

**[AS INTRODUCED IN THE SENATE]**

**A  
BILL**

*further to amend the Factories Act, 1934*

**WHEREAS** it is expedient further to amend the Factories Act, 1934 (XXV of 1934) in its application to the extent of 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 Factories (Amendment) Act, 2023.

(2) It shall come on force at once.

**2. Amendment of section 33-Q, Act XXV of 1934.-** In the Factories Act, 1934 (XXV of 1934), in section 33-Q, in sub-section (2),-

(a) for the word "may", the word "shall" shall be substituted;

(b) in paragraph (a),-

(i) for the words "more than fifty women workers", the words "more than five women workers" shall be substituted; and

(ii) for the words "a suitable room" the words "an on-site childcare facility established under the standard guidelines in a child friendly and safe environment" shall be substituted.

**STATEMENT OF OBJECTS AND REASONS**

The purpose of this amendment is to promote gender equality in our country at all levels since it's our international commitment under SDG 5. Around the world, lack of access to quality and affordable childcare represents a key barrier to women securing and remaining in employment. When a significant portion of a nation's workforce sits on the sidelines, it impacts the economy. In Pakistan, women carry out 90 percent of unpaid care work and are often excluded from salaried and full-time employment. Female labour force participation, at 22 percent, is among the lowest in South Asia and the world.

2. Therefore, there is an urgent need to provide an on-site daycare facility in factories. Offering a workplace daycare would increase the women employability in our factories thereby increasing the well-being of their families also.

3. The Bill has been designed to achieve the aforementioned purpose

**SENATOR SAMINA MUMTAZ ZEHRI  
MEMBER IN CHARGE**