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I** **INSURANCE  
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**PHD CHAMBER  
OF COMMERCE AND INDUSTRY**



# **Webinar Gratuity Insurance- Implications of Gratuity Act for Directors/ Top Management**

**Tuesday, 12 September 2023 from 11:00 AM to 01:00 PM**

## Why the need for Webinar on “Gratuity Insurance Implications of Gratuity Act for Directors/ Top Management”?

### Employee Benefits given to the employees comprise of:

- Group Health
- Group Personal Accident
- Group Term
- Gratuity
- EDLI- Super annuation leave encashment

Gratuity is an important part of social benefit structure of our country. The details of this important Act (The Payment of Gratuity Act, 1972) will be covered in this Webinar on “**Gratuity Insurance- Implications of Gratuity Act for Directors/ Top Management**”

### In this Webinar points to be covered are :

- The Act
- Implications- when it becomes applicable to your corporate
- Violation and how it impacts Directors/ Independent Directors
- Accounting Treatment
- Tax Implications
- Gratuity strategy for corporates
- Role & Responsibility of Trustees of Gratuity Trust

### In this important timely webinar we will discuss the following questions:

What are the main points of Gratuity Act? What are the responsibilities of Directors/ Independent Directors?

Calculation of gratuity liability in the company comparison of Creation of Gratuity Fund in the company vs creation of Trust.

Different options for providing gratuity with pros and cons.

Why it is beneficial to go in for creation of Gratuity Trust and that too with a Life Insurance Company?

Violation of Gratuity Act, Liability of Directors- Is it covered under the D&O Policy?

### Benefits to attend the webinar:

- ❖ Understand the details of Gratuity Act.
- ❖ Hear the viewpoint of various stakeholders
- ❖ Thought-provoking discussions on the key issues being faced by stakeholders.
- ❖ Will help you in managing your Gratuity Liability in the years to come.
- ❖ Get clarification for your questions.

### The webinar will be beneficial for the following:

- ❖ MSME's/ Exporters
- ❖ Industry Stakeholders- Insurers; Insurance Intermediaries like Broker Firms, Banks and Customers/Clients
- ❖ Professionals/ Actuaries/ Lawyers
- ❖ Academia & Tax Consultants
- ❖ Industrialists
- ❖ Business men
- ❖ Chartered Accountants/ Accountants

### Delegate Fee:

- ❖ No fee but pre-registration is requested.





## Eminent speakers who will be participating in this Webinar are:



**Mr. B.R. Sachdeva**

Renowned Company Secretary,  
Lawyer Specializing in  
Company Law Matters



**Mr. Rahul Chaurasia**

Vice President & Head- Corporate  
Sales (North, East & Central India),  
Head Corporate Annuity &  
Group to Retail,  
Bajaj Allianz Life Insurance Company



**Prof. Manoj Kumar Pandey**

Chairperson, Centre for MDP and  
Consultancy (CMDC) Associate  
Professor of Insurance, Marketing  
BIMTECH



**Mr. S.K. Jain**

Author &  
Insurance Professional



**Mr. Hitesh Saini**

Entrepreneur - Insurtech,  
Consultant



**Mr. Anil Lobo**

Consultant- Retirement &  
Employee Benefits



**Mr. S.K. Sethi**

Founder & CEO,  
Insurance Foundation of India

## About The Organizers

### Insurance Foundation of India

Insurance Foundation of India (IFI) is set up under Trust Registration Act 1882 of Government of India as a Not-for-Profit Organization.

It is engaged in conducting:

- Training Programmes
- Seminars
- Webinars
- Conferences
- Workshops

### PHD Chamber of Commerce & Industry

PHD Chamber of Commerce and Industry, established in 1905, is a proactive National Apex Chamber working at the grass-root level and with strong national and international linkages. The Chamber acts as a catalyst in the promotion of industry, trade and entrepreneurship.

PHD Chamber, through its research-based policy advocacy role, positively impacts the economic growth and development of the nation. PHD Chamber is more than an organization of the business community, as it lives by the chosen motto In Community Life & Part of It and contributes significantly to socio-economic development and capacity building in several fields.

“PHD Chamber of Commerce and Industry (PHDCCI) is one of the Premier Chambers in India to have been accredited with “Diamond Grade” by NABET(QCI), at national and international level.

PHDCCI is a National Apex Chamber having its international office at Bahrain for 6 GCC countries, with 1, 30,000 companies as its members base, as total focus on the development of small and medium businesses. PHDCCI has co-opted National and International Industry Associations and Organizations through over 100 MoUs signed between the parties.”



### Training Programme Calendar (2023-24)

S.No.	Events Planned	Date & Time
1	Webinar on "Gratuity Insurance- Implications of Gratuity Act for Directors/ Top Management"	Tuesday 12 Sep, 2023
2	Workshop on "Horticulture Insurance-Need of the Chhattisgarh Farmers"	Delhi: Friday 27 Oct, 2023
3	Seminar on "Insurance Growing Need of MSME Sector"	Delhi: Friday 17 Nov, 2023
4	Seminar on "Liability Insurance & Cyber Insurance" Need of the Day	Delhi: Friday 29 Dec, 2023
5	Seminar on "Artificial Intelligence" in Insurance Industry	Delhi: Mon 29 Jan, 2024
6	Workshop on "Cyber-Security, Crime & Insurance 2023"	Delhi: Friday 23 Feb, 2024
7	1 Day Training Programme on "Insurance Fraud"	Delhi: Mon 25 Mar, 2024

### Recent Successful Programmes

S.No.	Successful Events	Date
1	Webinar on "Trade Credit Insurance and Export Credit & Guarantee Insurance"	4 August, 2023
2	Webinar on "Implications of Taxation in General Insurance Industry"	28 June, 2023
3	Webinar on "Bima Sugam – The Game Changer in 2023"	4 May, 2023
4	1 Day Training Programme on "Emerging Risks & Liability Insurance"	Delhi: Friday 6 Jan, 2023
5	1 Day Training Programme on "Insurance Claims Management - How to Manage Claims Settlement Successfully?"	Delhi: Friday 2 Dec, 2022
6	1 Day Training Programme on "Risk Assessment and Fire (Property) Insurance"	Delhi: Friday 4 Nov, 2022
7	Full Day training Programme on "Marine (Cargo) Insurance"	Delhi: Friday 07 Oct, 2022
8	Workshop on "Cyber-Security, Crime & Insurance 2022"	Delhi: 15 July 2022
9	Webinar on "Health Insurance 2042: Let us Plan for Ambitious Target for 2042"	10 May 2022
10	Webinar on "Challenges & Opportunities in implementation of IFRS in Insurance Sector in India"	06 May 2022
11	Conference on "Art Collection: building and Managing Programme by Rishiraj Sethi"	Delhi: 27 April 2022
12	Participant in the Webinar on "Securing Retirement with NPS & Insight for Employer"	15 Mar. 2022
13	Webinar on "Insurance Claims Management- Growing Need of MSME Sector"	15 Feb. 2022
14	Webinar on "Investment Option - During Pandemic Time"	10 Feb. 2022
15	Participated in the Webinar on "Security Retirement with NPS and Insights for employer"	12 Nov. 2021

## To Register

Scan This QR Code  
or Click Below Link:



<https://forms.gle/5pVThXy1uPCsUe8N9>

**Any Query or Registration for this  
Training Programme, Please Contact :**

**Mr. Anirudh Katiyar**

(Programme Co-ordinator)

## INSURANCE FOUNDATION OF INDIA

(A not for profit organization under Trust Registration Act, 1982)

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