

• What is maternity benefit act?

Maternity leave laws are needed in any legal framework to protect the right of women employees. The rights include pay, compensation and certain privileges for the pregnant employee from the employer.

The Act also includes the education of women employees on their maternity benefits and rights at the workplace.

The maternity policy varies from one company to other so one need to inquire from their respective HR department for the details.

Some organizations give facilities to their women employees to work from home or arrange for a daycare facility in office premises for their employees.

Latest update Maternity Benefit Act 2017

According to the latest amendments to the Maternity Benefit Act-2017, maternity leave is raised from 12 weeks to 26 weeks. The prenatal leave is extended from earlier 6 weeks to 8 weeks and 18 weeks post the childbirth.

- Reserve Bank of India (RBI) employees
- Employees of any financial corporation under the section 3 or section 3a of the state

Financial Corporation Act (IFC) 1951

- Employees of IFCI, Deposite, Insurance Corporation, agriculture Refinance Corporation
- Any financial institution is an establishment is an establishment in public sector which central government notifies.
- The employees of inland water transport establishment.