

The Punjab Maternity Benefit Rules, 1967

PUNJAB

India

The Punjab Maternity Benefit Rules, 1967

Rule THE-PUNJAB-MATERNITY-BENEFIT-RULES-1967 of 1967

- Published on 30 September 1967
- Commenced on 30 September 1967
- [This is the version of this document from 30 September 1967.]
- [Note: The original publication document is not available and this content could not be verified.]

The Punjab Maternity Benefit Rules, 1967 Published vide Punjab Government Notification No. GSR81/CA63/61/S.28/67 dated 30.9.1967.

1. Short title.

- These rules may be called the Punjab Maternity Benefit Rules, 1967.

2. Definitions.

- In these rules, unless the context otherwise requires, -(a)"Act" means the Maternity Benefit Act, 1961 (Central Act 53 of 1961);(b)"Competent Authority" in relation to an establishment shall be the Chief Inspector of Factories, Punjab, or any person authorised by the State Government by a Notification in this behalf;(c)"Form" means a form appended to these rules;(d)"muster roll" means a muster roll maintained under rule 3;(e)"Registered Medical Practitioner" means a medical practitioner whose name has been enrolled in a register maintained under any law for the time being in force regulating the registration of practitioners of medicine;(f)"Section" means a section of the Act.

3. Muster roll.

[Sections 20 and 28(2)(a)] - (1) The employer of every establishment, including an establishment belonging to Government, in which women are employed shall prepare and maintain a muster roll in Form 'A' [-] [Omitted by Punjab Government Notification No.

GSR74/CA63/61/S.28/Amd.(1)/79, dated 1.6.1979.](2)All entries in the muster roll shall be made in ink and maintained upto date and it shall always be available for inspection by the Inspector during working hours.(3)The employer may enter in the muster roll such other particulars as may be required for any other purpose of the Act.

4. Form of Notice under section 4.

[Sections 6(1) and 28(2)(k)] - The written notice referred to in section 6 shall be in Form 'B'.

5. Proof.

[Sections 6(5) and 28(2)(e)] - (1) The fact that a woman is pregnant or has been delivered of a child or has undergone miscarriage or is suffering from illness arising out of pregnancy, delivery, premature birth of child or miscarriage shall be proved by the production of a certificate to that effect in Form 'C' from -(a)a Medical Officer of a Civil Hospital or of a dispensary set up by the State Government; or(b)a Registered Medical Practitioner.(2)The fact that a woman has been confined may also be provided by the production of certified [copy of an] [Inserted by Punjab Government Notification No. GSR74/CA53/61/S.28/Amd.(1)/79, dated 1.6.1979.] extract from a birth register maintained under the provisions of any law for the time being in force or a certificate signed by a registered mid-wife in Form 'D'.(3)The fact that a woman has undergone miscarriage may also be proved by the production of a certificate signed by a registered mid-wife in [in form D] [Inserted by Punjab Government Notification No. GSR74/CA53/61/S.28/Amd.(1)/79, dated 1.6.1979.](4)The fact of death of a woman or a child may be proved by the production of a certificate to that effect in Form 'E' from any of the authorities referred to in sub-rule (1) or by the production of a certified [copy of an] [Inserted by Punjab Government Notification No. GSR74/CA53/61/S.28/Amd.(1)/79, dated 1.6.1979.] extract from a death register maintained under the provisions of any law for the time being in force.

