall be required to work overtime by the employer without the prior consent of the worker in writing for such work.



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(c) Right to leave of absence from school, college, university or an educational institution for three days during her menstruation, for an adolescent girl who is a student in or above Class VIII;

5 (d) Right to thirty minutes of rest period twice a day for not more than four days during menstruation in a month, for every woman employee working in the establishment during her menstruation.

(e) Right to menstrual hygiene management facilities and equity for all women.

(f) Right to receive intimation and information in writing or electronically regarding every health benefit available under this Act, at the time of the appointment;

10 (g) Right to separate toilets for women, transgender persons and specially-abled persons in public spaces, metros, railway stations, highways, airports, malls, theatres, public toilets, Government offices and educational institutions.

15 5. (1) Every employer shall be liable for providing three days paid leave and the payment of adequate wages, overtime allowance and relevant salary to the female employees and other rights in accordance with the provisions of this Act;

Duties of employers including educational institutions and Government offices.

(2) No employee shall discriminate against female employees on the basis of benefits provided to women under this Act, at the time of hiring or promotion;

20 (3) Every employee shall set up a grievance redressal mechanism such as the Internal Complaints Committee constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 or similar Grievance Redressal Committees and Human Resource departments constituted within the establishment which shall address the grievance pertaining to menstrual leave within the establishment:

25 Provided that if not constituted, the employer shall be held responsible for the non-implementation of the provisions of this Act, and for addressing or resolving the grievance pertaining to menstrual leave within the establishment.

6. The appropriate Governments shall:

Facilities to women.

(a) provide biodegradable sanitary pads, tampons or other such sanitary napkins in the separate restrooms, at no cost to the women;

30 (b) ensure provision of adequate waste-baskets, dustbins, trash-cans and tissue papers, toilet rolls, bags, envelopes or newspapers for the safe, secure and easy disposal or menstrual discharge;

(c) annually celebrate 28th May as Menstrual Hygiene Day;

35 (d) ensure the implementation of Guidelines on Menstrual Hygiene Management (MHM) issued by the Government under the Swachh Bharat Mission Guidelines (SBM-G).

40 (e) take such steps, as may be necessary, for creating awareness among the females and adolescent girls about menstrual hygiene management and removing stigma or taboo associated with menstruation through the means of mass media and by organising such events as it deems fit in classes, seminars and counselling sessions in every Government and private educational institutions in the villages, urban, rural and remote areas regarding hygienic menstrual practices to be followed.

7. Whoever,—

Punishment.

(a) denies leave to a woman during her menstruation; or

(b) obstructs a female employee from the entitlement of menstrual leave; or

45 (c) denies or discontinues prescribed rest and recreation facilities to the women during her menstruation; or



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(d) contravenes any provision of this Act, shall be punishable with imprisonment for a term which shall not be less than one month but which may extend up to three months and with fine which shall not be less than ten thousand rupees but which may extend to fifty thousand rupees.

Funds to the State Government.

8. The Central Government shall, after due appropriation made by Parliament by law in this behalf, provide such sums of money to the State Governments as it thinks necessary for carrying out the provisions of this Act. 5

Provision to be in addition.

9. The provisions of this Act shall be in addition to and not in derogation of any other law for the time being in force.

Power to make rules.

10. (1) The appropriate Government may, by notification in the Official Gazette, make rules for carrying out the purposes of this Act. 10

(2) Every rule made under this Act by the Central or State Government shall be laid, as soon as may be after it is made, before each House of Parliament or the Legislative Assembly and the Legislative Council, as the case may be, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both the Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule. 15 20



