

REPORT OF THE STANDING COMMITTEE ON LAW, JUSTICE AND HUMAN RIGHTS



"THE WORKING WOMEN (PROTECTION OF RIGHTS) BILL, 2015"

**Report No. 10
(Thirteenth Parliamentary Year)**

PRESENTED BY

**SENATOR MUHAMMAD JAVED ABBASI
CHAIRMAN**

SENATE SECRETARIAT

REPORT OF THE STANDING COMMITTEE ON LAW, JUSTICE AND HUMAN RIGHTS ON "THE WORKING WOMEN (PROTECTION OF RIGHTS) BILL, 2015"

I, Chairman of the Standing Committee on Law, Justice and Human Rights, have the honour to present report on "The Working Women (Protection of Rights) Bill, 2015" introduced by Senator Samina Abid, on 14th September, 2015. The Bill, upon introduction, was referred to the Standing Committee for consideration and report.

2. The composition of the Standing Committee on Law, Justice and Human Rights is as under:-

1. <i>Senator Muhammad Javed Abbasi</i>	<i>Chairman</i>
2. <i>Senator Raja Muhammad Zafarul Haq</i>	<i>Member</i>
3. <i>Senator Mrs. Zahida Khan</i>	<i>Member</i>
4. <i>Senator Muhammad Ali Khan Saif</i>	<i>Member</i>
5. <i>Senator Syed Muzafar Hussain Shah</i>	<i>Member</i>
6. <i>Senator Ms. Ayesha Raza Farooq</i>	<i>Member</i>
7. <i>Senator Nawabzada Saifullah Magsi</i>	<i>Member</i>
8. <i>Senator Saeed Ghani</i>	<i>Member</i>
9. <i>Senator Zaheerud Din Babar Awan</i>	<i>Member</i>
10. <i>Senator Aitzaz Ahsan</i>	<i>Member</i>
11. <i>Senator Farooq Hamid Naek</i>	<i>Member</i>
12. <i>Senator Saleem Zia</i>	<i>Member</i>
13. <i>Minister for Law, Justice and Human Rights</i>	<i>Ex-officio Member</i>

3. The Committee considered the Bill in its meetings held on 13th October and 9th November, 2015.


4. "The Working Women (Protection of Rights) Bill, 2015" seeks to provide special provisions for the working women as their role in the economic development of the country is increasing day by day and according to the Constitution, the protection of the life, property and honour is the foremost

responsibility of the Government. The Bill seeks protection for the working women and providing means for the stopping of their exploitation.

5. The Additional Secretary, Establishment Division apprised the committee that, in the instant case, a summary was put up for the Prime Minister of Pakistan, wherein the principles of said Bill were not opposed. The Prime Minister has desired that the instant Bill be brought before the Cabinet. The Committee also desired that the said Bill be made more comprehensive by adhering to all legal formalities and keeping in mind that such provisions shall not be used to discriminate against women.

6. In view of the above-mentioned, the mover withdrew the instant Bill for introduction of better and comprehensive legislation in this regard.

7. Accordingly, the Committee recommends that the "The Working Women (Protection of Rights) Bill, 2015" as introduced in the Senate on 14th September, 2015, may be treated as withdrawn from the House. (Bill annexed as "A")



(RABEEA ANWAR)
D.S / Secretary Committee



(SENATOR MUHAMMAD JAVED ABBASI)
Chairman

~~[TO BE INTRODUCED IN THE SENATE]~~

A

BILL

to provide certain facilities to the working/employed womenfolk

WHEREAS the Constitution of the Islamic Republic of Pakistan has guaranteed equal rights and protection to all citizens, as such, it is imperative to take steps for safeguard of rights of working women and to provide them with certain facilities;

It is hereby enacted as follows:-

- 1. Short title, extent and commencement.-** (1) This Act may be called the Working Women (Protection of Rights) Act, 2015.
 - (2) It extends to the Islamabad Capital Territory.
 - (3) It shall come into force at once.
- 2. Definitions.-** In this Act, unless the context requires otherwise,-
 - (a) "Child Care Centre" means such places set up for the care of children of working women at the place of work;
 - (b) "Employment" means employment in Offices, Companies, Houses, Schools, Hospitals including any Workplace in Federal Government and non-Governmental Organization; and
 - (c) "Family Affairs" means responsibilities imposed by the family.
- 3. Working hours.-** There shall be one hour relaxation both in arrival and departure time for the working women.
- 4. Relaxation in recruitment age limit.-** The recruitment age limit for the working women shall be thirty-five years so that they may be able to do jobs after performing their family affairs.
- 5. Transport facilities.-** The Government shall arrange provision of separate transport for the working women on various major routes.

6. Other facilities.- The following facilities shall also be made at workplace of women by the recruiting agency:-

- (i) Provision of separate mosques and staff room for working women;
- (ii) Grant of official status to the women working in private concerns so that their rights can be protected in legislation and policy making; and
- (iii) Child Care Centre shall be setup at the workplace of women which will be responsible to take care of the children of working women during their office hours.

7. Exemption from night time office duty.- The working women shall be exempted from night time duty except the nature of job in which the timings of duty will precisely be shown in terms and conditions of the job.

8. Place of posting.- The employer of women shall ensure the posting of all women workers at such places which are nearest to their residences.

9. Pay and allowances.- The fixation of the salary for the women shall be made in accordance with duty hours.

STATEMENT OF OBJECTS AND REASONS

The role of the women as working women in the economic development of the country in Islamic Republic of Pakistan is increasing day by day and according to the Constitution, the protection of the life, property and honour is the foremost responsibility of the Government. The Bill seeks protection for the working women and providing means for the stopping of their exploitation.

SENATOR SAMINA ABID
Member-in-charge