6. Payment of maternity and other benefit.

[Sections 6 and 28(2)(c)] - (1) The employer shall make payment of the maternity benefit and any other amount due under the Act to the woman concerned, or, in case of her death before receiving such maternity benefit or amount, or, where the employer is liable for maternity benefit under the second proviso to sub-section (3) of section 5, to the person nominated by the woman in her notice in Form 'B' and in case there is no such nominee to her legal representative.(2)In case of any doubt, the maternity benefit or other amount due to a woman under the Act, shall be paid by the employer to the recipient after necessary enquiries are made by the Competent Authority to ensure that the person to whom the payment is to be made, in his opinion, is entitled to receive it.(3)Whenever the payment referred to in sub-rule (1) is made, a receipt shall be obtained by the employer in Form 'F' from the person to whom the payment is made. In cases falling under sub-rule (2), a receipt shall be given by the recipient of the benefit in Form 'F' to the employer after receiving the payment in the presence of Competent Authority or his nominee who shall counter sign it.(4)The medical bonus shall be paid along with the second instalment of the maternity benefit.(5)The payment under section 7 shall be made within two months of the date of death of the woman entitled to receive the payment.(6)The wages due under section 9 shall be paid immediately after production of the certificate.(7)The wages due under section 10 shall be paid within a week of the beginning of the period of leave referred to in that section on the production of a certificate in Form 'C' from the Medical Officer of a Civil Hospital or of a dispensary set up by the State Government or from a Registered Medical Practitioner.

7. Break for nursing child.

[Section 11 read with section 28(2)(1)] - Each of the two breaks mentioned in section 11 shall be of 20 minutes' duration :Provided that in case the creche or place where children are left by women while on duty is not the vicinity of the place of work a period up to 15 minutes more may be allowed for the purpose of journey to and from creche or the place.

8. Restriction and conditions governing the working of the Competent Authority and Inspectors under the Act.

[Sections 15 and 28(2)(b)] - (1) The Competent Authority shall be responsible for the due administration of these rules.(2)Every Inspector shall discharge his duties within the area assigned to him by the State Government, and shall act under the supervision and control of the Competent Authority.(3)No Inspector shall physically examine or question any woman worker in respect of her pregnancy. In case of any doubt in this respect, he may immediately refer the case to a female registered medical practitioner for examination and report and any fees payable for such an examination shall be paid by the employer of the woman worker.(4)The Inspector shall issue written instructions for ensuring the compliance of [xxx] [Omitted by Punjab Government Notification No. GSR74/CA53/61/S.28/Amd.(1)/79, dated 1.6.1979.] the provisions contained in the Act and for the production of the records in his office within 24 hours of the conduct of the inspection in case where the records are not made available at the time of inspection for reasons beyond the control of the management.

9. Gross misconduct.

[Sections 12 and 28(2)(g)] - The following facts shall constitute gross misconduct for the purposes of section 12, namely :-(a)wilful destruction of goods or property of the employer of value exceeding Rs. 100. However, this shall not include the cost of defective production due to lack of skill,(b)the nefarious immoral activities established to the satisfaction of the Competent Authority,(c)serious crime such as theft, fraud or dishonesty resulting in an ultimate conviction in a court of law.

10. Appeal under section 12.

[Sections 12 and 2(b) and 28(2)(b)] - (1) An appeal under clause (b) of sub-section (2) of section 12 shall be preferred to the Competent Authority in Form 'G'.(2)The appeal may be made in writing and either handed over personally or sent under a registered cover to the Competent Authority.(3)When an appeal is received, the Competent Authority shall furnish a copy of the memorandum of appeal to the employer, call for his reply thereto and ask him to produce documents connected with the issue of appeal by a fixed date. On considering the facts presented to him and ascertained by him, the Competent Authority shall give his decision. In case the employer fails to submit his reply or produce the required documents within the specified period, the Competent Authority may give his decision ex parte.

11. Complaint under section 17.

[Sections 17(1) and 28(2)(j)] - (1) A complaint under sub-section (1) of section 17 shall be made in writing in Form 'H' or Form 'T' as the case may be. (2) When a complaint referred to in section 7 is received by an Inspector he shall examine the relevant records maintained by the employer in this behalf, examine any person employed in the establishment and take down necessary statement for the purpose of the enquiry and if he is satisfied that the maternity benefit or the amount has been improperly withheld, he shall direct the employer to make the payment to the woman or to the person claiming the payment under section 7, as the case may be, immediately or within a specified period.

