FEDERAL OMBUDSPERSON SECRETARIAT

For Protection Against Harassment at the Workplace (FOSPAH)

Federal Ombudsperson Secretariat for Protection Against Harassment of Women at the Workplace (FOSPAH) invites applications from qualified legal researchers, academicians and legal professionals for undertaking research, drafting and development of a **Practitioners' Handbook on Workplace Harassment Law in Pakistan. The experience, responsibilities and proposed timeline is detailed as below:**

Experience:

a. Demonstrated experience in legal research, academic writing and jurisprudential analysis.
b. Sound understanding of workplace harassment laws in Pakistan and relevant legal frameworks nationally and globally.
c. Preference may be given to candidates having experience in research publications and work relating to workplace harassment and gender-based discrimination.

Responsibilities:

a. Conducting comprehensive legal research on federal and provincial workplace harassment laws, rules, regulations and amendments in Pakistan in accordance with assigned title.
b. Reviewing and analysing relevant decisions and speaking orders of Federal and Provincial Ombudspersons, as well as judgments of the High Courts and Supreme Court of Pakistan.
c. Consulting with FOSPAH and relevant stakeholders to identify practical challenges and frequently raised issues in the implementation of workplace harassment laws.
d. Preparing a comprehensive, properly referenced and legally accurate draft manuscript of the Practitioners' Handbook.
e. Incorporating feedback and recommendations provided by Honorable Ombudsperson and submitting the revised and final publication-ready manuscript within the approved timeline.

Proposed timeline:

Deliverable	**Timeline**
Commissioning and inception	December, 2026
Research, case selection and drafting	Mid January,2027
Review and revision	End of January, 2027
Finalisation and publication	February 2027
Grace period (in case of delays)	One month (March,2027)

INSTRUCTIONS:

1. The candidates fulfilling the above conditions may apply online through FOSPAH's website, https://www.fospah.gov.pk/Jobs, within 15 days of publication of this advertisement.
2. Documents may be attached with the applications; however, original documents will be checked at the time of the interview.
3. Candidates belonging to cities other than Islamabad/Rawalpindi may opt to appear for their online interviews via Zoom, if they so desire.
4. No TA/DA shall be admissible for test/interview.
5. Incomplete applications and those received after due date will not be entertained.
6. Only Shortlisted candidates will be called for interview. The date and time of interview will be communicated through email/ call/ WhatsApp and by post.
7. Decision of FOSPAH regarding eligibility/shortlisting of candidates and selection criteria shall be final.
8. The competent authority reserves the right to cancel the hiring process, increase/decrease the number of posts, as per requirement against any post at any stage without assigning any reason.
9. An amount of **PKR 1,200,000/- (Rupees One Million Two Hundred Thousand Only) inclusive of all applicable taxes** shall be offered to the selected Lead Author for completion and submission of the final publication-ready manuscript. The amount shall be made in two installments i.e. 50% upon half completion of assignment and remaining 50% upon completion and submission of the final publication ready manuscript.
10. In case of any query, please contact FOSPAH at Ph: 051-9262953.