



# FEDERAL OMBUDSPERSON SECRETARIAT FOR PROTECTION AGAINST HARASSMENT FOSPAH

## QUARTERLY NEWSLETTER

OCTOBER - DECEMBER 2024  
ISSUE NO. 02



NO. OF CASES  
REGISTERED  
(HARASSMENT)

248

NO. OF CASES  
REGISTERED  
(PROPERTY)

71

NO. OF  
AWARENESS  
SESSIONS

88



WhatsApp Channel



Helpline:  
03444 367 367



@fospah



info@fospah.gov.pk



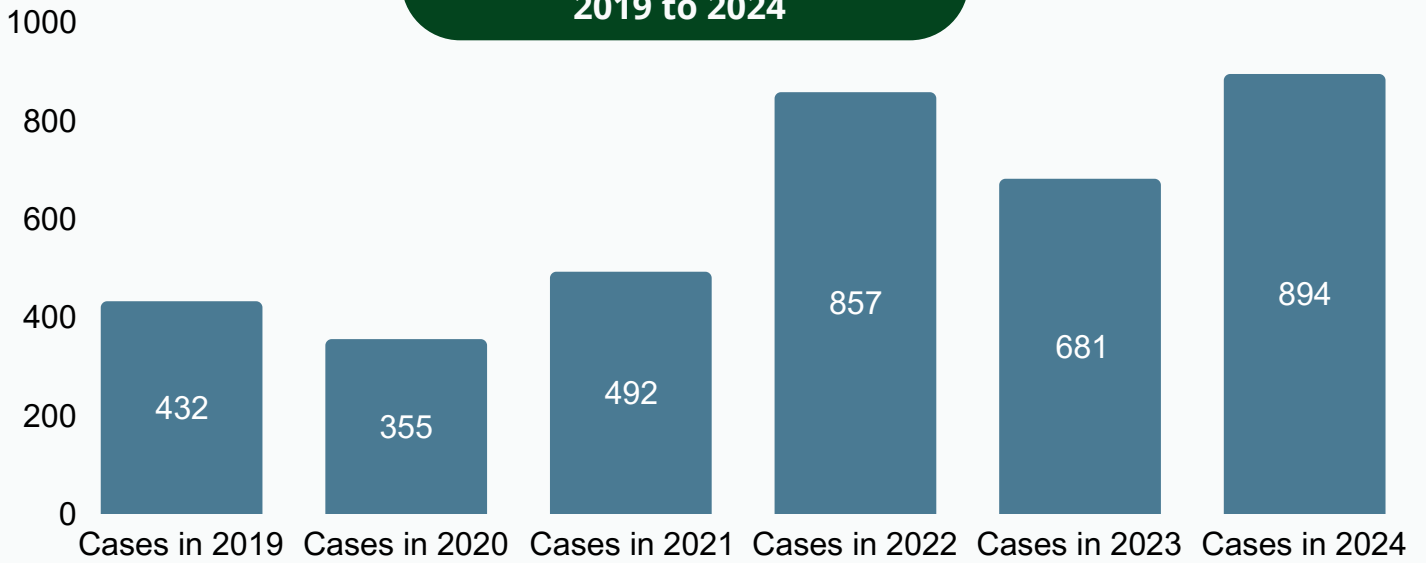
Online Complaint

As we approach the end of this year, I am proud to share the significant progress made by the Federal Ombudsperson for Protection Against Harassment at Workplace (FOSPAH). This year, we achieved a remarkable 375% increase in complaints compared to last year, reflecting growing trust in our institution and the courage of individuals standing against harassment. Through awareness campaigns, training sessions, and impactful collaborations, we have empowered individuals to speak up and take action. As we move forward, I urge everyone to join us in fostering workplaces rooted in respect and equality. Together, we can create a future free from harassment and discrimination.

