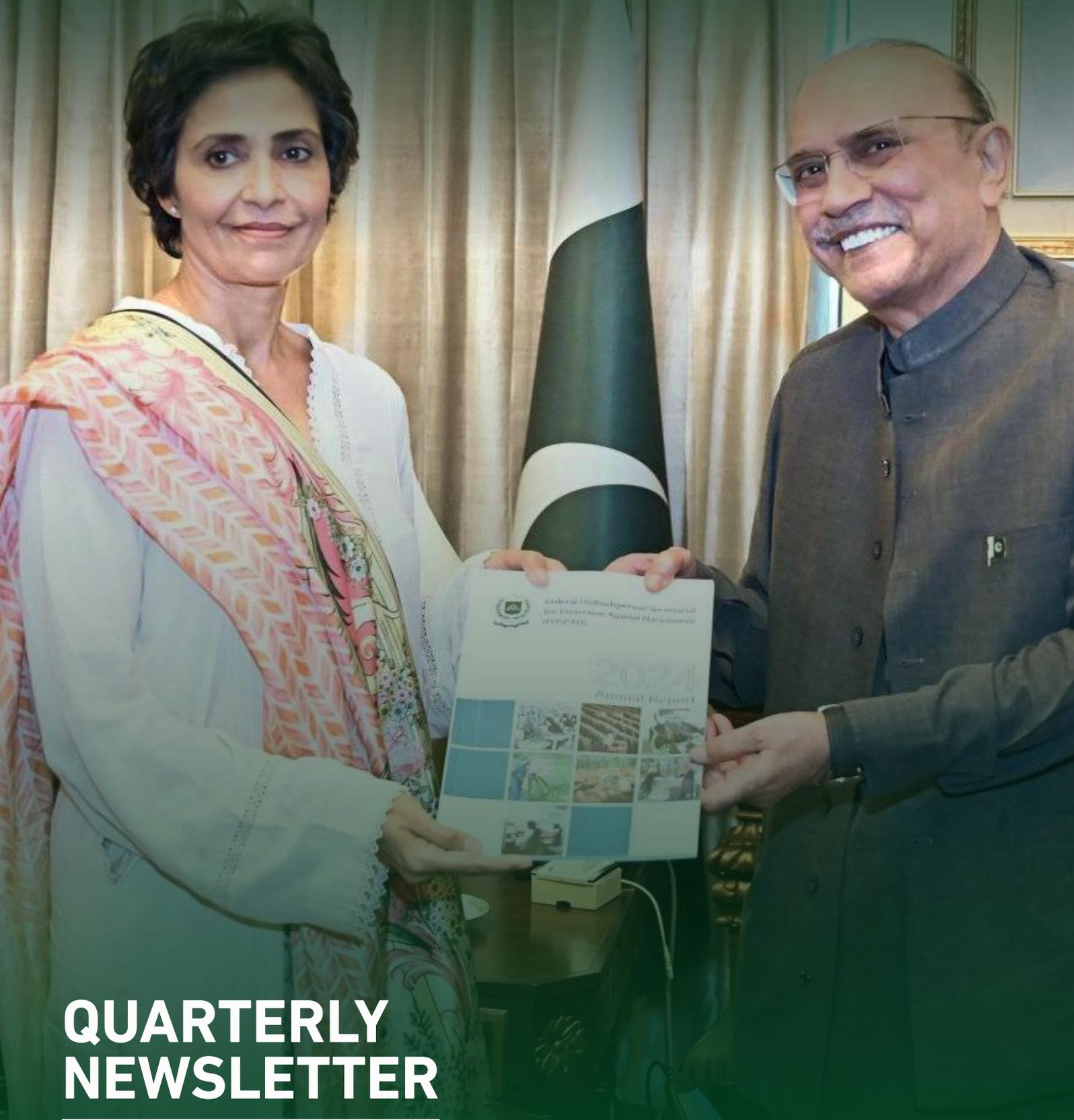




**FEDERAL OMBUDSPERSON SECRETARIAT
FOR PROTECTION AGAINST THE HARASSMENT OF WOMEN
FOSPAH**



**QUARTERLY
NEWSLETTER**

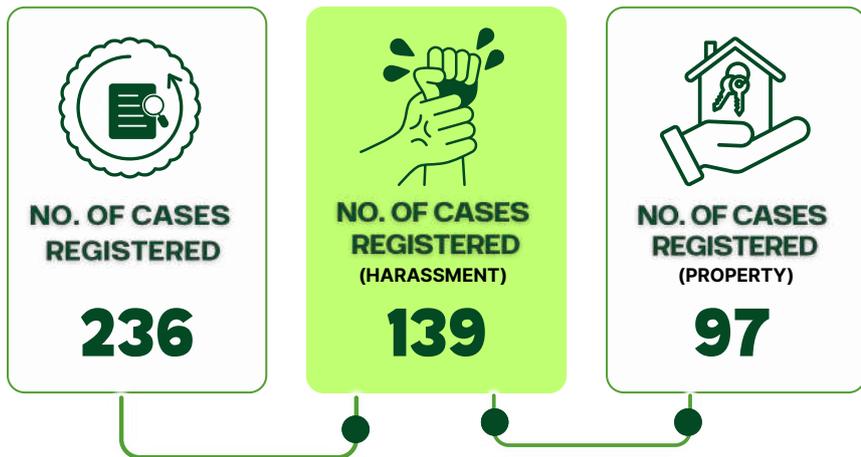
January-March 2025



As we wrap up the first quarter of 2025, I am proud of the progress FOSPAH has made in expanding awareness, strengthening protections, and standing with those who speak up against workplace harassment. This year, we aim to deepen our outreach, especially in underserved areas, enhance tech-based support for complainants, and strengthen enforcement of women’s property rights. We are also excited to launch youth-focused initiatives and foster stronger partnerships nationwide. Together, let us continue working towards safer, more inclusive workplaces for all.

Honorable Federal Ombudsperson
Ms Fauzia Viqar

TOTAL NUMBER OF CASES REGISTERED JANUARY - MARCH 2025



GENDER WISE CASE STATISTICS:



CASES BY MEN

41



CASES BY WOMEN

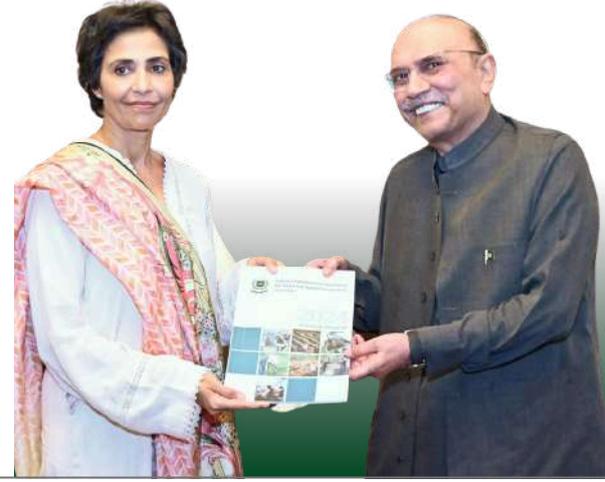
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HIGHLIGHTS OF THE QUARTER

The Honorable Federal Ombudsperson, Ms. Fauzia Viqar, presented FOSPAH's 2024 Annual Report to His Excellency, the President of Pakistan.

Key Highlights of the 2024 Report include:

- 3,866 cases handled since 2011, with 96% resolved
- 823 cases received in 2023-2024
