

# **REPORT ON WORKING OF THE MATERNITY BENEFIT ACT, 1961 DURING THE YEAR 2020**

## **1. Scope and Objective**

1.1 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 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. Every woman entitled to the payment of maternity benefit under the Act shall, notwithstanding the application of the Employees State Insurance Act, 1948 to the factory or other establishments in which she is employed, continue to be so entitled until she becomes qualified to claim maternity benefit under Section 50 of the Act. 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.

## **2. Main Provisions**

2.1 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 Act was last amended by the Maternity Benefit (Amendment) Act, 2017 which came into force from 1<sup>st</sup> April, 2017. The amended Act provides Maternity leave entitlement to an entitled women employee has been increased from 12 weeks to 26 weeks. Further, the Act previously allowed pregnant women to avail benefit for only 6 weeks prior to the date of expected delivery, which now has been increased to 8 weeks.

2.2 A provision has also been made for filing of complaints, if any, with the competent court by the aggrieved women workers, or office bearers of a registered trade union of which such women workers are members or a voluntary organization or an inspector notified under the Act. The complaints can be filed only with the prior approval of the Inspector. These provisions of the amended Act were brought into force with effect from 10.1.1989. Under the Act, there are also provisions for certain other benefits in case of miscarriage, premature birth or illness arising out of pregnancy.

## **3. Administration of the Act**

3.1 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.

## **4. Working of the Act during the year 2020**

4.1 In the factory sector, out of 89,013 factories covered by the Act, 28,535 (32.06%) submitted annual returns (Table-I, part-I). The aggregate number of women workers employed daily in these establishments was 8,81,714 of which only 5,330 (0.61 %) claimed maternity benefit during the year 2020. In total 5,313 claims involving an amount of Rs. 50,66,15,292.7 including special bonus to the tune of Rs. 6,93,24,941 were accepted and settled.

4.2 In Plantation Sector 1,146 (34.89%) out of 3,285 Plantations submitted returns where in 2,51,974 women workers were employed daily (Table-I, part III). Of the aggregate daily employment of 2,51,974 women workers 8,750 (3.47%) claimed maternity benefit during the year. A total number of 8,750 claims were accepted and paid either fully or partially out of which 8,090 claims were from the current year. Total amount of maternity benefits paid was Rs. 7,85,73,452 including special bonus of Rs. 1,82,33,009.

4.3 In other establishments, out of 1,41,562 establishments only 13,415 (9.48%) submitted returns, in which the aggregate daily employment of women workers were 1,65,586 (Table-I, part IV). Of the aggregate daily employment of 1,65,586 women workers 1,167(0.70%) claimed maternity benefits. However 1,121 claims involving an amount of Rs.6,71,41,362 including special bonus to the tune of Rs. 1,82,14,009 were accepted and paid.

4.4 The number of claims made per 100 women workers employed in factories, plantations and other establishment along with the average amount of maternity benefits paid in respect of the units submitting returns are presented in Table II. While the percentage reflects the incidence of claims per hundred women workers employed, the average amount of maternity benefits paid per accepted claim indicates the extent of incidence of monetary impact per case. The percentage of women workers claiming maternity benefits to the total number of women workers employed in factories was the highest at 4.41% in Bihar followed by 4.37% in Jharkhand, 4.2% in Haryana, 3.77% in UT of Andaman & Nicobar Islands and 3.52% in Goa. In plantations, the highest percentage was in UT of Andaman and Nicobar 10.19% followed by Assam 4.06% and Tripura i.e. 2.01%. So far as the other establishments are concerned the highest percentage i.e. 11.38% relates to UT of of Andaman & Nicobar Islands followed by 9.18% in UT of Jammu and Kashmir. The table also reveals that the highest average amount of maternity benefits paid per accepted claim was Rs. 6,55,016.81 in Telangana in the factory sector and Rs. 1,86,120 in UT of Andaman & Nicobar Islands, in the Plantation sector. In case of Other Establishments an average amount of Rs. 1,71,128.57 was paid per accepted claim as maternity benefits to the women workers in UT of Andaman & Nicobar Islands recorded highest.

