

CONFIDENTIAL

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PROVINCIAL ASSEMBLY OF THE PUNJAB REPORT OF THE STANDING COMMITTEE ON LABOUR AND HUMAN RESOURCE REGARDING THE PUNJAB MATERNITY BENEFITS (AMENDMENT) BILL 2015 (BILL NO.26 OF 2015)

The Punjab Maternity Benefits (Amendment) Bill 2015 (Bill No.26 of 2015) was referred to the Standing Committee on Labour and Human Resource on 22 May 2015. The Committee considered the bill in its meeting held on 1st June 2015.

2. The following were present:-

1.	Mr Zafar Iqbal Nagra, MPA (PP-64)	Chairman
2.	Mrs Shazia Kamran, MPA (W-304)	Member
3.	Mrs Shah Jahan, MPA (W-307)	Member
4.	Mrs Haseena Begum, MPA (W-327)	Member
5.	Mr Shahzad Munshi, MPA (NM-369)	Member

3. Mr Ishrat Ali, Secretary to Government of the Punjab, Labour and Human Resource Department and Mr Mohsin Bukhari, Deputy Director, Law and Parliamentary Affairs Department represented their Departments. Hafiz Muhammad Shafiq Adil, Special Secretary, Provincial Assembly of the Punjab functioned as Secretary to the Committee.

4. The Secretary, Labour and Human Recourses Department apprised the Committee about the aims and objects of the bill. He stated that there was need to protect the health of working mothers ante and post natal other than six weeks allowed under the existing provision. Such women workers might not be engaged in work of arduous nature or which involves long hours of standing or which might adversely affect her health. Such period of protection was proposed to be one month immediately preceding and succeeding six weeks before or after the delivery. This measure would help to protect the health of mother and child. He requested the Committee that the bill, as introduced, may be recommended for passage by the Assembly.

5. The Committee after hearing the Members, having the view point of the Administrative Department as well as Law & Parliamentary Affairs Department and discussing various points, unanimously decided to recommend that the bill may be passed by the Assembly subject to the following amendments:-

AMENDMENTS IN THE BILL

(1) PREAMBLE

- (i) the word "Whereas" occurring at the beginning be omitted and the word "it" be substituted by the word "It"; and
- (ii) the words "it is enacted as follows" be substituted by the words "Be it enacted by the Provincial Assembly of the Punjab as follows".

6. A copy of the bill as introduced in the Assembly is at Annexure-A and a copy of the bill as recommended by the Committee is at Annexure-B.

Lahore
1st June 2015

(ZAFAR IQBAL NAGRA)
Chairman
Standing Committee on Labour and Human Resource

Lahore
1st June 2015

Mumtaz Hussain
(RAI MUMTAZ HUSSAIN BABAR)
Secretary

PROVINCIAL ASSEMBLY OF THE PUNJAB

Bill No. 26 of 2015

THE PUNJAB MATERNITY BENEFITS (AMENDMENT) BILL 2015

A
BILL

further to amend the Punjab Maternity Benefits Ordinance, 1958.

Whereas it is expedient further to amend the Punjab Maternity Benefits Ordinance, 1958 (XXXII of 1958) for purposes hereinafter appearing;

It is enacted as follows:

1. **Short title and commencement.**— (1) This Act may be cited as the Punjab Maternity Benefits (Amendment) Act 2015.
(2) It shall come into force at once.

Substitution of section 3 of Ordinance XXXII of 1958.— (1) In the Punjab Maternity Benefits Ordinance, 1958 (XXXII of 1958), for section 3, the following shall be substituted:

“3. **Employment or work during certain periods.**— (1) An employer shall not employ a woman and a woman shall not be engaged in employment in any establishment during six weeks following the date on which she delivers a child.

(2) An employer shall not ask an employed woman to do any work which is of arduous nature or which involves long hours of standing or which is likely to affect her health for a period of one month immediately:

- (a) preceding the period of six weeks before the date of the expected delivery; and
(b) succeeding six weeks after the date on which she delivers a child.”

STATEMENT OF OBJECTS AND REASONS

There is need to protect the health of working mothers ante and post natal other than six weeks allowed under the existing provision. Such woman worker may not be engaged in work of arduous nature or which involves long hours of standing or which may adversely affect her health. Such period of protection is proposed to be one month immediately preceding and succeeding six weeks before or after the delivery. This measure will help to protect the health of mother and child. Hence this Bill.

MINISTER INCHARGE

Lahore:
22 May 2015

RAI MUMTAZ HUSSAIN BABAR
Secretary

(BILL AS RECOMMENDED BY THE STANDING COMMITTEE ON
LABOUR AND HUMAN RESOURCE)

A
BILL

further to amend the Punjab Maternity Benefits Ordinance, 1958.

It is expedient further to amend the Punjab Maternity Benefits Ordinance, 1958 (XXXII of 1958) for purposes hereinafter appearing;

Be it enacted by the Provincial Assembly of the Punjab as follows:

1. **Short title and commencement.**— (1) This Act may be cited as the Punjab Maternity Benefits (Amendment) Act 2015.
(2) It shall come into force at once.
 2. **Substitution of section 3 of Ordinance XXXII of 1958.**— (1) In the Punjab Maternity Benefits Ordinance, 1958 (XXXII of 1958), for section 3, the following shall be substituted:
“3. **Employment or work during certain periods.**— (1) An employer shall not employ a woman and a woman shall not be engaged in employment in any establishment during six weeks following the date on which she delivers a child.
(2) An employer shall not ask an employed woman to do any work which is of arduous nature or which involves long hours of standing or which is likely to affect her health for a period of one month immediately:
(a) preceding the period of six weeks before the date of the expected delivery; and
(b) succeeding six weeks after the date on which she delivers a child.”
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