



FEDERAL OMBUDSMAN SECRETARIAT

FOR PROTECTION AGAINST
HARASSMENT (FOSPAH)



ANNUAL REPORT

2019 - 2020

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

**ANNUAL REPORT ON THE OBSERVANCE
AND IMPLEMENTATION OF PRINCIPLES
OF POLICY (2019-20) UNDER ARTICLE
29(3) OF THE CONSTITUTION OF ISLAMIC
REPUBLIC OF PAKISTAN.**

Al Quran

Believers! Be upholders of justice, and bearers of witness to truth for the sake of Allah, even though it may either be against yourselves or against your parents and kinsmen, or the rich or the poor: for Allah is more concerned with their well-being than you are. Do not, then, follow your own desires lest you keep away from justice. If you twist or turn away from (the truth), know that Allah is well aware of all that you do.

(Surah An-Nisa, Ayat 135)

And for all, We have made heirs to what is left by parents and relatives. And to those whom your oaths have bound [to you] - give them their share. Indeed Allah is ever, over all things, a Witness.

(Surah An-Nisa, Ayat 33)

[They are] avid listeners to falsehood, devourers of [what is] unlawful. So if they come to you, [O Muhammad], judge between them or turn away from them. And if you turn away from them – never will they harm you at all. And if you judge, judge between them with justice. Indeed, Allah loves those who act justly.

(Surah Al-Maidah, Ayat 42)



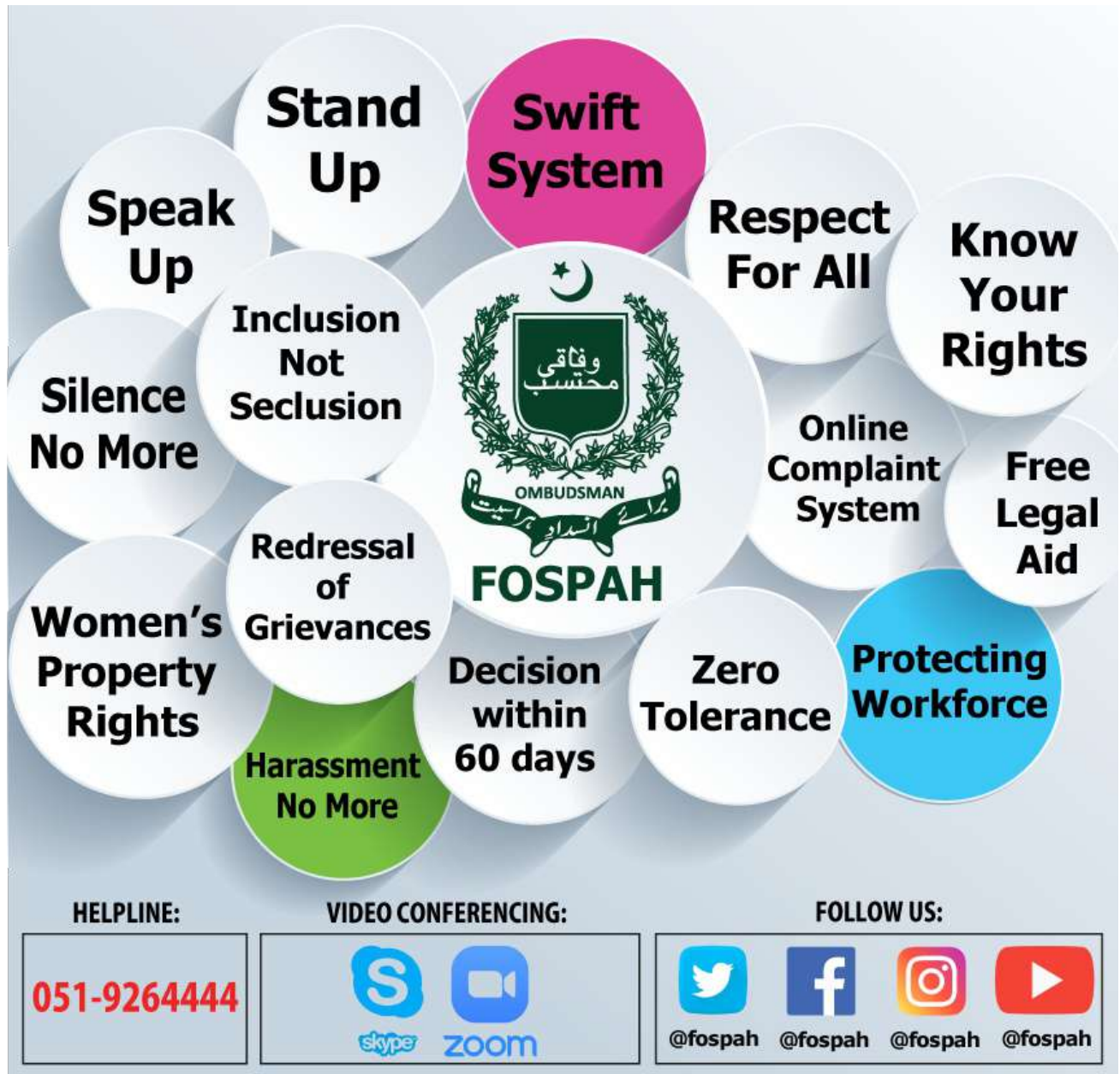
Honorable President of Pakistan Dr. Arif Alvi