4.5 The details relating to the number of complaints received, number of complaints investigated, number of prosecutions launched, number of convictions obtained and the amount of fine levied in factories, plantations and other establishments are given in Table III. In Factories, total 9 Prosecutions (2 in Gujarat and 7 in Himachal Pradesh) were launched, however, 2 convictions were obtained, only in the state Himachal Pradesh, and an amount of fine levied was Rs. 2,500.

In other establishments, 4 complaints (1 in Telangana and 3 in Delhi NCT) were received and all were investigated.

4.6 The statistics pertaining to maternity benefits paid under the Employees' State Insurance Act, 1948 during the year 2020 are presented in Table IV. The extent of coverage under the Act varied from State to State. The number of women workers who claimed maternity benefit under this Act was the highest in Kerala 9,195 (18.69%) followed by Karnataka 9,006 (18.31%), Tamil Nadu 8,769 (17.82%), Maharashtra 4,477 (9.10%), Telangana 2,710(6.28) and Andhra Pradesh 2,684(5.46). The amount of maternity benefits paid was highest in Kerala State (Rs.75,44,41,845) followed by Karnataka (Rs.67,73,30,953), Tamil Nadu (Rs.66,37,56,531), Maharashtra (Rs.42,36,40,108) and Telangana (Rs. 20,48,56,332) during 2020. In all 49,197 women workers claimed the maternity benefit and Rs. 3,83,61,85,834 were paid to them as maternity benefit under the ESI Act, 1948.

4.7 Since women workers can claim maternity benefits either under the Maternity Benefit Act, 1961 or under the Employees' State Insurance Act, 1948, the total of the respective figures under these Acts is expected to reflect the progress in the extension of the particular benefit to eligible women workers. The total number of claims paid under the Maternity Benefit Act, 1961 and the Employees' State Insurance Act, 1948 was 64,381 and the total amount paid as maternity benefits under both these statutes comes to Rs. 4,48,85,15,940.7 during the year 2020.

## **5. Limitations of Statistics**

The report is based on the information received from 21 States and 5 Union Territories whereas the Act extends to whole of India. The States of, Arunachal Pradesh, Nagaland, and UT's of Lakshadweep, Dadra & Nagar Haveli and Daman & Diu submitted nil reports under the Act. The statistics from the States/UT such as Maharashtra, Manipur, Punjab, UT of Leh Laddakh and West Bengal could not be compiled due to non submission of annual return for the year 2020 despite repeated reminders, while the return received from the State of Madhya Pradesh, doesn't fulfill our statistical requirement. In view of this, all-India figures in the report may not be truly comparable over the years as the responding States/UT's vary from year to year.

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**TABLE – I**  
**State-wise maternity benefits paid in Factories, Plantations and Other Establishments during the year 2020**

