NUML Maternity/Paternity Policy

Year 2020

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Key Definitions

1.	Maternity	Is relating to, or for the period in which a woman is expecting / bearing or has just given birth to a child.
2.	Paternity	Is a state relating to, or for the male who is expecting his wife to give or has given birth to a child
3.	Maternity & Paternity Act, 2020	To provide the facility of maternity and paternity leave to the employees of public and private establishments under administrative control of Federal Government

Maternity / Paternity Policy

1. General

1.1. Purpose

This policy aims to provide the facility of maternity and paternity leave to the employees of NUML. Working couples are a growing reality of Pakistani job market. The objective of this policy is to facilitate expecting mothers/their spouses by providing maximum required leave.

1.2. Scope

Maternity and Paternity Policy applies to all contractual and permanent employees of NUML.

1.3. Policy Statement

This policy has been driven from the Maternity and Paternity Leave Act, 2020. It is guided by the following principles:

a. Maternity leave shall be granted on full pay outside the leave account to a female employee on her option to the extent of ninety days from the date of commencement.

b. Such maternity leave may not be granted for more than three times in the entire service of the female employee except when such leave is granted within her due leave account and/or without pay.

c. A male employee expecting his wife to give birth to a child, at his option, be granted leave on full pay not exceeding thirty days outside of his leave account from the date of its commencement.

d. 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 due leave account and/or without pay.

e. The employee may not avail this leave more than once in a calendar year. In case he has more than one wife.