

**Virtual Masterclass**



# **The Maternity Benefit (Amendment) Act, 2017**

## **Provisions, Policies, and Practices**



**Friday, 20<sup>th</sup> September 2024**



**02:00 PM onwards**



**Virtual**



# Background

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The Maternity Benefit (Amendment) Act, 2017 provides for paid maternity leave to women workers and crèche facility by establishments. Through this act, the Government has increased paid maternity leave from 12 weeks to 26 weeks of which not more than eight weeks shall precede the date of expected delivery. The Act also provides for work from home for mutually negotiated period between the employer and the employee.

This has led to a marked improvement in women workforce participation, employee satisfaction and retention. This is reflected by the Periodic Labour Force Survey (PLFS), released by the Labour Bureau in October, 2023. PLFS data showed considerable increase in the women workforce participation rate i.e. from 23.3% in 2017-18 to 37% in 2022-23. As per recent data, the female labour force participation rate in urban areas rises to 25.6% during January-March 2024, reflecting an overall increasing trend in LFPR.

However, there is still scope for improvement. Employers and employees both have highlighted implementation issues and challenges that have emerged in the application of the Act. There is, therefore, a need to enhance awareness through focused training programmes on the Maternity Benefit (Amendment) Act, 2017.

It is in this backdrop that ASSOCHAM is organising a Virtual Masterclass on **The Maternity Benefit (Amendment) Act, 2017: Provisions, Policies and Practices** on 20<sup>th</sup> September 2024.

The programme will bring together legal experts and practitioners in the field to interact with participants to highlight challenges faced in the law and the suggested way forward. Participants will include Employers, HR professionals and Employees from organisations such as large corporates, the MSMEs, Startups and social sector or not-for-profit organisations.

## Key Topics

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- Overview of the Maternity Benefit Act: Historical context and key provisions.
- Detailed analysis of the 2017 amendments and their implications.
- Policy development: Aligning organizational policies with the Act.
- Best practices for implementing work-from-home provisions and crèche facilities.
- Legal challenges and compliance issues: What employers need to know.
- Case studies: Successful implementation of the Maternity Benefit (Amendment) Act, 2017.
- The broader impact of the Act on gender equality in the workplace.

# Session Objective

- ◎ **Understanding the Provisions:** To provide an in-depth explanation of the key provisions of the Maternity Benefit (Amendment) Act, 2017.
- ◎ **Exploring Policies:** To explore how various organizations have shaped their policies in alignment with the Act, including the challenges faced and solutions found.
- ◎ **Sharing Best Practices:** To share best practices for implementing the Act's provisions effectively in different organizational contexts.
- ◎ **Addressing Challenges:** To discuss common challenges in the Act's implementation and explore strategies to overcome them.
- ◎ **Promoting Gender Equality:** To emphasize the role of the Act in promoting gender equality and empowering women in the workplace.

## Participant's Profile

- ◎ Employers
- ◎ Employees/ Workers
- ◎ HR professionals
- ◎ Legal Advisors
- ◎ Business Leaders
- ◎ Policy Makers
- ◎ Women's Rights Advocates

## Registration Fees

Delegate registration fee (Per participant)	Discount	Inclusions
Rs. 2,500 (Inclusive of GST)	10% on Registration of two or more participants	<ul style="list-style-type: none"><li>• Certificate of participation</li><li>• Access to recorded video</li></ul>

## How to Register

Interested participants are invited to enroll for the virtual masterclass either by registering on the below link or by scanning the QR code:

<https://forms.office.com/r/Wyvtf5yWia>

SCAN HERE



# About ASSOCHAM

The Associated Chambers of Commerce & Industry of India (ASSOCHAM) is the country's oldest apex chamber. It brings in actionable insights to strengthen the Indian ecosystem, leveraging its network of more than 4,50,000 members, of which MSMEs represent a large segment. With a strong presence in states, and key cities globally, ASSOCHAM also has more than 400 associations, federations and regional chambers in its fold.

Aligned with the vision of creating a New India, ASSOCHAM works as a conduit between the industry and the Government. The Chamber is an agile and forward looking institution, leading various initiatives to enhance the global competitiveness of the Indian industry, while strengthening the domestic ecosystem.

With more than 100 national and regional sector councils, ASSOCHAM is an impactful representative of the Indian industry. These Councils are led by well-known industry leaders, academicians, economists and independent professionals.

The Chamber focuses on aligning critical needs and interests of the industry with the growth aspirations of the nation.

ASSOCHAM is driving four strategic priorities - Sustainability, Empowerment, Entrepreneurship and Digitisation. The Chamber believes that affirmative action in these areas would help drive an inclusive and sustainable socio-economic growth for the country.

ASSOCHAM is working hand in hand with the government, regulators and national and international think tanks to contribute to the policy making process and share vital feedback on implementation of decisions of far-reaching consequences. In line with its focus on being future-ready, the Chamber is building a strong network of knowledge architects. Thus, ASSOCHAM is all set to redefine the dynamics of growth and development in the technology-driven 'Knowledge-Based Economy. The Chamber aims to empower stakeholders in the Indian economy by inculcating knowledge that will be the catalyst of growth in the dynamic global environment.

The Chamber also supports civil society through citizenship programmes, to drive inclusive development. ASSOCHAM's member network leads initiatives in various segments such as empowerment, healthcare, education and skilling, hygiene, affirmative action, road safety, livelihood, life skills, sustainability, to name a few.

## Contact

For participation queries, please contact:

**Vikash Vardhman**

Mobile: (+91) 90277 88277

Email: [vikash.vardhman@assocham.com](mailto:vikash.vardhman@assocham.com)

**Jatin Kochar**

Mobile: (+91) 97119 04890

Email: [jatin.kochar@assocham.com](mailto:jatin.kochar@assocham.com)

**The Associated Chambers of Commerce and Industry of India (ASSOCHAM)**

Corporate Office: 4th Floor, YMCA Cultural Centre and Library Building,

01 Jai Singh Road, New Delhi 110001

[www.assocham.org](http://www.assocham.org)