| State/ Union Territory         |                        | Number of establishments covered by the Maternity Benefit Act | Number of establishments submitting returns | Response Rate (%) | Aggregate No. of women workers employed daily in establishments submitting returns | No. of women who claimed maternity benefit during the year |
|--------------------------------|------------------------|---|---|-------------------|--|--|
| 1                              | 2                      | 3   | 4   | 5                 | 6  | 7  |
| <b>I FACTORIES</b>             |                        |   |   |                   |  |  |
| 1                              | Andhra Pradesh         | 11597   | 3788  | 32.66             | 75172  | 346  |
| 2                              | Bihar                  | 6349  | 16  | 0.25              | 68   | 3  |
| 3                              | Chhatisgarh            | 4910  | 1025  | 20.88             | 4247   | 13   |
| 4                              | Goa                    | 67  | 67  | 100               | 4319   | 152  |
| 5                              | Gujarat                | 6959  | 5114  | 73.49             | 52070  | 293  |
| 6                              | Haryana                | 3515  | 869   | 24.72             | 32360  | 1359   |
| 7                              | Himachal Pradesh       | 1819  | 471   | 25.89             | 8774   | 43   |
| 8                              | Jharkhand              | 324   | 7   | 2.16              | 984  | 43   |
| 9                              | Karnataka              | 2028  | 683   | 33.68             | 72867  | 2038   |
| 10                             | Kerala                 | 6817  | 1351  | 19.82             | 106994   | 210  |
| 11                             | Madhya Pradesh         | 7141  | 168   | 2.35              | 3810   | 59   |
| 12                             | Meghalaya              | 46  | 2   | 4.35              | 13   | -  |
| 13                             | Mizoram                | 4   | 3   | 75                | 1  | -  |
| 14                             | Odisha                 | 445   | 22  | 4.94              | 840  | 15   |
| 15                             | Rajasthan              | 8438  | 343   | 4.06              | 37043  | 2  |
| 16                             | Tamilnadu              | 19599   | 13548                                       | 69.13             | 454899   | 93   |
| 17                             | Telangana              | 6802  | 467   | 6.87              | 12717  | 341  |
| 18                             | Uttar Pradesh          | 523   | 71  | 13.58             | 2835   | 58   |
| 19                             | Uttarakhand            | 1226  | 198   | 16.15             | 3538   | 123  |
| 20                             | Andman,Nicobar Islands | 8   | 7   | 87.5              | 265  | 10   |
| 21                             | Chandigarh #           | 1   | 1   | 100               | 28   | 1  |
| 22                             | Jammu & Kashmir        | 230   | 169   | 73.48             | 1405   | 44   |
| 23                             | NCT Delhi              | 26  | 26  | 100               | 584  | 8  |
| 24                             | Puducherry             | 139   | 119   | 85.61             | 5881   | 76   |
| <b>All India/ Total</b>        |                        | <b>89013</b>  | <b>28535</b>                                | <b>32.06</b>      | <b>881714</b>  | <b>5330</b>  |
| <b>II MINES</b>                |                        |   |   |                   |  |  |
| 1                              | Goa                    | 5   | 5   | 100               | 75   | -  |
| 2                              | Rajasthan              | 353   | -   | -                 | -  | -  |
| <b>All India/ Total</b>        |                        | <b>358</b>  | <b>5</b>                                    | <b>1.40</b>       | <b>75</b>  | <b>-</b>   |
| <b>III PLANTATIONS</b>         |                        |   |   |                   |  |  |
| 1                              | Assam                  | 800   | 459   | 57.38             | 202765   | 8233   |
| 2                              | Himachal Pradesh       | 10  | -   | -                 | -  | -  |
| 3                              | Karnataka              | 1158  | 25  | 2.16              | 865  | 15   |
| 4                              | Kerala                 | 552   | 148   | 26.81             | 16385  | 159  |
| 5                              | Rajasthan              | 61  | -   | -                 | -  | -  |
| 6                              | Tamilnadu              | 624   | 462   | 74.04             | 28570  | 266  |
| 7                              | Telangana              | 1   | 1   | 100               | -  | -  |
| 8                              | Tripura                | 66  | 47  | 71.21             | 3281   | 66   |
| 9                              | Uttarakhand            | 9   | -   | -                 | -  | -  |
| 10                             | Andman,Nicobar Islands | 4   | 4   | 100               | 108  | 11   |
| <b>All India/Total</b>         |                        | <b>3285</b>   | <b>1146</b>                                 | <b>34.89</b>      | <b>251974</b>  | <b>8750</b>  |
| <b>IV OTHER ESTABLISHMENTS</b> |                        |   |   |                   |  |  |
| 1                              | Andhra Pradesh         | 17121   | 3   | 0.02              | -  | -  |
| 2                              | Bihar                  | -   | -   | -                 | -  | -  |
| 3                              | Goa                    | 53  | 53  | 100               | 1868   | 26   |
| 4                              | Jammu & Kashmir        | 1217  | 242   | 19.88             | 730  | 67   |
| 5                              | Karnataka              | 2927  | 300   | 10.25             | 19715  | 462  |
| 6                              | Meghalaya              | 237   | 6   | 2.53              | 2  | -  |
| 7                              | Mizoram                | 6   | 6   | 100               | 2  | -  |
| 8                              | Odisha                 | 240   | 9   | 3.75              | 13   | -  |
| 9                              | Rajasthan              | 17168   | 277   | 1.61              | 32299  | 2  |
| 10                             | Tamilnadu              | 16649   | 11080                                       | 66.55             | 100784   | 183  |
| 11                             | Telangana              | 85565   | 1060  | 1.24              | 3685   | 281  |
| 12                             | Andman,Nicobar Islands | 14  | 14  | 100               | 123  | 14   |
| 13                             | NCT of Delhi           | 365   | 365   | 100               | 6365   | 132  |
| <b>All India /Total</b>        |                        | <b>141562</b>   | <b>13415</b>                                | <b>9.48</b>       | <b>165586</b>  | <b>1167</b>  |
| <b>All India/Grand Total</b>   |                        | <b>234218</b>   | <b>43101</b>                                | <b>18.40</b>      | <b>1299349</b>   | <b>15247</b>   |