- 150+ awareness seminars conducted across Pakistan



First-ever Khuli Kacheri hosted by the Honorable Federal Ombudsperson, Ms. Fauzia Viqar

FOSPAH hosted its first Open Court (Khuli Kacheri) under the Enforcement of Women's Property Rights Act, 2020, to address the property-related grievances of women in Islamabad. Ms. Fauzia Viqar personally heard complaints, offering on-the-spot solutions and guidance. Cases included denial of rightful inheritance, lack of access to property records, and threats faced by women asserting their ownership.





Amendments to the Enforcement of Women's Property Rights Act, 2020

The Honorable Federal Ombudsperson, Ms. Fauzia Viqar, convened a pivotal meeting with Provincial Ombudspersons, including Ms. Rukhshanda Naz, Ms. Nabeela Hakim, and Ms. Saira Atta along with Mr. Manthar Ali Jatoy, to address the gaps in the implementation of the Property Act 2020, propose amendments to the Property Law, and strategize for broader protection. Discussions emphasized the urgent need for similar laws in Sindh, Balochistan, and Gilgit-Baltistan, as well as new measures like:

- Expanding the definition of property.
- Ensuring strict execution of Ombudsperson orders.
- Recognizing property rights for transgender individuals.
- Advocating for timely resolution and overcoming procedural delays.