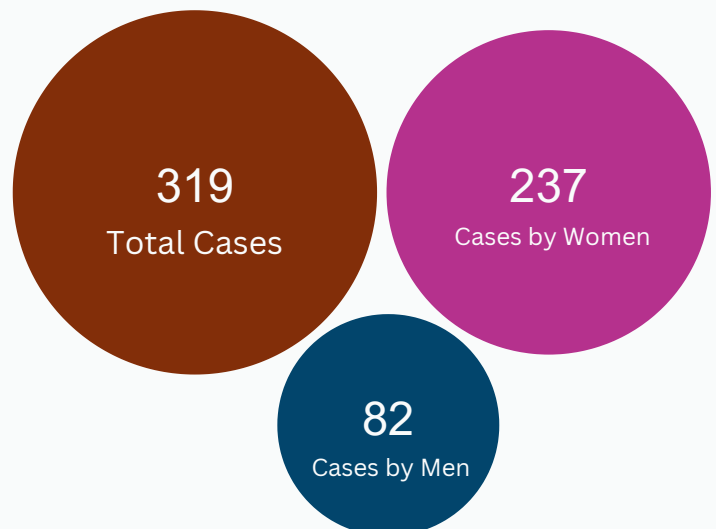


Honorable Ombudsperson  
Ms. Fauzia Viqar

**Overall Cases Statistics:  
2019 to 2024**



**Gender Wise Case Statistics:  
Quarter 04 of 2024**



## General Secretariat of the Ombudsperson of Bahrain Delegation

A delegation from the General Secretariat of the Ombudsperson of Bahrain visited the FOSPAH Head Office in Islamabad. This visit was a good opportunity to exchange best practices in ombudsmanship and build stronger institutional bonds. Ms. Fauzia Viqar shared FOSPAH's commitment to addressing harassment complaints while actively promoting gender equality and safeguarding women's legal rights, particularly in inheritance matters. The Bahraini delegation also shared valuable insights into their complaint resolution procedures and investigative methods. Both teams delved into cross-agency collaboration and the importance of integrating human rights frameworks into day-to-day operations.



## Launch of "Pathways to Equality"



Ms. Fauzia Viqar, joined the panel discussion at the launch of "Pathways to Equality", an initiative focused on training media professionals and government focal persons on gender and child rights. The event focused on highlighting critical pathways to achieve gender equity and address the challenges of gender-based violence in society. In her session, Ms. Fauzia shared valuable insights on the government's pivotal role in advancing gender equality, women empowerment, and the protection of child rights.

## Seminar on the Protection Against Harassment of Women at the Workplace Act 2010

The Auditor General of Pakistan, in collaboration with UN Women Pakistan, hosted a seminar on the Protection Against Harassment of Women at the Workplace Act 2010. Mr. Muhammad Ajmal Gondal (Auditor General of Pakistan) highlighted the Auditor General's office's zero-tolerance policy toward workplace harassment. Ms. Fauzia Viqar highlighted the significance of the Act 2010, the establishment of FOSPAH, and the critical need to challenge societal mindsets about workplace harassment.



## Launch of World Bank Report

Ms. Fauzia Viqar joined the launch of the report "Women's Economic Empowerment in Pakistan: An Evidence-Guided Toolkit for More Inclusive Policies" by the South Asia Gender Innovation Lab (SARGIL) at the World Bank. This report quantifies gender gaps in various dimensions of women's economic empowerment, provides a toolkit for practitioners summarizing the evidence on policy tools aimed at addressing gender disparities, and offers actionable policy tools to bridge disparities, paving the way for a more inclusive and equitable future.



## SAFE Anti-Harassment Colloquium



Ms. Fauzia Viqar underscored the critical role of awareness campaigns and the enforcement of robust anti-harassment policies at the SAFE Anti-Harassment Colloquium hosted by Ziauddin University. The event, held in collaboration with the Association of Commonwealth Universities (ACU), Martha Farrell Foundation, Sindh Higher Education Commission (HEC), and UNDP Pakistan, emphasized the pressing need for collective action and systemic change.

## Engagement With the Police



The United States Institute of Peace (USIP) launched the Pasban Awam Saath Saath (PASS) program, expanding efforts to enhance women's representation across all civilian security agencies. Ms. Fauzia Viqar joined the event, where over 70 women officers from 14 agencies participated in workshops and panel discussions.