Honorable Prime Minister of Pakistan Imran Khan

Under the proficient leadership of such great leaders, the government has realized certain important rights- the right to a harassment free workplace and enforcement of women property rights- the implementation of which has been entrusted to the Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH)

FOSPAH'S COMPONENTS





Message from Ombudsman

The world order is evolving since the idea of globalism is making every gender realize the natural rights bestowed on them. I (Kashmala Tariq) Federal Ombudsman for protection against harassment along with my team has embarked on a journey to redress the grievances of effected people. It is my paramount aspiration to sow the seed of inclusion and eliminate the barrier of seclusion amongst the genders.

A multi-pronged approach is required to address this grievous offence and encourage the multitudes to exercise their fundamental rights. Our vision is to proactively stem out all forms of discrimination and provide an enabling environment at workplace. We as a society has to make a collective effort to abolish the concept of orthodox independence and create a real independent environment at workplace. I believe that with my experience, wisdom and earnest desire to eliminate and curb the vestiges of harassment in Pakistan and our office will embark upon a path to change.

Kashmala
KASHMALA TARIQ
Federal Ombudsman
FOSPAH

FOSPAH'S VISION

PROTECTION AGAINST HARASSMENT & ENFORCEMENT OF WOMEN'S PROPERTY RIGHTS

To redress grievances pertaining to harassment at workplace and women's property rights promptly and give instant relief to the aggrieved persons, it is our firm belief that awareness is the key to reduce and discourage harassment and deprivation of women's property rights.

MISSION STATEMENT

RESPECT FOR ALL

To vanguard the respect and dignity of all workforce and women deprived of their legal share in the property (inherited or owned).

OBJECTIVE

ZERO TOLERANCE

The objective of FOSPAH is to create an inclusive work environment that is free from harassment, abuse, intimidation & discrimination; Also to ensure the provision of women's legal share in the property (inherited or owned) by implementing zero tolerance policy.