STATEMENT OF OBJECTS AND REASONS

Only in seven of India's States and Union territories did ninety per cent. or more women in the fifteen to twenty-five age group use hygienic protection during menstruation, according to the latest national health data. Not even fifty per cent. women used clean methods of dealing with menstrual hygiene in eight States and Union Territories according to the National Family Health Survey-4 (NFHS), released in 2015-16. This is the dark reality behind all the talks of women empowerment. Even now, women are considered "impure" during their period, subjected to social, religious and cultural restrictions. This shame around menstruation also forces girls to opt-out of school once they reach puberty, impeding the growth of female literacy in India. In rural India, twenty-three per cent. of girls have listed menstruation as the chief reason for dropping out of school. Reproductive Tract Infections (RTIs) are extremely common among women that they are reported to affect one-third of women of reproductive age around the world, according to a report by the World Health Organization (WHO). Sexually transmitted infections (of which RTI is a significant contributor) are also classified among the "top five disease categories", by WHO. The risk of women contracting RTIs is high in rural India, where, in the absence of toilets in villages, access to sanitation is still limited. Sanitary pads are either too expensive or unavailable for women in many parts of India. And unless we provide awareness to women, remove the stigma, increase accessibility to affordable products; we are not solving the problem in its entirety. Non-biodegradable sanitary napkins pose a huge challenge in India, where the disposal system is largely missing in rural areas. According to census 2011 population data, 336 million girls and women in India experience menstruation and it can be safely estimated that about 121 million girls and women are currently using locally or commercially produced disposable sanitary napkins. The end result is that a staggering one billion non-compostable pads are landing up in urban sewers, landfills, as well as in rural fields and water bodies in India every month which takes years to decompose. The lack of disposal treatment options may lead to unsafe management of a mammoth volume of menstrual waste, which affects the health of those living in the areas that the waste is disposed of, as well as negatively affecting the water cycle in the area. Menstruation is still a taboo subject in India and the lack of first-hand understanding of the experience of menstruation by most policy makers means that it has not received the requisite importance it deserves when it comes to framing policy. There is need to provide information to women and adolescent girls regarding how frequently one should change sanitary napkins and what is the proper methods to dispose of them. They need somewhere private to change sanitary cloths or pads; clean water and soap for washing their hands, bodies and reusable cloths; and facilities for safely disposing of used materials or a clean place to dry them if reusable. To avoid a staggering amount of non-degradable waste generated by using synthetic sanitary pads, there is a need to promote manufacturing and usage of biodegradable pads. There is also a need for both men and women to have a greater awareness of good menstrual hygiene practices. It is necessary to create awareness among women and adolescent girls regarding menstrual hygiene, safe usage and disposal of sanitary napkins, easy access of affordable sanitary napkins to women in villages and remote areas and promotion and use of biodegradable napkins.

Hence, this Bill.

NEW DELHI;  
October 28, 2019.

S. JOTHIMANI



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#### FINANCIAL MEMORANDUM

Clause 6 of the Bill provides for the construction of separate toilets, distribution of sanitary napkins, disposal mechanisms and creating awareness regarding menstrual hygiene management among women through programmes. Clause & provides that the Central Government shall provide funds to the State Governments for the effective implementation of the Act. The Bill, therefore, if enacted, will involve expenditure from the consolidated Fund of India. It is estimated that an annual recurring expenditure of about rupees one thousand crore would be involved from the Consolidated Fund of India. A non-recurring expenditure of about rupees five hundred crore is also likely to be involved.



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MEMORANDUM REGARDING DELEGATED LEGISLATION

Clause 10 of the Bill empowers the appropriate Government to make rules for carrying out the purposes of this Bill. As the rules will relate to matters of detail only, the delegation of legislative power is of a normal character.



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LOK SABHA

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to provide the right to menstrual hygiene facilities, health benefits and paid leave to women during menstruation and for matters connected therewith or incidental thereto.

—

(Ms. S. Jothimani, M.P.)



LOK SABHA SECRETARIAT

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Sey  
JS (V/B)

(Legislative Branch-II)

PARLIAMENT HOUSE  
NEW DELHI-110 001

FAX : 23010756

No. 1/14(15)/2019/L-II

Handwritten signature and date: 29/11/19

28 November, 2019

7 Agrahayana, 1941 (Saka)

OFFICE MEMORANDUM

DISK

SUBJECT : The Working Women (Basic Facilities and Welfare) Bill, 2019  
by Dr. T. Sumathy(a) Thamizhachi Thangapandian, M.P.

डा. त. सुमथी (वि.स.) का कार्यालय  
Dy. No./F.T.S. No. 468304  
दिनांक 29/11/2019  
Date

In continuation of this Secretariat O.M. of even number dated 4 November, 2019 on the above subject, the undersigned is directed to forward herewith a copy of the Bill, as edited, for information.

2. The Bill, if enacted, is likely to involve expenditure from the Consolidated Fund of India. It cannot, therefore, be considered and passed unless the President has recommended under article 117(3) of the Constitution the consideration of the Bill in Lok Sabha.

