

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Childcare		
Maternity Benefits	<p>Maternity benefits were significantly increased on April 1, 2017. Some of the key changes included increased maternity leave (from 12 to 26 weeks), and the provision of 12 weeks' maternity leave to mothers adopting a child of up to 3 years old.</p> <p>The benefits were further extended on July 1, 2017. Employers with 50 or more employees were required to provide staff with crèche facilities, which the mother must be able visit at least 4 times per day.</p> <p>There is a lack of clarity about how businesses can comply with the crèche rules in practice. For example, it is not clear how an employer complies if it does not have space for a crèche facility.</p> <p>State Governments are expected to publish additional rules during early 2018.</p>	<p>(1) Ensure you are familiar with the new maternity benefit rules, and amend policies and practices to ensure compliance.</p> <p>(2) Provide crèche facilities to the extent possible if your workforce exceeds 50 people.</p> <p>(2) Keep track of any developments in respect of crèche rules.</p>
Employment regulations: Maharashtra		
Small Business Exemptions in the State of Maharashtra (Mumbai)	<p>Changes were made on December 19, 2017, which exempted small businesses in Maharashtra (i.e. 10 or fewer employees) from complying with certain regulatory burdens, including formal reporting requirements and a requirement to introduce measures to ensure staff health and safety.</p> <p>There is a lack of clarity about how some of the procedural aspects of this new law can be carried out in practice.</p> <p>The Government of Maharashtra is expected to publish additional guidelines on this during 2018.</p>	<p>If applicable to your business, become familiar with the new rules, and keep track of any further developments in terms of additional guidelines.</p>

This Update was prepared with assistance from Khaitan & Co, Lawyers.