FOSPAH'S ORGANOGRAM

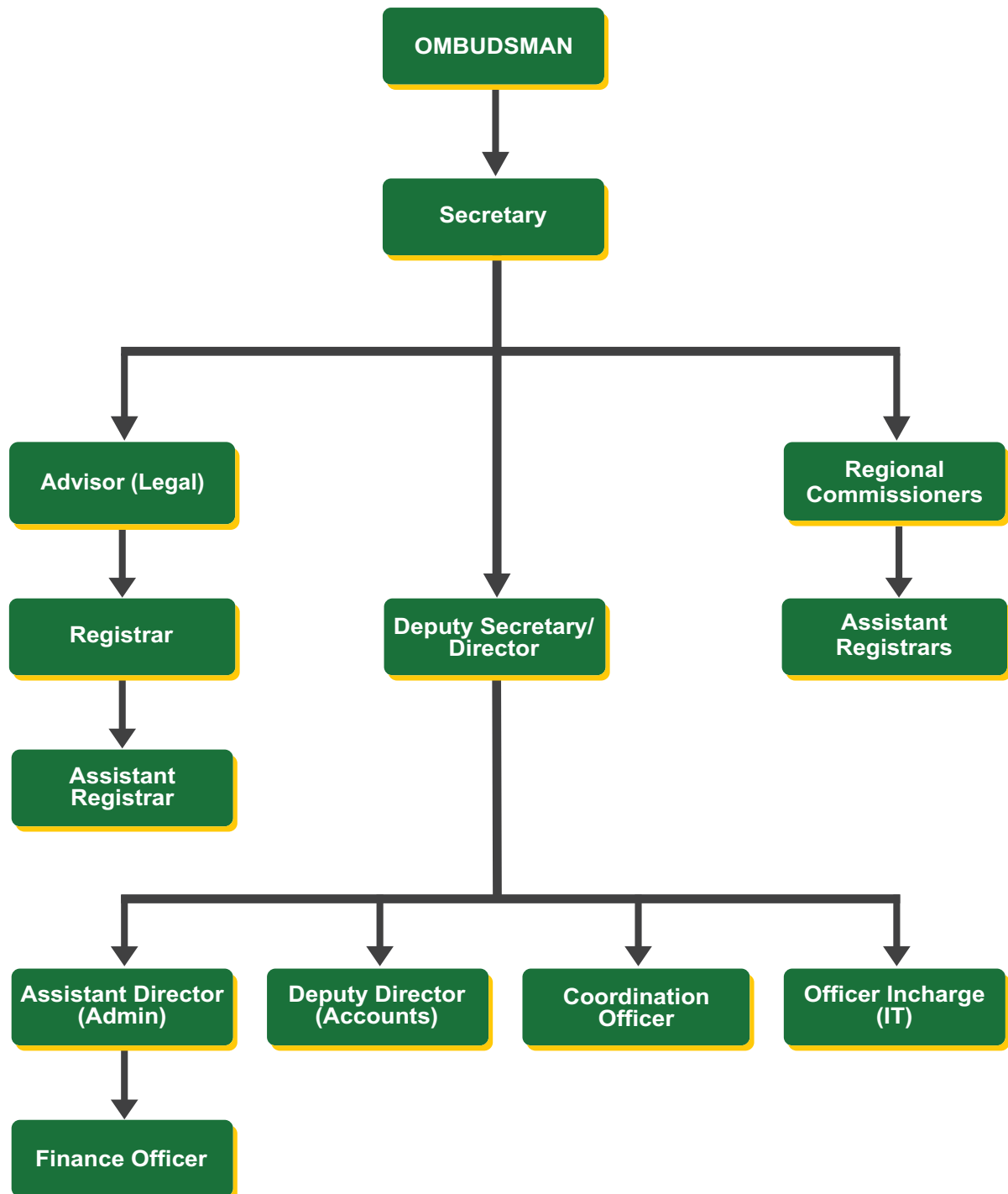


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EXECUTIVE SUMMARY

Submission of the Annual Report to the Cabinet Division is a statutory requirement. Office of the Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) was established in March 2010. In March 2020 this Office has completed 10 years of the public service.

1. The Principles of policy, as laid down in Articles, 29 to 40 of the Constitution of the Islamic Republic of Pakistan, require that a Report on implementation and observance of these Principles in relation to the affairs of the Federation should be prepared and laid down before each House of Majlis-e-Shoora (the Parliament). Further, under Rule 26 of the Rules of Business 1973, Cabinet Division is entrusted with the responsibility to prepare the Annual Report on the Observance and Implementation of Principles of Policy in order to meet this constitutional obligation and is required to get inputs from the concerned Ministries/ Divisions, immediately after the closure of each year. This Annual Report shall, therefore, be presented through proper channel to the Parliament.
2. This version of the Annual Report comprises of the initiatives, activities, developments and working of FOSPAH besides the recommendations as laid down in “The Protection against Harassment of Women at Workplace Act, 2010” and “The Enforcement of Women's Property Rights Act, 2020. This report consists of 6 Chapters.
3. Chapter 1: Provides introduction of the Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH).
4. Chapter 2: Comprises of the observations made in some of the cases of this forum.
5. Chapter 3: Contains the statistics of the registered, disposed off and under progress cases of this Secretariat.
6. Chapter 4: Discusses the implementation and progress of the development projects.
7. Chapter 5: Includes Media Gallery of FOSPAH.
8. Chapter 6: Comprises of the Articles based on definitions as described in “The Protection against Harassment at Workplace Act 2010” , “The Enforcement of Women’s Property Rights Act 2020” and proposed amendments in these Acts.

BRIEF HISTORY

Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH):

Harassment is an illegal behavior towards a person that causes mental or emotional suffering, which includes repeated unwanted contacts without a reasonable purpose, insults, threats, touching, or offensive language. Harassment interferes with someone's ability to do their work, or to retaliate against them for filing a discrimination charge or participating in an investigation. Harassment in the workplace may occur in a variety of circumstances. A harasser may be a victim's coworker or supervisor, or may not work directly with the victim at all, such as a client, customer, or vendor. Harassment doesn't only affect the victim or intended target. The negative work environment that develops as a result might make other employees victims of the harassment as well. It can also be based on race, gender or disability.

The Protection Against Harassment of Women at the Workplace: Act of Parliament (No. IV of 2010) was promulgated on 9th March 2010 and the office of the Ombudsman at the Federal level was established in pursuance thereof. The legislation is opening new paths for working class, women and men alike, to fully participate in the development of Pakistan at all levels. Subsequently Act No XIV of 2013 dated 20th March was promulgated to make institutional reforms of the Federal Ombudsmen at Federal level and the matters ancillary or akin thereto.

The Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH), Islamabad is an autonomous quasi judicial statutory body with Federal Ombudsman Kashmala Tariq being equivalent to the status of High Court Judge. FOSPAH, Islamabad is working under the ambit of Act No-IV of 2010: for the protection against harassment at workplace. Recently, the Government of Pakistan through "The Enforcement of Women's Property Rights Act, 2020" has also given the authority of deciding the cases related to inheritance of women to FOSPAH.

FOSPAH under the Protection Against Harassment of Women at the Workplace Act, 2010 is committed to create a safe working environment for the workforce, which is free of harassment, abuse, discrimination and intimidation with a view towards fulfillment of their right to work with dignity. FOSPAH has also started working to ensure the provision of women's share in the property inherited or owned under "The Enforcement of Women's Property Rights Act, 2020".

