

**NATIONAL COMMISSION FOR WOMEN
COMPLAINTS AND INVESTIGATION CELL
SUCCESS STORY**

Dealing Hand :- Vrinda Chauhan JTE(VR), Complaints & Investigation Cell

[DENIAL OF MATERNITY BENEFITS]

CASE'S BRIEF -

04/June/2018: A complaint of Ms. X, was received in the Commission on. She was working as a dietician in Y Hospital, Noida. This case is of a partial conferment of maternity benefit. The complaint pertains to the denial of paid maternity leaves. The organisation provided only for leaves without remuneration. Despite the complainant having duly notified the organisation (hospital) of her availing the maternity benefits, the hospital didn't pay heed and furthermore called up her husband informing him that they didn't have any paid maternity policy.

ACTION

14/June/2018: The Commission took cognizance of the matter. All related documents and conversation with the organisation were sought from the complainant. A written reply was sought from the respondent (CMD, Y Hospital) vide letter dated: 14/June/2018.

22/June/2018: A written reply on an affidavit was received by the Commission; on which it was sworn that the organisation was not informed by the complainant about her going on maternity leave. Also she left the hospital without handing over her charge.

9/July/2018: The Commission took the matter forward by calling up both the parties for hearing on 9/July/2018. Before the hearing could take place in the Commission, a compliance report was received from the respondent (CMD, Y Hospital) informing that salary of May has been transferred and for the month of June, it is already sanctioned.

HEARING

9/July/2018: To ensure justice to the complaint, a hearing was scheduled on 9/July/2018 before the Commission. The following representations were made:

Mr. A (on behalf of Ms.Y) - Husband of the Complainant

Ms. B - Director, Y Hospital

Both the parties were heard and counselled on the matter at length. Since the respondent was acting in breach of the Maternity Benefits, Act, 1961, the Director came prepared to comply with the law and readily accepted to sanction salary of six months, viz., for the period of maternity leave. **The complainant was satisfied as they pleaded the Commission for the same, to which the respondent agreed. The complainant got her due entitlements. The grievance was resolved to the satisfaction of the complainant.**