



**Office of the
Commissioner-cum-Secretary (Labour) & Chief Inspector of Factories & Boilers
UT Administration of Dadra and Nagar Haveli & Daman & Diu
Secretariat, Moti Daman
Daman – 396220**

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The Government of India, Ministry of Labour & Employment, New Delhi has emphasized the need for allowing more and more nursing mothers to work from home wherever nature of work allows to do so.

2. Section 5 (5) of the Maternity Benefit Act, 1961 (as amended vide Maternity Benefit (Amendment) Act, 2017) provide as follows:

(5) In case where the nature of work assigned to a woman is of such nature that she may work from home, the employer may allow her to do so after availing of the maternity benefit for such period and on such conditions as the employer and the woman may mutually agree”.

3. In the context of prevailing COVID-19 pandemic, the nursing mothers are a highly vulnerable lot and the need to protect this segment of the population from getting infected by the corona virus cannot be overemphasized. Allowing nursing mothers to work from home can contribute to protecting them and their babies from getting infected. It is in this scenario that the enabling provision for allowing “Work from Home “assumes significance and hence needs to be popularized amongst the women workforce.

4. Apart from Covid, giving the flexibility to work from home wherever nature of work allows to do so, shall enable nursing mothers to continue to remain in employment. Thus, implementation of this provision shall act as an enabling tool in enhancement of participation of women in labour force. This shall also contribute to creating a happy workforce.

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5. All the Industries in the Union Territory of Dadra & Nagar Haveli and Daman & Diu are therefore advised to allow nursing mothers to work from home wherever nature of work allows, atleast for a period of one year from the date of birth of the child.



(Danish Ashraf, IAS)
Commissioner-cum-Secretary (Labour)
DNH & DD

To,
The President, Industries Associations, DNH / Daman / Diu for circulation amongst all the Industries in the Union Territory.

Copy for information & necessary action to:-

- (1) The Addl. Commissioner (Labour), DNH / Daman / Diu
- (2) The Director-cum-Joint Secretary (Labour), DNH & DD