According to the Act of 2010, it is incumbent to have an internal inquiry committee in every organization/ department to facilitate the victims of harassment. In case of failure of having an Internal Inquiry Committee, a penalty of Rs. 25,000/- to Rs. 100,000/- may be imposed.

Profile of the Federal Ombudsman Kashmala Tariq:

Kashmala Tariq is currently holding the position of the Federal Ombudsman. Oath was administered at Aiwan-e-Sadr, Islamabad by the President of Islamic Republic of Pakistan on 27th February 2018.

Kashmala Tariq started her Law practice on 21st November, 1996 with Mandviwalla & Zafar, one of the leading law firms headed by Senator S.M. Zafar and Syed Ali Zafar. She has served as a Member of National Assembly for two terms (2002 -2013). As MNA, she was a very vocal and active member and tabled more than 25 pieces of legislation in the Parliament. Some of her prominent legislation, especially for improving the plight of women include amendment in Hudood Laws, amendment in Honor Killing Laws, Sexual Harassment, Women Empowerment Laws and Formation of National Commission for Human Rights. As human rights have always been her passion and in this regard, she has tabled multiple pieces of legislation which include: Child Rights, Child Domestic Labour, Bonded Labour and Protection of Minorities. Kashmala Tariq further assisted with amendments in Pakistan Citizenship Laws and Rights of Senior Citizens. She had been a very active member of the Standing Committee of the Parliament (Finance, Commerce and Law, Justice & Human Rights).



Former U.S. President George W. Bush and
Former U.S. Secretary of State Condoleezza Rice
with Federal Ombudsman Kashmala Tariq



Former Prime Minister of the United Kingdom David Cameron
with Federal Ombudsman Kashmala Tariq



Federal Ombudsman Kashmala Tariq while addressing at the
National Assembly Session



Former President of India Dr. A. P. J. Abdul Kalam with
Federal Ombudsman Kashmala Tariq



Former President of the People's Republic of China Hu Jintao with
Federal Ombudsman Kashmala Tariq



President of Indian National Congress Sonia Gandhi with
Federal Ombudsman Kashmala Tariq





Kashmala Tariq was the first ever Pakistani Parliamentarian who has won a foreign election (by 175 Legislators) and got elected as Chairperson, Commonwealth Women Parliamentarians in 2007 (Delhi, India). Being Chairperson, she worked keenly on Human Right issues especially the rights of women and served from 2007 to 2011. She has been a Founding Member and Executive Director of the Parliamentarians Commission for Human Rights (PCHR) for 15 years.



The Honorable Federal Ombudsman Kashmala Tariq joined FOSPAH with a vision to create awareness regarding harassment and the options that are available to the victims of harassment. Furthermore, she wanted to strengthen this institution by expanding its operations, allowing ease of access to the victims of harassment across Pakistan. The Honorable Federal Ombudsman has worked really hard in the past three years to not only bring the message of FOSPAH to general public but to provide swift justice to the victims of harassment and women deprived of their property (inherited or owned) that approach FOSPAH for the settlement of their grievances. The impact of the services of the Honorable Federal Ombudsman can be seen through the number of registered cases. FOSPAH since its inception has a total of 1344 registered cases out of which 836 cases were registered in the tenure of current Honorable Federal Ombudsman Kashmala Tariq. The Honorable Federal Ombudsman has to her name 62% of the total registered cases in the history of FOSPAH.

The vision and achievements of the Honorable Federal Ombudsman cannot be summarized through statistics alone. She has focused not only on the administrative and legal side of this Secretariat but also on the creation of awareness regarding harassment and women's property rights. In order to be able to better understand the achievements of FOSPAH under the tenure of Honorable Federal Ombudsman Kashmala Tariq it is necessary to take a brief overview of all the above-mentioned areas where the Honorable Federal Ombudsman has enhanced the performance of FOSPAH.

PROGRESS REGARDING AWARENESS

- Honorable Federal Ombudsman Kashmala Tariq attended and arranged several awareness seminars and training sessions in the period under report (July 2019 – June 2020) which have been conducted at different organizations all over Pakistan.
- Awareness campaign through Television & Radio (Public Service Message)
- Awareness campaign through SMS launched by FOSPAH. Through this campaign, a large number of awareness messages have been sent in both English and Urdu language to the working persons including teachers, lawyers, bankers, university students, entrepreneurs and Federal and Provincial Government employees of Pakistan.
- Printing, dissemination and displaying of educational and awareness material regarding harassment and women property rights.
- Registration of online complaints at (www.fospah.gov.pk) 
- Social media Twitter account (www.twitter.com/fospah) 
- Facebook account (www.facebook.com/fospah) 
- Instagram account (www.instagram.com/fospah) for social activities related to this Secretariat. 
- Digitization of the cases on Complaint Management and Information System (CMIS).
- FOSPAH is providing the facility of video conferencing through appropriate available mediums for the parties to follow the hearing of their registered cases.

