

GOVERNMENT OF KERALA
Report on the working of the
“Maternity Benefit Act-1961”
2011-17



Department Of Economics and Statistics
Thiruvananthapuram
2019

Preface

Government of India passed several Acts to regulate conditions governing the registration of the industrial units. The Rules framed under Labour Acts impose obligation on registered industry (primary units) to submit annual statutory return in the prescribed format to the concerned authorities. In the 'Maternity Benefit Act 1961', calendar year data is collected from the primary units in prescribed annual return and the information gathered is consolidated by the State Authorities (Directorate of Factories & Boilers and Office of the Chief Plantation Corporation) in Statements I & II designed for the purpose. These Authorities in turn furnish the consolidated data in respect of the entire State to the Directorate of Economics and Statistics. The Labour & Housing Division of Directorate of Economics and Statistics compiles and disseminates these statistics.

The information pertaining to the coverage, submission and response rate of establishments, average daily women workers, number of women workers claimed for maternity benefit, claims and payments of maternity benefit and amount paid, etc are included in this report.

The present compilation titled 'Maternity Benefit Act 1961' provides basic statistics about the above parameters pertaining to Kerala. The data bank will be a guiding factor based on which labour policies of the state have to be evolved at its efficiency monitored. This can be a good source of reference to the research scholars in this field and also for the administration.

I congratulate the Labour & Housing wing of this office for their painstaking efforts in compiling this data from secondary sources.

Thiruvananthapuram

Director General

Report on the working of "Maternity Benefit Act- 1961"

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1. The Maternity Benefit Act- 1961

1.1 Scope and objective

The Maternity Benefit Act, 1961 extends to the whole of the Indian Union and applies to every factory, mine, plantation and circus industry including any such establishments belonging to government but excluding all the establishments covered under the provisions of the Employees State Insurance Act, 1948. The Maternity Benefit Act 1961 protects the employment of women during the time of her maternity and entitles her of a 'maternity benefit' – i.e. full paid absence from work – to take care for her child. The act is applicable to all establishments employing 10 or more persons. The State Governments are, however, empowered to extend the provisions of the Act to any other establishment subject to the prior approval of the Central Government. The Act also applies to Shops and Commercial Establishments in which 10 or more persons are employed or were employed on any day of the preceding 12 months, and establishments wherein persons are employed for the exhibition of equestrian, acrobatic and other performances. There is no wage limit for coverage under the Maternity Benefit Act, provided a woman is not covered under the Employees State Insurance Act, 1948.

1.2. Main provisions

The Act regulates the payment of maternity benefits to women employees in certain establishments for certain specified periods before and after the child birth and prescribes for the payment of maternity benefits to them at

the rate of average daily wage for the period of their actual absence from duty. The maximum period for which any woman shall be entitled to maternity benefit shall be 26 weeks, that is to say, 8 weeks up to and including the day of her delivery and remaining weeks immediately following that day.

1.3. Applicability

The Act is applicable to all establishments like are factories, mines, plantations, Government establishments, shops and establishments under the relevant applicable legislations, or any other establishment as may be notified by the Central Government.

1.4. Administration of the Act

The Central Government is responsible for administration of the provisions of the Act in Mines and in Circus Industry, while the concerned State Governments are responsible for the enforcement of the Act in factories, plantations and other establishments. The Central Government has entrusted the responsibility of administration of the Act to the Chief Labour Commissioner (Central) in respect of Circus Industry.

1.5. Eligibility

As per the Act, to be eligible for maternity benefit, a woman must have been working as an employee in an establishment for a period of at least 80 days in the past 12 months. The rate of medical bonus payable to women employees is Rs. 3500/- if the employer does not provide pre-natal confinement and post-natal care free of charge payment during the leave period is based on the average daily wage for the period of actual absence.

2. The Maternity (Amendment) Bill 2017

An amendment to the Maternity Benefit Act, 1961, was passed in Rajya Sabha on August 11, 2016; in Lok Sabha on March 09, 2017, and received an assent from Hon'ble President of India on March 27; 2017. The provisions of The Maternity Benefit (Amendment) Act, 2017 are effective from April 1, 2017. However, provision on crèche facility (Section 111 A) shall be effective from July 1, 2017.

2.1. Key amendments

2.1.1. Increased Paid maternity Leave:

The Maternity Benefit Amendment Act has increased the duration of paid maternity leave available for women employees from the existing 12 weeks to 26 weeks. Under the Maternity Benefit Amendment Act, this benefit could be availed by women for a period extending up to a maximum of 8 weeks before the expected delivery date and the remaining time can be availed post childbirth. For women who are expecting after having 2 children, the duration paid for maternity leave shall be 12 weeks (i.e., 6 weeks pre and 6 weeks post expected date of delivery).

2.1.2. Maternity leave for adoptive and commissioning mothers.

Maternity leave of 12 weeks shall be available to mothers adopting a child below the age of three months from the date of adoption as well as to the “commissioning mothers”. The commissioning mother has been defined as a biological mother who uses her egg to create an embryo implanted in another woman.

2.1.3. Work from home option:

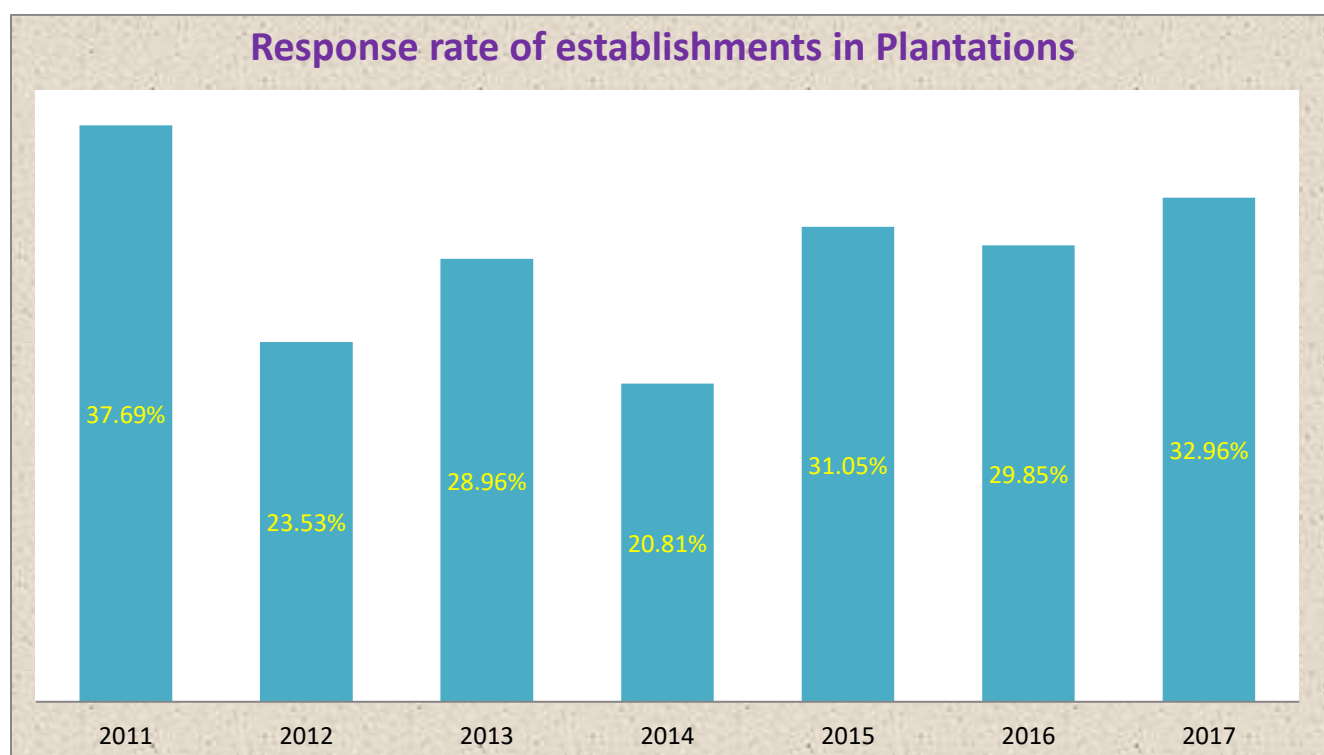
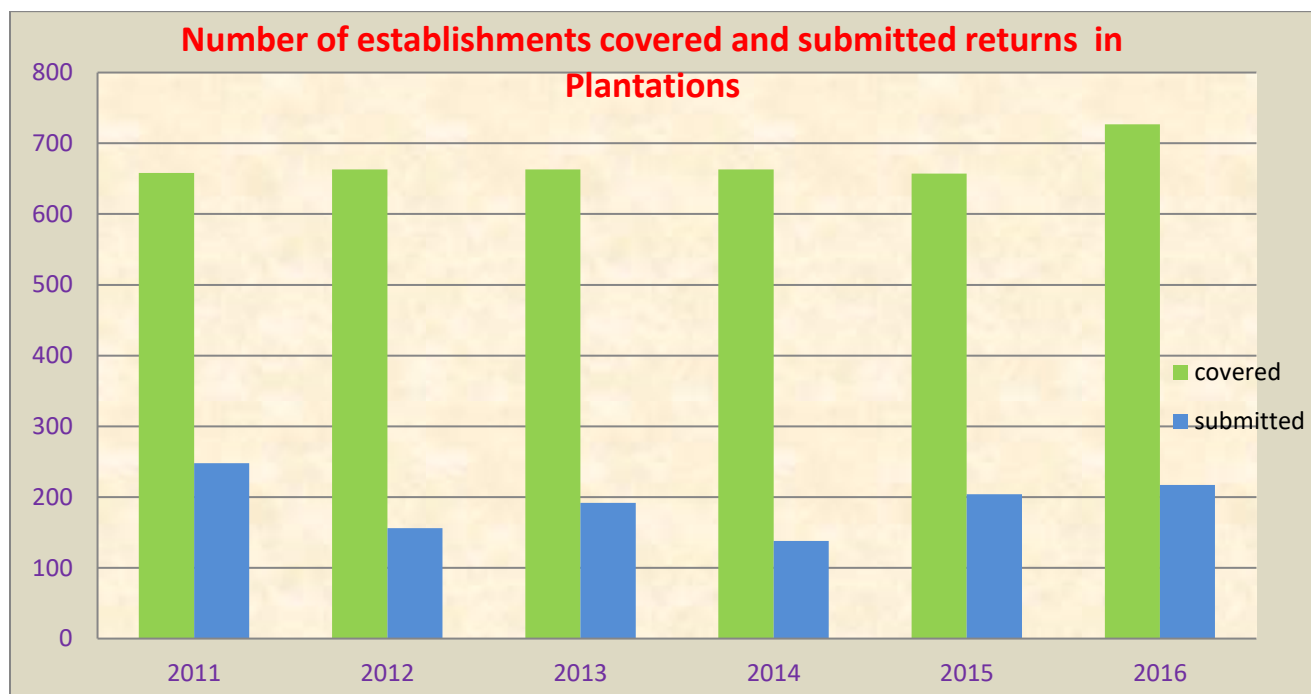
The Maternity Benefit Amendment Act has also introduced an enabling provision relating to "work from home" for women, which may be exercised after the expiry of the 26 weeks' leave period. Depending upon the nature of work, women employees may be able to avail this benefit on terms that are mutually agreed with the employer.

