

No. 4-10(39)/2024-HR-II

30.09.2024

Dated \_\_\_\_\_

From

The Joint Secretary(Admn.)  
CSIR Hqrs.

To

The Directors/Heads of all the CSIR Labs/Instts/Centers/Units

Sub.: Implementation of MoW&CD Scheme, *Palna* under Mission Shakti to address the urgent need for quality creche care facilities - reg.

Madam/Sir,

Kind attention is invited to Section 11(A) of The Maternity Benefit Act, 1961, which is reproduced hereunder:

**"11A. Crèche facility-**(1) Every establishment having fifty or more employees shall have the facility of creche 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 creche 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."

A self-contained D.O. letter No. CRE-22/2/2024-Palna dated 04.09.2024 of Secretary, Ministry of Women & Child Development regarding the implementation of the scheme - *Palna* under Mission Shakti, an umbrella scheme for Safety, Security and Empowerment of Women, is enclosed herewith with the request to ensure compliance of Section 11A of The Maternity Benefit Act.

It is also requested to kindly provide a list of operational creche facilities (if any) in your respective Lab / Instt. In case, the creche facility is not available, a likely date for operationalization of the same may also be provided.

The information may kindly be provided to the undersigned at the earliest, but positively within one week of issue of this circular letter.

Yours faithfully,



(Purnima Arora)

Deputy Secretary & Nodal Officer

ENCL: AS ABOVE.

Copy to:

IT, Division with the request to upload this circular on CSIR website.

कार्यालय सचिव सी एस आई आर /  
डी एस आर  
पत्र जयपुर से 405479/2024  
दिनांक 19-09-2024



DO No. GRE-22/2/2024-Palna

4<sup>th</sup> September, 2024

Dear Secretary,

The Ministry of Women & Child Development is implementing the *Mission Shakti*, an umbrella scheme for Safety, Security and Empowerment of Women. It seeks to realise Government's commitment for 'women-led development' by addressing issues affecting women on a life-cycle continuum basis and by making them equal partners in nation-building through convergence and citizen-ownership. One of the schemes under Mission Shakti is *Palna*, which aims to address the urgent need for quality creche care facilities.

2. I would request you to kindly nominate a Nodal Officer, not below the rank of Deputy Secretary, for ensuring compliance of Section 11A of The Maternity Benefit Act by all the relevant stakeholders. Details of the Nodal Officer (including name, designation, email, telephone, office address) may please be provided to this Ministry at email id: shankar.pc@nic.in and mwcd.palna@gmail.com latest by 15<sup>th</sup> September, 2024.

3. I would further request to provide a list of operational Creche facilities (if any) in the establishments under the administrative control of your Ministry/ Department (including Head Quarters, Zonal/ Regional Offices, Subordinate Offices, Autonomous Bodies, PSUs, CPSEs and other similar organizations). In case, creche facilities are not available/ operational in the aforementioned establishments, a likely date for operationalisation of Creche facilities in these establishments may also be provided. This information may please be provided to this Ministry at email id: shankar.pc@nic.in and mwcd.palna@gmail.com latest by 15<sup>th</sup> September, 2024.

With regards,

Yours sincerely,

  
(Anil Malik)

All Secretaries of Ministries/Departments, Government of India.