



OFFICE OF THE
AUDITOR GENERAL OF PAKISTAN
CONSTITUTION AVENUE
ISLAMABAD

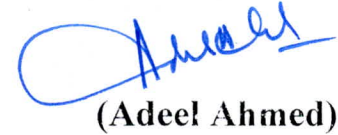
No. ⁶⁸⁰ /Estt/01-2019
Dated: 18.07.2023

To,

The Director General (B & A), Local	The DG Audit Local Govt. Punjab (N), Lahore
The Rector (PA&A) Academy, Lahore	The DG Audit (Railways) Lahore
The DG Audit (Federal Govt.) Islamabad	The DG Audit Works, Provincial Lahore
The DGA (Climate Change & Envir.) Islamabad	The DG Audit (Water Resources), Lahore
The DG Audit Works (Federal) Islamabad	The DG Audit Local Govt. Punjab (South), Multan
The DG Audit (Foreign & Intl.), Islamabad	The DG (CA&E) (South) Karachi
The DG Audit (Social Safety Net) Islamabad	The DG Audit (IR&C) (South), Karachi
The DG (CA&E) (North), Islamabad	The DG Audit (Sindh), Karachi
The DGA (Defence Services) (N), Rawalpindi	The DG Audit (Local Govt.) Sindh, Karachi.
The DG Audit (KPK), Peshawar	The DG Audit (Defence Services) (South), Karachi
The DG Audit Local Govt. (KPK) Peshawar	The DG Audit Works (Provincial), Sindh, Karachi
The DG (PAW), Lahore	The DG Audit Balochistan Quetta
The DG Audit Punjab, Lahore	The DGA Local Govt. Balochistan Quetta
The DG Audit (Power), Lahore	The Director Audit Works (Provincial), Balochistan Quetta
The DG Audit (IR&C) (North) Lahore	The Director Audit & Accounts Academy Quetta
The DG Audit (PT & T), Lahore	The Director Audit Works (Provincial), KPK Peshawar
The DG Audit PNR, Lahore	

Subject: **THE MATERNITY AND PATERNITY LEAVE ACT, 2023**

Kindly find enclosed herewith a copy of Finance Division Expenditure Wing's, Islamabad letter No. F.3 (1) Exp-II/20223-489 dated 10.07.2023 on the subject cited above for information and compliance.



(Adeel Ahmed)
Audit Office (Establishment)

Encl: (as above)

Copy to:

- i. The AAO (IT) with the request to upload on official website.

No.F.3 (1) Exp-II/2023-489
Government of Pakistan
Finance Division
(Expenditure Wing)

Islamabad, the 10th July, 2023.

From: Muhammad Umair,
Section Officer

- To:
- i) The Controller General of Accounts,
Office of CGA,
Islamabad.
 - ii) Additional Auditor General-I
Office of Auditor General of Pakistan,
Islamabad.

Subject: THE MATERNITY AND PATERNITY LEAVE ACT, 2023

I am directed to enclose herewith a copy of Finance Division (HRM & Coord)'s U.O.No.F.6(1)/Coord-1/2023, dated 04-07-2023 alongwith National Assembly Secretariat's O.M No. F.23(12)/2020-Legis, dated 22-06-2023 on the subject for information and compliance.

Encl (As above).

(Muhammad Umair)
Section Officer(Exp-II)
Tel:- 9201005

Director (Establishment) Additional Auditor General (FWS)

JUL 12 2023

Dairy No. 1819 By No. 839

Diary No: 654

Foot

Date: 17.7.23

Dy. AG (ASB)

I think the file is missing some papers? 17/07/2023

~~Dy (ASB)~~

~~Dy (Admin)~~

~~Dy (Exp)~~

13/7

Pl. obtain complete documents
in Circulate Pl.