2.1.4. Creche facility:

The Maternity Benefit Amendment Act makes creche facility mandatory for every establishment employing 50 or more employees. Women employees would be permitted to visit the crèche 4 times during the day (including rest intervals). The Maternity Benefit Amendment Act makes it mandatory for employers to educate women about the maternity benefits available to them at the time of their appointment.

3. Coverage, submission and response rate of establishments in Plantations

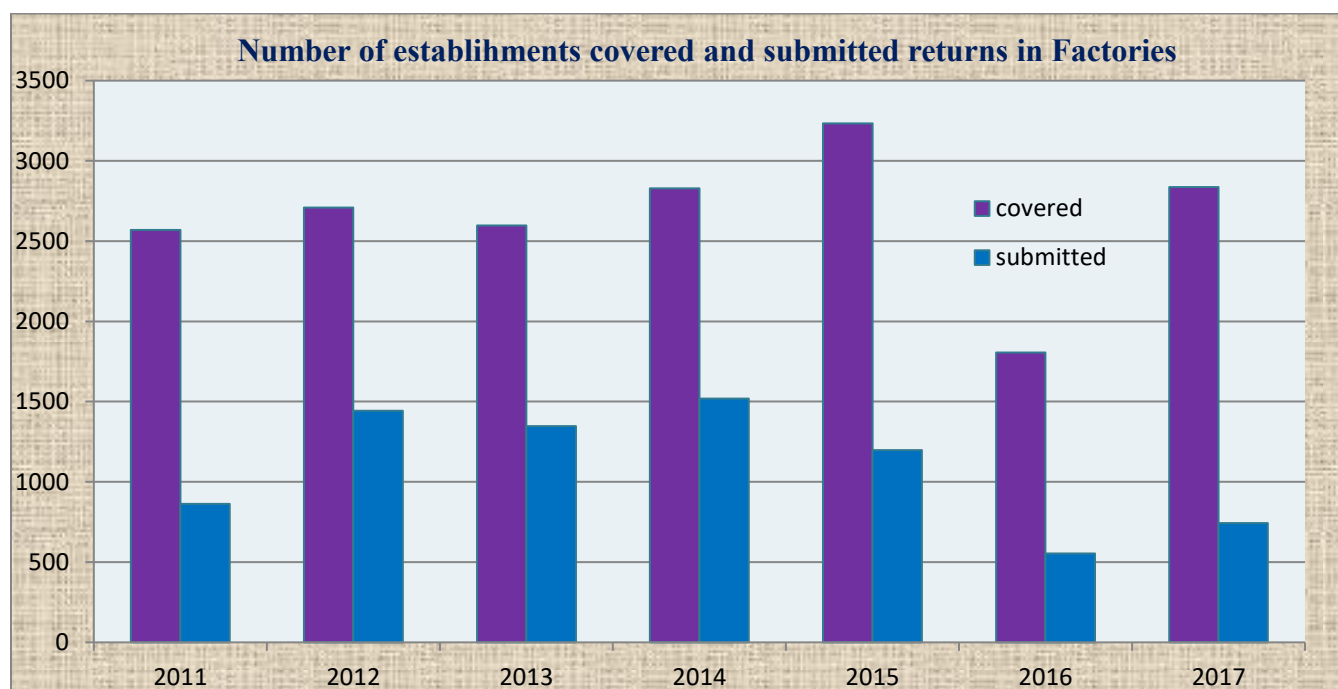
year	Number of establishments covered by the maternity benefit act	Number of establishments submitting the returns	Response rate (%)
2011	658	248	37.69
2012	663	156	23.53
2013	663	192	28.96
2014	663	138	20.81
2015	657	204	31.05
2016	727	217	29.85
2017	534	176	32.96

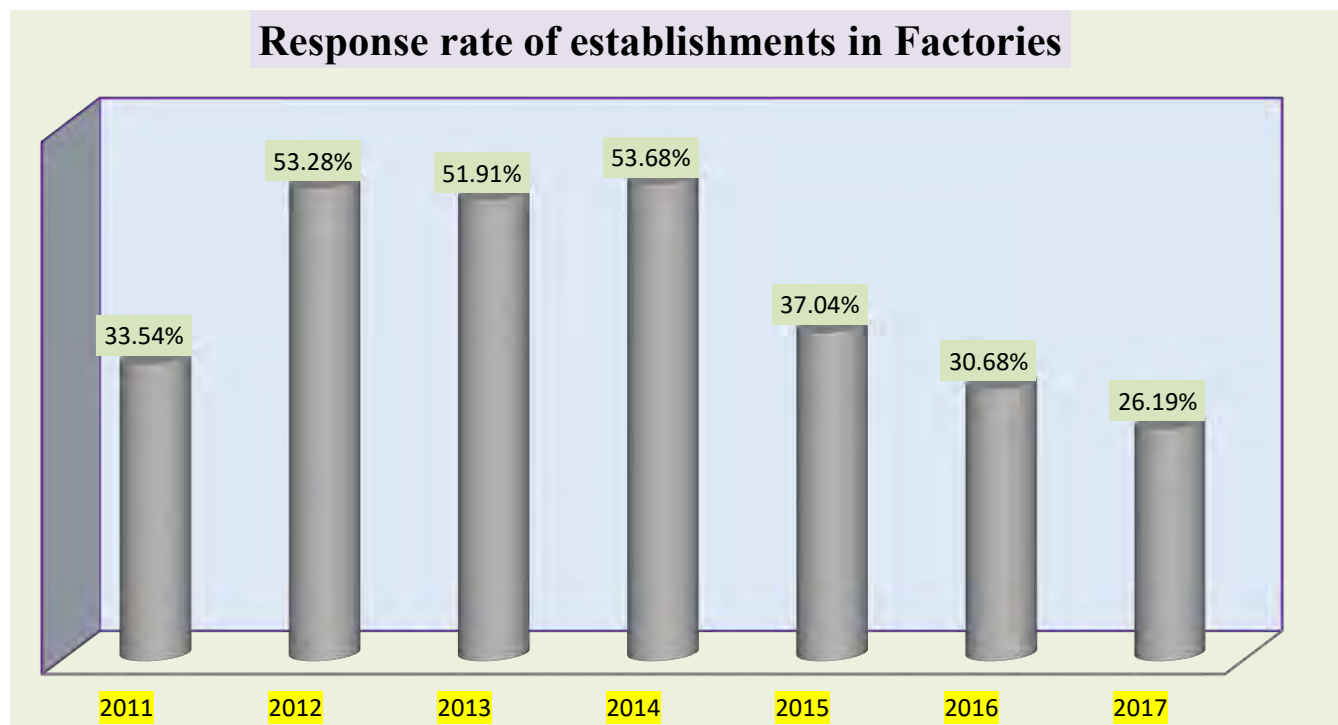


Response rate from plantations is maximum (37.69%) in the year 2011 and minimum in the year 2014 (20.81%). During these years from 2011 to 2017 on an average 29.26% plantation were submitted the maternity benefit report.

4. Coverage, submission and response rate of establishments in factories

Year	Number of establishments covered by the Maternity Benefit Act	Number of establishments submitting the returns	Response rate (%)
2011	2570	862	33.54
2012	2710	1444	53.28
2013	2597	1348	51.91
2014	2828	1518	53.68
2015	3234	1198	37.04
2016	1806	554	30.68
2017	2837	743	26.19



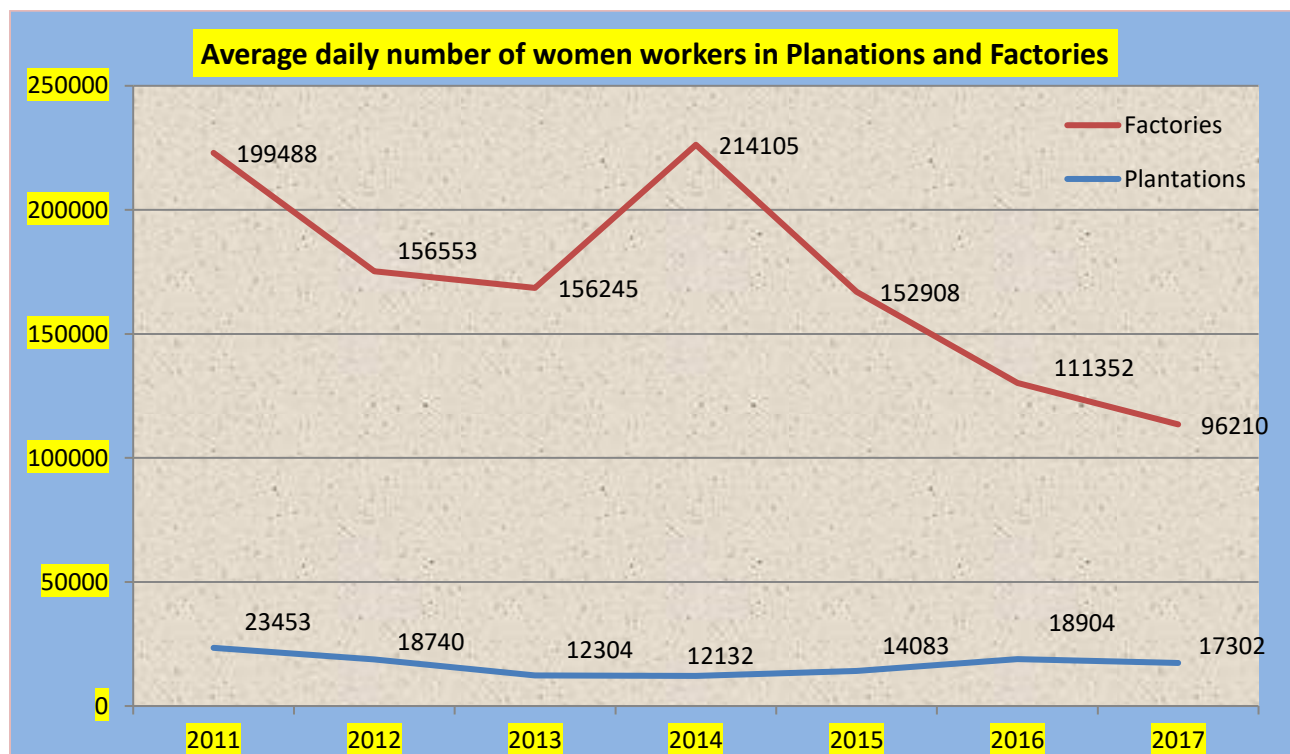
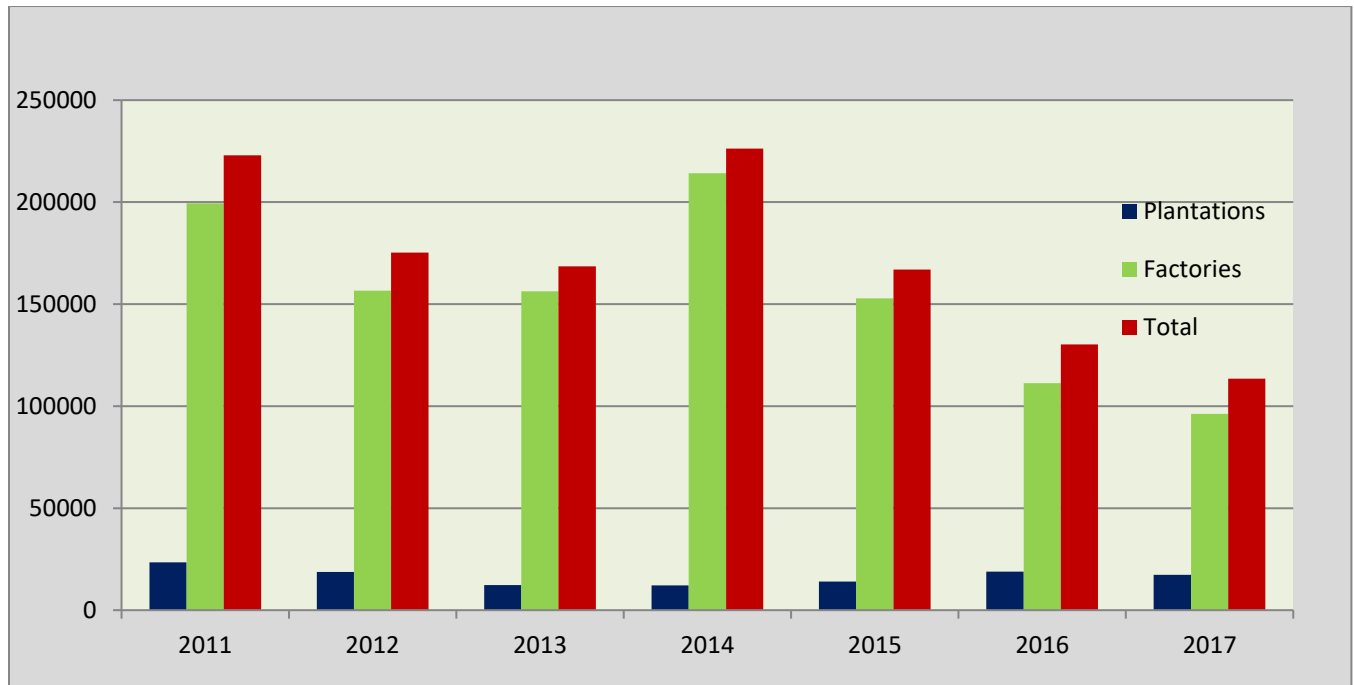