12. Appeal under section 17.

[Sections 17 and 28(2)(i)] - An appeal against the decision of the Inspector under sub-section (2) of section 17 shall lie to the Competent Authority. (2) The aggrieved person shall prefer an appeal in writing to the Competent Authority in Form 'J' and file other supporting documents. (3) When an appeal is received, the Competent Authority shall [Issue a notice of appeal to the party] [Inserted by Punjab Government Notification No. GSR74/CA53/61/S.28/Amd.(1)/79, dated 1.6.1979.] Call the Inspector to produce before him before a fixed date, a copy of his decision and other documents concerning the decision. The Competent Authority shall, if necessary, also record the statements of the aggrieved person and of the Inspector and seek clarification, if any, is required. (4) Taking into account the documents, the evidence produced before him and the facts presented to him or ascertained by him [and after giving to the parties an opportunity of being heard] [Inserted by Punjab Government Notification No. GSR74/CA53/61/S.28/Amd.(1)/79, dated 1.6.1979.] the Competent Authority shall give his decision.

13. Supply of forms.

[Section 28(2)(k)] - The employer shall supply to every woman employed by him at her request free of cost copies of Forms 'B', 'C', 'D', 'E', 'F', 'G', 'H' and 'T'.

14. Records.

[Sections 20 and 28(2)(a)] - Records kept under the provisions of the Act and these rules shall be preserved for a period [of three years from the date of last entry made therein] [Substituted by Punjab Government Notification No. GSR74/CA53/61/S.28/Amd.(1)/79, dated 1.6.1979.].

15. Abstract.

[Sections 19 and 28(1)] - The abstract of the provisions of the Act and these rules required to be exhibited under section 19 shall be in Form 'K' and shall be exhibited in such manner as the Competent Authority may require.

16. Annual Return.

[Section 28(2)(k)] - (1) The employer of every establishment shall on or before the 21st day of January in each year submit to the Competent Authority a return in each of the Forms 'L', 'M', 'N', and 'O' giving information as to the particulars specified in respect of the proceeding year. (2) If the employer of an establishment to which the Act applies sells, abandons or discontinues the working of the establishment, he shall within one month of the date of sale or abandonment or four months of the date of discontinuance, as the case may be, submit to the Competent Authority a further return in each of the said Forms in respect of the period between the end of the preceding year and the date of sale, abandonment or discontinuance. Form 'A' (See rule 3) Muster Roll Name of the establishment _____

- 1 Serial Number
- 2 Name of woman and her father's or if married husband's name
- 3 Date of appointment
- 4 Nature of work
- 5 Dates with month and year in which she is employed laid off and not employed
- Month Number of days employed Number of days laid off Number of days not employed Remarks
- 6 Date on which the woman gives notice under section 6
- 7 Date of discharge or dismissal, if any
- 8 Date of production of proof of pregnancy under section 6
- 9 Date of birth of child
- 10 Date of production of proof of delivery or miscarriage or death
- 11 Date of production of proof of illness referred to in section 10
- 12 Date with the amount of maternity benefit paid in advance of expected delivery
- 13 Date with the amount of subsequent payment of maternity benefit
- 14 Date with the amount of medical bonus, if paid under section 8
- 15 Date with the amount of wages paid on account of leave under section 9
- 16 Date with amount of wages paid on account of leave under section 10 and period of leave granted
- 17 Name of the person nominated by the woman under section 6
- 18 If the woman dies, the date of her death the name of the person to whom maternity benefit and/or other amount was paid, the amount thereof and the date of payment
- If the woman dies and the child survives, the name of the person to whom the amount
- 19 of maternity benefit was paid on behalf of the child and the period for which it was paid
- 20 Signature of the employer of the establishment authenticating the entries in the muster roll
- 21 Remarks column for the use of the Inspector

Form 'B'[See rules 4 and 6] [Substituted by Punjab Government Notification No. GSR74/CA53/61/S.28/Amd.(1)/78, dated 1.6.1979.](Name of the establishment)I _____ (Name of the woman), wife/daughter of _____ employed as _____ at _____ (Name of the establishment) hereby give notice that I expect to be confined within six week next following from the date of this notice/have given birth to a child _____ (date and shall be absent from work from _____ (date).I shall not work in any branch of establishment during the period for which I receive maternity benefit.

2. For the purpose of section 7, I hereby nominate _____ (here enter name and address of the nominee) to receive maternity benefit and/or any other amount due to me under the Act, in case of my death.