Note: - = Nil, # = Covered under ESIC Act 1948.

**TABLE – I - Concl.**

| State/Union Territory          |                        | No. of claims accepted and paid either fully or partially |                          | Number of cases in which special bonus was paid | Total amount of maternity benefits paid (in Rs.) | Amount of Bonus (included under Col. 11) (in Rs.) |
|--------------------------------|------------------------|---|--------------------------|---|--|---|
|                                |                        | Total   | From Current year Claims |   |  |   |
| 1                              | 2                      | 8   | 9                        | 10  | 11   | 12  |
| <b>I FACTORIES</b>             |                        |   |                          |   |  |   |
| 1                              | Andhra Pradesh         | 345   | 342                      | 26  | 7400426  | 212521  |
| 2                              | Bihar                  | 3   | 3                        | -   | 253116   | -   |
| 3                              | Chhatisgarh            | 12  | 11                       | 12  | 983872   | 799832  |
| 4                              | Goa                    | 139   | 139                      | 2   | 6119718.59                                       | 18422   |
| 5                              | Gujarat                | 293   | 293                      | 293   | 14672042   | 1027446   |
| 6                              | Haryana                | 1359  | 1359                     | 46  | 61713931   | 587751  |
| 7                              | Himachal Pradesh       | 43  | 43                       | 33  | 6310873  | 128366  |
| 8                              | Jharkhand              | 43  | 43                       | -   | -  | -   |
| 9                              | Karnataka              | 2021  | 2009                     | 1987  | 99359117   | 60494417  |
| 10                             | Kerala                 | 197   | 72                       | 26  | 14383115   | 541610  |
| 11                             | Madhya Pradesh         | 52  | 41                       | 5   | 5810297  | 34080   |
| 12                             | Meghalaya              | -   | -                        | -   | -  | -   |
| 13                             | Mizoram                | -   | -                        | -   | -  | -   |
| 14                             | Odisha                 | 19  | 10                       | 1   | 4698008.04                                       | 6979  |
| 15                             | Rajasthan              | -   | -                        | -   | -  | -   |
| 16                             | Tamilnadu              | 91  | 79                       | 80  | 11992449   | 578895  |
| 17                             | Telangana              | 383   | 339                      | 305   | 250871438.2                                      | 1461415   |
| 18                             | Uttar Pradesh          | 53  | 47                       | 28  | 13378070.82                                      | 3202830   |
| 19                             | Uttarakhand            | 123   | -                        | 5   | 554311   | 21636   |
| 20                             | Andman,Nicobar Islands | 10  | 9                        | 9   | 505311   | 9000  |
| 21                             | Chandigarh #           | 1   | 1                        | 1   | 52896  | -   |
| 22                             | Jammu & Kashmir        | 44  | 29                       | 41  | 868000   | 165200  |
| 23                             | NCT Delhi              | 6   | 4                        | 4   | 1807714  | 34541   |
| 24                             | Puducherry             | 76  | 76                       | -   | 4880587  | -   |
| <b>All India / Total</b>       |                        | <b>5313</b>   | <b>4949</b>              | <b>2904</b>                                     | <b>506615292.7</b>                               | <b>69324941</b>                                   |
