BIHAR MATERNITY BENEFIT RULES 1964

BIHAR MATERNITY BENEFIT RULES, 19641 Notific.tion No. the 21st November, 1964.—1n exercise of the powers conferred by sub-section (l) of 28 of the Mater- nity Benefit Act, 1961 (53 of 1961), the Governor Of Bihar is pleased to make the following rules, the same having been previously published as required by sub-section (1) Of the said section of the sard Act, namely 1. Short title and These rules may be called the Bihar Maternity Benefit Rules, 1964. (2) They shall come into force at once

2. Definition.—ln these rules, unless the context otherwise requires— the "Act" means the Maternity Benefit Act, 1961 (53 of 1961); (a) "Competent Authority" means in relation to establishments Other than mines, the Chief Inspector appoined under sub-section (2) of section 8 of the Factories Act, 1948 (63 Of 1948) and includes a Deputy Chief Inspector of Factories ; "Establishment" wherever used in thes: rules will refer to an csta• blishment other than a mine to which the Act applies or has been applied ; "Form" means a form appended to these rules ; (d) "Muster Roll" means a muster roll maintained under rule 3; (e) (f) "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 pra- ctitioners of medicines ; "Section" means a section of the Act ; (g) All other Words and expressions used hereinafter and not defined (h) in these rules but defined in the Act shall have the same meaning as respectively assigned to them in Lhe Act

3. Muster 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 employed in the esta• blishment, in lhe manner required therein : Provided that the Inspector, if he is satisfied that any register or record maintained by any establishment in any other form furnishes all the required particulars, may in writing direct that the said Register or record be treaied as muster roll for the purposes Of this rule.(2) All entries in the muster roll shall be made in ink and maintained up to date and it shall always be made available for inspec.ion by the Inspe• ctor during the normal working hours of establishment. Published in Bihor 11 dated t 21 Bihar Maternity Benefit Rules, 1964 Rule $$ enter in the muster roll such other particulars (4) muster roll shall bepreserved fora period oftwo years from the date of the last entry made therein and shall be produced before an Ins- pector whenever required within the said period

4. The fact that a woman is preganant or has been delivered ofa 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 ot a ger•ificate to the effect— (a) from a gazetted omcer of the Stale or Central Govt.; or (b) from an officer of the establishment in which the woman was employed holding a supervisory or managerial rank; or (C) from a member of Parliament, state Legislature, the Local Muni- cipality. or Notified Area Committee, or any other local Autho- city ; or (d) from a Registered Medical Practitioner, vaid, Hakim or Kaviraj. The certificate shall ordinarily be in Form "B", but a certificate in any other form shall also be accepted by the employer provided it furnishes all the relevant informations. (2) Thefactthat a woman has been confined may also be proved by the production ofa certified extract from a birth register maintained under the provisions ofanylaw for the time being in force or a certificate signed by a registered midwife. (3) Thefactthatawoman has undergone miscarriage may also be pro- ved by the production of a certificate signed by a registered midwife. (4) The fact ofdeath ofa woman or a child may be proved by the production of a certificate to the effect in Form "C" from any of the persons referred so in sub-ru e (l) or by production ofa certified extract from a death register maintaine under the provisions of any law for the time being in force. (5) The certificate from a registered :midwife shall be in

form 5. Payment of maternity and other A woman employed in any establishment and entitled to maternity benefit shall give notice to her employer in Form 'E' and 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 'E' and in case there is no nominee to her legal representative. (2) In case of doubt the maternity benefit or other amount due to a Qoman shall be deposited by the employer, within two months of the date of death ofthe woman concerned with the Competent Authority who shall after making necessary enquiries, pay it to the person who in his opinion is entitled 28] Bihar Maternity Benefit Rules, 1964 [Rules 'Rules 8-91 Bihar Maternity Benefit Rules, 1964 129 (3) Whenever the payment referred to in sub-sulc (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 to the employer by the Competent Authority. (4) The medical bonus shall be paid along with the second instalment of the maternity benefit. (Sae The maternity benefit or any Other amount payable Under section 7 shall paid within two months of the date of death of the women entitled to receive such benefit Or amount. (6) The wages payable under section 9 Shall be paid to the woman en- titled to receive such Wages within forty-eight hours of production by her Of the certificate in Form 'B' or Form 'D', (7) The wages payable under section IO shall be paid to the woman entitled to receive such wages within forty-eight hours Of the production Of the proof described in rule 4