Over 800 police officers convened at the Karachi Razzaqabad Training Centre for an insightful and interactive session. The event was led by the esteemed Additional IG Training and Additional IG Women Protection Cell, focusing on enhancing knowledge and fostering discussions on critical topics in law enforcement and workplace protection.

## Australian High Commission Delegation Visit



A delegation from the Australian High Commission, led by Australia's Ambassador for Gender Equality, Ms. Stephanie Copus Campbell AM, met Ms. Fauzia Viqar at FOSPAH's Head Office. Ms. Stephanie commended FOSPAH's efforts and pledged unwavering support for our mission. The meeting focused on future partnerships in capacity building, awareness campaigns, and knowledge exchange to create safer and more respectful workplaces.

## Meeting to Discuss Rampant Harassment of Healthcare Workers



Ms. Fauzia Viqar led a crucial meeting with representatives from the Ministry of National Health Services, Regulations & Coordination Islamabad, Pakistan Medical and Dental Council, Poly Clinic, National Institutes of Health Pakistan (NIH), and Pakistan Institute of Medical Sciences (PIMS), Islamabad to address the challenges faced by female healthcare workers in Pakistan. The Ministry of Health pledged to establish Anti-Harassment Committees across all healthcare institutions, display codes of conduct in every facility, and launch targeted trainings and awareness sessions to ensure every healthcare professional feels safe.

## Provincial Consultation on National Strategy on Male Involvement to Address Gender-Based Violence (GBV)

Ms. Tahira Parveen Baloch, Regional Advisor Quetta, attended the Provincial Consultation on National Strategy on Male Involvement to Address Gender-Based Violence (GBV) organized by UNFPA, Ministry of Human Rights, and Rozan Pakistan. The discussion emphasized the pivotal role of men as active allies in combating GBV.



## Awareness Session for NUST Law Students at FOSPAH Head Office



The awareness session, attended by 45 law students from NUST, was led by FOSPAH's Law Officer, Meher Jamy, who broke down two critical laws— Protection Against Harassment of Women at the Workplace Act, 2010, and Enforcement of Women's Property Rights Act, 2020.

## MoU Between FOSPAH and Revival of Change

Revival of Change offers free legal assistance to those who cannot afford representation, ensuring that justice is accessible to all, regardless of financial barriers. By removing financial barriers, Revival of Change empowers individuals to pursue their rights and safeguards their dignity. The collaboration between FOSPAH and Revival of Change aims to strengthen FOSPAH's commitment to combating workplace harassment and protecting vulnerable communities.



## Awareness Session for the Afghan Refugee Community



In collaboration with UNHCR and Pathfinder, we conducted an awareness session for the Afghan community in Rawalpindi, addressing critical issues like gender-based violence (GBV) and workplace harassment. The session highlighted key issues like gender-based violence (GBV) and workplace harassment, empowering participants—especially domestic workers and those in the informal economy—with the knowledge to take a stand.

## Ongoing Collaboration with Petroleum Institute of Pakistan (PIP)

With the support of the Petroleum Institute of Pakistan, we're on a mission to address workplace harassment and gender-based discrimination throughout the petroleum industry in Pakistan.



Workplace Harassment Awareness Session at Pakistan State Oil (PSO)



Workplace Harassment Awareness Session at United Energy Pakistan Limited (UEPL)



Awareness Seminar at Attock Refinery Limited



Workplace Harassment and Gender-Based Discrimination Session at Sui Southern Gas Company (SSGC)