Response rate from factories is highest (53.68%) in the year 2014 and lowest (26.19%) in the year 2017. During these years from 2011 to 2017 an average 40.90% factories were submitted the maternity benefit report. The percentage of submission of reports in factories is more than that of plantations during these years.

5. Average daily number of women workers in the establishment submitting returns

Sl. no	Year	Plantations	Factories	Mines	Others	Total
1	2011	23453	199488	0	0	222941
2	2012	18740	156553	0	0	175293
3	2013	12304	156245	0	0	168549
4	2014	12132	214105	0	0	226237
5	2015	14083	152908	0	0	166991
6	2016	18904	111352	0	0	130256
7	2017	17302	96210	0	0	113512

6. Average daily number of women workers in Factories & Plantations

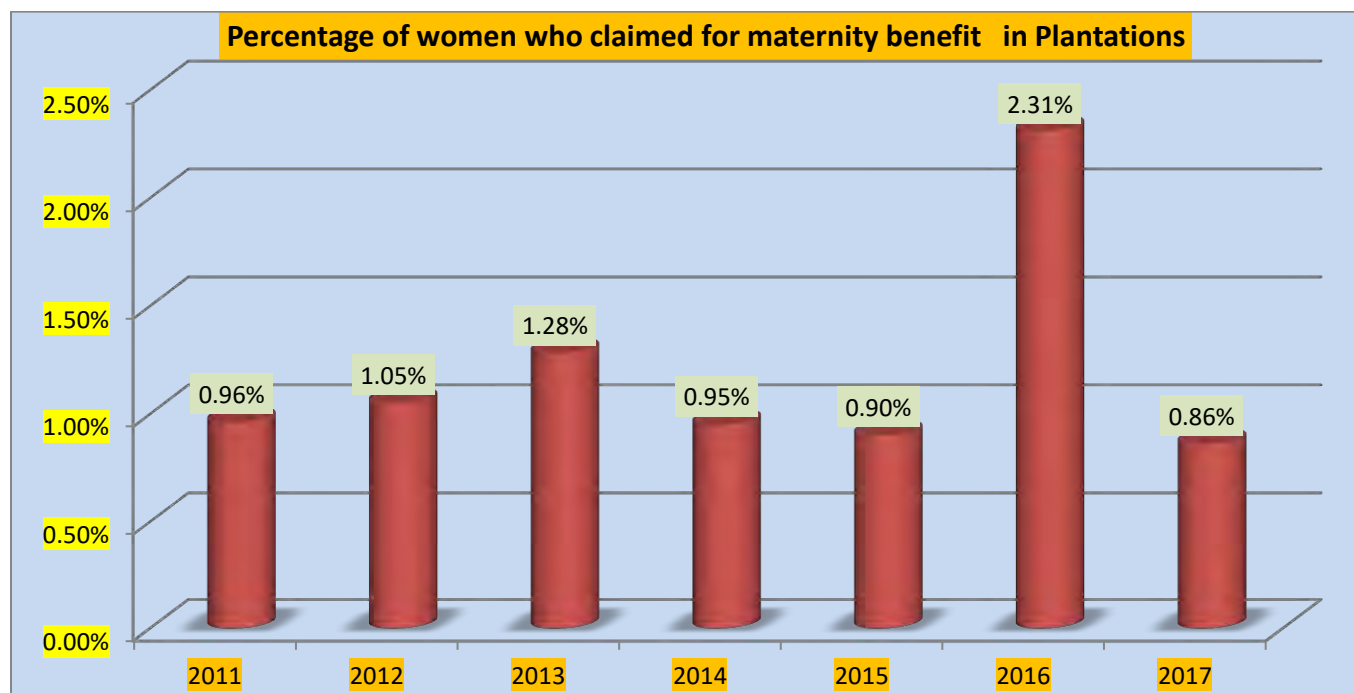


The average daily number of women workers in the factories submitting returns shows a decrease from 2011 to 2017 except in the year 2014. This may be an indication of women's declining interest to work in factories.

7 Number of women who claimed for maternity benefit and their percentage

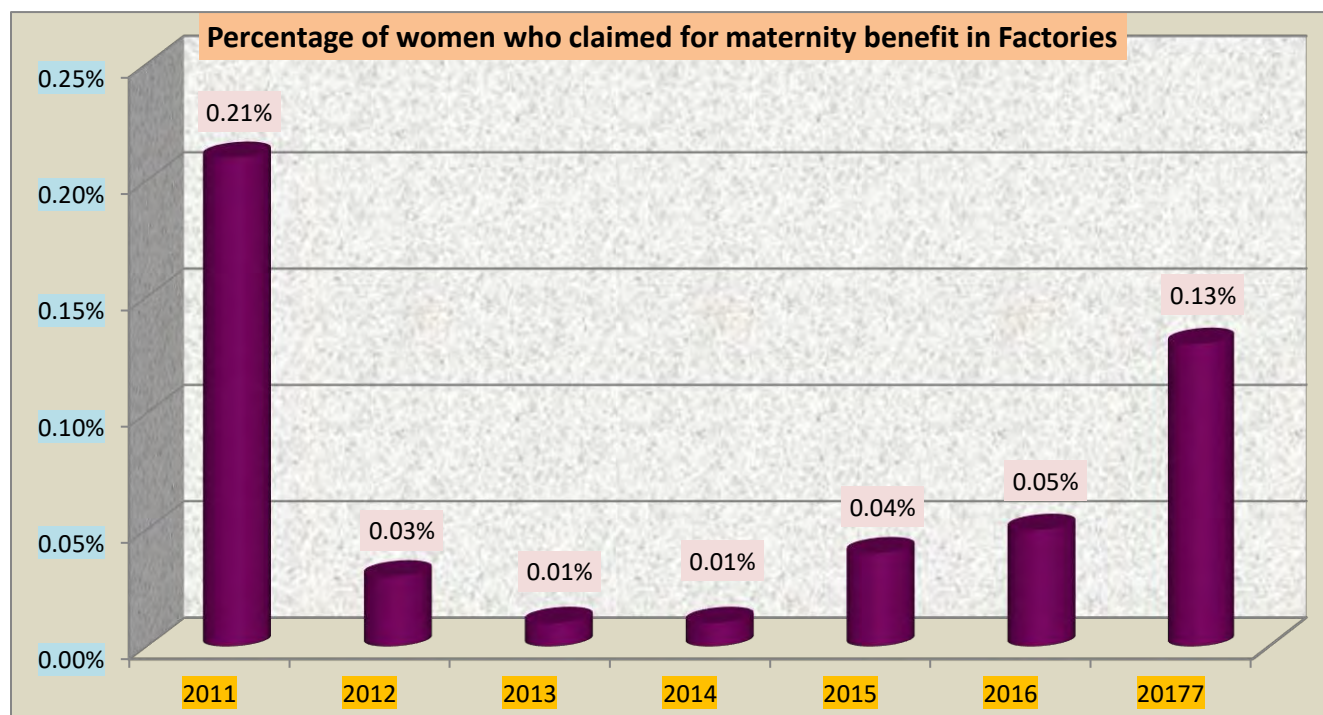
Year	Total No: of women who claimed maternity benefit			Average daily number of women workers in the establishments submitting the returns			Percentage of women workers claimed maternity benefit to average daily number of women workers		
	Plantations	Factories	Total	Plantations	Factories	Total	Plantations	Factories	Total
2011	225	420	645	23453	199488	222941	0.96%	0.21%	.29%
2012	196	52	248	18740	156553	175293	1.05%	0.03%	.14%
2013	157	17	174	12304	156245	168549	1.28%	0.01%	.10%
2014	115	14	129	12132	214105	226237	0.95%	0.01%	.06%
2015	126	66	192	14083	152908	166991	0.90%	0.04%	.12%
2016	436	60	496	18904	111352	130256	2.31%	0.05%	.38%
2017	148	121	269	17302	96210	113512	0.86%	0.13%	.24%

7.1 Percentage of women who claimed maternity benefit in Plantations

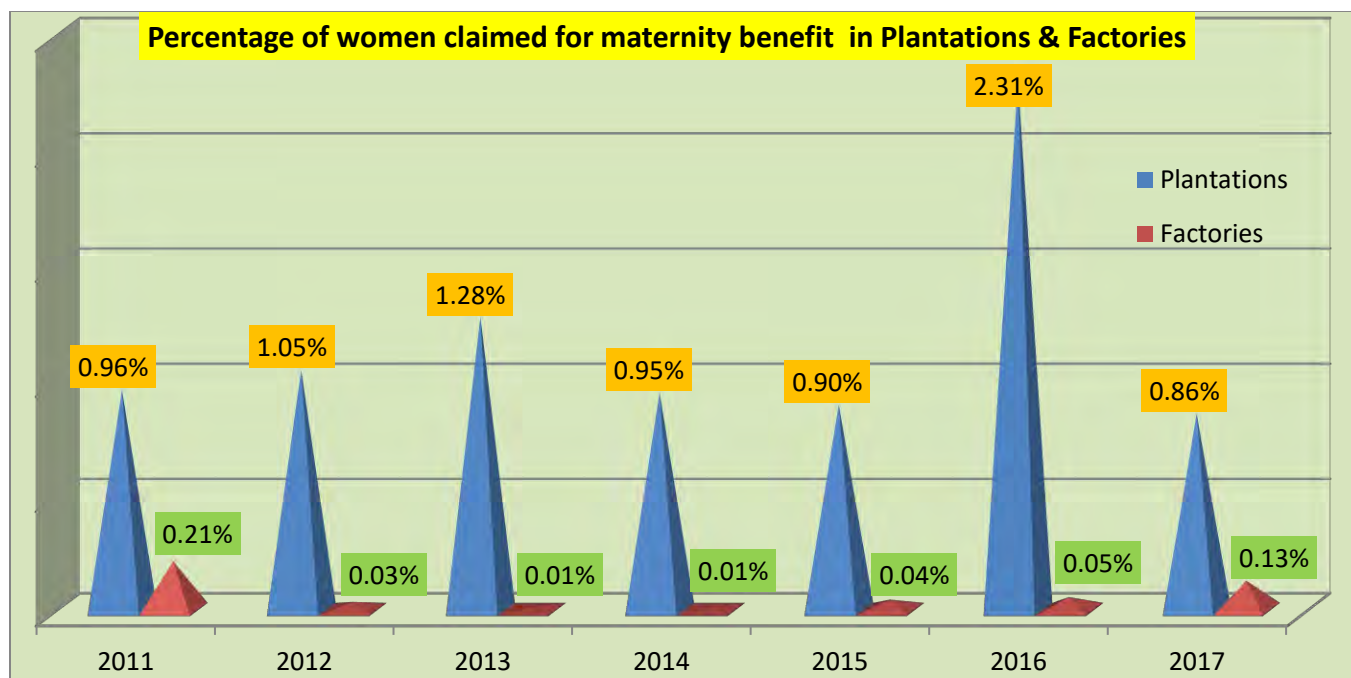


Percentage of maternity benefit claimed in plantations was maximum in 2016 (2.31%) and minimum in 2017 (0.86%) during the years from 2011 to 2017. On an average of 1.18% women claimed maternity benefit during the years from 2011 to 2017.