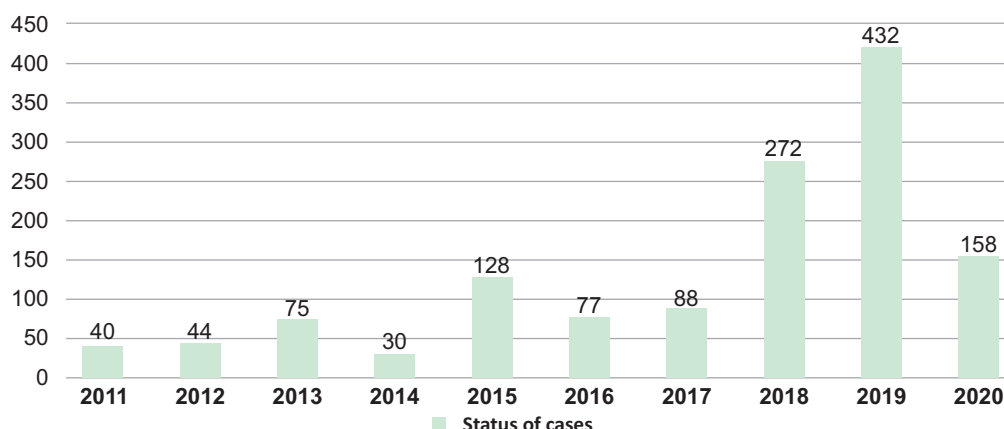
PROGRESS REGARDING LEGAL

Current Honorable Federal Ombudsman of FOSPAH

- Kashmala Tariq is the current Honorable Federal Ombudsman. Her tenure started from March 2018. Since her tenure 836 cases have been registered (till June 2020).

Comparison of the Cases Registered

- The following tables show a graphical representation of number of cases registered in FOSPAH. It also highlights the increase in number of cases in the tenure of Honorable Federal Ombudsman Kashmala Tariq in comparison to her predecessors:



- In Honorable Federal Ombudsman Kashmala Tariq's tenure, there is an exceptional increase in the number of cases. In comparison to the previous Ombudsmen's tenure, a large number of people are approaching this organization in her tenure.

Year	No. of Cases	Region / Province					
		Federal	Punjab	Sindh	KPK	Baluchistan	AJ&K
2011	40	16	9	8	7	0	0
2012	44	14	16	3	10	1	0
2013	75	28	30	8	4	5	0
2014	30	12	8	6	3	1	0
2015	128	47	56	15	7	3	0
2016	77	31	32	10	3	1	0
2017	88	31	36	18	3	0	0
2018	272	93	118	24	18	19	0
2019	432	135	206	42	42	2	5
2020	158	62	68	18	7	3	0
Total	1344	469	579	152	104	35	5

- Status of the cases registered from March 2018 to June 2020 (Honorable Federal Ombudsman Kashmala Tariq's tenure)

No. of Cases Registered	No. of Cases Decided	In Progress Cases
836	712	124

Honorable President of Pakistan Dr. Arif Alvi meets Federal Ombudsman Kashmala Tariq:

The Federal Ombudsman for Protection against Harassment Kashmala Tariq, presented their annual report to the President of Pakistan Dr. Arif Alvi at Aiwan-e-Sadr, Islamabad. In her briefing to the President, she outlined the Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH)'s role in creating a harassment-free working environment. She informed the President that under the invaluable guidelines provided by the Honourable President, her institution had successfully managed to provide swift justice to the aggrieved persons and 93 percent of the registered cases had been decided under the crucial guidance he had set out. The Federal Ombudsman stated that the Ombudsman had been able to create awareness by holding seminars, training sessions and press conferences and as a result an increase in the number of cases had been observed. The Federal Ombudsman expressed that women represent over 50 percent of Pakistan's population and that it is therefore vital that they are provided a safe working environment. FOSPAH under the Protection Against Harassment of Women at the Workplace Act, 2010 has an unwavering commitment to create a safe working environment for the workforce, free of harassment, abuse, discrimination and intimidation with a view towards fulfilment of their right to work with dignity. FOSPAH has also started working to ensure the provision of women's share in the property inherited or owned under "The Enforcement of Women's Property Rights Act, 2020".



Honorable President of Pakistan Dr. Arif Alvi meets Federal Ombudsman Kashmala Tariq at Aiwan-e-Sadr, Islamabad

President Dr. Arif Alvi appreciated FOSPAH's role in the provision of prompt and inexpensive justice to the people. He advised that the institution should be further strengthened so that speedy justice could be provided to the people. The president emphasized the need for initiating awareness campaigns through print and digital media so as to inform people about the role of the Ombudsman allowing quick redressal of their complaints. Recently, the government of Pakistan has empowered FOSPAH under "The Enforcement of Women's Property Rights Act, 2020" to decide cases related to inheritance of women.