| <b>II MINES</b>                |                        |   |                          |   |  |   |
| 1                              | Goa                    | -   | -                        | -   | -  | -   |
| 2                              | Rajasthan              | -   | -                        | -   | -  | -   |
| <b>All India / Total</b>       |                        | <b>-</b>  | <b>-</b>                 | <b>-</b>  | <b>-</b>   | <b>-</b>  |
| <b>III PLANTATIONS</b>         |                        |   |                          |   |  |   |
| 1                              | Assam                  | 8233  | 7841                     | 668   | 61659566.7                                       | 17727060  |
| 2                              | Himachal Pradesh       | -   | -                        | -   | -  | -   |
| 3                              | Karnataka              | 15  | 15                       | 15  | 470659   | 470659  |
| 4                              | Kerala                 | 159   | -                        | -   | 6353912.3  | -   |
| 5                              | Rajasthan              | -   | -                        | -   | -  | -   |
| 6                              | Tamilnadu              | 266   | 207                      | -   | 9101892  | -   |
| 7                              | Telangana              | -   | -                        | -   | -  | -   |
| 8                              | Tripura                | 66  | 16                       | 66  | 548280   | 24290   |
| 9                              | Uttarakhand            | -   | -                        | -   | -  | -   |
| 10                             | Andman,Nicobar Islands | 11  | 11                       | 11  | 439142   | 11000   |
| <b>All India/Total</b>         |                        | <b>8750</b>   | <b>8090</b>              | <b>760</b>                                      | <b>78573452</b>                                  | <b>18233009</b>                                   |
| <b>IV OTHER ESTABLISHMENTS</b> |                        |   |                          |   |  |   |
| 1                              | Andhra Pradesh         | -   | -                        | -   | -  | -   |
| 2                              | Bihar                  | -   | -                        | -   | -  | -   |
| 3                              | Goa                    | 21  | 21                       | -   | 2018078  | -   |
| 4                              | Jammu & Kashmir        | 36  | 17                       | 36  | 4207496  | 3492223   |
| 5                              | Karnataka              | 462   | 462                      | 462   | 14497256   | 14499250  |
| 6                              | Meghalaya              | -   | -                        | -   | -  | -   |
| 7                              | Mizoram                | -   | -                        | -   | -  | -   |
| 8                              | Odisha                 | -   | -                        | -   | -  | -   |
| 9                              | Rajasthan              | 1   | 1                        | 1   | 73716  | 73716   |
| 10                             | Tamilnadu              | 183   | 183                      | -   | 11954453   | -   |
| 11                             | Telangana              | 282   | 281                      | -   | 20147113   | -   |
| 12                             | Andman,Nicobar Islands | 14  | 14                       | 14  | 558908   | 14000   |
| 13                             | NCT of Delhi           | 122   | 118                      | 14  | 13684342   | 134820  |
| <b>All India /Total</b>        |                        | <b>1121</b>   | <b>1097</b>              | <b>527</b>                                      | <b>67141362</b>                                  | <b>18214009</b>                                   |
| <b>All India/Grand Total</b>   |                        | <b>15184</b>  | <b>14136</b>             | <b>4191</b>                                     | <b>652330106.7</b>                               | <b>105771959</b>                                  |

