



**FEDERAL OMBUDSMAN
For Protection against Harassment of Women at Workplace
Islamabad**

J U D G M E N T

1. Complaint Number: 1(36)/2012-FOS
2. Date of Institution: 10-7-2012
3. Date of Decision: 27-9-2012
4. Complainant: Naila Irfan Hashmi
House No.5 St. 3, Block A,
Swaan Garden, Zone 5, Islamabad.
5. Respondent: Imran Shukat
Assistant Director, PSQCA Liaison
Office, Rawalpindi

Musarrat Hilali,

Ombudsman:

This matter arises out of a complaint No. 1(36)/2012-FOS

1. Briefly the facts are that the complainant Naila Irfan Hashmi a computer operator is serving in Standard Development Centre (conformity assessment) Rawalpindi.
2. That previously the office was located in a building which was specifically made for offices. Now the office is shifted to a building in the same area of Rawalpindi but in a premises which is basically built, designed and being used for shopping mall. The complainant being the only female who is serving alongwith other male staff is made to sit in a hall with male staff without partition. That the people from factories come and sit alongwith her without any reason. They gaze her and harass her through their looks and gestures. That the respondent Imran Shaukat allegedly insults her, abuse her with harsh language on daily basis and many times spoke rubbish against her parents and herself and threatened her of removal from service. She prayed that strict action be taken against respondent for harassing her at her workplace.

3. On receipt of the complaint, a show cause notice was served upon the respondent, who submitted his reply alongwith an application stating therein that the complainant has already submitted similar type of complaint to Director General Pakistan Standards & Quality Control Authority (PSQCA) and Secretary Ministry of Science and Technology for the redressal of her grievances but no action has been taken so far. Both the parties have admitted that the complaint pending before Director General is still under process. Under the act no fresh complaint could be entertained as the first complaint made to the inquiry committee is still under process.
4. In view of the foregoing discussion of Law and facts, the complaint in hand is sent back to the Director General – PSQCA with the direction that on receipt of this order, the Director General shall conclude the proceedings of the complaint submitted by the complainant Naila Irfan Hashmi. The whole process shall be completed within three (3) weeks. Copies of the said proceedings including final order of the competent authority shall be provided to the complainant and respondent and shall also be communicated to the Registrar of this office.

5. A copy of this order shall be sent to the Director General Pakistan Standards & Quality Control Authority, Islamabad presently at Karachi for compliance.

Announced

MUSARRAT HILALI
Ombudsman

Certificate

Certified that this order consists of 03-pages each page has been signed and verified by me after completion and compilation.

MUSARRAT HILALI
Ombudsman