Awareness Seminar at Pakistan Refinery Limited

## Collaboration with Youth General Assembly (YGA)

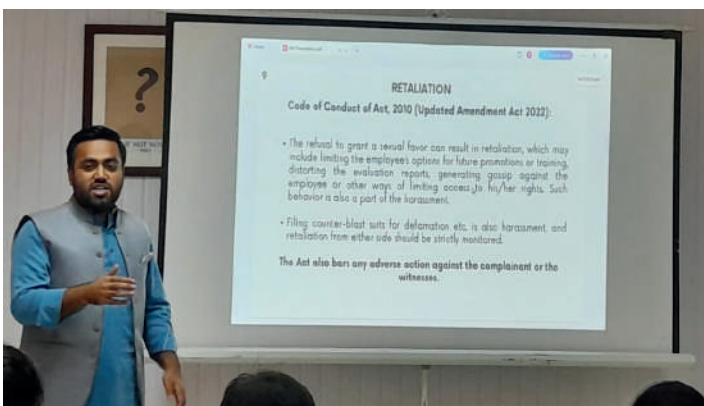
FOSPAH has collaborated with the Youth General Assembly (YGA) to hold awareness seminars in Islamabad, Lahore, Karachi, and Peshawar. These sessions aim to raise awareness about gender-based violence, harassment, and the importance of fostering respectful environments in workplaces and communities. The seminars have successfully engaged youth, community leaders, and professionals, equipping them with the knowledge and tools to identify, prevent, and respond to instances of harassment and discrimination. Building on this success, FOSPAH and YGA also plan to organize a similar seminar in Quetta, further expanding the initiative to promote equality and end gender-based violence across Pakistan.



Awareness Seminar in Head Office Islamabad



Awareness Seminar at FOSPAH Regional Office Peshawar.



Awareness Seminar at FOSPAH Regional Office Karachi



Awareness Seminar in Blackstone Law College Lahore



## 16 Days of Activism Campaign

The 16 Days of Activism Against Gender-Based Violence is a global campaign dedicated to ending violence against women and girls. FOSPAH participates in this campaign to underscore its unwavering commitment to combating workplace harassment, gender-based discrimination, and gender-based violence in all its forms.

At a press conference to mark the end of the 16 Days of Activism Campaign, Ms. Fauzia Viqar unveiled two innovative tools:

- MySentry App – A workplace safety and reporting tool.
- Becky's Button – A portable panic alarm for vulnerable women in public spaces.



## Awareness Sessions for Transgendered Persons

As part of our 16 Days of Activism Campaign, we hosted an awareness session with our resilient transgender community in the twin cities. The session included discussion on their challenges—from workplace discrimination and societal exclusion to harassment and denied inheritance rights.



## Panel Discussion on Property Rights and Ownership at NUML

At the Panel Discussion on Property Rights and Ownership at NUML, Ms. Mahrukh Aziz (Legal Advisor, FOSPAH), Mr. Sabookh Syed, and Barrister Zafarullah, moderated by Ms. Mehr Jamy (Law Officer, FOSPAH), explored critical challenges and solutions regarding women’s property rights. The discussion emphasized the need for media and education to combat societal prejudices, accountability from regulatory bodies to amplify women’s representation, and dismantling deep-rooted cultural norms that deny women ownership.



## Art Exhibition in Collaboration with PNCA

FOSPAH organized an art competition on the theme "Workplace Harassment: Its Forms and Impact," receiving over 50 entries from across Pakistan. The competition successfully engaged youth in a creative dialogue about the challenges and consequences of workplace harassment. To celebrate this initiative, FOSPAH is collaborating with the Pakistan National Council of Arts (PNCA) to host an art exhibition on December 10, where the entries will be showcased, and prizes will be awarded to the winners, highlighting the power of art in driving awareness and social change.



## Awareness Sessions During the 16 Days of Activism Campaign



Awareness Seminar at Pakistan Post’s Head Office, Lahore



Awareness Seminar at National Accountability Bureau (NAB) Office, Karachi



Taining for the Incharges of Women Protection Cells across Sindh



Awareness Session at the Shaheed Benazir Women University, Peshawar



Certified Training at Blackstone School of Law & Business in collaboration with Youth General Assembly (YGA)



Certified Training at Blackstone School of Law & Business in collaboration with Youth General Assembly (YGA)

## Awareness Sessions at Public Schools in Islamabad



In collaboration with Islamic Relief Pakistan, we arranged awareness sessions at public schools in Islamabad, including MC Girls Secondary School and Government Girls High School Sohan, and to host an impactful awareness session focusing on these key rights—education and inheritance.