6. Break for nursing child.—Each of the two breaks mentioned in section 11 shall be of fifteen minutes' duration. In addition to these fifteen minutes suffcient time shall he allowed at each break to cover •the distance from the place of work to the creche Or to the place where the children awe left by woman while on duty and back, provided il shall not be of less than five minutes and more than fifteen minutes. If any dispute arises regarding the total period of break, the matter shall be referred to the Competent Autho- rity whose decision shall be final and binding, 7. Duties and powers Of the competent authority and The Competent Authority shall be responsible for the administration of these rules throughout the State of Bihar, except mines. (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, Every Inspector shall at each inspection of an establishment verify and satisfy himself—I (a) whether due. action has been taken on every notice given under section 6; (b) whether the Muster Roll prescribed under rule 3 is Correctly main- tained; (c) whether there have been any cases of discharge or dismissal Or notices of discharge Or dismissal in contravention of the provisi- Ons of section 12 since the last Inspection; (b) whether the provisions of sub-section (1) of section 4, sub-sec- tions (5) and (6) of section 6, sections and 13 have been complied with and whether amounts due have been paid within the prescribed time; (e) whether there have been any Cases Of deprival of maternity benefit or medical bonus incontravention Of sub-section G) Of section 12; and i, subs. S, O. V35 15.7.W74. 'how far irregularities pointed Out at previous inspections have been remedied and how far Orders previously issued have been complied with. (4) 'Without any prejudice to the powers conferred by se€tion 15 pf the Act an Inspector may— (g) carry out such inspection, investigation and enquiry and require (c) (d) (e) the production Of such papers, records, registers Or documents as he may consider necessary to ascertain that the provisions of the Act and these rules are being' Complied with and are not or have not been contravened; ask an employer in writing to furnish such informations Within a specified tune, as may be relevant to the enforcement Of the Act and these rules and as may be required in connection with any Complaint made to him or with any contravemion reported to him Or brought to his notice; ask an employer in writing to furnish such figures and statistics within a specified time, as may be required for the compilation of any statistics Or data relating to the employment of woman or enforcement of the Acr and these rules; issue an inspection note to the employer mentioning therein detects, irregularities or violations observed by him, or issue an order directing the employer to rectify or remove within a speci- fied time. any defect, irregularity or contraven,ion observed by him, and to report Compliance to him, wbgther any prosecution in respect thereof is instituted or not, and institute and conduct any prosecution in any Court of Law agai- nsf an employer for any contravention of any of the provisions of the ct and these rules

8. Acts which constitute gross misconduct—The following acts shall constitute gross misconduct for the purpose of section 12, namely (a) wilfu goods Or property; (b) assaulting any

superior or co-employee at the place of work; (c) criminal offence involving moral turpitude resulting in conviction in a court of law; (d) theft, fraud, or dishonesty in connection with employer's business or property; and (e) Wilful non-observance Of safety measures of rules on the subject or wilful interference with safety devices or with fire fighting equipment

9. Appeal under section An •appeal under clause (d) of sub- section (2) Of section 12 shall be preferred to the competent authority in Form (2) The appeal may be made in Writing and either handed over perso• .nally or Sent under a registered cover to the Competent Authority. 30 J Bihar Maternity Benefit Rules, 1964 [Rules 1M4 (3) When an appeal is received, the Competent Authority shall fusnish a copy Of the memorandum of appeal to the employer call for his reply *hereto and also ask him to produce documents connected with the issue of the appeal by a fixed date. The Competent Authority may ascertain further details if nece- ssary, from the employer as well as from the woman, On considering the facts resented to him and ascertained by him the Competent Authority shall give Ris 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. IO. Complaint under section A complaint under Sub-section (1) Of section 17 Shall be made in writing in Form 'H' or as the Case may be, (2) When-a complaint referred to in section 17 is received by an Insp- ector, he shall examine any person employed in the establishment and take down necessary 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 clai- ming the payment under section 7, as the case may be, immediately or within a specified period. 11, Appeal undersection 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 Lhe Com- petent Authority in Form 'J' and file Other supporting documents. (3) When an appeal is received the Competent Authority shall call from the Inspector before a fixed date, the record of the case. The Competent Authority shall, if necessary, also record the statement of the aggrieved person, and Of the Inspector and seek clarification if any required. (4) Taking into account the documents, the evidence produced before him and the facts presented to him or ascertained by him, the Competent Authority shall give his decision