7.2 Percentage of women who claimed maternity benefit in Factories

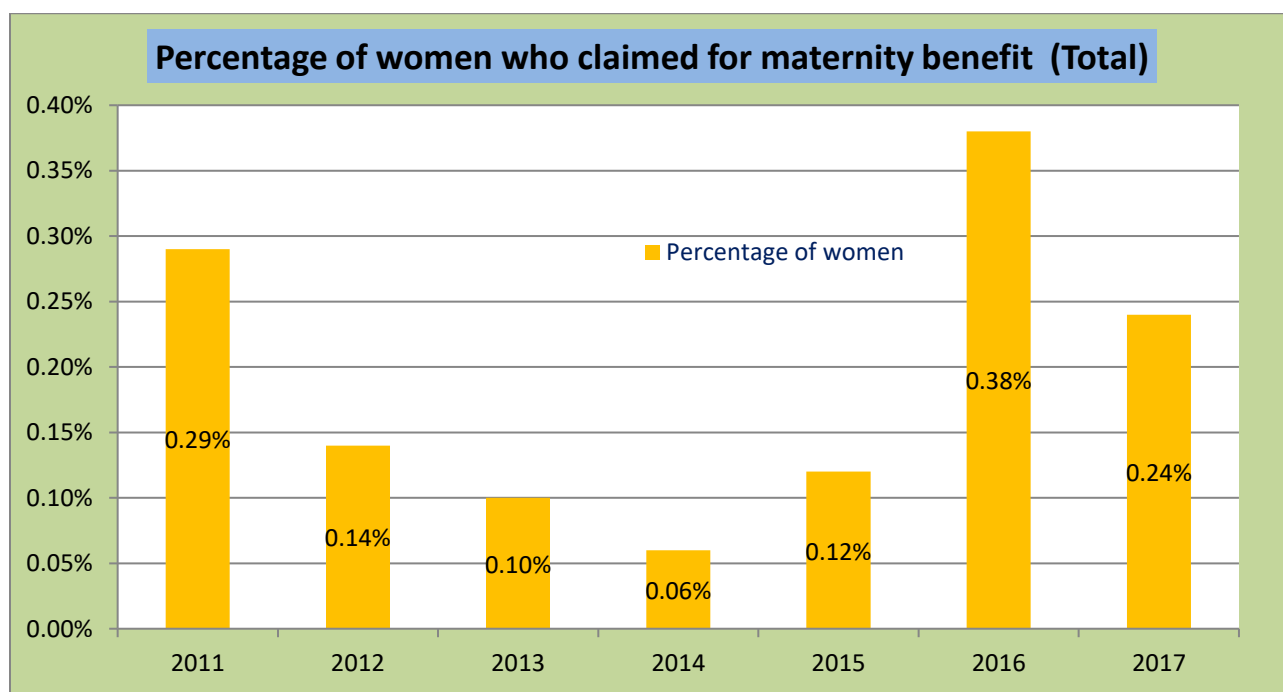


Percentage of maternity benefit claimed in factories is maximum in 2011 (0.21%) and minimum in 2014 (0.007%) during the years from 2011 to 2017. On an average of 0.069% women claimed for maternity benefit during the years from 2011 to 2017.



Percentage of maternity benefit claimed in factories is comparatively lesser than that of plantations.

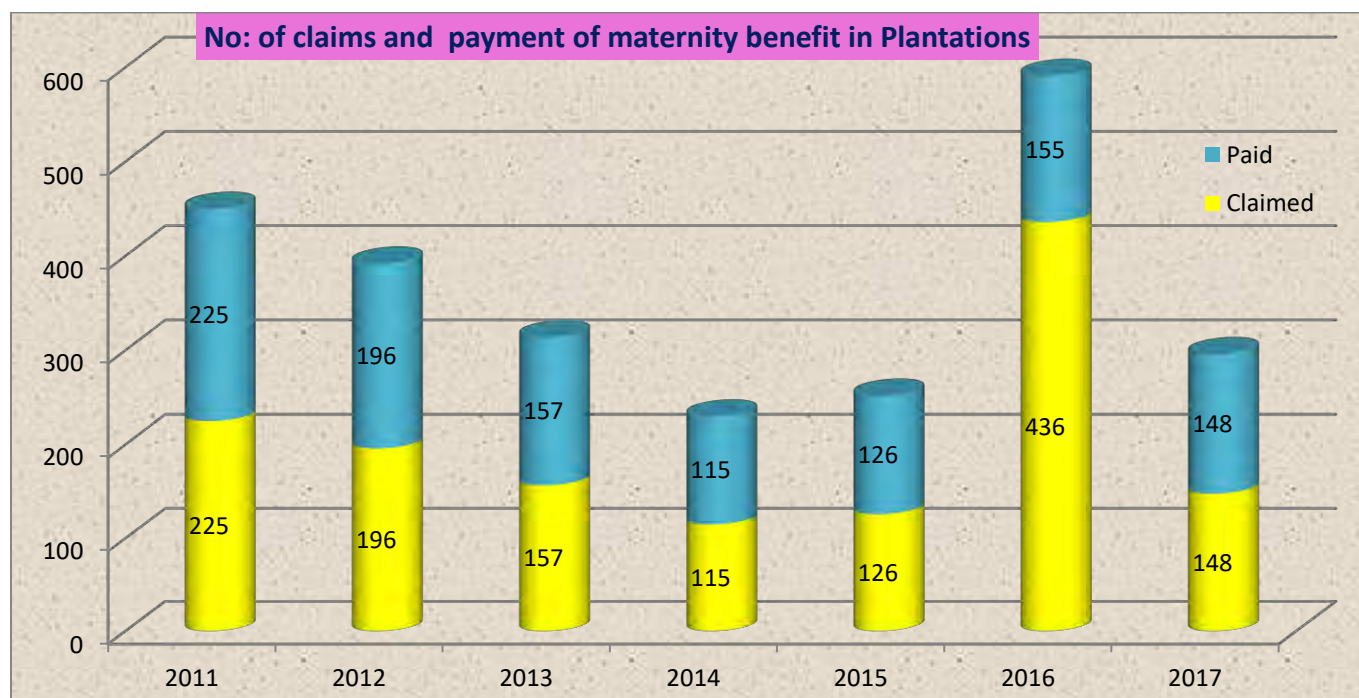
7.3 Percentage of women who claimed maternity benefit (Total)



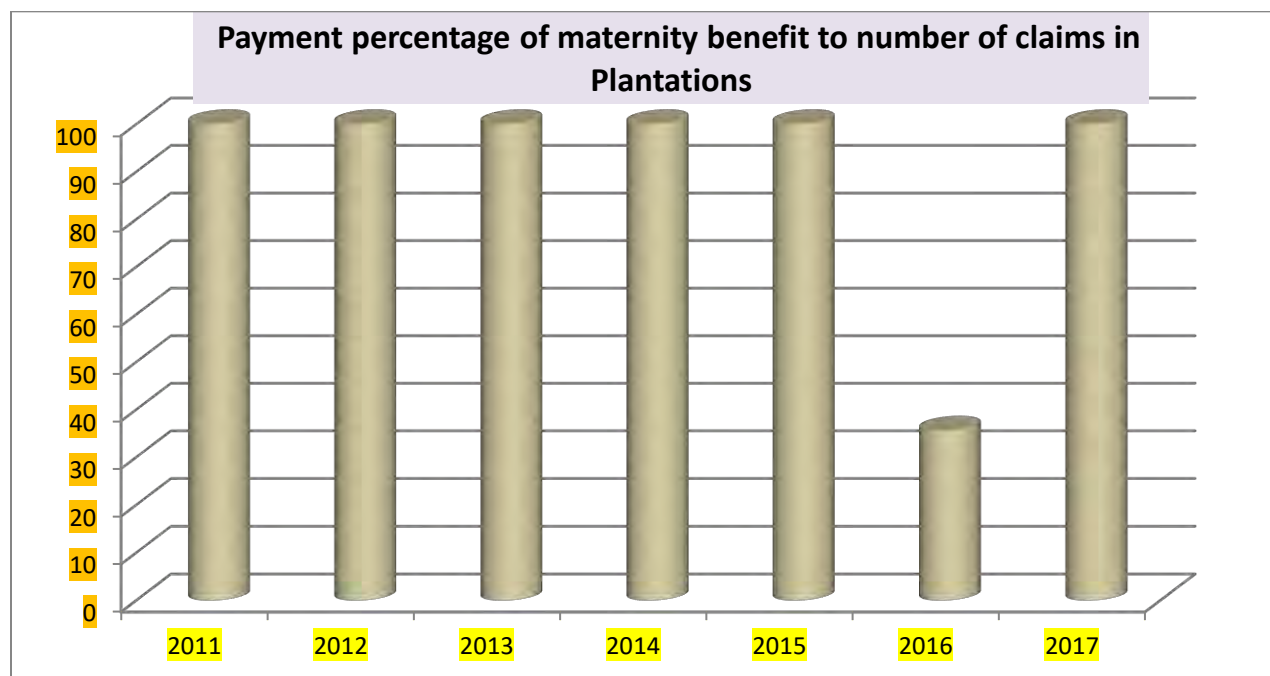
On an average 0.19 % of total women workers claimed for maternity benefit during the years 2011 to 2017. This percentage is highest (0.38%) in 2016 and lowest (0.06%) in 2014. This percentage shows a steady decrease from 2011 to 2014 and then it increases from 2014 to 2016 and again decreases from 2016 to 2017.