## Awareness Session at Ministry of Climate Change



At the Ministry of Climate Change, our Law Officer, Ms. Meher Jamy, led an insightful session on workplace harassment, shedding light on the issues of sexual harassment and gender-based discrimination. She emphasized how both are integral parts of workplace harassment and the importance of fostering a safe, respectful, and inclusive environment for everyone.

## Amina Hassan Wins Landmark Case Against Gender-Based Discrimination: Accused Ordered to Pay Rs. 01 Crore

In a groundbreaking ruling, Amina Hassan, a senior employee with over 20 years of service at Khushhali Microfinance Bank, successfully challenged the severe gender-based discrimination she faced at work. Despite her extensive experience, Amina received an unfairly low severance package, all due to the pervasive gender bias of "Think Manager, Think Male." This discrimination ultimately forced her resignation. In a landmark decision, the Federal Ombudsperson Secretariat for Protection Against Harassment (FOSPAH) recognized gender bias as a violation of the Protection Against Harassment of Women at the Workplace Act, 2010. The accused individuals were fined Rs. 5 lac each, while the bank was ordered to pay Amina Rs. 50 lac in compensation, along with all due benefits. This ruling sets a powerful precedent, reaffirming that victims of workplace gender-based discrimination can seek justice and hold both individuals and organizations accountable.

## Victory for Mukhtiar Bibi: Protecting Women's Property Rights Against Family Dispossession

In a landmark case the Federal Ombudsperson for Protection Against Harassment (FOSPAH) upheld the property rights of Mukhtiar Bibi, affirming her legal entitlement to her house. Despite a civil decree in her favor, Mukhtiar Bibi had been unlawfully dispossessed by her own son, Muhammad Asif. During proceedings on February 23, 2024, the Ombudsperson invoked the Enforcement of Women's Property Rights Act, 2020, and ordered the Naib Tehsildar, Muhammad Sajjad, to facilitate Mukhtiar Bibi's rightful return to her property, with support from the SHO PS Khanna. This decision serves as a powerful reminder of FOSPAH's commitment to defending women's property rights, even when they are violated by those closest to them.

## Raheela Saad Wins Property Rights Battle: Court Confirms Joint Ownership and Unpaid Rent

In a landmark decision, the Federal Ombudsperson for Protection Against Harassment of Women at the Workplace (FOSPAH) has ensured justice for Raheela Saad in her battle against her husband, Saad Bin Zafar, and others. The case involved a contested apartment in F-11/1, Islamabad, which Raheela co-purchased in 2015. After discovering that her husband had leased the property without her consent, Raheela sought possession and compensation for over PKR 2.38 million in unpaid rent from 2017 to 2022. Despite the Respondents' claim that Saad Bin Zafar was the sole owner due to a later agreement, the Ombudsperson upheld the original sale agreement, confirming Raheela's joint ownership. The ruling granted her half of the apartment and the corresponding share of rental income. The Respondents were ordered to transfer her share and pay the outstanding rent.

## Arooj Malik Wins in Sexual Harassment Case: Dr. Hafiz Ishaq Dismissed and Fined

In a significant ruling, Ms. Arooj Malik, a Lecturer at FUUAST, sought justice after enduring years of sexual harassment by Dr. Hafiz Ishaq, Head of the Department. The harassment, which began in 2015, escalated over time, with Dr. Ishaq making repeated sexual advances despite Ms. Malik's objections. The situation reached a tipping point during the 2018 General Election, prompting Ms. Malik to file a formal complaint in 2020 after suffering significant emotional distress. Following a thorough inquiry, FOSPAH found Dr. Ishaq guilty of harassment, resulting in his dismissal from service and a fine of Rs. 1,000,000. Of this amount, Rs. 800,000 will be awarded to Ms. Malik as compensation, marking a crucial victory in the fight against workplace harassment.

