1. **Employee rights**

* An employer cannot dismiss a woman for taking maternity leave and cannot serve a termination notice to a woman on maternity leave which expires before the maternity leave ends. Also, an employer can’t change the terms of service to the woman’s disadvantage during her maternity leave.
* Further, maternity benefit and medical bonus will have to be paid to a woman who is discharged or dismissed during pregnancy unless it is for gross misconduct.

1. **Paid Parental Leaves**

* Condition : Child should be of age <17

1. **Flexibility**

* All employees have a right to work in a safe workplace with basic amenities and hygiene.Under the most recent laws, an adult worker shall work over 9 hours per day or 48 hours per week and overtime shall be double the regular wages.
* A female worker can work from 6 am to 7 pm. This can be relaxed to 9.30 pm upon explicit permission, and payment for overtime and safe transportation facility. Apart from this weekly holiday, half an hour break and no more than 12 hours of work on any given day is mandated.

1. Giving Securityto work at workplace:

* An emergency transportation will be provided to the female workers in need.The work place will be constantly monitered by the cctv cameras.Immediate action will be taken on any kind of harrassment.

1. Health insurance for both mother and child
2. More Job Satisfaction
3. More Organizational Satisfaction
4. More meaningful Work
5. Decreased Burnout