Note: - = Nil, # = Covered under ESIC Act 1948,

**TABLE – II**  
**Percentage of claims made and the average amount of maternity benefits**  
**paid in Factories, Plantations and Other Establishments (By States) during the year 2020**

| State/ Union Territory                |                        | Claims made and Benefits paid                            |   |
|---------------------------------------|------------------------|--|---|
|                                       |                        | Percentage of claims made per 100 women workers employed | Average amount of maternity benefits paid per accepted claim (in Rs.) |
| 1                                     | 2                      | 3  | 4   |
| <b>I <u>FACTORIES</u></b>             |                        |  |   |
| 1                                     | Andhra Pradesh         | 0.46   | 21451   |
| 2                                     | Bihar                  | 4.41   | 84372   |
| 3                                     | Chhatisgarh            | 0.31   | 81989   |
| 4                                     | Goa                    | 3.52   | 44027   |
| 5                                     | Gujarat                | 0.56   | 50075   |
| 6                                     | Haryana                | 4.2  | 45411   |
| 7                                     | Himachal Pradesh       | 0.49   | 146764  |
| 8                                     | Jharkhand              | 4.37   | -   |
| 9                                     | Karnataka              | 2.8  | 49163   |
| 10                                    | Kerala                 | 0.2  | 73011   |
| 11                                    | Madhya Pradesh         | 1.55   | 111736  |
| 12                                    | Meghalaya              | -  | -   |
| 13                                    | Mizoram                | -  | -   |
| 14                                    | Odisha                 | 1.79   | 247264  |
| 15                                    | Rajasthan              | 0.01   | -   |
| 16                                    | Tamilnadu              | 0.02   | 131785  |
| 17                                    | Telangana              | 2.68   | 655017  |
| 18                                    | Uttar Pradesh          | 2.05   | 252416  |
| 19                                    | Uttarakhand            | 3.48   | 4507  |
| 20                                    | Andman,Nicobar Islands | 3.77   | 50531   |
| 21                                    | Jammu & Kashmir        | 3.13   | 19727   |
| 22                                    | Chandigarh #           | 3.57   | 52896   |
| 23                                    | NCT Delhi              | 1.37   | 301286  |
| 24                                    | Puducherry             | 1.29   | 64218   |
| <b>All India/Total</b>                |                        | <b>1.92</b>  | <b>103652</b>   |
| <b>II <u>MINES</u></b>                |                        |  |   |
| 1                                     | Goa                    | -  | -   |
| 2                                     | Rajasthan              | -  | -   |
| <b>All India/Total</b>                |                        | <b>-</b>   | <b>-</b>  |
| <b>III <u>PLANTATIONS</u></b>         |                        |  |   |
| 1                                     | Assam                  | 4.06   | 7489  |
| 2                                     | Himachal Pradesh       | -  | -   |
| 3                                     | Karnataka              | 1.73   | 31377   |
| 4                                     | Kerala                 | 0.97   | 39962   |
| 5                                     | Rajasthan              | -  | -   |
| 6                                     | Tamil Nadu             | 0.93   | 34218   |
| 7                                     | Telangana              | -  | -   |
| 8                                     | Tripura                | 2.01   | 8307  |
| 9                                     | Uttarakhand            | -  | -   |
| 10                                    | Andman,Nicobar Islands | 10.19  | 186120  |
| <b>All India/Total</b>                |                        | <b>1.99</b>  | <b>30747</b>  |
| <b>IV <u>OTHER ESTABLISHMENTS</u></b> |                        |  |   |
| 1                                     | Andhra Pradesh         | -  | -   |
| 2                                     | Bihar                  | -  | -   |
| 3                                     | Goa                    | 1.39   | 96099   |
| 4                                     | Jammu & Kashmir        | 9.18   | 116875  |
| 5                                     | Karnataka              | 2.34   | 31379   |
| 6                                     | Meghalaya              | -  | -   |
| 7                                     | Mizoram                | -  | -   |
| 8                                     | Odisha                 | -  | -   |
| 9                                     | Rajasthan              | 0.01   | 73716   |
| 10                                    | Tamilnadu              | 0.18   | 55965   |
| 11                                    | Telangana              | 7.63   | 71444   |
| 12                                    | Andman,Nicobar Islands | 11.38  | 171129  |
| 13                                    | NCT of Delhi           | 2.07   | 112167  |
| <b>All India /Total</b>               |                        | <b>2.44</b>  | <b>52055</b>  |

Note: - = Nil, # = Covered under ESIC Act 1948,

TABLE – III

Number of complaints received and prosecutions launched (By States) during the year 2020