Online Khuli Katcheri

FOSPAH successfully conducted its first online Khuli Katcheri, where the Federal Ombudsperson, Ms. Fauzia Viqar, engaged with the public in a live session to address concerns regarding women's property rights. Viewers actively participated, raising issues related to inheritance, purchased and gifted property, and property sales.



FOSPAH Peshawar Office Relocated to New Premises



Address: 5th Floor, FC Trust Building (FC Plaza), Saddar Road, Peshawar Cantonment

Ms. Fauzia Viqar officially inaugurated FOSPAH's newly relocated Peshawar office, now in a more accessible location with two nearby BRT stations. This move ensures easier access for complainants and strengthens FOSPAH's mission to combat workplace harassment.

Meeting With United Nations Resident Coordinator



Ms. Fauzia Viqar, met with Mr. Mohamed Yahya, United Nations Resident Coordinator in Pakistan, to discuss groundbreaking initiatives for empowering women and transgender individuals. Key discussions included:

- Establishing effective legal aid and referral mechanisms for comprehensive care.
- Implementing policies to reach underserved and remote communities.
- Prioritizing harassment prevention in the upcoming Sustainable Development Cooperation Framework between the UN and the Government of Pakistan.



In collaboration with the Pakistan Law Students Association, FOSPAH hosted a one-day workshop titled “Promoting Justice with FOSPAH: Tackling Harassment and Property Violations”. The workshop highlighted critical issues like workplace harassment and women's property rights violations, aiming to empower law students with the knowledge and tools to promote justice and uphold victims' rights.

Awareness Session with Pakistan Law Students Association (PLSA)



UN Special Rapporteur on VAW Visit to FOSPAH

Ms. Fauzia Viqar met with **Ms. Reem Alsalem**, UN Special Rapporteur on Violence Against Women and Girls, and **Ms. Ivana Krstic**, Member of the UN Working Group on Discrimination Against Women and Girls. Ms. Fauzia outlined several challenges that continue to hinder women's ownership and control of property in Pakistan, including:

- Lack of digitization of revenue records.
- Discretionary power and influence of revenue authorities, leading to potential manipulation of property records.
- Deep-rooted cultural and societal norms.
- Limited awareness of women's legal entitlements.



Meeting With UNICEF

At FOSPAH, **Rights Trump Over Cultural Relativism,** emphasized Ms. Fauzia Viqar at UNICEF Pakistan's **'Equality vs Equity'** session. She reaffirmed her commitment to protecting children from harassment—whether in schools, workplaces, or online.





AWARENESS SESSIONS



Visual Highlights of the Quarter



Awareness session at Tribal Areas Electric Supply Company (TESCO)

Awareness Session at the Military Lands and Cantonments (ML&C)



Awareness seminar at FINCA Microfinance Bank Ltd, Multan





Awareness Session at the Faisalabad International Airport



Awareness Session at the First Women Bank, Quetta



Awareness Session at the Lahore Chamber of Commerce and Industry (LCCI)



Awareness Session at the Shaheed Benazir Bhutto Girls Cadet College, Larkana



Awareness Session at the Aga Khan University Hospital



Awareness Session at the Federal Govt Degree College for Women, Peshawar



**Awareness Session
at Police Lines
Peshawar**

**Awareness Session
at Women
Development
Department Sindh**



**Awareness Session in
Collaboration With
Legal Wave**

Noteworthy Cases to Highlight



HARASSMENT KNOWS NO HIERARCHY

FOSPAH Finds Intern Guilty in Case Against Female Supervisor

In a significant ruling under the Protection Against Harassment of Women at the Workplace Act, 2010, FOSPAH reaffirmed that harassment can occur regardless of rank or seniority. In the case of Naheed Saghir vs. Saud ur Rehman, the Federal Ombudsperson ruled in favor of Ms. Naheed, a senior Branch Manager at Sindh Bank, who faced prolonged harassment from her former intern. Despite being under her supervision during a short internship in 2017, Mr. Saud engaged in persistent harassment, including inappropriate messages, uninvited visits, and cyberstalking, well beyond the internship period. The Forum found the behavior to be targeted and malicious, aiming to damage Ms. Naheed's professional and personal well-being. Following a comprehensive review of evidence, including FIA findings, Mr. Saud was found guilty and fined Rs. 500,000, with Rs. 450,000 awarded as compensation to the Complainant.