12. Supply Of forms.—The employer shall supply to every woman em- ployed by him at her request free of cost copies of Forms 'C', 'D' 'F, and 13. Nan-submission Of notices, appeal or complaints in the prescribed forms.—Nothing in rules 5, 9 and IO shall affect the right of a woman entitled to receive maternity benefit or any other amount due under the Act ir she fails I or complaint under the said rules, as the case may to submit a notice, a be, in the prescribed RX Provided that where a notice, appeal or complaint under the said rules has been submitted by a woman entitled to receive maternity benefit or any Other amount due under the Act in a form other than the prescribed form, the authority concerned may, within 15 days of the receipt of such notice, appeal or complaint, require the woman to submit the notice, appeal or c0- mplaint, as the case may be, in the prescribed form

14. Records.—Records kept under the provisions Of the Act and these rules shall be preserved for a period two years from the date Of the last entry mad' therein. Bihar Maternity benefit Rules, 1964 Form Å 15. Abstract.—The abstract of the provisions of the Act and these rules required to be exhibited under section 19 shall be in Form shall be exhibi- ted in such manner as lhe Competent Authority may require

16. Annual The employer of every establishment shall on or before the 21st day of January in each year submit to the Competent Autho- rlty a return in respect of the preceding year in each of the Forms 'N' and •O' giving therein complete and correct informations as required to be furnished in the respective forms.(2) Ifthe employer of an establishment to which the Act applies sells, abandons or discontinues the working of the establishment, he shall within one month oftbe date of sele or abandonment or within four months of the disco- ntinuance, 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 Establishment... . l, 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 months and year in which she is employed, laid off and not employed. Month. days No. Of days NO. of days Remarks. laid off. not employed. employed. 2 5 3 4 1 6. 7. 8. 9. 11

12. Date on which the woman gives notice under section 6. Date Of dischargg/dismissal, if any. Date of production of proof Of pregnancy under section 6. Date Of birth Of child. Date of production of proof of delivery/miscarriage/death. Date of production of proof of illness referred to in section IO. Date with the amount Of maternity benefit paid in advance Of ex• pected delivery. bihar Maternity Benefit Rules, 1964 Forms A-C 13. 14. 15. 16. 17. 18. 19. 20

21. Date with the amount Of subsequent payment of maternity benefit. Date with the amount of bonus, if paid under section 8. Date with the amount of wages paid on account Of leave under section 9. Date with the amount Of wages paid On account of leave under Section 10 and period Of leave granted. Name Of the person nominated by the woman under section 6. 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 of maternity benefit was. paid on behalf of the child and the period for which it was paid. Signature Of the employer of the establishment authenticating the entries in the muster roll. Remarks column for the use Of the Inspector. FORM B [See Rule 4 Forms H-1 J To, Bihar Maternity Benefit Rules, 1964 FORM-H (see Rule 10) The Inspector, (Under the Maternity Benefit Act 1961) ...(Address) Sir, ...(name Of woman) employed in... [35 (name and full address of establishment) having fulfilled the conditions laid Gown in the Maternity Benefit Act, 1961 and the rules thereunder, 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 IU but the same has been improperly withheld by the employer. He may, there- fore be directed to pay the amount to me. Date... Signature Of an Attestor in case the woma is unable to sign and amxes thumb impression. FOR 1 (see Rule 10) To, The Inspector (Under the Maternity Benefit Act, 1961) Sir, Signature Or thumb impre- ssion of the woman, This is to Certify that examined... Wife/daughter of... ...a woman employee in... ... (date) and found/cannot (name Of establishment) on... discover that she is pregnant and is expected to be delivered of child ... (month and days) from the Within... abovementioned date/has undergone miscarriage/has been delivered Of a ...Gate) or is suffering from... (date) from illness child on... arising out of the pregnancy/delivery/premature birth of a child or misca- Date — Signature, qualifications and designation of Medical Offcer/Medical Practitioner. Definitions Of "Child" and "Miscarriage" as in the Maternity Benefit Aeti 1961. 1, "Child" includes a still-born child. 2, "Miscarriage" means expulsion of the contents ofa pregnant ute• rus at any period prior to or during the twenty-sixth week Of pre• gnancy but does not include any miscarriage, the causing Of which is punishable under the Indian Penal Code. ... (name), a person nominated under section 6 by or a legal representative of... m (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 section 9 or IO but the same has been improperly withheld by the employer. He may, therefore, be directed to pay the amount to me...