| State/Union Territory       |                        | No. of complaints received | No. of complaints investigated | No. of prosecutions launched | No. of convictions obtained | Amount of fine levied (in Rs.) |
|-----------------------------|------------------------|----------------------------|--------------------------------|------------------------------|-----------------------------|--------------------------------|
| 1                           | 2                      | 3                          | 4                              | 5                            | 6                           | 7                              |
| <b>I FACTORIES</b>          |                        |                            |                                |                              |                             |                                |
| 1                           | Andhra Pradesh         | -                          | -                              | -                            | -                           | -                              |
| 2                           | Bihar                  | -                          | -                              | -                            | -                           | -                              |
| 3                           | Chhatisgarh            | -                          | -                              | -                            | -                           | -                              |
| 4                           | Goa                    | -                          | -                              | -                            | -                           | -                              |
| 5                           | Gujarat                | 1                          | 1                              | 2                            | -                           | -                              |
| 6                           | Haryana                | -                          | -                              | -                            | -                           | -                              |
| 7                           | Himachal Pradesh       | -                          | 832                            | 7                            | 2                           | 2500                           |
| 8                           | Jharkhand              | -                          | -                              | -                            | -                           | -                              |
| 9                           | Karnataka              | -                          | -                              | -                            | -                           | -                              |
| 10                          | Kerala                 | -                          | -                              | -                            | -                           | -                              |
| 11                          | Madhya Pradesh         | -                          | -                              | -                            | -                           | -                              |
| 12                          | Meghalaya              | -                          | -                              | -                            | -                           | -                              |
| 13                          | Mizoram                | -                          | -                              | -                            | -                           | -                              |
| 14                          | Odisha                 | -                          | -                              | -                            | -                           | -                              |
| 15                          | Rajasthan              | -                          | -                              | -                            | -                           | -                              |
| 16                          | Tamilnadu              | -                          | -                              | -                            | -                           | -                              |
| 17                          | Telangana              | -                          | -                              | -                            | -                           | -                              |
| 18                          | Uttar Pradesh          | -                          | -                              | -                            | -                           | -                              |
| 19                          | Uttarakhand            | -                          | -                              | -                            | -                           | -                              |
| 20                          | Andman,Nicobar Islands | -                          | -                              | -                            | -                           | -                              |
| 21                          | Jammu & Kashmir        | -                          | -                              | -                            | -                           | -                              |
| 22                          | Chandigarh #           | -                          | -                              | -                            | -                           | -                              |
| 23                          | NCT Delhi              | -                          | -                              | -                            | -                           | -                              |
| 24                          | Puducherry             | -                          | -                              | -                            | -                           | -                              |
| <b>All India/ Total</b>     |                        | <b>1</b>                   | <b>833</b>                     | <b>9</b>                     | <b>2</b>                    | <b>2500</b>                    |
| <b>II MINES \$</b>          |                        |                            |                                |                              |                             |                                |
| 1                           | Goa                    | -                          | -                              | -                            | -                           | -                              |
| 2                           | Rajasthan              | -                          | -                              | -                            | -                           | -                              |
| <b>III PLANTATIONS</b>      |                        |                            |                                |                              |                             |                                |
| 1                           | Assam                  | -                          | -                              | -                            | -                           | -                              |
| 2                           | Himachal Pradesh       | -                          | 5                              | -                            | -                           | -                              |
| 3                           | Karnataka              | -                          | -                              | -                            | -                           | -                              |
| 4                           | Kerala                 | -                          | -                              | -                            | -                           | -                              |
| 5                           | Rajasthan              | -                          | -                              | -                            | -                           | -                              |
| 6                           | Tamilnadu              | -                          | -                              | -                            | -                           | -                              |
| 7                           | Telangana              | -                          | -                              | -                            | -                           | -                              |
| 8                           | Tripura                | -                          | -                              | -                            | -                           | -                              |
| 9                           | Uttarakhand            | -                          | -                              | -                            | -                           | -                              |
| 10                          | Andman,Nicobar Islands | -                          | -                              | -                            | -                           | -                              |
| <b>All India/ Total</b>     |                        | <b>-</b>                   | <b>5</b>                       | <b>-</b>                     | <b>-</b>                    | <b>-</b>                       |
| <b>OTHER ESTABLISHMENTS</b> |                        |                            |                                |                              |                             |                                |
| 1                           | Andhra Pradesh         | -                          | -                              | -                            | -                           | -                              |
| 2                           | Bihar                  | -                          | -                              | -                            | -                           | -                              |
| 3                           | Goa                    | -                          | -                              | -                            | -                           | -                              |
| 4                           | Jammu & Kashmir        | -                          | -                              | -                            | -                           | -                              |
| 5                           | Karnataka              | -                          | -                              | -                            | -                           | -                              |
| 6                           | Meghalaya              | -                          | -                              | -                            | -                           | -                              |
| 7                           | Mizoram                | -                          | -                              | -                            | -                           | -                              |
| 8                           | Odisha                 | -                          | -                              | -                            | -                           | -                              |
| 9                           | Rajasthan              | -                          | -                              | -                            | -                           | -                              |
| 10                          | Tamilnadu              | -                          | -                              | -                            | -                           | -                              |
| 11                          | Telangana              | 1                          | 1                              | -                            | -                           | -                              |
| 12                          | Andman,Nicobar Islands | -                          | -                              | -                            | -                           | -                              |
| 13                          | Delhi NCT              | 3                          | 3                              | -                            | -                           | -                              |
| <b>All India/ Total</b>     |                        | <b>4</b>                   | <b>4</b>                       | <b>-</b>                     | <b>-</b>                    | <b>-</b>                       |