## Unbreen Qayyum Wins Harassment Case: VC PIDE Found Guilty of Gender Discrimination and Fined Rs. 500,000

In a decisive move to uphold property rights, the Federal Ombudsperson for Protection Against Harassment of Women at the Workplace (FOSPAH) ruled in favor of Shamim Ahmed. The dispute centered around a shop in Bahria Town, Islamabad. The Respondents failed to pay overdue rent, neglected to comply and did not formalize a tenancy agreement, rendering them illegal occupants. In response, the Ombudsperson ordered the Respondents to vacate the property within one month and settle the due rent by the next hearing.

## Iram Sabeen's Harassment Case: Air University Registrar Removed and Fined Rs. 1,000,000

Iram Sabeen, a Medical Social Worker at Fazaia Medical College, Air University, Islamabad, filed a complaint against Abdul Wahab Motla, the Registrar of Air University, accusing him of harassment, blackmail, and attempts to defame her reputation. The allegations included explicit messages, threats, and misuse of personal data. Based on the material evidence presented, the Federal Ombudsperson found the accused guilty of sexual harassment. Motla has been removed from service under Section 4(4)(ii)(c) of the Protection Against Harassment of Women at the Workplace Act, 2010. In addition, a fine of Rs. 1,000,000 has been imposed, with Rs. 500,000 to be paid as compensation to the complainant and the remaining amount to be deposited in the State Treasury.

## Shamim Ahmed's Property Rights Secured in Bahria Town Dispute

In a significant ruling, Unbreen Qayyum, a Staff Economist at the Pakistan Institute of Development Economics (PIDE), successfully filed a harassment complaint against Vice Chancellor Dr. Nadeem-Ul-Haq. The complaint highlighted abuse of authority, retaliation, and defamation through internal communications and social media following Qayyum's opposition to a controversial restructuring plan. The Federal Ombudsperson found Dr. Nadeem-Ul-Haq guilty of gender-based discrimination, particularly due to his derogatory social media remarks, which belittled harassment claims and reflected a discriminatory attitude towards women. As a result, Dr. Nadeem-Ul-Haq was ordered to pay Rs. 500,000 in compensation to Qayyum. This ruling underscores the importance of fostering a respectful, non-discriminatory workplace environment.

# FOSPAH's Awareness and Community Outreach Programs in Q4 of 2024



**Awareness Session at PIA Karachi**



**Awareness Session at Pakistan Railways**



**Awareness Session at the District Headquarters Hospital, Gujranwala**



**Awareness Walk in Collaboration with Islamic Relief Pakistan and Pakistan Bait-ul-Maal**



**Awareness Seminar at the Shaheed Zulfikar Ali Bhutto Institute of Science and Technology**



**Awareness Seminar at HBL Headquarters Islamabad**

## FOSPAH's Awareness and Community Outreach Programs in Q4 of 2024



**Awareness Session at Pakistan Institute of Fashion Design (PIFD), Lahore**



**Awareness Session at National Bank of Pakistan**



**Awareness Session at the University of the Punjab Department of Sports Sciences and Physical Education**



**Anti-Harassment Training at the Training Institute of National Savings Organization**



**Awareness Seminar at Sheikh Zayd Hospital Lahore**



**Awareness Seminar at NIRM Hospital Islamabad**



# FOSPAH's Awareness and Community Outreach Programs in Q4 of 2024



**At FOSPAH's latest seminar at Pakistan Industrial Technical Assistance Centre (PITAC) Lahore, October 2, 2024**



**At the Police School of Investigations in Karachi, for a session led by Ms. Sabika Shah, FOSPAH Sindh's Regional Head November 4, 2024**



**FOSPAH's Peshawar Office visited FIA Peshawar to conduct a awareness session on workplace harassment November 29, 2024**



**FOSPAH Regional Office Lahore recently conducted an impactful awareness session at the Pakistan Post Office December 13, 2024**

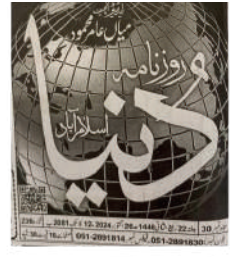


**At Dadabhoj Institute of Higher Education, our Karachi team discussed ways to build safer, harassment-free environments November 2, 2024**



