Development of a Practitioners' Handbook on Workplace Harassment Law in Pakistan

Proposed Title:

Workplace Harassment Law in Practice - A Practitioners' Handbook on Law, Procedure and Jurisprudence in Pakistan

1. Background and Rationale

The effective implementation of workplace harassment laws in Pakistan requires not only an understanding of the applicable legal framework but also the ability to interpret and apply its provisions consistently, fairly and effectively.

Over the years, the Federal Ombudsperson Secretariat for Protection Against Harassment (FOSPAH), provincial ombudspersons and superior courts have developed an important body of jurisprudence concerning workplace harassment, procedural safeguards, evidentiary considerations, institutional responsibilities and remedies. However, this jurisprudence remains dispersed across various decisions and judgments, making it difficult for practitioners and implementing authorities to access and apply relevant legal principles in their day-to-day work.

Recognising this gap, FOSPAH seeks to commission a practical reference handbook to support ombudspersons, inquiry committees and other relevant stakeholders responsible for implementing workplace harassment laws in Pakistan.

The proposed publication will consolidate the applicable legal framework and relevant jurisprudence into an accessible, authoritative and user-friendly resource that facilitates informed, consistent and legally sound decision-making.

2. Purpose and Objectives

The principal objective is to develop a practice-oriented reference handbook that bridges the gap between legal provisions, judicial interpretation and their practical application.

Specifically, the handbook aims to:

1. Provide clear and accessible guidance on the interpretation and implementation of workplace harassment laws in Pakistan.
2. Compile and analyse significant speaking orders and decisions of federal and provincial ombudspersons, alongside relevant judgments of the superior courts.
3. Identify established legal principles, emerging national and global jurisprudential trends and areas requiring particular attention or clarification.
4. Offer practical guidance on complaint handling, inquiries, evidence assessment, procedural fairness, reasoned decision-making and appropriate remedies.
5. Promote consistency, due process, gender sensitivity and institutional accountability in the implementation of the law.

3. Scope of Work

FOSPAH intends to engage a Lead Author to undertake the research, conceptualisation, drafting and finalisation of the handbook.

The scope of work shall include:

1. **Consultation:** Engage with FOSPAH and selected stakeholders, to ensure the handbook responds to actual implementation challenges and/or addresses the frequently asked questions during trainings regarding the implementation of the law, due process and handling and adjudicating on complaints.

2. **Legal and jurisprudential research:** Review the federal and provincial workplace harassment legislative frameworks, relevant rules and amendments, significant speaking orders of ombudspersons, and judgments of the High Courts, Supreme Court and other relevant constitutional courts and jurisprudence from other countries on the issues of harassment and gender based discrimination.

3. **Case law analysis:** Identify, select and analyse significant decisions, extracting applicable legal principles, procedural guidance and practical lessons for implementing authorities. Particular attention will be given to developments in the law, conflicting interpretations and the continuing applicability of precedents.

4. **Drafting and finalisation:** Prepare a coherent, legally accurate, properly referenced and accessible manuscript, incorporating feedback from FOSPAH, for publication.

4. Approach and Guiding Principles

The handbook is envisaged as a working reference for implementers rather than a purely academic or descriptive legal publication.

Its approach should be practical, jurisprudence-led and solution-oriented, combining legal accuracy with ease of use. It should distinguish binding legal requirements from recommended good practices and clearly identify differences, where relevant, between federal and provincial legal frameworks.

The publication should also reflect principles of fairness, confidentiality, accessibility, non-discrimination, procedural due process and sensitivity to the experiences of complainants and respondents alike.

5. Expected Deliverables

FOSPAH shall provide necessary support for the research and materials to the lead author and facilitate communication with relevant stakeholders, where required, of the lead author.

The Lead Author will be expected to submit:

1. An inception note outlining the proposed methodology and work plan.

2. A comprehensive draft manuscript incorporating legal analysis and selected jurisprudence
3. A revised manuscript incorporating feedback, if any, from FOSPAH.
4. A final, publication-ready manuscript with verified citations, references and supporting materials, if any.

6. Proposed Timeline

Indicative schedule, subject to commissioning and availability of source materials

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

Target Launch: January – February 2027

7. Expected Outcome

The proposed handbook will serve as an institutional knowledge resource and practical decision-making aid for ombudspersons, inquiry committees and other implementing authorities across Pakistan.

By bringing together legislative provisions and authoritative jurisprudence, the publication is expected to strengthen the quality of inquiries and speaking orders, encourage greater consistency in legal interpretation and contribute to more effective implementation of workplace harassment protections.

8. Budget

Budget Head	**Amount**
Lead Author (To be paid in two installments, 50% upon half completion of assignment and 50% upon completion of the Book)	PKR 1,200,000 inclusive of all applicable taxes