FORM C [See Rule4(4)] This is Certify that Shrimati— —employed in— Wife/daughter Of— (name of establishment) expired on— after confinement. The child died on— Date— —before/ during/ —Isurvives her. Signature of an attestor in case the nominee/ legal representative is unable to sign and afixes thumb impression. Signature or thumb impre- ssion Of the nominee/leg?i representative. Signature, qualifications and designation of Medical Offcer/Medical Practitioner. Full address Of the nominee/legal representative. unneceøary prtiQA. 36] To Bihar Maternity Benefit Rules, FORM J (See Rule 11) The Competent Authority (appointed •under the Maternity Benefit Act, (Address) 1964 1961) Forms J.K Form K Bihar Maternity Benefit Rules, 1964 [31 —, Inspector, having directed under. sub- Shri— section (2) of section 17 to pay the Maternity Benefit or other amount -being —(nature Of amount) 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. Date— Signature of aggrieved person. Full address— FORM K (See Rule 15) (Abstract Of the Maternity Benefit Act, 1961, and the rules made there- under.) 1. No employer shall knowingly employ a woman during the six weeks immedia•ely, following the day of her delivery Or miscarriage and no woman shall work in any establishment during the Sald period

2. No pregnant woman shall cn a request being made by her in this behalf, be 1 equired by her employer to do during the period of one month immediately pre •eding 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 an -arduous nature or which involves long hours of standing, or which in any way is likely to inter- fere 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, (l) Subject to the provisions of the Act, every Woman who has actu- ally worked in an establishment of the employer whom she claims maternity benefit for a period of not less than one hundred and sixty days, including the days during which she was laid off, shall be entitled to, and her em loyer shall be liable for the payment of maternity benefit at the race of her average daily wages, or one rupee a day, whichever is higher, for the p riod 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 afore.. gaid shall not apply to a woman who has immigrated into the State Of Assam and was- pregnant at the time Of the immigration : Provided further that where a woman dies during the period for which maternity benefit is payable to her, the benefit shall be payable only for the days up to 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, leavihg behind in either case the child, the employer shell be liable for the payment of maternity benefit for the entire period of six weeks immediately following the day of her delivery bui if the child also dies during the said period then, for the days up to and including the day ot 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 pro- duction 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 'B' or Form •D' stating that she •has been delivered of a child on Droduction 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 mater- nity benefit under the provisions of this Act may give notice in writing in Form 'E' 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 persons 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 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 bouns of twenty-five rupees, if no pre-natal confinemgnt 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 a maternity benefit. (2) In case of miscarriage. a woman shall, on production of a Certifi- cate in Form 'B' or Form 'D' 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 'B' or Form (3) A Woman suffering from illness arising out of pregnancy, delivery, premature birth or miscarriage shall, on production Of a gertificate in

Form 34 j To, nominee Of... bihar Maternity benefit Rules, 1964 FORM F t Forms F-G Form j Bihar Maternity Benefit Rules, 1964 t 35 FORM OF RECEIPT OF MATERNITY BENEFIT, See Rule 5 (3)] ..(Name Of establishment.) , the undersigned, a *woman employee/the woman employee/legal representative... (name of establishment) Woman employee deceased in ...district received maternity benefit at... and/or Other amount due under the Maternity Benefit Act, 1961, from the employer Of the establishment referred to above, as detailed below Rs... Rs... Rs... Rs... being the first instalment of maternity benefit paid On... being the second instalment Of maternity benefit after delivery paid on... being the medical bonus under section 8 of the Act paid on... being the wages for the leave period from... mentioned under section 9 or IO. to... her confinement/miscarriage took place On... Ilshe fell i I because of pregnancy, delivery, premature birth Of a child or ...her nominee/legal ...In consequence miscarriage on. representative have received the aforesaid amounts prescribed in section 5, 8, 9 and IO of the Maternity Benefit Act, 1961. Date... Signature Of an attestor in case the woman is not able to sign and affxes thumb impression. *Strike out portion. Signature 01 thumb impression of *woman employee or her nominee or legal representative. FORM G (See Rule9) To. The Comoetent Authority appointed under the Maternity benefit Åct, 1561, (address) Sir, ...the undersigned, Woman employee ... (name Of establishment and full address), having been wrongly deprived by the employer of maternity benefit or medical bonus or both (strike out unnecessary portion) for the teas •ns attached hereto, prefer this appeal under sub-section (2) of section 12 and request that the said employer be ordered to pay the above-mentioned amount to me. A copy of the order (2) The Inspector may, of his own motion or on receipt of a complaint in Form 'H' or •I' make an inquiry 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 Chief Inspector of Factories. (4) The decision of the Chief Inspector of Factories where an appeal has been preferred to him or of the Inspector where 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 and (b) The failure to Submit a notice, appeal Or complaint in the prescri- bed form will not affect the right Of woman entitled to receive maternity be- nefit or any other amount due under the Act. Where a notice, appeal or complaint has been received in a 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 com- plaint, 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 woman workers in the establishment. (2) All entries in the muster roll shall be made in ink and maimained up to date and it shall always be available for inspection by the Inspector during working hours. (b) The employer of every establishment Shall on Or before the 21st day Of January, in each year submit to the Chief Inspector of Factories, a return in each of the Forms 'M', •N' and •O' giving information as to the particulars specified in respect Of the preceding year. FORM L (See Rule 16) Annual returu under the Maternity Benefit Act, 1961 for the year ending On the 31st December, 19... Of the employer in this behalf is enclosed. Date... Signature of an Attestor in case the Woman is not able to sign and affixes thumb impression. Signature or thumb imp• ression Of the woman. 2. 3. 4. 5