3. That the maternity benefit due to me may be paid to me/my _____ (Shri/Shrimati _____ whom I authorise to collect the same on my behalf.

Signature or thumb impression of woman _____ Signature of an Attestor _____ Date _____
Form 'C'[See in rule 5(1)]This is to certify that I examine _____ wife/daughter of _____ a woman employed in _____ (name of the establishment) on _____ (date) and found/cannot discover that she is pregnant and is expected to be delivered of a child within (months/days) from the above-mentioned date/has undergone miscarriage/has been delivered of a child on _____ (date) or is suffering from _____ (date), from illness arising out of the pregnancy/delivery premature birth of a child or a miscarriage. Signature, Qualification, Designation of Medical Officer _____ Medical Practitioner _____ Dated _____
Form 'D'[See rule 5] [Substituted by Punjab Government Notification No. GSR74/CA53/61/S.28/Amd.(1)/79, dated 1.6.1979.]This is to certify that I examined _____, wife/daughter of _____ woman employee in _____ (name of the establishment) and found that she has been delivered of a child/has undergone miscarriage on _____ (date). [Signature of registered midwife] _____ Date _____
Form 'E'[See rule 5(4)]This is to certify that Smt. _____ wife/daughter of _____ employed in, _____ (name of the establishment) expired on _____ before during after confinement. The child died on _____ /survives her. Signature, qualification and designation of Medical Officer _____ Medical Practitioner _____ Dated _____
Form 'F'[See rule 6]To _____ (name of establishment)I, _____ the undersigned, a woman employee/the nominee of _____ woman/employed/legal representative of _____ woman employee deceased in _____ (name of establishment at _____ in _____ district _____ received maternity benefit and or other amount due under the Maternity Benefit Act, 1961 from the employer of the establishment referred to above, as detailed below :-Rs., being the first instalment of maternity benefit paid on

_____ Rs., being the second instalment of maternity benefit after delivery paid on
 _____ Rs., being the medical bonus under section 8 of the Act paid on
 _____ Rs., being the wages for the leave period from _____ to
 _____ mentioned under section 9 or 10.*My/Her confinement miscarriage took
 place on _____ or I/She fell ill because of pregnancy delivery premature birth of a
 child or miscarriage on _____. In consequence I _____ her
 nominee legal representative have received the aforesaid amounts prescribed in sections 5, 8, 9, and
 10 of the Maternity Benefit Act, 1961. Signature or thumb-impression

_____ *Woman employee or her nominee or legal
 representative. Signature of an attestator. Signature of the Competent Authority. Date

_____ *Strike out unnecessary portion. Form 'G'(See rule 10) To The Competent
 Authority, appointed under the Maternity Benefit Act, 1961. (Address). Sir, I _____
 the undersigned, woman employee of _____ (name of the establishment and full
 address) having been wrongly deprived by the employer of maternity benefit or medical bonus or
 both amounting to Rs. _____ (Strike out unnecessary portion) for the reasons
 attached hereto, prefer this appeal under sub-section (2) of section 12 and request that the said
 employee be ordered to pay the above-mentioned amount to me. A copy of the order of the employer
 in this behalf is enclosed. Signature or thumb-impression of the Woman Dated

_____ Signature of an Attestator, in case of the woman is not able to 'affix thumb-
 impression. Form 'H'(See rule 11) To The Inspector, (Under the Maternity Benefit Act, 1961) Sir, I
 _____ (name of the woman) employed in _____ (name and full
 address of the establishment) having fulfilled the conditions laid down in the Maternity Benefit Act,
 1961 and the Rule thereunder. I am entitled to Rs. _____ being maternity benefit* and or Rs.
 _____ being the medical bonus and/or Rs. _____ being wages for leave due
 under section 9 or 10 but the same has been improperly withheld by the employer. He may,
 therefore, be directed to pay the aforesaid amount to me. Dated _____ Signat ure
 or thumb-impression of the woman Full address _____ *Strike out unnecessary
 portion. Form 'I'(See rule 11) To The Inspector (Under the Maternity Benefit Act, 1961) I