8. Claims and payments to maternity benefit in Plantations

year	Number of women who claimed maternity benefit	Number of claims accepted & paid fully or partially	Percentage of payment
2011	225	225	100
2012	196	196	100
2013	157	157	100
2014	115	115	100
2015	126	126	100
2016	436	155	35.55
2017	148	148	100



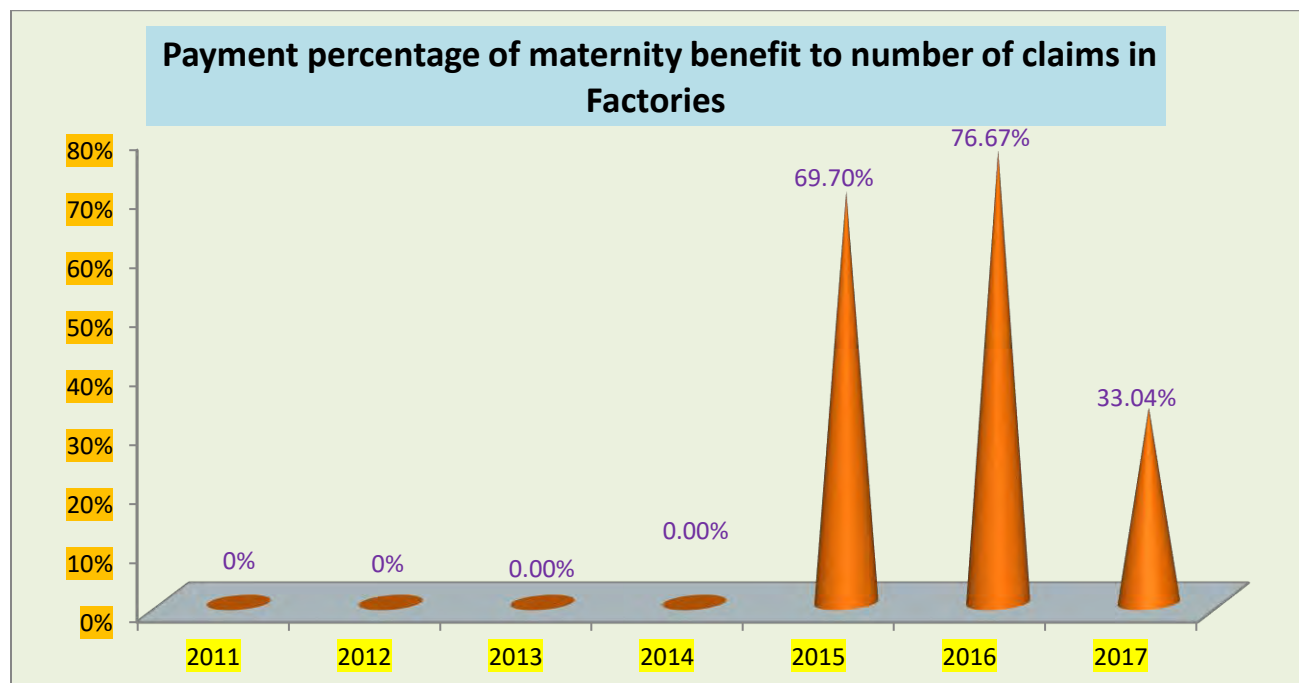
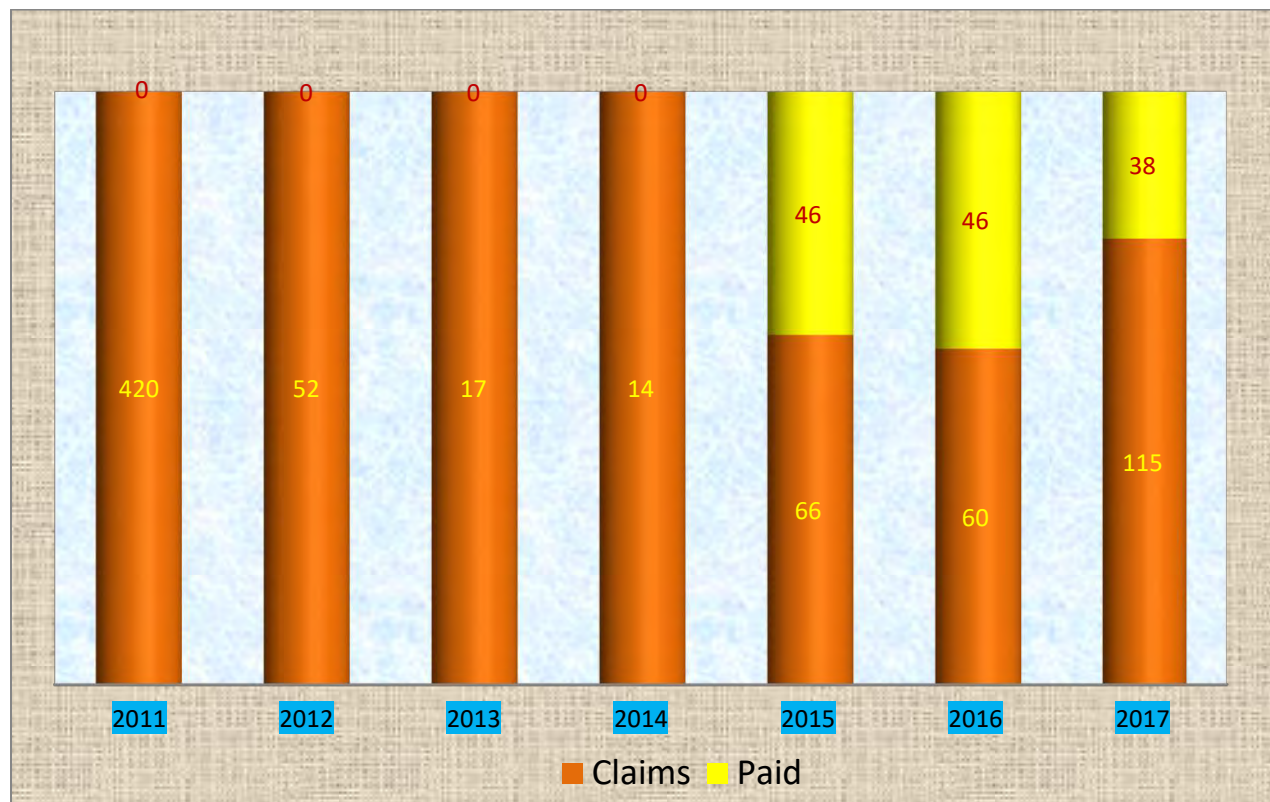
Maternity benefit claims were paid completely in plantations during the years 2011 to 2017 except for 2016.



9. Claims and payments to maternity benefit in Factories

Year	Number of women who claimed maternity benefit	Number of claims accepted & paid fully or partially	Percentage of payment
2011	420	0	0
2012	52	0	0
2013	17	0	0
2014	14	0	0
2015	66	46	69.70
2016	60	46	76.67
2017	115	38	33.04

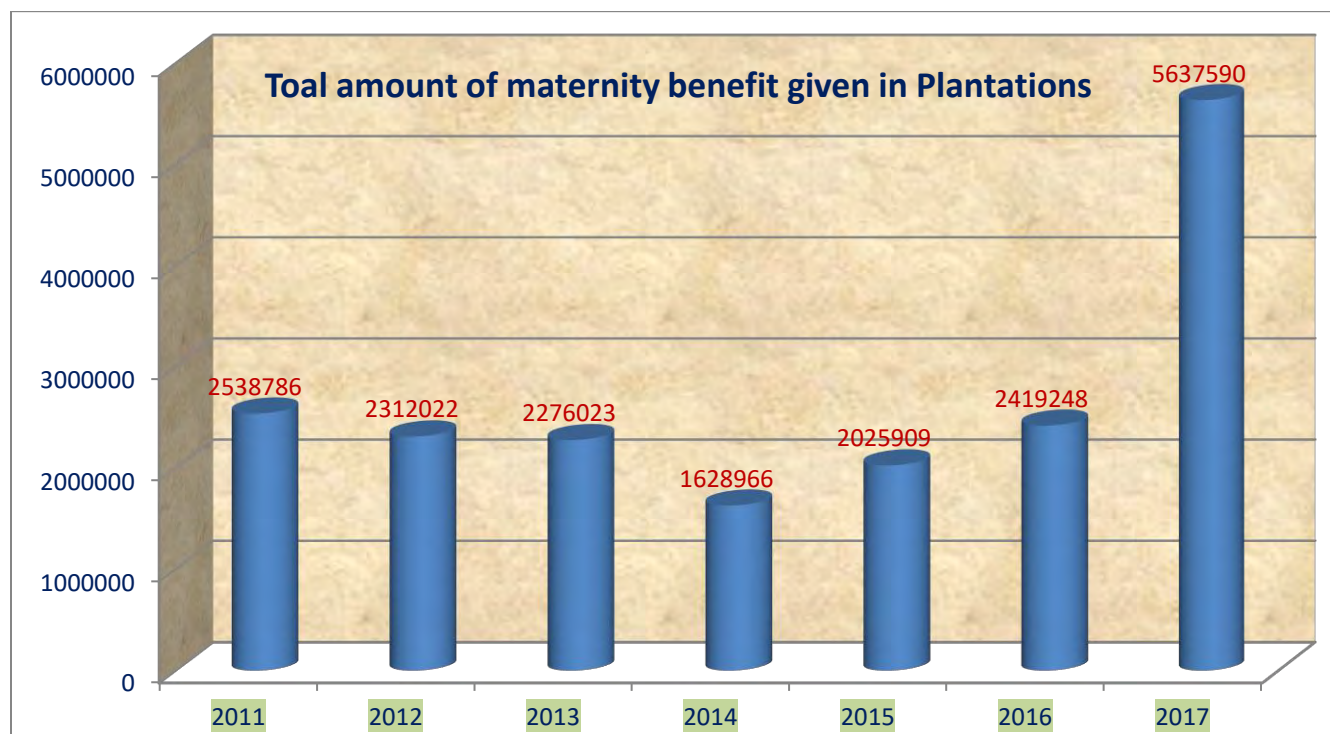
Number of claims and payment to maternity benefit in Factories



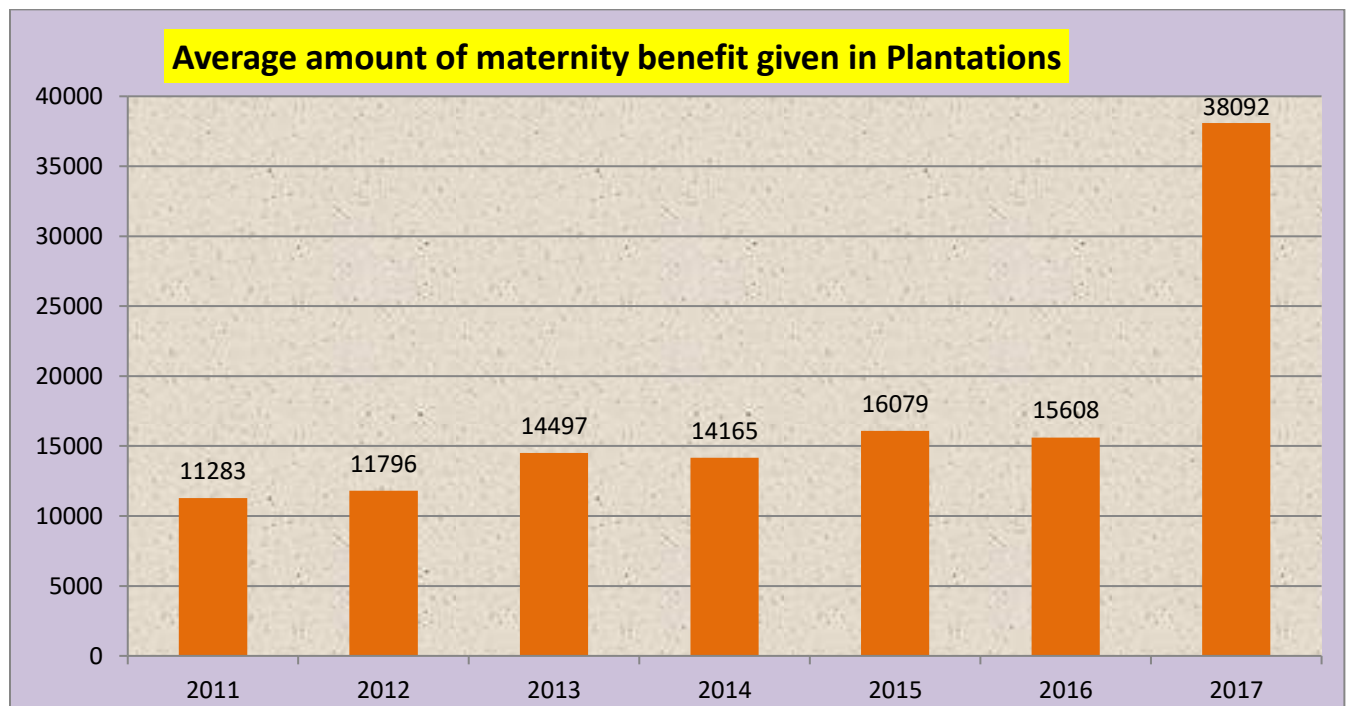
In factories percentage of maternity benefit was zero in the years 2011 and 2012. Percentage of payment of maternity benefit increases during the years from 2011 to 2016 and reached the maximum height in 2016 (76.67%)

