

[AS INTRODUCED IN THE SENATE]

A

BILL

to amend the Protection against Harassment of Women at Workplace Act, 2010

WHEREAS it is expedient to amend the Protection Against Harassment of Women at Workplace (Amendment) Act, 2010 (Act IV of 2010) for the purposes hereinafter appearing;

It is hereby enacted as follows:-

1. Short title and commencement.- (1) This Act may be called the Protection Against Harassment of Women at Workplace (Amendment) Act, 2016.

(2) It shall come in to force at once.

2. Amendment of section 2, Act IV of 2010.- In the Protection Against Harassment of Women at Workplace Act, 2010 (IV of 2010), in section 2, in paragraph (n), after the words "activities of the organization" the words "including but not limited to educational and medical institutions" shall be inserted.

STATEMENT OF OBJECTS AND REASONS

The Constitution of Pakistan, recognizes the right to dignity of person. This law is based on the principles of equal opportunity for men and women and their right to earn livelihood without the fear of discrimination. The Protection Against Harassment of Women at Workplace Act, 2010 is also in line with Pakistan's commitment to high international labor standards and empowerment of women. However, in definition of "Workplace", there is ambiguity in the scope of word "organization". This amendment Act seeks to remove the said ambiguity and to widen the scope of term organization, so that the law may apply to all organizations where women are employed. This amendment Act strives to provide protection to the women employed in different government and private sector organizations.

SENATOR MOHAMMAD AZAM KHAN SWATI
Member-In-Charge