14/7

4881
4-7-23

E-II

Office of P.S. (Expenditure)
Dy. No. 1596/20
120
15-7-23

187
7-7-23/201
(Exp-II)

Fin. Div's L.O. F.No.611/Coord-1/2023 dated: 04-07-2023

03688-CAN
[Signature]

(Shaikh Muhammad Iqbal)
Section Officer (Coord-1)

[Signature]

Encls:- As above

the above subject for information and compliance.

Secretary self-explanatory (2) M. No.23(12)(Legis)/2023 dated 22-06-2023 on

Kindly find enclosed herewith a copy of the National Assembly

Subject - THE MATERNITY AND PATERNITY LEAVE ACT, 2023

Government of Pakistan
Finance Division
(HRM & Coordination Wing)

NATIONAL ASSEMBLY SECRETARIAT

No.F.23(12)/2020-Legis.

Islamabad, the 22nd June, 2023

OFFICE MEMORANDUM

Subject: THE MATERNITY AND PATERNITY LEAVE ACT, 2023.

The undersigned is directed to forward herewith a copy of the Maternity and Paternity Leave Act, 2023, which received the assent of the President on 20th June, 2023 and has been published in the Gazette of Pakistan Extraordinary, Part-I, dated the 21st June, 2023 as an Act No. XXXI of 2023

Handwritten notes on the left margin: 1. 23/6/2023, 2. 12/1/2023, 3. 12/1/2023, 4. 12/1/2023, 5. 12/1/2023, 6. 12/1/2023, 7. 12/1/2023, 8. 12/1/2023, 9. 12/1/2023, 10. 12/1/2023, 11. 12/1/2023, 12. 12/1/2023, 13. 12/1/2023, 14. 12/1/2023, 15. 12/1/2023, 16. 12/1/2023, 17. 12/1/2023, 18. 12/1/2023, 19. 12/1/2023, 20. 12/1/2023, 21. 12/1/2023, 22. 12/1/2023, 23. 12/1/2023, 24. 12/1/2023, 25. 12/1/2023, 26. 12/1/2023, 27. 12/1/2023, 28. 12/1/2023, 29. 12/1/2023, 30. 12/1/2023, 31. 12/1/2023, 32. 12/1/2023, 33. 12/1/2023, 34. 12/1/2023, 35. 12/1/2023, 36. 12/1/2023, 37. 12/1/2023, 38. 12/1/2023, 39. 12/1/2023, 40. 12/1/2023, 41. 12/1/2023, 42. 12/1/2023, 43. 12/1/2023, 44. 12/1/2023, 45. 12/1/2023, 46. 12/1/2023, 47. 12/1/2023, 48. 12/1/2023, 49. 12/1/2023, 50. 12/1/2023, 51. 12/1/2023, 52. 12/1/2023, 53. 12/1/2023, 54. 12/1/2023, 55. 12/1/2023, 56. 12/1/2023, 57. 12/1/2023, 58. 12/1/2023, 59. 12/1/2023, 60. 12/1/2023, 61. 12/1/2023, 62. 12/1/2023, 63. 12/1/2023, 64. 12/1/2023, 65. 12/1/2023, 66. 12/1/2023, 67. 12/1/2023, 68. 12/1/2023, 69. 12/1/2023, 70. 12/1/2023, 71. 12/1/2023, 72. 12/1/2023, 73. 12/1/2023, 74. 12/1/2023, 75. 12/1/2023, 76. 12/1/2023, 77. 12/1/2023, 78. 12/1/2023, 79. 12/1/2023, 80. 12/1/2023, 81. 12/1/2023, 82. 12/1/2023, 83. 12/1/2023, 84. 12/1/2023, 85. 12/1/2023, 86. 12/1/2023, 87. 12/1/2023, 88. 12/1/2023, 89. 12/1/2023, 90. 12/1/2023, 91. 12/1/2023, 92. 12/1/2023, 93. 12/1/2023, 94. 12/1/2023, 95. 12/1/2023, 96. 12/1/2023, 97. 12/1/2023, 98. 12/1/2023, 99. 12/1/2023, 100. 12/1/2023

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(HASSAN RAZA GILLANI)
Section Officer (Legis.)
Tele No. 9103128

- (1) Secretary, Finance Division, Islamabad.
- (2) Secretary, Establishment Division, Cabinet Secretariat, Islamabad.
- (3) Secretary, Ministry of Parliamentary Affairs, Islamabad.
- (4) Secretary, Ministry of Law and Justice, Government of Pakistan, Islamabad.

