

words “twenty-six weeks of which not more than eight weeks” shall be substituted;

(ii) after sub-section (3) and before the first proviso, the following proviso shall be inserted, namely:—

“Provided that the maximum period entitled to maternity benefit by a woman having two or more than two surviving children shall be twelve weeks of which not more than six weeks shall precede the date of her expected delivery;”;

(iii) in the first proviso, for the words “Provided that”, the words “Provided further that” shall be substituted;

(iv) in the second proviso, for the words “Provided further that”, the words “Provided also that” shall be substituted;

(B) after sub-section (3), the following sub-sections shall be inserted, namely:—

“(4) A woman who legally adopts a child below the age of three months or a commissioning mother shall be entitled to maternity benefit for a period of twelve weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be.

(5) In case where the nature of work assigned to a woman is of such nature that she may work from home, the employer may allow her to do so after availing of the maternity benefit for such period and on such conditions as the employer and the woman may mutually agree.”.

4. In the principal Act, after section 11, the following section shall be inserted, namely:—

“11A. (1) Every establishment having fifty or more employees shall have the facility of crèche within such distance as may be prescribed, either separately or along with common facilities :

Provided that the employer shall allow four visits a day to the creche by the woman, which shall also include the interval for rest allowed to her.

(2) Every establishment shall intimate in writing and electronically to every woman at the time of her initial appointment regarding every benefit available under the Act.”.

DR. G. NARAYANA RAJU,
Secretary to the Govt. of India.

Insertion of
new section
11A.

Crèche
facility.

P.R. 50
SC - 20

PEÁØI PÁ gÁcláÁ@gÁ DzÁ±ÁEÁ ÁgÁ aÁvÁU CªbjÁ °Éj ER è
°Éi. gÁeiPÁÁgi
P ÁAiÁPÁ ÁgÁE ÁPÁgÁ aÁvÁUÁZÁE ÁvÁ
PÁØgZÁGÁÁ PÁAiÁØZÁØ (Á)Áe
Á ÁÁAiÁ aÁPÁ ÁgUÁÁ E - ÁSÉ