

# इण्डिया इन्फ्रास्ट्रक्चर फाइनेंस कम्पनी लिमिटेड

(भारत सरकार का उद्यम)

## India Infrastructure Finance Company Limited

(A Govt. of India Enterprise)

Ref.: IIFCL/RTI/2017-18/25/29670



Date – 20<sup>th</sup> October 2017

To,  
Shri A S Chauhan  
313/ 105 F,  
Tulsi Nagar Main Road,  
Near Inderlok (Opposite to Metro Pillar No. 26),  
Delhi Pin-110035

Sub.: RTI Application of Shri A S Chauhan under RTI Act 2005..

Dear Sir,

This has reference to DFS letter No-20/26/2017-IF-I , dated 04<sup>th</sup> October 2017, received on 06<sup>th</sup> October 2017 regarding benefits extended as per the provisions contained in Maternity Benefit Act-2017.

We are submitting herewith point wise reply as below:-

SL. No.	Question under RTI	IIFCL REPLY
i	Every establishment having 50 or more employees shall have the facility of crèche with such distance as may be prescribed, either separately or along with common facilities. Provided that the employer shall allow 4 visits a day to the crèche by the woman, which shall also include the interval for rest allowed to her.	IIFCL has a single based in New Delhi with present strength of 84 employees.  IIFCL is presently operating from the rented premises and due to paucity of space in rented premises; crèche with common facility is not feasible.  However, in order to extend the crèche facility to its employees, Company is in process to identify and tie up with some renowned crèche in nearby office location.  Further, no such request for crèche facility has yet been received from any employee in the company.
2	Every establishment shall intimate in writing and electronically to every woman at the time of initial appointment regarding every woman at the time of her initial appointment regarding every benefit available under the Act pertaining to your various offices situated in entire country whether administrative or branches. I shall be thankful if the undernoted information under RTI Act, 2005 on the basis of the above mentioned provisions announced and published is provided to me pertaining to your entire Bank and its allied offices or branches etc.	Circular issued by IIFCL based on provisions contained in Maternity Benefit Act 1961, regarding nursing break to female employees is attached as Annexure-I.

पंजीकृत कार्यालय : 8 वीं मंजिल, हिन्दुस्तान टाइम्स हाउस, 18 & 20, कस्तूरबा गांधी मार्ग, नई दिल्ली-110001 दूरभाष : 91-11-23708263-64 फ़ैक्स : 91-11-23766256, 23730251  
Regd. Office : 8th Floor, Hindustan Times House, 18 & 20, Kasturba Gandhi Marg, New Delhi-110001 Phone : 91-11-23708263-64 Fax : 91-11-23766256, 23730251



CIN : U67190DL2006GOI144520 वेबसाइट/Website : www.iifcl.org ई-मेल/E-mail : info@iifcl.org

हिन्दी में काम करना आसान है, इसका प्रयोग बढ़ाइए।

A	How many such places or units or offices and departments are there in your bank as per eligibility norms mentioned above where 50 more employees are working.	Reply same as ats. No. 1 above
B	In how many places this facility for the women have been implemented or extended in letter and spirit pertaining to mentioned against serial number 1 and 2 above.	Reply same as ats. No. 1 above
C	Who is responsible for monitoring for execution of these provisions in the offices where not implemented. Please send his name and mobile and full address of place or office or unit.	Ms. Manjari Mishra, Assistant General Manager Phone No. 011-23450236

Thanking you,

Yours Faithfully,



Dr. S. S. Garg  
General Manager - CPIO

Copy to : Shri Soumyajit Ghosh  
Under Secretary (IF.I) & CPIO  
3rd Floor, Jeevan Deep Building,  
Parliament Street, New Delhi.



इण्डिया इन्फ्रास्ट्रक्चर फाईनैन्स कम्पनी लिमिटेड  
INDIA INFRASTRUCTURE FINANCE COMPANY LIMITED

परिपत्र / Circular

परिपत्र संख्या: आईआईएफसीएल/एचआर/2016/21

25 मई 2016

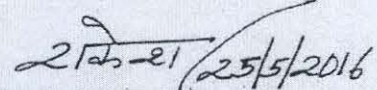
Subject: Policy for Nursing Breaks to female employees

As per the provisions contained in Maternity Benefit Act 1961, it has been decided that the female employees shall be allowed post natal nursing breaks. She on return to duty after delivery shall, "be allowed in the course of her daily work two breaks of the prescribed duration for nursing the child until the child attains the age of fifteen months".

"Each of the two breaks mentioned in section shall be of 15 minutes' duration. An extra sufficient period, depending upon the distance to be covered, shall be allowed for the purpose of journey to and from the place where the children are left by the women while on duty, provided that such extra period shall not be of less than 5 minutes and more than 15 minutes' duration.

Accordingly, the officer may avail two nursing breaks as above or may opt for one hour nursing break at a stretch during the day and such facility may be availed under intimation to HR Department through their respective HoDs.

This issues with the approval of Competent Authority.

  
(राकेश कुमार/Rakesh Kumar)  
महाप्रबंधक/General Manager