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Islamabad, the 21st June, 2023

No.F.23(12)/2020-Legis.- The following Act of *Majlis-e-Shoora* (Parliament) received the assent of the President on the 20th June, 2023 is hereby published for general information:-

ACT NO. XXXI OF 2023

An

Act

to provide for the facility of maternity and paternity leave to the employees of public and private establishments under administrative control of the Federal Government

WHEREAS, it is expedient to provide for the facility of maternity and paternity leave to the employees of public and private establishments under administrative control of the Federal Government and for the matters connected therewith and ancillary thereto;

It is hereby enacted as follows:-

1. Short title, application and commencement.- (1) This Act shall be called the Maternity and Paternity Leave Act, 2023.

(2) It shall apply to all public and private establishments under administrative control of the Federal Government wherever they may be.

(3) It shall come into force at once.

2. Definitions.- In this Act, unless there is anything repugnant in the subject or context,-

- (a) "child" for the purposes of this Act, means a child in the womb of a pregnant employee or wife of the male employee and includes a stillborn;
- (b) "employee" means any natural person who has for pay, wages or other benefits, entered into, or works under, a contract of service or apprenticeship on regular basis without limit of period with an employer whether by way of manual labour, clerical work or otherwise and whether the contract is expressed or implied, oral or in writing;
- (c) "establishment" means any ministry, division, attached department, subordinate office, executive department, public or private organization, firm, corporation, autonomous or semi-autonomous body, body corporate,

enterprise, company, industry, factory or such other, office or institution, by whatever name called for, and under administrative control of the Federal Government;

- (d) "employer" includes Federal Government or any ministry or division or department or office of the Federal Government or anybody of persons whether incorporated or not, any managing agent of an employer and the legal representatives of a deceased employer and where the services of a workman are temporarily lent or let on hire to another person by the person with whom the workman has into a contract of service or apprenticeship and such other person having employed a workman working for him; and
- (e) "prescribed" means prescribed by rules made under this Act.

3. Right to maternity leave.- (1) Maternity leave shall in the prescribed manner be granted on full pay outside the leave account to a female employee on her option to the extent of one hundred and eighty days on first birth, one hundred and twenty days on second birth and ninety days on third birth from the date of commencement thereof.

(2) Such maternity leave may not be granted for more than three time in the entire service of the female employee except when such leave is granted within her leave account due and admissible to her or as an extra ordinary leave without pay.

4. Paternity leave.- (1) A male employee expecting his wife to give birth to a child shall, at his option, be granted paternity leave on full pay not exceeding thirty days outside his leave account from the date of its commencement.

(2) Such paternity leave may not be granted for more than three times in the entire service of the male employee except when such leave is granted within his leave account due and admissible to him or as an extra ordinary leave without pay.

5. Offence and punishment.- A person who contravenes any provision of this Act shall be deemed to have committed an offence punishable with imprisonment of either description for a term which may

extend to six months or a fine which may extend to one hundred thousand rupees or with both.

6. Act to override other laws.- The provisions of this Act shall have effect notwithstanding anything contained in any other law for the time being in force.

7. Power to make rules.- The Federal Government may, by notification in the official Gazette, make rules to carry out the purposes of this Act.

8. Removal of difficulty.- If any difficulty arises in giving effect to any provision of this Act, the Federal Government may make such order not inconsistent, with the provisions of this Act as may be necessary to remove the difficulty.

TAHIR HUSSAIN
Secretary