_____ (name), a person nominated under section 6 by or legal
 representative of _____ (name of woman) employed in
 _____ (name and full address of establishment) have to complain
 that the said woman having fulfilled the conditions laid down in the Maternity Benefit Act, 1961, and
 the rules thereunder is entitled to Rs. _____ being maternity benefit and/or Rs.
 _____ being the medical bonus and/or Rs. _____ being wages
 for leave due under sections 9 and 10 but the same has been improperly withheld by the employer.
 He may, therefore, be directed to pay the aforesaid amount to me. Signature or thumb-impression of
 the nominee/legal representative. Form 'J'(See rule

12) To _____ Sir, Shri _____,
 Inspector having directed under sub-section (2) of section 7 to pay the maternity benefit or other
 amount, being _____ (nature of amount) to which _____
 (name of woman) is said to be entitled, I prefer this appeal under sub-section (3) of section 17. In
 view of the facts mentioned in the memorandum attached hereto and other documents filed
 herewith it is submitted that the woman is not entitled to the maternity benefit or the said amount
 and hence the decision of the Inspector in this behalf, copy of which is enclosed, may be set

aside. Signature of the aggrieved person. Dated _____ Full Address _____
_____ Form 'K' (See rule 15) (Abstract of the Maternity Benefit Act, 1961, and the rules made thereunder)

1. No employer shall knowingly employ a woman during the six weeks immediately following the day of her delivery or miscarriage and no woman shall work in any establishment during the said period.

2. No pregnant woman shall, on a request being made by her in this behalf be required by her employer to do during the period of one month immediately preceding the period of six weeks before the date of her expected delivery and also for any period during this period of six weeks for which she does not avail of leave of absence, any work which is of arduous nature or which involves long hours of standing or which in any way is likely to interfere with her pregnancy or the normal development of the foetus, or is likely to cause her miscarriage or otherwise to adversely affect her health.

3.

(1) Subject to the provisions of the Act, every woman who has actually worked in an establishment of the employer from whom she claims maternity benefit for a period not less than one hundred and sixty days including the days during which she was laid off, she be entitled to and her employer shall be liable for, the payment of maternity benefit at the rate of her average daily wages, or one rupee a day, whichever is higher, for the period of her actual absence not exceeding six weeks immediately preceding and including the day of her delivery and for the six weeks immediately following that day: Provided that the qualifying period of one hundred and sixty days aforesaid shall not apply to a woman who has immigrated into the State of Punjab and was pregnant at the time of immigration: Provided further that where woman dies during the period for which maternity benefit is payable, to her, the benefit shall be payable only for the days upto and including the day of her death. However, where the woman having been delivered of a child dies during her delivery or during the period of six weeks immediately following the date of her delivery or during leaving behind in either case the child, the employer shall be liable for the payment of maternity benefit for the entire period of six weeks immediately following the day of her delivery but if the child also dies during the said period then, for the days up to and including the day of the death of the child. (2) The amount of maternity benefit for the period preceding the date of her expected delivery shall be paid in advance by the employer to the woman on production of a certificate in Form 'B' stating that she is pregnant and is expected to be delivered of a child within six weeks of the date of production of the certificate, and the amount due for the subsequent period shall be paid by the employer to the woman within forty-eight hours of production of the certificate in Form 'C' or Form 'E' stating that she has been delivered of a child or production of a certified extract from a Birth Register maintained under the provisions of any law for the time being in force.

4.

(1) Any woman employed in an establishment and entitled to maternity benefit under the provisions of this Act, may give notice in writing in Form 'B' to her employer stating that her maternity benefit and any other amount to which she may be entitled under this Act may be paid to her or to such person as she may nominate in the notice and that she will not work in any establishment during the period for which she receives maternity benefit. (2) In the case of a woman, who is pregnant, such notice shall state the date from which she will be absent from work not being a date earlier than six weeks from the date of her expected delivery. (3) Any woman who has not given the notice when she was pregnant may give such notice as soon as possible after the delivery. (4) On receipt of the notice, the employer shall permit such woman to absent herself from the establishment until the expiry of six weeks after the day of her delivery.