**Awareness Session and Training at University of Lahore**

# PRESS COVERAGE



**اسلام آباد لینڈ مافیا سے خواتین کی 5 کنال زمین واپس دلاد دی**

اسلام آباد (ڈان نیوز) وفاقی محتسب برائے انصاف اور مساوات نے خواتین کی 5 کنال زمین واپس دلاد دی ہے۔ وفاقی محتسب نے ایک درخواست پر ایک فیصلہ دیا ہے جس میں وفاقی محتسب نے کہا کہ زمین واپس دلاد دی جائے۔

**نوائے وقت**

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**”فوسپا“ نے 3 خواتین کو لینڈ مافیا سے 5 کنال زمین واپس دلاد دی**

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**Ombudsman restores land to three complainants**

ISLAMABAD: Federal Ombudsman Secretariat for Protection Against Harassment has ordered the restoration of possession of over three kanals of land to three complainants, Hafiza Nazam, Shabana Akbar and Ayesha Akbar.

The decision issued under the Enforcement of Women's Property Rights Act, 2003 was notified by the Ombudsman, as per the view of the complainants. The complainants, who had filed a petition for enforcement of their rights, had been holding the property unlawfully. The complainants were ordered to vacate the land and hand it over to the complainants.

**اسلام آباد (ڈان نیوز) وفاقی محتسب برائے انصاف اور مساوات نے خواتین کی 5 کنال زمین واپس دلاد دی ہے۔**

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**خواتین کے حقوق کا تحفظ**

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**خواتین کو سرکاری اور نجی شعبے میں ہراسیت کا سامنا ہے، فوری وقار**

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**Anti-harassment committees to be set up at healthcare facilities**

Ma Vigar stressed the need for compliance with the requirements in the law and outlined ways and measures to better ensure the safety, security, and well-being of frontline healthcare workers.

She highlighted specific measures such as common rooms, functional bathrooms, and CCTV surveillance, underscoring the urgent need for improved workplace facilities to ensure the dignity and safety of female healthcare workers.

The meeting concluded with several key resolutions to enhance protections for healthcare workers, including doctors, nurses, and para-medical staff.

**خواتین ڈاکٹر و نرسوں کو ہراسیت سے بچانے کیلئے اقدامات کی منظوری**

اسلام آباد (ڈان نیوز) وفاقی محتسب برائے انصاف اور مساوات نے خواتین کی 5 کنال زمین واپس دلاد دی ہے۔ وفاقی محتسب نے ایک درخواست پر ایک فیصلہ دیا ہے جس میں وفاقی محتسب نے کہا کہ زمین واپس دلاد دی جائے۔

