

# MATERNITY BENEFIT ACT, 1961

- Applicable to all women employees employed directly or through contractor in mines, factories, plantations and establishments.
- Act not applicable if the employee is covered under ESI Act.
- Even an unmarried women is entitled if she is expecting a child.
- She should have worked at least 80 days in the preceding 12 months before the expected date of delivery.



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- Ten weeks before the date of delivery, she can ask for light work
- Leave with average pay for six weeks before the delivery.
- Leave with average pay for six weeks after the delivery.
- Leave with average pay for six week from the date of miscarriage.
- Leave with average pay for two weeks immediately following tubectomy operation.



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- Medical Bonus of Rs. 3000/- is to be paid if the employer does not provide medical care.
- No change to her disadvantage in any of the conditions of her employment while on maternity leave.
- No discharge or dismissal while she is on maternity leave or pregnant.
- Abstract of the act to displayed.

