

A

Bill

further to amend the West Pakistan Maternity Benefit Ordinance, 1958

WHEREAS it is expedient further to amend the West Pakistan Maternity Benefit Ordinance, 1958 (XXXII of 1958) in its application to the Islamabad Capital Territory, for the purposes hereinafter appearing;

It is hereby enacted as follows:-

1. Short title and commencement.- (1) This Act may be called the Islamabad Capital Territory Maternity Benefit (Amendment) Act, 2026.

(2) It shall come into force at once.

2. Amendment in the long title and the preamble, Ordinance XXXII of 1958.- In the West Pakistan Maternity Benefit Ordinance, 1958 (XXXII of 1958), hereinafter referred to as the said Ordinance, in the long title and the preamble, for the words "Province of West Pakistan", wherever occurring, the words "Islamabad Capital Territory" shall be substituted.

3. Amendment of section 1, Ordinance XXXII of 1958.- In the said Ordinance, in Section 1, in sub-section (1), for the words "West Pakistan", the words "Islamabad Capital Territory" shall be substituted.

4. Amendment of section 2, Ordinance XXXII of 1958.- In the said Ordinance, in section 2,-

- (i) in clause (b), for the word "Province", the words "Islamabad Capital Territory" shall be substituted; and
- (ii) in clause (e), for the word "Provincial", the word "Federal" shall be substituted.

5. Substitution of section 3, Ordinance XXXII of 1958.- In the said Ordinance, for section 3, the following shall be substituted namely,-

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

(2) An employer shall not ask an employed woman working on regular or temporary basis 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 preceding the period of six weeks before the date of the expected delivery.

6. Amendment of section 8, Ordinance XXXII of 1958.- In the said Ordinance, in section 8, for the word "ten", the words "ten thousand" shall be substituted.

7. Amendment of section 9, Ordinance XXXII of 1958.- In the said Ordinance, in section 9, in sub-section (1), for the words "five hundred", the words "five hundred thousand" shall be substituted.

STATEMENT OF OBJECTS AND REASONS

The provision of maternity benefits to working women is an important condition of service / employment, the absence of which puts working women at a disadvantageous position vis-à-vis their male counterparts. The Bill seeks to clarify certain provisions of the law and safeguards working women's maternity benefits.

SENATOR FAWZIA ARSHAD
MEMBER-IN-CHARGE