Note: - = Nil

**TABLE-IV**  
**Maternity benefits paid under the Employees' State Insurance Act, 1948 during the year 2020**

| State/Union Territory   |                  | Number of insured women during the year 2020 | Number of maternity benefit case (confinement) during the year 2020 |                 | Amount paid during the year 2020 |
|-------------------------|------------------|--|---|-----------------|----------------------------------|
| 1                       | 2                | 3  | 4   |                 | 5                                |
| 1                       | Andhra Pradesh   | 337129                                       | 2684  | (5.46)          | 193338466                        |
| 2                       | Assam            | 57378  | 426   | (0.87)          | 29038941                         |
| 3                       | Bihar            | 27843  | 94  | (0.19)          | 9677672                          |
| 4                       | Chhattisgarh     | 54549  | 224   | (0.46)          | 21265039                         |
| 5                       | Delhi NCT        | 176250                                       | 1141  | (2.32)          | 120475005                        |
| 6                       | Goa              | 37279  | 744   | (1.51)          | 46113545                         |
| 7                       | Gujarat          | 174560                                       | 1197  | (2.43)          | 85143535                         |
| 8                       | Haryana          | 252417                                       | 964   | (1.96)          | 66122247                         |
| 9                       | Himachal Pradesh | 46747  | 481   | (0.98)          | 24575376                         |
| 10                      | Jammu & Kashmir  | 16501  | 77  | (0.16)          | 5237365                          |
| 11                      | Jharkhand        | 53482  | 234   | (0.48)          | 16512455                         |
| 12                      | Karnataka        | 1011052                                      | 9006  | (18.31)         | 677330953                        |
| 13                      | Kerala           | 467707                                       | 9195  | (18.69)         | 754441845                        |
| 14                      | Madhya Pradesh   | 142876                                       | 689   | (1.40)          | 51257651                         |
| 15                      | Maharashtra      | 639935                                       | 4477  | (9.10)          | 423640108                        |
| 16                      | Odisha           | 73544  | 645   | (1.31)          | 39578197                         |
| 17                      | Punjab           | 199122                                       | 1356  | (2.76)          | 87740844                         |
| 18                      | Rajasthan        | 162706                                       | 855   | (1.74)          | 60197413                         |
| 19                      | Tamil Nadu       | 1291737                                      | 8769  | (17.82)         | 663756531                        |
| 20                      | Telangana        | 427980                                       | 2710  | (5.51)          | 204856332                        |
| 21                      | Uttar Pradesh    | 255663                                       | 788   | (1.60)          | 79634597                         |
| 22                      | Uttarakhand      | 86035  | 649   | (1.32)          | 39091128                         |
| 23                      | West Bengal      | 209700                                       | 991   | (2.01)          | 74237654                         |
| 24                      | Chandigarh       | 25268  | 299   | (0.61)          | 23362466                         |
| 25                      | Puducherry       | 37575  | 502   | (1.02)          | 39560469                         |
| <b>All India/ Total</b> |                  | <b>6265035</b>                               | <b>49197</b>  | <b>(100.00)</b> | <b>3836185834</b>                |

Source: The Employees' State Insurance Corporation New Delhi  
Note: Figures in brackets under col. 4 are percentages to all-India