

07-June 2023

## Sharing Responsibilities:

The act of parliament (the bill passed by Senate) is a step towards gender equality and sharing responsibilities.

The maternal and paternal leaves on the birth of child are very crucial which play a vital role in child care. It sure sensitizes the role of father in child care, as along with maternal leaves on the birth of children the six months, four and three months respectively; the three one-month leaves for father also given during his service.

The change at social and cultural level is required, that child care is the shared responsibility of both parents, but the change at social and cultural level requires the decades to be observed, so the gov<sup>ts</sup> needs to make the laws and policies to ensure the mechanism with in short time.

The law regarding maternal and paternal leaves are made and enforced by many countries in the world. This law results not only the better care of child and ~~so~~ sense of mutual responsibility but it also help to improve the results at the work place and it to provide opportunity to many women to work who do not work or permitted to work only because of child care, ~~to work~~.

This law is only applicable on government institutions. The gov needs to implement it in private sector also, so that the women working in private sector can also avail this human right and labour right.