10. Amount of maternity benefit given in Plantations

year	Number of claims	Number of claims paid fully or partially	Total Amount of maternity benefit gives (Rs)	Average amount of maternity benefit given (Rs)
2011	225	225	2538786	11283
2012	196	196	2312022	11796
2013	157	157	2276023	14497
2014	115	115	1628966	14165
2015	126	126	2025909	16079
2016	436	155	2419248	1560
2017	148	148	5637590	38092



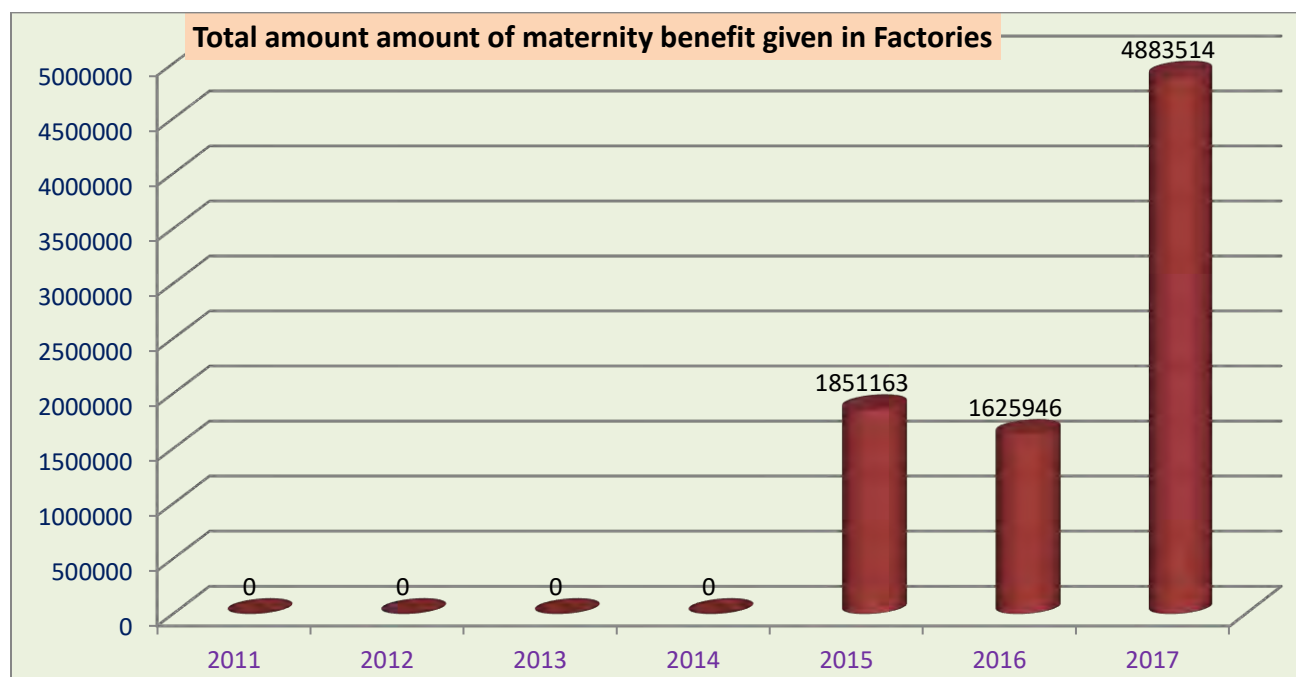
Total Amount of maternity benefits given in plantations decreases during the year from 2011 to 2014 and it increased gradually from 2014 to 2017. The maximum amount of maternity benefit was given in the year 2017 (Rs.5637590.) and the least amount was in the year 2014 (Rs.1628966).



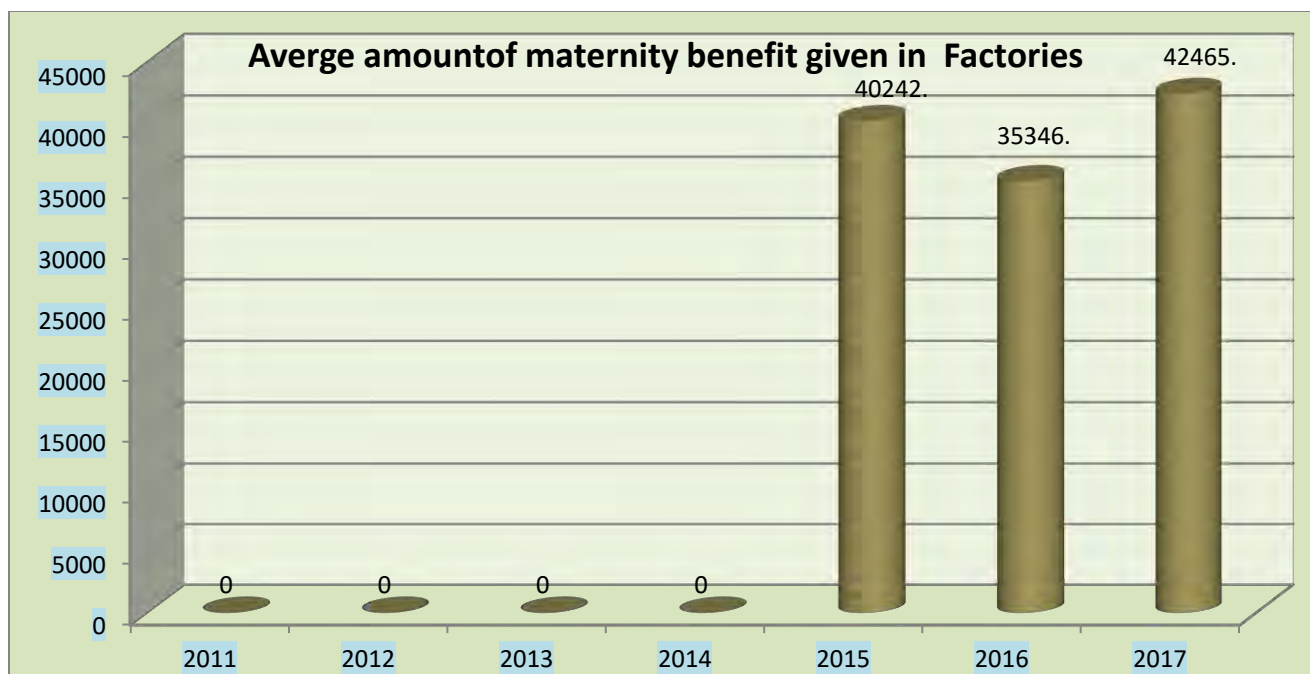
The average amount of maternity benefit given in plantations for each year is shown above. The average amount of maternity benefit given in plantations was least in the year 2011 (Rs.11283.) and highest in the year 2017 (Rs.38092).

11. Amount of maternity benefit given in Factories

year	Number of claims	Number of claims paid fully or partially	Total Amount of maternity benefit given (Rs)	Average amount of maternity benefit given(Rs)
2011	420	0	0	0
2012	52	0	0	0
2013	17	1	0	0
2014	14	2	0	0
2015	66	46	1851163	40242
2016	60	46	1625946	35346
2017	121	115	4883514	42465



