

A Study on Regulations and Safeguard Surrounding the Existence of Crèches in Educational Institution in Chennai

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Abstract: *The Maternity benefit Act, 1961, applies to establishments employing 10 or greater than 10 men and women in factories, mines, plantation, stores & establishments and other entities. The main cause of this Act is to regulate the employment of ladies in certain establishments for certain period earlier than and after childbirth and to provide maternity advantage and certain different blessings. The Act was amended via the Maternity benefit (Amendment) Act, 2017. The modification has brought in important modifications to the law relating to maternity advantages. Those are: It extends the period of maternity benefit from 12 weeks to 26 weeks of which now not extra than 8 weeks can precede the date of the predicted delivery. This exceeds the global Labour organization's minimum wellknown of 14 weeks and is a nice improvement. but, a woman who has or greater surviving kids might be entitled to 12 weeks of which no longer greater than six weeks can precede the date of the predicted shipping. Women who legally undertake a infant underneath the age of three months or a "commissioning mom" may be entitled to maternity gain for 12 weeks from the date on which the kid is surpassed over to her. A commissioning mom is defined as a biological mother who makes use of her egg to create an embryo implanted in another girl. It offers discretion to employers to permit women to do business from home after the period of maternity gain on together agreeable situations. It introduces a provision which requires every established order to intimate a woman at the time of her appointment of the maternity advantages to be had to her. The main Objective of this paper is to study about the regulation and safeguard surrounding the existence of crèches in educational institutions. The researcher has followed the empirical research with the convenient sampling method. The sampling size covered by the researcher is 201. The result is observed from the analysis of the study there are no creches available in educational institutions. And crèches guidelines are implemented in creches available in educational institutions. And creches won't affect the education of students in that institution.*

Keywords: Educational institutions, creches, maternity amendment act 2017, guidelines, working mothers.

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