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Government of Kerala  
2022



Regn.No. KERBIL/2012/45073  
dated 05-09-2012 with RNI  
Reg No.KL/TV(N)/634/2021-2023

# കേരള ഗസറ്റ് KERALA GAZETTE

## അസാധാരണം EXTRAORDINARY

അധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്  
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GOVERNMENT OF KERALA  
Labour and Skills (E) Department  
NOTIFICATION

G.O.(P) No.75/2022/LBR

*Dated, Thiruvananthapuram, 25<sup>th</sup> July, 2022*  
*9<sup>th</sup> Karkadakam, 1197.*

S. R. O. No. 741/2022

In exercise of the powers conferred by sub-section (1) of section 28 of the Maternity Benefit Act, 1961 (Central Act 53 of 1961), the Government of Kerala, hereby make the following rules further to amend the Kerala Maternity Benefit Rules, 1964 published as per notification No.57529/H3/64/HLD dated 1<sup>st</sup> January, 1965 in the Kerala Gazette No.5 dated 2<sup>nd</sup> February, 1965, the

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same having been previously published calling for objections and suggestions as per notification No.LBRD-148/E3/2018-LBRD dated 27<sup>th</sup> July, 2021 and published in the Kerala Gazette Extraordinary No.2248 dated 29<sup>th</sup> July, 2021 as required under sub-section (1) of section 28 of the said Act, namely:-

## RULES

1. *Short title and commencement.*- (1) These rules may be called the Kerala Maternity Benefit (Amendment) Rules, 2022.

(2) They shall come into force at once.

2. *Amendment of the Rules.*- In the Kerala Maternity Benefit Rules, 1964,-

(1) after rule 6, the following rule shall be inserted, namely:-

"6A Creches.- (1) Every establishment employing fifty or more employees in any day of the preceding twelve months shall provide and maintain creche facilities, free of cost, for the children of employees, under six years of age:

Provided that a group of employers may join together through Trusts or other institutional device or by mutual agreement to provide group creche under intimation to the Inspector concerned within thirty days of its formation.

(2) The creche shall conveniently be accessible to all the employees whose children are accommodated therein.

(3) The employer shall engage a woman to be in charge of a creche who has sufficient training and experience in the field of child and infant care as approved by the State Government, for every thirty children or part thereof.

(4) Every employer shall provide balanced diet of three meals per day, which include morning snacks, lunch and evening snacks, for infants and children as per Annexure-I.



(5) A creche must have a minimum space of 13.9 square metre and each child must have a minimum of 1.39 square metre.

(6) The employers shall allow woman employee (mother), four times visits per day to the creche, which shall also include the intervals for rest allowed to her.

(7) The creche shall provide separate areas for breast feeding.

(8) The creche should be with adequate protection against heat and moisture and should have smooth, hard and impervious floor surface. Adequate number of fans shall be provided in each creche.

(9) There shall be provisions for wholesome drinking water, ventilation, fresh air, natural and artificial lightings. The entire premise of the creche including urinals and latrines shall be maintained in a hygienic condition.

(10) There shall be a wash room, in or adjoining to the creche, which shall be properly maintained for the use thereof.

(11) The creche shall be furnished with suitable furniture and cradle shall be provided for each child below the age of two years.

(12) Sufficient mattresses, pillows and toys are to be provided in the creche for the use of the children.

(13) There shall be one toilet for the use of every 15 children in the creche.

(2) after FORM M, the following annexure shall be inserted, namely:-



**" ANNEXURE-I**

[See rule 6A(4)]

**Balanced Diet for Infants and Children****(Quantity of Food Groups per day required to meet the Recommended Dietary Allowance)**

<b>Food Groups (per day per head)</b>	<b>Infants 6-12 months</b>	<b>Children 1-3 years</b>	<b>Children 4-6 years</b>
Cereals and Millets	15gm	60gm	120gm
Pulses	7.5gm	30gm	30gm
Milk(ml) and Milk Products	400ml	500ml	500ml
Roots and Tubers	50gm	50gm	100gm
Green leafy vegetables	25gm	50gm	50gm
Other vegetables	25gm	50gm	100gm
Fruits	100gm	100gm	100gm
Sugar	10gm	15gm	20gm
Fat/Oil(visible)	20gm	25gm	25gm

\*Quantity of pulses may be replaced with egg/meat/chicken/fish."

By order of the Governor,  
**MINI ANTONY**  
Secretary to Government.

**Explanatory Note**

(This does not form part of the notification, but is intended to indicate its general purport.)

The Maternity Benefit Act, 1961 (Central Act 53 of 1961) was amended in 2017 for providing the creche facility in every establishment where fifty or more employees were engaged. The Government have now decided to make consequential changes in the Kerala Maternity Benefit Rules, 1964 so as to provide provisions for betterment of cresses in the establishments and food and other facilities provided therein.

The notification is intended to achieve the above object.