34-YEAR WAIT ENDS

FOSPAH Secures Property Rights for Fakraz Bibi

FOSPAH has delivered long-awaited justice to Fakraz Bibi, whose family spent over 34 years trying to get the mutation of their legally purchased property registered. Despite a valid sale deed in her late father's name, revenue authorities continuously delayed attestation of the mutation—an essential step for updating ownership in official records, citing bureaucratic hurdles and the passage of time. After exhausting all other options, Fakraz Bibi turned to FOSPAH. Recognizing the case as not just a property dispute but a violation of a woman's right to inheritance, FOSPAH took swift action. Following a thorough hearing, the Forum issued orders compelling the authorities to cooperate. As a result, the mutation was finally attested, restoring the family's rightful ownership and reaffirming women's access to justice and legal property rights.

FOSPAH UPHOLDS DUE PROCESS IN HIGH-PROFILE HARASSMENT CASE

Complaint Dismissed Due to Insufficient Evidence After Comprehensive Inquiry"

In the case of Amna Umer vs. Mirza Salman Baig, former Consul General at the Pakistan Consulate in Barcelona, the Federal Ombudsperson, Ms. Fauzia Viqar, issued a final verdict following a thorough and impartial inquiry. Ms. Amna Umer alleged multiple instances of workplace sexual harassment during her posting at the Consulate. The Accused denied the allegations, attributing the complaint to her termination from service. After an exhaustive legal process, FOSPAH concluded that the complaint lacked the required proof under the Protection Against Harassment of Women at the Workplace Act, 2010. The verdict emphasized that FOSPAH evaluates every case strictly on merit. In this instance, the absence of corroborating evidence, inconsistent witness accounts, and lack of forensic support led to the dismissal of the complaint.

SWIFT JUSTICE DELIVERED

FOSPAH Resolves Financial Misconduct Case in One Day

FOSPAH successfully resolved a case of financial misconduct filed by Ms. Iram Asim against Mr. Kashif Gillani—securing a recovery of Rs. 10.3 million and full property transfer within just one day. The case involved a plot dispute in Bahria Town, Rawalpindi. Acting swiftly on the directions of the Federal Ombudsperson, Ms. Fauzia Viqar, the Registrar, Mr. Rahman Shahzad, facilitated mediation with Bahria Town’s support, resulting in a pay order and cash settlement. The complainant confirmed full resolution and expressed gratitude for FOSPAH’s timely and effective intervention.

FOSPAH RULES IN FAVOR OF SHEHLA NARGIS

Gender Bias Exposed, Compensation Awarded, and Disciplinary Action Ordered

FOSPAH recently issued a significant ruling in the case of Shehla Nargis vs. Kafiya Zaman & Others, where the complainant faced sustained gender-based discrimination after assuming a leadership role at the Federal Water Management Cell (FWMC). The investigation revealed a toxic work environment shaped by the belief that certain roles were more suitable for men, resulting in persistent hostility toward Ms. Nargis. The decision held the DG FWMC and two senior officials accountable, leading to the imposition of compensation to the tune of Rs. 400,000 and the demotion of one accused for targeted harassment. FOSPAH also directed the department to take disciplinary action against additional staff.

FOSPAH UPHOLDS DISMISSAL IN DISTURBING HARASSMENT CASE

Shocking Intimidation Tactics Met with Zero-Tolerance Verdict

In a shocking case from Balochistan, FOSPAH upheld the dismissal of a Lower Division Clerk at Customs Appraisal Quetta who was found guilty of sustained harassment against his senior female officer. The harassment included inappropriate messages, social media stalking, and escalated dangerously when he sent her a parcel containing dry fruits—and a live bullet—followed by a bizarre seven-page letter and a marriage proposal. Despite claiming mental illness during his appeal, FOSPAH found the medical evidence lacking and upheld the dismissal. The decision reinforces FOSPAH’s zero-tolerance stance on workplace harassment and its commitment to ensuring safety and dignity for all.

FOSPAH UPHOLDS REMOVAL OF PASSCO OFFICIALS

Officials Dismissed for Harassment via Surveillance and Intimidation of Female Staff

FOSPAH has upheld the dismissal of three senior PASSCO officials for using CCTV surveillance to intimidate female staff, spreading false rumors, and engaging in targeted victimization. The ruling confirms these actions as serious violations under the Harassment Act and reinforces that no one is above the law when it comes to workplace safety and dignity.



**REGISTER YOUR
COMPLAINT ONLINE**



FOR LODGING WORKPLACE HARASSMENT
AND WOMEN'S PROPERTY RIGHTS
COMPLAINTS, CONTACT US

03444 367 367

FROM FILING TO
CONCLUSION IN JUST
90 DAYS



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