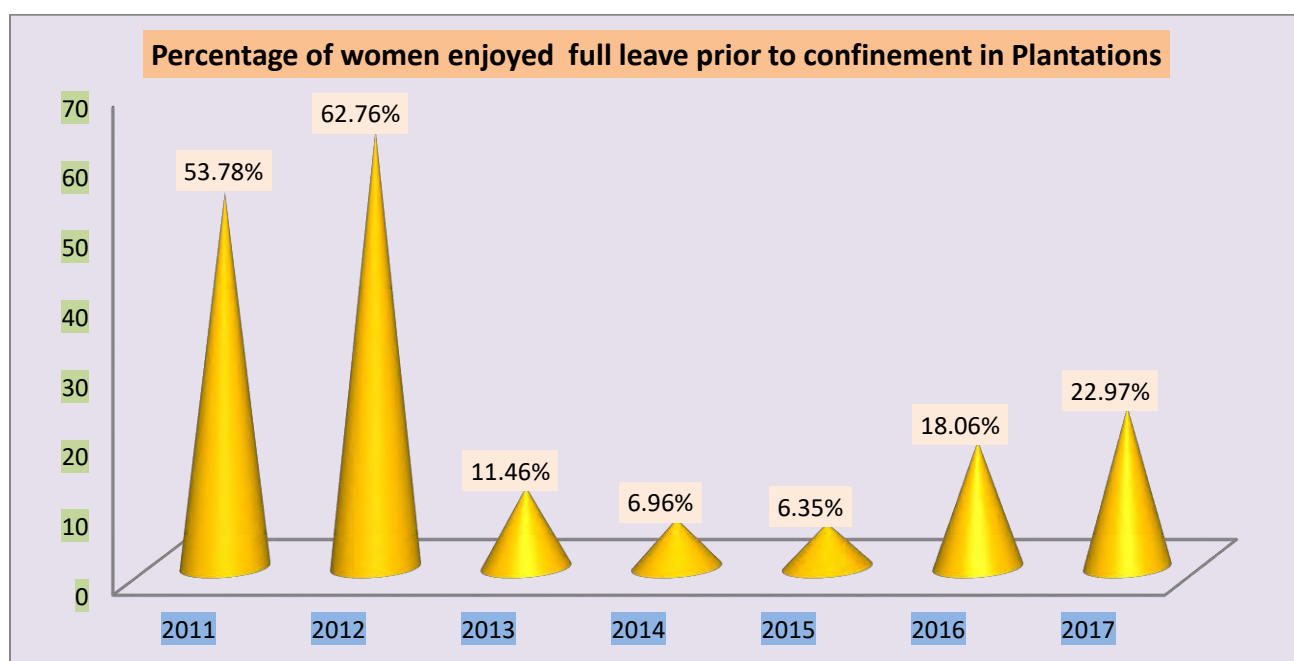
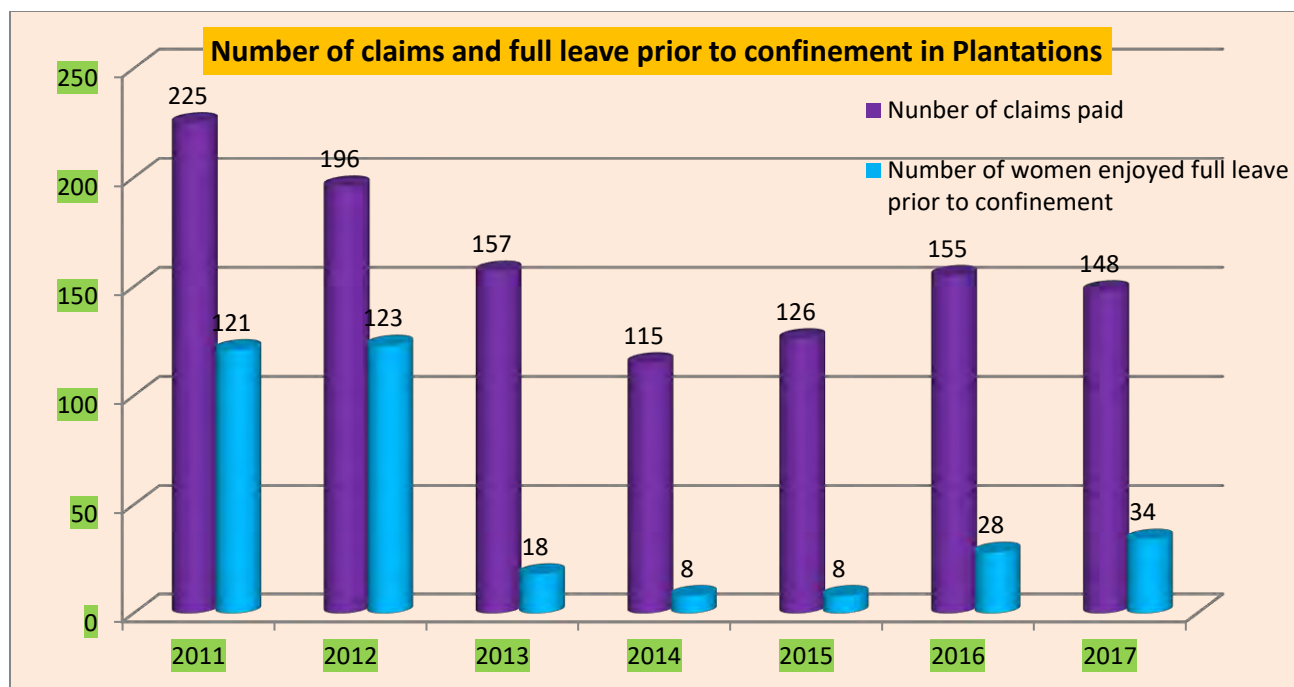
No maternity benefits was given in factories during the years from 2011 to 2014. The total amount of maternity benefit given in factories was maximum in the year 2017 (Rs.4883514).



The average amount of maternity benefits given in each year was maximum in the year 2017 (42465).

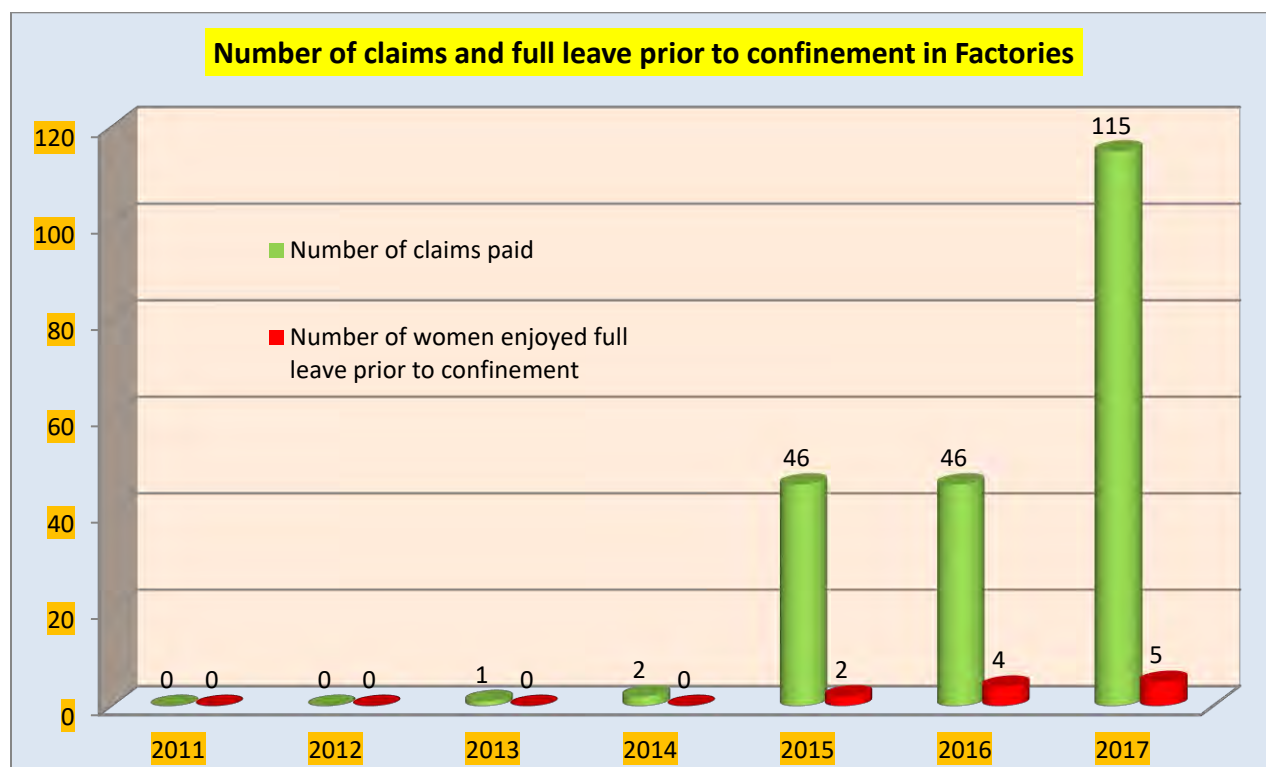
12 Number of women enjoyed full leave prior to confinement in Plantations

Year	Number of claims paid fully or partially	Number of women enjoyed full leave prior to confinement in plantations	Percentage of women enjoyed full leave prior to confinement
2011	225	121	53.78
2012	196	123	62.76
2013	157	18	11.46
2014	115	8	6.96
2015	126	8	6.35
2016	155	28	18.06
2017	148	34	22.97



13 Number of women enjoyed full leave prior to confinement in Factories

year	Number of claims paid fully or partially	Number of women enjoyed full leave prior to confinement in factories	Percentage of women enjoyed full leave prior to confinement
2011	0	0	-
2012	0	0	-
2013	1	0	0
2014	2	0	0
2015	46	2	4.35
2016	46	4	8.70
2017	115	5	4.35



Detailed Tables on “Maternity Benefit Act 1961”from 2011 to 2017****

Annual report on maternity benefit act 1961 for the year 2011

The Act has been implemented in **2570** registered factories and **658** plantations during the year 2011. The returns received from the factories and plantations are **862** and **248** respectively. It is observed that an average of **23453** and **199488** women workers were employed in plantations and registered factories during the reference year.

The number of women who claimed Maternity Benefit during the year in Plantations is **225** and in Factories it is **420**. The number of claims accepted and paid fully or partially is **225** in plantations during the year 2011.

An amount of **Rs. 2538786/-** was distributed as Maternity Benefit to plantation workers including bonus and **121** women enjoyed full leave prior of confinement in plantations during the year 2011.No complaints were received from both plantation workers and factory workers.

Maternity benefit act 1961 for the year 2011 (part-i)

Category of Establishment covered by the maternity Benefit Act	No. of Establishments covered by the Benefit Act	No. of Establishments submitting the returns	Average daily no. of women workers in the establishment submitting returns	No. of women who claimed Maternity Benefit during the year	No. of claim accepted and paid fully or partially	For the current year claims	No. of cases which Medical Bonus were claimed	Total amount of Maternity Benefit including Bonus paid (Rs)	Amount of Bonus included under Col. 9 (Rs)	No. of cases which women enjoyed full leave prior to confinement
1	2	3	4	5	6	7	8	9	10	11
Plantations	658	248	23453	225	225	225	-	2538786	-	121
Factories (Public & Private Sector)	2570	862	199488	420	-	-	-	-	-	-
Mines	-	-	-	-	-	-	-	-	-	-
Other (Specify)	-	-	-	-	-	-	-	-	-	-
Total	3228	1110	222941	645	225	225	-	2538786	-	121

Maternity benefit act 1961 for the year 2011 (part-ii)

Category of Establishment covered by the maternity Benefit Act	No. of complaints received	No. of complaints investigated	No. of cases which breaches of Law observed	No. of prosecutions launched	No. of convictions obtained	Amount of fines levied (Rs)	Remarks
1	2	3	4	5	6	7	8
Plantations	NIL	NA					
Factories (Public & Private Sector)							
Mines							
Other (Specify)							
Total							

Annual report on maternity benefit act 1961 for the year 2012

The Act has been implemented in **2710** registered factories and **663** plantations during the year 2012. The returns received from the factories and plantations are **1444** and **156** respectively. It is observed that an average of **18740** and **156553** women workers were employed in plantations and registered factories during the reference year.

The number of women who claimed Maternity Benefit during the year in Plantations is **196** and in Factories it is **52**. The number of claims accepted and paid fully or partially is **196** in plantations during the year 2012.

An amount of **Rs. 2312022/-** was distributed as Maternity Benefit to plantation workers including bonus and **123** women enjoyed full leave prior of confinement in plantations during the year 2012. No complaints were received from both plantation workers and factory workers.

Maternity benefit act 1961 for the year 2012 (part-i)

Category of Establishment covered by the maternity Benefit Act	No. of Establishments covered by the Benefit Act	No. of Establishments submitting the returns	Average daily no. of women workers in the establishment submitting returns	No. of women who claimed Maternity Benefit during the year	No. of claim accepted and paid fully or partially	For the current year claims	No. of cases which Medical Bonus were claimed	Total amount of Maternity Benefit including Bonus paid (Rs)	Amount of Bonus included under Col. 9 (Rs)	No. of cases which women enjoyed full leave prior to confinement
1	2	3	4	5	6	7	8	9	10	11
Plantations	663	156	18740	196	196	196	-	2312022	-	123
Factories (Public & Private Sector)	2710	1444	156553	52	-	-	-	-	-	-
Mines	-	-	-	-	-	-	-	-	-	-
Other (Specify)	-	-	-	-	-	-	-	-	-	-
Total	3373	1600	175293	248	196	196	-	2312022	-	123

Maternity Benefit Act 1961 For The Year 2012 (Part-ii)

Category of Establishment covered by the maternity Benefit Act	No. of complaints received	No. of complaints investigated	No. of cases which breaches of Law observed	No. of prosecutions launched	No. of convictions obtained	Amount of fines levied (Rs)	Remarks
1	2	3	4	5	6	7	8
Plantations	NIL	NA					
Factories (Public & Private Sector							
Mines							
Other (Specify)							
Total							

Annual report on maternity benefit act 1961 for the year 2013

The Act has been implemented in **2597** registered factories and **663** plantations during the year 2013. The returns received from the factories and plantations are **1348** and **192** respectively. It is observed that an average of **12304** and **156245** women workers were employed in plantations and registered factories during the reference year.