6. General Ins tructions Name of the establishment. Situation and address orthe establishment. Nearest Railway Station. Date of opening of the establishment. Date Of closing, if closed. Name Of employer* Postal address Of employer. bihar Maternity benefit Rules, 1964 Name of Manager, Postal address Of Manager. t

9. Date,.. • (a) Name of Medical Offcer attached to the establishment. (b) Qualification of Medical Officer attached to the establishment. (c) Is he resident at the establishment. If a part-time Medical Omcer, how often does he pay Visits to the establishment ? (a) Is there any hospital at the establishment ? (b) If So, how many beds are provided for woman employees ? (c) Is there a lady doctor ? (d) If so, what are her qualifications ? (e) Is there a qualified midwife ? (f) Has any creche been provided ? Signature of Employer.

FORM M (See Rule 16) Form N 13. 14. 15. 16. 17. 18. 19

20. Date... Bihar •Maternity Benefit Rules, 1954 Number of cases in which additional leave for illness under section IO was granted. Number of cases in Which additional leave for illness under section IO was applied for but was rejected. Number of women who died— (a) before delivery. (b) after delivery. Number of cases in Which payment was made to persons Other than the woman concerned. Number of women discharged or dismissed while working. Number of woman deprived of maternity benefit and/or medical bonus under proviso to sub-section (2) of section 12. Number of cases in which payment was made on the order Of the Competent Authority Or Inspector. Remarks. Signature af Employer. FORM N (See Rule 10) s 0 is Annual return under the Maternity Benefit Act, 1961 for the year ending on the 31st December, 19— — Employment, dismissal, payment of bonus, etc; of women fcr the year ending On 31st December, 19— — . Name of establishment. Aggregate number Of women permanently or temporarily employed 2. during the year. Number of women who worked fora period of not less than one 3. hundred and sixty days in the twelve months immediately preceding the date Of delivery, Number Of women who gave notice under section 6

4. Number of Women Who Were granted permission to absent on receipt 5. Of notice Of confinement. Number of claims for maternity benefit paid

6. Number of claims for maternity benefit rejected, 9. Number of cases Where-pre-natal confinement and post-natal Care 8. was provided by the management free of charge (section 8). Number of claims for medical bonus paid (section 11)

9. Number Of claims for medical bonus rejected, Number Of cases in which leave for miscarriage was granted

11. Number Of cases in Which leave for miscarriage was applied for but 12.was rejected. N.B.—Full particular. of each cue And for the action taken under serials 7, 14, 17 and 18 should be given. •Employer a' defined in gotion 3 Annual return under the Maternity Benefit Act, 1961 for the year endihg Ori the 31st December, 19.... Details Of payment made during the year ending on the 31st. December 19... Amount paid. Name of person to whom paid... 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12

13. Date„. Date of payment. Woman employee. Nominee of the woman. Legal representative of the woman. Amount for the period preceding date of expected delivery: Amount for the subsequent period... „ Under section 8 of the Act... Under section 9 of the Act... Under section 19 of the Act... Number Of woman workers who absconded after receiving the first instalment of maternity benefit. Cases where claims were contested in a court Of law... Results Of such cases... Remarks Signature of Employer. 42] Bihar Maternity Benefit Rules, 1964 FORM O (See Rule 16) [Form O Annual return under the Maternity Benefit Act, 1961 for the year ending on the 31st December, 19— — — Prosecutions under the Maternity Benefit Act, 1961 during the year ending on the 31st December, Name of the Establishment— Number of Sections of the Act or of Cases institu- the rule for the contraven- tiOn Of which the cases were instituted and other details of the prosecution. 2 Date— No. of cases which resulted in convic- tion. 3 Remarks. 4 1 s 01 (s of is Signature of employer. N for ehould given in full.