3. The member has applied for the requisite recommendation of the President *vide* her letter dated 4 November, 2019, a copy of which has already been sent to the Ministry of Labour and Employment. The Ministry may kindly take necessary action in the matter.



Handwritten signature  
(MAHESHWAR)  
ADDITIONAL DIRECTOR  
Phone No. 23034715

Ministry of Labour and Employment,  
(Shri Heeralal Samariya, Secretary).  
Government of India,  
New Delhi.

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SD(SK)

~~Handwritten signature and date: 29/11/19~~

Relates to women & child  
labour division. May pl. be  
handled by them. 29/11/2019  
JS (V/B)

Put up a note on above

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SD(SK)

Handwritten signature and date: 29/11/19  
JS/SS-I



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Bill No. 274 of 2019

THE WORKING WOMEN (BASIC FACILITIES AND WELFARE)  
BILL, 2019

By

DR. T. SUMATHY (a) THAMIZHACHI THANGAPANDIAN, M.P.

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BILL

*to provide for the protection of women from discrimination, and for the basic facilities like creche, recreational facilities, maternity benefits, hostel and transport facilities, and for the welfare measures to be taken by the employers and the State for the women employees working in Government establishments; public sector enterprises including banks and ports, educational institutions including universities, colleges and schools; factories, mines, plantations, agricultural fields, orchards and such other places and for matters connected therewith and incidental thereto.*

BE it enacted by Parliament in the Seventieth Year of the Republic of India as follows:—

1. (1) This Act may be called the Working Women (Basic Facilities and Welfare) Act, 2019.

Short title,  
extent and  
commencement.

(2) It extends to the whole of India.

(3) It shall come into force with immediate effect.



Definition.

2. In this Act, unless the context otherwise requires,—

(a) "appropriate Government" means in the case of a State, the Government of that State and in other cases, the Central Government;

(b) "child" includes a still born child;

(c) "employer" means,—

(i) in relation to an establishment which is under the control of an appropriate Government, the person or authority appointed by the appropriate Government for the supervision and control of the employees or where no person or authority is so appointed, the head of the establishment;

(ii) in relation to an establishment under any local self-government or authority, the person appointed by such authority or local self-government for the supervision and control of the employees or where no person is so appointed the Chief Executive Officer by whatever name called of the local self-government or the authority, as the case may be;

(iii) in other cases, the person who or the authority which has the ultimate control over the affairs of the establishment;

(d) "establishment" include an office of the appropriate Government, quasi government or department including telegraph office, post office, telephone exchange a mine, a plantation, an agricultural field, a hospital or nursing home, a shop or any business establishment, a brick kiln, construction site, any banking establishment, any private office or house, any school, college university or like institution, establishment for the exhibition of equestrian, acrobatic and other performances and any other such place where a women is employed for any work whatsoever;

(e) "factory" means a factory as defined in the Factories act, 1948;

(f) "industry" means an industry as defined in the Industrial Disputes Act. 1947;

(g) "prescribed" means prescribed by rules made under this Act; and

(h) "working woman" means a woman who is employed whether directly or indirectly through any agency or contractor, as the case may be, for wages in any establishment, factory or industry.

Appropriate Government to ensure non-discrimination and equal wages for working women.

3. It shall be the duty of the appropriate Government to ensure that no discrimination is done by any establishment on gender basis with its women employees particularly in the matter of payment of wages which are paid to her male counterpart in such establishment.

Employer to have childcare facilities for working women.

4. (1) Notwithstanding anything contained in any other law for the time being in force, every employer shall provide basic child care facilities such as milk, tiffin, clothes, toys, trained ayahs and other essential facilities for the children of women working in the establishment.

(2) The appropriate Government shall ensure that every employer of an agricultural field provide mobile childcare facilities for the working women in his establishment;

Provided that two or more such employers may provide common childcare facilities for their establishments.

(3) The appropriate Government shall open such number of creches at such places as it may deem necessary for carrying out the purposes of this Act.