The number of women who claimed Maternity Benefit during the year in Plantations is **157** and in Factories it is **17**. The women workers who accepted and paid benefits are fully or partially is **157** in plantations and no women workers in factories during the year 2013.

An amount of **Rs. 2276022.83/-** was distributed as Maternity Benefit to plantation workers including bonus and **18** women enjoyed full leave prior of confinement in plantations during the year 2013. No complaints were received from both plantation workers and factory workers.

Maternity benefit act 1961 for the year 2013 (part-i)

Category of Establishment covered by the maternity Benefit Act	No. of Establishments covered by the Benefit Act	No. of Establishments submitting the returns	Average daily no. of women workers in the establishment submitting returns	No. of women who claimed Maternity Benefit during the year	No. of claim accepted and paid fully or partially	For the current year claims	No. of cases which Medical Bonus were claimed	Total amount of Maternity Benefit including Bonus paid (Rs)	Amount of Bonus included under Col. 9 (Rs)	No. of cases which women enjoyed full leave prior to confinement
1	2	3	4	5	6	7	8	9	10	11
Plantations	663	192	12304	157	157	157	-	2276022.83/-	-	18
Factories (Public & Private Sector	2597	1348	156245	17	-	-	-	-	-	-
Mines	-	-	-	-	-	-	-	-	-	-
Other (Specify)	-	-	-	-	-	-	-	-	-	-
Total	3260	1540	168549	174	157	157		2276022.83/-	-	18

Maternity benefit act 1961 for the year 2013 (Part-ii)

Category of Establishment covered by the maternity Benefit Act	No. of complaints received	No. of complaints investigated	No. of cases which breaches of Law observed	No. of prosecutions launched	No. of convictions obtained	Amount of fines levied (Rs)	Remarks
1	2	3	4	5	6	7	8
Plantations	NIL	NA					
Factories (Public & Private Sector)							
Mines							
Other (Specify)							
Total							

Annual report on maternity benefit act 1961 for the year 2014

The Act has been implemented in **2828** registered factories and **663** plantations during the year 2014. The returns received from the factories and plantations are **1518** and **138** respectively. It is observed that an average of **12132** and **214105** women workers were employed in plantations and registered factories during the reference year.

The number of women who claimed Maternity Benefit during the year in Plantations is **115** and in Factories it is **14**. The women workers who accepted and paid benefits fully or partially is **115** in plantations and no women workers in factories during the year 2014.

An amount of **Rs. 1628965.76/-** was distributed as Maternity Benefit to plantation workers including bonus and **8** women enjoyed full leave prior to confinement in plantations during the year 2014. No complaints were received from both plantation workers and factory workers.

Maternity benefit act 1961 for the year 2014 (part-i)

Category of Establishment covered by the maternity Benefit Act	No. of Establishments covered by the Benefit Act	No. of Establishments submitting the returns	Average daily no. of women workers in the establishment submitting returns	No. of women who claimed Maternity Benefit during the year	No. of claim accepted and paid fully or partially	For the current year claims	No. of cases in which Medical Bonus were claimed	Total amount of Maternity Benefit including Bonus paid (Rs)	Amount of Bonus included under Col. 9 (Rs)	No. of cases in which women enjoyed full leave prior to confinement
1	2	3	4	5	6	7	8	9	10	11
Plantations	663	138	12132	115	115	115	-	1628965.76/-	-	8
Factories (Public & Private Sector)	2828	1518	214105	14	-	-	-	-	-	-
Mines	-	-	-	-	-	-	-	-	-	-
Other (Specify)	-	-	-	-	-	-	-	-	-	-
Total	3491	1656	226237	129	115	117	-	1628965.76/-	-	8

Maternity benefit act 1961 for the year 2014 (Part-ii)

Category of Establishment covered by the maternity Benefit Act	No. of complaints received	No. of complaints investigated	No. of cases in which breaches of Law observed	No. of prosecutions launched	No. of convictions obtained	Amount of fines levied	Remarks
1	2	3	4	5	6	7	8
Plantations	NIL	NA					
Factories							
Mines							
Other (Specify)							
Total							

Annual report on maternity benefit act 1961 for the year 2015

The Act has been implemented in **3234** registered factories and **657** plantations during the year 2015. The returns received from the factories and plantations are **1198** and **204** respectively. It is observed that an average of **14083** and **152908** women workers were employed in plantations and registered factories during the reference year.

The number of women who claimed Maternity Benefit during the year in Plantations is **126** and in Factories it is **66**. The women workers who accepted and paid benefits fully or partially is **126** in plantations and **46** in factories during the year 2015.

An amount of **Rs. 2025909/-** was distributed as Maternity Benefit to plantation workers including bonus and 8 women enjoyed full leave prior to confinement in plantations during the year 2015. An amount of **Rs. 1851163/-** was distributed as Maternity Benefit to factory workers including bonus and 2 women enjoyed full leave prior to confinement in factories during the year 2015. No complaints were received from both plantation workers and factory workers.

Maternity benefit act 1961 for the year 2015 (part-i)

Category of Establishment covered by the maternity Benefit Act	No. of Establishments covered by the Benefit Act	No. of Establishments submitting the returns	Average daily no. of women workers in the establishment submitting returns	No. of women who claimed Maternity Benefit during the year	No. of claim accepted and paid fully or partially	For the current year claims	No. of cases in which Medical Bonus were claimed	Total amount of Maternity Benefit including Bonus paid (Rs)	Amount of Bonus included under Col. 9 (Rs)	No. of cases in which women enjoyed full leave prior to confinement
1	2	3	4	5	6	7	8	9	10	11
Plantations	657	204	14083	126	126	-	126	2025909/-	-	8
Factories (Public & Private Sector)	3234	1198	152908	66	46	12	11	1851163/-	3750/-	2
Mines	-	-	-	-	-	-	-	-	-	-
Other (Specify)	-	-	-	-	-	-	-	-	-	-
Total	3891	1402	166991	192	172	12	137	3877072/-	3750/-	10

Maternity benefit act 1969 for the year 2015 (part-ii)

Category of Establishment covered by the maternity Benefit Act	No. of complaints received	No. of complaints investigated	No. of cases in which breaches of Law observed	No. of prosecutions launched	No. of convictions obtained	Amount of fines levied (Rs)	Remarks
1	2	3	4	5	6	7	8
Plantations	NIL	NA					
Factories (Public & Private Sector)							
Mines							
Other (Specify)							
Total							

Annual report on maternity benefit act 1961 for the year 2016

The Act has been implemented in 1806 registered factories and **727** plantations during the year 2016. The returns received from the factories and plantations are **554** and **217** respectively. It is observed that an average of **18904** and **111352** women workers were employed in plantations and registered factories during the reference year.

The number of women who claimed Maternity Benefit during the year in Plantations is **436** and in Factories it is **60**. The women workers who accepted and paid benefits fully or partially is **155** in plantations and **46** in factories during the year 2016. Number of cases in which medical bonus were claimed during the year in Plantation is **1** and in Factories it is **4**.

An amount of Rs. **2419248/-** was distributed as Maternity Benefit to plantation workers including bonus and **28** women enjoyed full leave prior to confinement in plantations during the year 2016. An amount of Rs. **1625946/-** was distributed as Maternity Benefit to factory workers including bonus and **4** women enjoyed full leave prior to confinement in factories during the year 2016. No complaints were reported from both plantation workers and factory workers.

Maternity benefit act 1961 for the year 2016 (part-i)

Category of Establishment covered by the maternity Benefit Act	No. of Establishments covered by the Benefit Act	No. of Establishments submitting the returns	Average daily no. of women workers in the establishment submitting returns	No. of women who claimed Maternity Benefit during the year	No. of claim accepted and paid fully or partially	For the current year claims	No. of cases in which Medical Bonus were claimed	Total amount of Maternity Benefit including Bonus paid (Rs)	Amount of Bonus included under Col. 9 (Rs)	No. of cases in which women enjoyed full leave prior to confinement
1	2	3	4	5	6	7	8	9	10	11
Plantations	727	217	18904	436	155	-	1	2419248	-	28
Factories (Public & Private Sector)	1806	554	111352	60	46	19	4	1625946	250	4
Mines	-	-	-	-	-	-	-	-	-	-
Other (Specify)	-	-	-	-	-	-	-	-	-	-
Total	2533	771	130256	496	201	19	5	4045194	250	32

Maternity benefit act 1961 for the year 2016 (part-ii)

Category of Establishment covered by the maternity Benefit Act	No. of complaints received	No. of complaints investigated	No. of cases in which breaches of Law observed	No. of prosecutions launched	No. of convictions obtained	Amount of fines levied (Rs)	Remarks
1	2	3	4	5	6	7	8
Plantations	NIL	NA					
Factories (Public & Private Sector)							
Mines							
Other (Specify)							
Total							

Annual report on maternity benefit act 1961 for the year 2017

The Act has been implemented in **2837** registered factories and **534** plantations during the year 2017. The returns received from the factories and plantations are **743** and **176** respectively. It is observed that an average of **17302** and **96210** women workers were employed in plantations and registered factories during the reference year.

The number of women who claimed Maternity Benefit during the year in Plantations is **148** and in Factories it is **121**. The women workers who accepted and paid benefits fully or partially is **148** in plantations and **115** in factories during the year 2017. Number of cases in which medical bonus were claimed during the year in Plantation is **6** and in Factories it is **9**.

An amount of Rs. **5637590.26/-** was distributed as Maternity Benefit to plantation workers including bonus and **34** women enjoyed full leave prior to confinement in plantations during the year 2017. An amount of Rs. **4883514/-** was distributed as Maternity Benefit to factory workers including bonus and **5** women enjoyed full leave prior to confinement in factories during the year 2017. No complaints were reported from both plantation workers and factory workers.

Maternity benefit act 1961 for the year 2017 (part-i)

Category of Establishment covered by the maternity Benefit Act	No. of Establishments covered by the Benefit Act	No. of Establishments submitting the returns	Average daily no. of women workers in the establishment submitting returns	No. of women who claimed Maternity Benefit during the year	No. of claim accepted and paid fully or partially	For the current year claims	No. of cases in which Medical Bonus were claimed	Total amount of Maternity Benefit including Bonus paid (Rs)	Amount of Bonus included under Col. 9 (Rs)	No. of cases in which women enjoyed full leave prior to confinement
1	2	3	4	5	6	7	8	9	10	11
Plantations	534	176	17302	148	148	-	6	5637590.26	-	34
Factories (Public & Private Sector)	2837	743	96210	121	115	38	9	4883514	7500	5
Mines	-	-	-	-	-	-	-	-	-	-
Other (Specify)	-	-	-	-	-	-	-	-	-	-
Total	3371	919	113512	269	263	38	9	10521104.26	7500	39

Maternity benefit act 1961 for the year 2017 (part-ii)

Category of Establishment covered by the maternity Benefit Act	No. of complaints received	No. of complaints investigated	No. of cases in which breaches of Law observed	No. of prosecutions launched	No. of convictions obtained	Amount of fines levied (Rs)	Remarks
1	2	3	4	5	6	7	8
Plantations	NIL	NA					
Factories (Public & Private Sector)							
Mines							
Other (Specify)							
Total							

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