5.

(1) Every woman entitled to maternity benefit under the Act shall also be entitled to receive from her employer a medical bonus of twenty-five rupees, if no pre-natal confinement and post-natal care is provided for by the employer free of charge. The medical bonus shall be paid along with the second instalment of the maternity benefit. (2) In case of miscarriage, a woman shall on production of a certificate in Form 'C' or Form 'B' be entitled to leave with wages at the rate of maternity benefit for a period of six weeks immediately following the day of her miscarriage. The wages shall be paid within 48 hours of production of the certificate in Form 'C' or Form 'B'. (3) A woman suffering from illness arising out of pregnancy, delivery, premature birth of child or miscarriage shall on production of a certificate in Form 'C' be entitled in addition to the period of absence allowed to her on account of maternity or miscarriage as the case may be, to leave with wages at the rate of maternity benefit for a maximum period of one month. The wages for the leave period shall be paid within 48 hours of the expiry of the period.

6. Every woman delivered of a child who returns to duty after such delivery shall in addition to the interval for rest allowed to her be allowed in the course of her daily work two break of 15 minutes duration for nursing the child until the child attains the age of fifteen months. An extra sufficient period, depending upon the distance to be covered shall be allowed for the purpose of the journey to and from the creche or the place where the children are left by woman while on duty provided that such extra periods has not be less than 5 minutes and more than 15 minutes duration.

7.

(1) When a woman absents herself from work in accordance with the provisions of the Act, it shall be unlawful for her employer to discharge or dismiss her during or on account of such absence or to give notice of discharge or dismissal on such a day that the notice will expire during such absence, or

to vary to her disadvantage any of the conditions of her service.(2)(a)The discharge or dismissal of a woman at any time during the pregnancy, if the woman but for such discharge or dismissal would have been entitled to maternity benefit or medical bonus shall not have the effect on depriving her of the maternity benefit or medical bonus :Provided that where the dismissal is for one or more of the following acts, the employer may, by order in writing communicate to the woman, deprive her of the maternity benefit or medical bonus or both :-(i)wilful destruction of employer's goods or property;(ii)assaulting any superior or co-employee at the place of work;(iii)criminal offence involving moral turpitude resulting in conviction in a court of law;(iv)theft, fraud or dishonesty in connection with the employer's business or property; and(v)wilful non-observance of safety measures or rules on the subject or wilful interference with safety devices or with fire fighting equipment.(b)Any woman deprived of maternity benefit or medical bonus or both, may, within sixty days from the date on which the order of such deprivation is communicated to her, appeal in Form 'G' to the Competent Authority and the decision of the Competent Authority on such appeal whether the woman should or should not be deprived of maternity benefit or medical bonus or both shall be final.

8. If a woman works in any establishment after she has been permitted by her employer to absent under the provisions of the Act, she shall forfeit her claim to the maternity benefit for such period.

9.

(1)Any woman claiming that maternity benefit or any other amount to which she is entitled under the Act and any person claiming that payment due has been improperly withheld may make a complaint to the Inspector in writing in Form 'H' and 'I' as the case may be.(2)The Inspector may, of his own motion or on receipt of a complaint in Form 'H' or 'I' make an enquiry or cause an enquiry to be made and if satisfied that payment has been wrongfully withheld, may direct the payment to be made in accordance with his orders;(3)Any person aggrieved by the decision of the Inspector may within thirty days from the date on which such decision is communicated to such person, appeal to the Competent Authority.(4)The decision of the Competent Authority where an appeal has been preferred to him or of the Inspector when no such appeal has been preferred shall be final.

10. (a) The employer shall supply to every woman employed by him at her request free of cost copies of Forms 'B', 'C', 'D', 'E', 'F', 'G', 'H', and 'I'.

(b)The failure to submit a notice, appeal or complaint in the prescribed form will not affect the right of a woman entitled to receive maternity benefit or any other amount due under the Act. Where a notice, appeal or complaint has been received in form other than the prescribed form the authority concerned shall within fifteen days of the receipt of such notice, appeal or complaint require the woman to submit the notice appeal or complaint as the case may be, in the prescribed form.