Federal Ombudsman for Protection against Harassment Kashmala Tariq presenting FOSPAH's Annual Report to the President of Pakistan Dr. Arif Alvi

Seminar organized by Jang Media Group and Eastern Federal Union (EFU) Life Insurance at Lahore:

Federal Ombudsman Kashmala Tariq created awareness regarding gender equality and workplace harassment with Governor Punjab Ch. Muhammad Sarwar and Federal Insurance Ombudsman Dr. Muhammad Khawar at seminar organized by Jang Media Group in collaboration with EFU Life Insurance at Lahore on 25th February 2020. She emphasized the need of creating awareness about the mandate of the offices of the Ombudsman in public. She believed that public was unaware of the powers and relief they can get from these offices. She mentioned that when she took the charge of the office, only five cases per month were being registered which now has increased to 60 cases a month as people got aware. She mentioned that complaint registration process at FOSPAH is very simple in which complainants can register a complaint on a simple paper and also through Online Complaint System. She said that Ombudsman offices are promoting the culture of “Stand Up and Speak Up for their Rights”. She said that irrespective of gender, people can register their complaints against the harassment at FOSPAH.

Federal Insurance Ombudsman Dr. Khawar Jameel stressed the need of creating awareness about insurance at grass-root level. He said that people should read the insurance policies completely before signing it. He mentioned that 93 percent of cases were cleared in only two months and relief was given to the public. Further, he mentioned that public awareness programmes on Radio and TV were started in which awareness is created to approach his office to get relief.



Governor Punjab Ch. Muhammad Sarwar presenting crest to the Federal Ombudsman Kashmala Tariq

Chief Guest the Governor of Punjab Chaudhry Muhammad Sarwar said that the government introduced Health Insaf Cards through which the poor segment of society was insured, besides crop insurance schemes to protect the farmers from calamity damages and losses. He asked the philanthropist to move forward and support the government on health insurance project.



Federal Ombudsman Kashmala Tariq addressing the seminar



Governor Punjab Ch. Muhammad Sarwar, Federal Insurance Ombudsman Dr. Muhammad Khawar with Federal Ombudsman Kashmala Tariq

The Governor while appreciating the Ombudsman offices mentioned that from 90 to 95 percent of Ombudsman appeal cases were considerate decisions which shows good performance of these offices. He wished that he could also say the same words for university cases. He mentioned that the majority of university cases referred to governor office, were related to the administrative issues like promotion or recruitments. However, he hoped that this tendency would come down after hiring of vice-chancellors on merit and this merit policy would be continued in hiring of others by these VCs.

Hearing of the registered cases at FOSPAH

FOSPAH has an in-built swift and simple procedure to register a complaint which does not require any lawyer to plead your case. FOSPAH's hallmark is speedy justice with no cost attached. At FOSPAH, our legal team can guide you through the procedure. Every complaint of



Federal Ombudsman Kashmala Tariq while hearing the registered cases at FOSPAH



Federal Ombudsman Kashmala Tariq while hearing the registered cases at FOSPAH

PROGRESS REGARDING ADMINISTRATIVE BUDGET

- Administration is the system of arranging, sorting out, organizing and controlling office exercises with a view to accomplish the targets by utilizing the human and other resources in an organized way. On other hand, finance is an essential and indispensable part of any organization. It is difficult for organizations, whether profit-making or otherwise, to sustain themselves for long time without proper finances. Not just that, the efficient management of these financial resources is essential to be sustainable and viable in the long-run.
- FOSPAH has rapidly expanded its wings and the number of cases pertaining to harassment and the women's property rights have been increasing since its establishment. But as compared to its growth, the staff and budget ceiling is not enough to meet the mandatory minimum requirements of FOSPAH. During last financial year 2019-20 the government increased the budgetary ceiling of FOSPAH but still it is insufficient to cater the deficiency of staff and their office requirements to achieve the required goals.

ACHIEVEMENTS:

- Despite the insufficient staff and low budgetary ceiling FOSPAH has achieved the following targets:
 - a) Since its establishment, FOSPAH has achieved remarkable administrative goals.
 - b) Through effective decision making, FOSPAH expanded its wings to Punjab, Sindh and Khyber Pakhtunkhwa and planned to open regional offices in Balochistan and Gilgit Baltistan in near future.
 - c) By digitalizing the judicial system the citizens have been given online access to file a complaint to this forum.
 - d) Effective awareness campaigns were launched through Electronic Media, Workshops, Seminars and online presence via Facebook, Twitter & Instagram which considerably increased the number of cases at FOSPAH.
 - e) FOSPAH (Main Secretariat) was shifted to a proper and approachable location at 1st Floor of Local Government and Rural Development Complex, G-5/2, Islamabad.
 - f) FOSPAH, Regional Offices at Karachi and Peshawar were also shifted to most favourable locations.
 - g) Establishment of new FOSPAH, Regional Office at Lahore was approved and building at a favourable location was hired.
 - h) FOSPAH managed its maximum requirements with the limited budgetary ceiling by utilizing its resources in economical way.
 - i) Out of limited budgetary ceiling, allocated budget to the reach out programs.
 - j) Despite rejection of Supplementary Grant by Finance Division, FOSPAH managed to renovate the office building by allocating funds out of its current budget to Pak PWD.

