

# FININ2MIN SUMMARY - CHAPTER IN 2 MINUTES

## Chapter VI - Maternity benefit

This chapter turns maternity benefit into an operational control file. It covers Employment of, or work by, women prohibited during certain period, Right to payment of maternity benefit, Continuance of payment of maternity benefit in certain cases, Notice of claim for maternity benefit and payment thereof; the practical sequence is to classify coverage and event date, apply the provision and mapped Rule, complete the form/register, calculate the entitlement or exposure, and retain evidence for inspection, claim or appeal.

### Who is covered

Employers, employees, unorganised workers, gig/platform workers, beneficiaries and social-security authorities must identify the applicable chapter, establishment threshold and scheme.

### Main obligations / rights

- Section 59: Employment of, or work by, women prohibited during certain period
- Section 60: Right to payment of maternity benefit
- Section 61: Continuance of payment of maternity benefit in certain cases
- Section 62: Notice of claim for maternity benefit and payment thereof
- Section 63: Payment of maternity benefit in case of death of a woman

### Key thresholds / timelines

- Use only the threshold, rate and limitation period effective on the event date; verify the Central/State instrument before acting.

### Forms / evidence

- Notice
- Certificate
- Classification, calculation, approval, acknowledgement and payment/filing proof

### Employer risk snapshot

Highest practical risks: denial of protected benefit, incorrect qualifying service or adverse employment action.

### Employee / worker remedy

maternity and connected benefits, protection from prohibited dismissal and access to the competent authority. Confirm authority, limitation and appeal route.

### Old law / transition

Map the event date and savings position against: Employees' Compensation Act, 1923; Employees' State Insurance Act, 1948; EPF and MP Act, 1952; Employment Exchanges Act, 1959; Maternity Benefit Act, 1961.

### Five-point professional checklist

- Freeze the event date, establishment, location and person/worker classification.
- Identify the controlling section/paragraph, mapped Rule, notification and appropriate Government.
- Reperform the calculation or decision test and document every exception or approval.
- Complete the prescribed form/register/portal step and retain acknowledgement, payment and communication evidence.
- Record the remedy, forum, limitation, appeal path and State variation before sign-off.

**Finin2min takeaway: for maternity benefit, the defensible answer is not a policy label - it is the event-date law, the mapped procedure, the calculation and a complete evidence trail.**

Source status: OFFICIAL SOURCE VIEWER / LOCAL ANALYTICAL MAP | Rules: Mapped; exact extracts where retained | Review date: 18 July 2026  
Educational and professional reference. Verify the event-date Act/Code, Rules, notifications, State instruments, portal procedure and later judgments before acting.