- (5)
5. Every employer shall provide retiring rooms with facilities like bathroom, latrine, drinking water at the workplace or worksite of the working women and recreational facilities like *radio and television* for working women and their children. Recreational facilities.
6. Every employer shall provide adequate and proper security measures for the safety of working women in the establishment, factory or industry, as the case may be, and provide transportation facility free of cost if the working women comes to the workplace after the sunset or has to leave the workplace before the sunrise. Security Arrangements.
7. It shall be the duty of the employer to ensure proper and adequate maternity facilities for the working women. Maternity facilities.
8. Every employer shall provide hostel and residential facilities both for married and unmarried working women nearest to their place of work and cheap, safe and quick transport facilities of such working women. Hostel and transport facilities.
9. The appropriate Government shall ensure protection from health hazards particularly for the women working in factories or industries like beedi, tobacco, stone mines, cashew, fish processing, salt, silk construction projects and such other establishments as may be prescribed. Protection from health hazards.
10. Every employer shall provide one year child care leave with full salary and other benefits to the married working women till the child attains eighteen year of age: Child care leave.
- Provided that no such facility shall be available for more than two children.
11. (1) The appropriate Government shall maintain a register of working women in such manner and at such place as may be prescribed. Register of women working.
- (2) The appropriate Government may require an employer to furnish for the purposes of this act, such statistical and other information, in such form and within such period as may be prescribed.
12. The provisions of this Act and the rules made thereunder shall have effect notwithstanding anything inconsistent therewith contained in any other law for the time being in force, but save as aforesaid the provisions of this act shall be in addition to and not in derogation of any other law for the time being applicable to the working women. Overriding effect of the Act.
13. (1) The appropriate Government may, by notification in the Official Gazette, make rules for carrying out the purposes of this Act. Power to make rules.
- (2) Every rule made under this Act shall be laid, as soon as may be after it is made, before each House of parliament or the Legislative Assembly and the Legislative Council, as the case maybe, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both the Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be; so however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.



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### STATEMENT OF OBJECTS AND REASONS

Despite the unabated female foeticides and dwindling population of girls in the country and the conservative attitude of the society towards women, more and more women are venturing out of their houses to work to support their families. As a result, the number of working women in Government services, factories, industries, commercial establishments, agriculture, mines, fish processing sector, silk industry and so on so forth is increasing day by day, but their conditions of employment need amelioration. Various basic and essential facilities which are supposed to be made available to the working women by the Government and private employers are either absent or not adequate and satisfactory. Unfortunately, in most of the private sector including agricultural sector, the facilities are rather minimal or negligible and the working women are an exploited lot there. The existing labour laws also do not provide for proper medical, educational recreational and other facilities for the working women and their children. As regards, other social security measures like security, transport, accommodation have also not been made so far. In many establishments they are not given equal pay for work. This discrimination has to be stopped.

Hence it has become necessary to provide adequate welfare measures for the working women.

Hence this Bill.

NEW DELHI;  
November 4, 2019.

T. SUMATHY(a) THAMIZHACHI THANGAPANDIAN



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#### FINANCIAL MEMORANDUM

Clause 4 of the Bill provides for certain childcare facilities of the working women. Clause 5 provides for recreational facilities for working women and their children. Clause 6 provides that the appropriate Government to provide adequate and proper security measures for the safety of working women. Clause 7 provides for maternity facilities. Clause 8 provides for hostel and transport facilities for the working women. Clause 9 provides for appropriate Government shall ensure protection from health hazards of the working women. The expenditure relating to States shall be borne out of the Consolidated Fund of the State Government concerned. However, the expenditure in relation to Union territories shall be borne out of the Consolidated Fund of India. The Bill, if enacted, will involve expenditure from the Consolidated Fund of India. It is estimated that a sum of rupees two thousand crore may involve as recurring expenditure per annum.

A non-recurring expenditure of rupees five thousand crore is also likely to involve.



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MEMORANDUM REGARDING DELEGATED LEGISLATION

Clause 13 of the Bill empowers the Central Government to make rules for carrying out the purposes of the Bill. As the rules will relate to matters of details only, the delegation of legislative power is of a normal character.



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to provide for the protection of women from discrimination, and for the basic facilities like creche, recreational facilities, maternity benefits, hostel and transport facilities, and for the welfare measures to be taken by the employers and the State for the women employees working in Government establishment; public sector enterprises including banks and ports, educational institutions including universities, colleges and schools; factories, mines, plantations, agricultural fields, orchards and such other places and for matters connected therewith and incidental thereto.

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*(Dr. T. Sumathy (a) Thamizhachi Thangapandian, M.P.)*