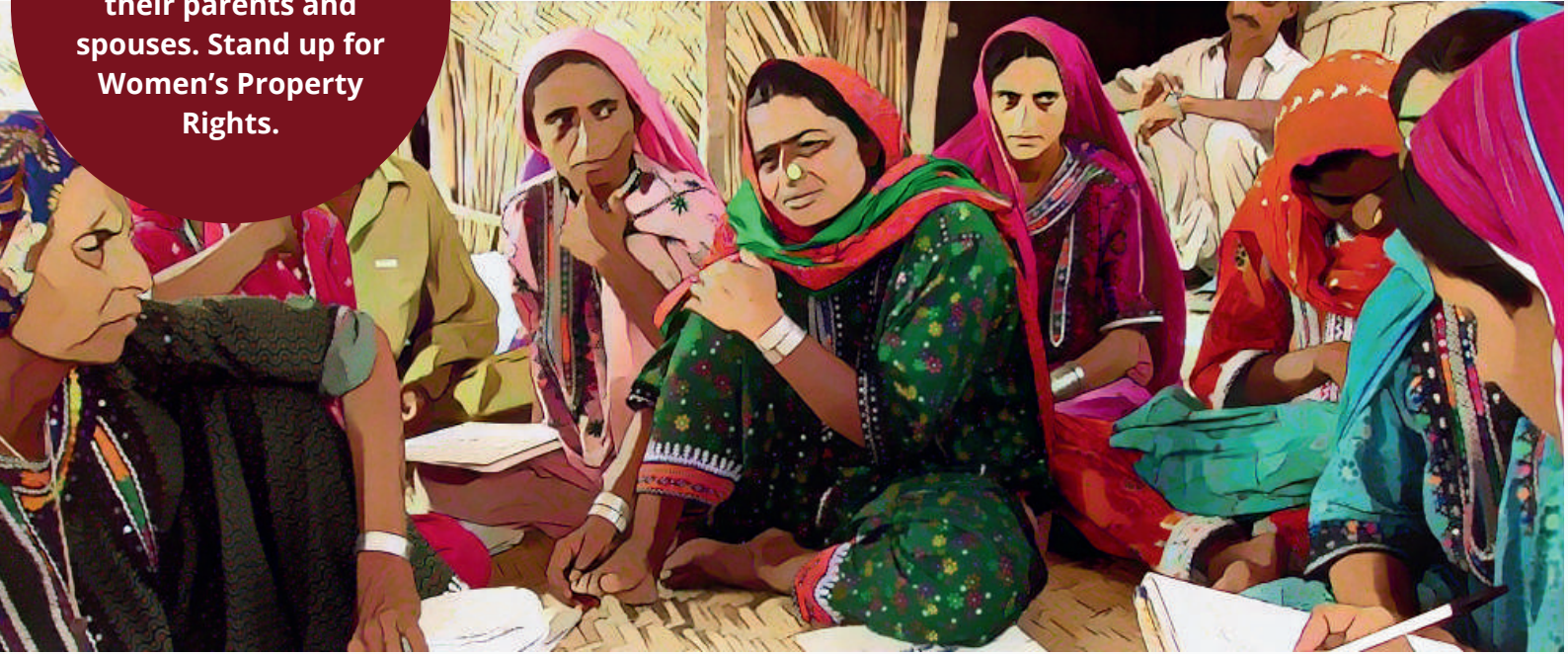
**بقیہ 32 توثیق**

شاہد نے فوسپا میں شکایت درج کروانے سے پہلے ہی توثیق کرانے کے لیے درخواست دی تھی۔ وفاقی محتسب نے ایک فیصلہ دیا ہے جس میں وفاقی محتسب نے کہا کہ زمین واپس دلاد دی جائے۔

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

**03444 367 367**

**Women in Pakistan  
have the legal right to  
inherit property from  
their parents and  
spouses. Stand up for  
Women's Property  
Rights.**



**FROM FILING TO CONCLUSION IN 90 DAYS**

**FOSPAP HEAD OFFICE, ISLAMABAD**

First Floor, LG&RD Complex, Behind SBP, Opposite ILO,  
Sector: G-5/2, Islamabad, Pakistan  
Phone: (+92) 51 9264444  
Fax: (+92) 51 9262945  
Email: info@fospah.gov.pk

**FOSPAP REGIONAL OFFICE, LAHORE**

First Floor, Ali Complex, Opposite Radio Pakistan,  
Near Shimla Pahari, Empress Road,  
Lahore, Pakistan  
Phone: +92 42 99206482-3  
Email: regionalheadlhr@fospah.gov.pk

**FOSPAP REGIONAL OFFICE, KARACHI**

State Life Building No. 11, 3rd Floor,  
Near Zainab market, Abdullah Haroon Road,  
Saddar, Karachi, Pakistan  
Phone: (+92) 21 99206444, (+92) 21 99203599  
Email: regional-commissionerkhi@fospah.gov.pk

**FOSPAP REGIONAL OFFICE, PESHAWAR**

House # 47, Canal Road, Hassan Ghari,  
Warsak Road, Near Beaconhouse School,  
Peshawar, Pakistan  
Phone: (+92) 91 2617111, (+92) 91 2617024  
Email: rgnlcommissionerpew@fospah.gov.pk



@fospah



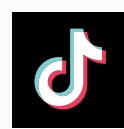
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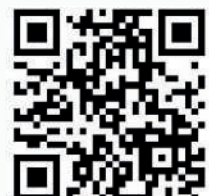
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**Online Complaint**