JOURNEY OF FOSPAH (2010 - 2020):

Previous Federal Ombudsmen of this Secretariat:



Musarrat Hilali was the first Ombudsman for Protection against Harassment of Women at Workplace, appointed on 13th January, 2011. Her tenure completed on 14th January 2013.



Rented Premises



Justice (R) Yasmin Abbasey was the second appointed Federal Ombudsman who took charge on 14th March, 2013 and held the office of Federal Ombudsman till 26th February 2018.



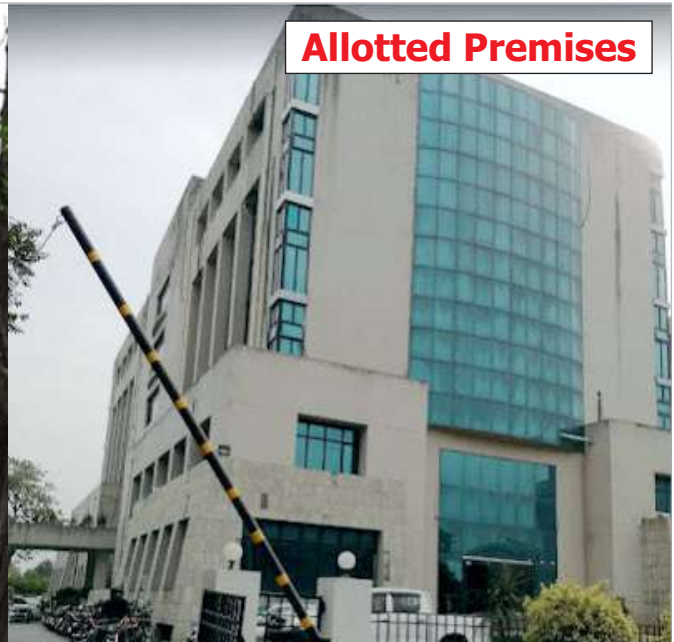
Rented Premises

Current Federal Ombudsman of this Secretariat:



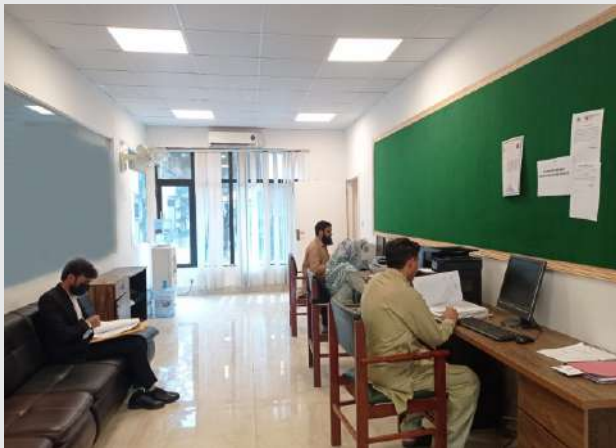
Kashmala Tariq is currently holding the position of Federal Ombudsman. Her tenure started from 2018 and is currently going on. FOSPAH Head Office Islamabad has been shifted from a rented premises in F8 Markaz to a proper and approachable location at First Floor, Local Government and Rural Development (LG&RD) Complex, G-5/2, Islamabad. Phone: +92 51 9264444, 9262952.

FOSPAH Head Office Islamabad:





FOSPAH Head Office, Islamabad



Legal Section (FOSPAH Head Office, Islamabad)



Media and IT Section (FOSPAH Head Office, Islamabad)

FOSPAH Regional Office Karachi:

FOSPAH Regional Office Karachi has been moved from Gulshan Iqbal to premier location at State Life Building No. 11, 3rd Floor, Abdullah Haroon Road, Saddar, Karachi (Adjacent to Governor House). Phone: (+92) 21 99206444, (+92) 21 99203599

BEFORE



AFTER



FOSPAH Regional Office Peshawar:

FOSPAH Regional Office Peshawar has been moved from Gulberg to main Shami Road on Canal: House # 47, Canal Road, Near Beaconhouse School, Peshawar.

Phone: (+92) 91 2617023, (+92) 91 2617024.

BEFORE



AFTER



Despite COVID-19 pandemic, FOSPAH is planning to set up new regional offices at Balochistan and Gilgit Baltistan. FOSPAH has implemented an effective corporate setup at its all offices. Under the leadership of Hon'ble Federal Ombudsman Kashmala Tariq, FOSPAH is collaborating with several international organizations like UN Women Pakistan, World Bank and International Labour Organization (ILO).

