



ज्ञान-विज्ञान विमुक्तये

आचार्य मनिष र. जोशी  
सचिव

**Prof. Manish R. Joshi**  
Secretary



सत्यमेव जयते



विश्वविद्यालय अनुदान आयोग  
**University Grants Commission**  
(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

**D.O.No.2-11/2024(CPP-II)**

**13 March 2024/ 23 फाल्गुन 1945**

**Subject: National Minimum Standards and Protocol for Creches (Operation and Management)**

Respected Madam/Sir,

As you are aware, the Ministry of Labour & employment has notified the Maternity Benefit (Amendment) Act, 2017 mandating that "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". In this regard, the Ministry of Women and Child Development(MWCD) has formulated the National Guidelines for Setting Up and Running Creches under Maternity Benefit Act 2017 (copy enclosed).

The Higher Educational Institutions are requested to take appropriate action in this regard. It is also requested that the above information may be disseminated to the affiliated colleges as well and the compliance of the same may be ensured. A copy of the said guidelines can also be downloaded from the Ministry's website- [www.wcd.nic.in](http://www.wcd.nic.in).

With kind regards,

Yours sincerely,

**(Manish Joshi)**

**Encl: As stated above.**

**To**  
**The Vice-Chancellors of all Universities**  
**The Principals of all Colleges/Institutes**