11. (a)(1) The employer of every establishment in which women are employed shall prepare and maintain a muster roll in Form 'A' and shall enter therein particulars of all women workers in the establishment.

(2) All entries in the muster roll shall be made in ink and maintained up to date and it shall always be available for inspection by the Inspector during the working hours. (b) The employer of every establishment shall on or before the 21st January in each year submit to the Competent Authority a return in each of the forms 'L', 'M', 'N' and 'O', giving information as to the particulars specified in respect of the preceding year. Form 'L' (See Rule 16) Annual return for the year ending on the 31st December, 19

- 1 Name of the establishment
- 2 Situation of the establishment -
 Mauza
 District
 State
 Nearest Railway Station
- 3 Date of opening of establishment
- 4 Date of closing, if closed
- 5 Postal address of establishment
- 6 Name of employer
- 7 Name of the managing agent, if any, Postal Address of managing agent
- 8 Name of agent or representative of employer
 Postal address of representative of employer
- 9 Name of Manager
 Postal address of Manager
- 10 (a) Name of Medical Officer attached to the establishment
 (b) Qualification of medical officer attached to the establishment
 (c) Is he resident at the establishment ?
 (d) If a part-time employee, how often does he pay visits to the establishment ?
- 11 (a) Is there any hospital at the establishment ?
 (b) If so, how many beds are provided for women employees?
 (c) Is there a lady doctor ?
 (d) If some, what are her qualifications ?
 (e) Is there a qualified midwife ?
 (f) Has any creche been provided ?

Signature of employer Dated _____ Form 'M' (See Rule 16) Employment, dismissal, payment of bonus, etc., of women for the year ending 31st December, 19

1 Establishment

2	Aggregate number of women permanently or temporarily employed during the year	.....
3	Number of women who worked for a period of not less than one hundred and sixty days in the twelve months	.....
4	Number of women who gave notice under section 6	.....
5	Number of women who were granted permission to absent on receipt of notice of confinement	.....
6	Number of claims for maternity benefit paid	.....
7	Number of claims for maternity benefit rejected	.....
8	Number of cases where pre-natal confinement and post-natal care was provided by the management free of charge (section 8)	.....
9	Number of claims for medical bonus paid (section 8)	.....
10	Number of claims for medical bonus rejected	.....
11	Number of cases in which leave for miscarriage was granted	.....
12	Number of cases in which leave for miscarriage was applied for but was rejected	.....
13	Number of cases in which additional leave for illness under section 10 was granted	.....
14	Number of cases in which additional leave for illness under section 10 was applied for but was rejected	.....
15	Number of women who died : (a) before delivery (b) after delivery	...............
16	Number of cases in which payment was made to persons other than the woman concerned	.....
17		.....

	Number of women discharged or dismissed while working	
18	Number of women deprived of maternity benefit and/or medicalbonus under proviso to sub-section (2) of section 12	.....
19	Number of cases in which payment was made on the order of theCompetent Authority or Inspector	.....
20	Remarks	.....

N.B. - full particulars of each case and reason or the action taken under Serial Nos. 7, 10, 14, 17 and 18 should be given in Appendix below -Signature of employerDate _____Form 'N'(See Rule 16)Details of payment made during the year ending 31st December, 19

Name of person to whom paid	Amount paid
1. Date of payment	...
2. Woman employee	...
3. Nominee of woman	...
4. Legal representative of woman	...
5. Amount for the period preceding date of expected delivery	...
6. Amount for the subsequent period	...
7. Under Section 8 of the Act	...
8. Under Section 9 of the Act	...
9. Under Section 10 of the Act	...
10. Number of women workers who absconded after receiving thefirst instalment of maternity benefit	...
11. Cases where claims were contested in a court of law	...
12. Results of such cases	...
13. Remarks	...

Signature of the EmployerDated _____Form 'O'(See Rule 16)Prosecution during the year ending 31st December, 19

Place of employment of the woman employee	Number of cases instituted	Number of cases which resulted in conviction	Remarks
---	----------------------------	--	---------

Signature of employerDated _____19