CHAPTER NO. 01

INTRODUCTION



BELIEVE YOU CAN & YOU WILL

CHAPTER NO. 01

1.1. Federal Ombudsman hosts celebration of International Women's Day at Aiwan-e-Sadr, Islamabad:

Federal Ombudsman Kashmala Tariq hosted celebration of International Women's Day at Aiwan-e-Sadr, Islamabad with Honorable President of Pakistan Dr. Arif Alvi as Chief Guest on 8th March 2020.

The President underlined the need for making collective efforts to ensure women's inheritance rights, health, education, violence free environment and equal opportunities in all strata of society. He further linked the creation of awareness in the society about the importance of economic inclusion of women along with their inheritance rights which were flagrantly denied in the society due to prevalence of certain outdated cultural customs in different areas of the country.

The President said that “For the first time in the world history, the religion of Islam in very clear terms had ensured women's rights to inheritance which even did not find place in the Western countries for long”. Such irrelevant barriers in the shape of cultural customs should be discarded with forceful adherence to the Islamic teachings and the contemporary laws. President said that the Ulema’s role in this regard was critical for creation of mass awareness.



Honorable President of Pakistan Dr. Arif Alvi while addressing the audience

Kashmala Tariq while addressing the audience stressed upon the Women Empowerment which has evolved through centuries witnessing many stereotypes and negative jargons. Women have stood firm to all unimaginable atrocities and have overcome them with courage and determination. Moreover she said, women have broken glass-ceilings in diversified professions such as media, combat duties, flying fighter jets, medicine, innovation, active politics, law, education, civil services, entrepreneurs, the scope of them being threatened by different challenges has also increased correspondingly, and most formidable of them is indeed the threat of being harassed at places and above all the place where they work and which should be supposedly most secure.

Federal Ombudsman added that FOSPAH has achieved 10 years of its inception. She stated that recently FOSPAH has also been given the responsibility of executing the women property rights. She further stated that FOSPAH is equipped with swift and simple procedure to register a complaint which does not require any lawyer and takes only two months to decide the case. FOSPAH's online systems include online complaint system, availability of the information through social media and official website and hearing of the registered cases through video conference. In the end, Federal Ombudsman thanked the Honorable President for his continuous support.

Dr. Sania Nishtar, Special Assistant to PM on Poverty Alleviation and Social Safety/Chairperson BISP stated that she and her department are going to launch the "Ehsas Program" very soon through which the benefits will be transferred to the lower income class of the country.

Dr. Zafar Mirza, Special Assistant to PM on Health during his speech stated that government is focusing on women health issues and is in the process of creating reforms for providing better health services and conditions for women especially during child birth.



Participants of the International Women's Day celebrations at President Secretariat, Islamabad



Federal Ombudsman Kashmala Tariq
addressing the audience



Special Assistant to the PM on Poverty Alleviation
Dr. Sania Nishtar addressing the audience



Special Assistant to the PM for Health Dr. Zafar
Mirza addressing the audience



Hosts of the International Women's Day celebrations
at President Secretariat, Islamabad



Audience of the International Women's Day celebrations



Audience of the International Women's Day celebrations



Audience of the International Women's Day celebrations



Honorable President of Pakistan Dr. Arif Alvi with Federal Ombudsman Kashmala Tariq and Special Assistant to the PM on Poverty Alleviation Dr. Sania Nishtar



Honorable President of Pakistan Dr. Arif Alvi with Federal Ombudsman Kashmala Tariq, President HUM Network Sultana Siddiqui, Dr. Sania Nishtar, Dr. Zafar Mirza, Young female artists of Lok Virsa and Others



Group photo of team FOSPAH, Celebrating International Women's Day at President Secretariat, Islamabad

1.2 Establishment of the Regional Offices:

Two Regional Offices of this Secretariat were established in April 2017 at Karachi and Peshawar. Further a new Regional Office at Lahore is being established. These regional offices have started functioning in their respective regions to facilitate cases of workplace harassment and the women's property rights. Awareness campaigns have also been started by the regional commissioners in their respective jurisdictions to intimate the relevant working class about the opening of the Regional Offices at Karachi and Peshawar for the implementation of laws and rules related to the protection against harassment and the women's property rights to facilitate the complainants. This endeavor is expected to create awareness and sense of security and dignity for the working class in those areas.

Addresses of the regional offices are mentioned below:

Federal Ombudsman Secretariat 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

Federal Ombudsman Secretariat Regional Office, Peshawar

House #47, Canal Road, Hassan Ghari,
Warsak Road, Near Beaconhouse School,
Peshawar, Pakistan
Phone: (+92) 91 9331627, (+92) 91 9331629
Email: rgnlcommissionerpew@fospah.gov.pk

Federal Ombudsman Secretariat Regional Office, Lahore

178, Shadman Colony II,
Lahore, Pakistan
Phone: (+92) 334 6670999

As per the strategical plan of FOSPAH, it is our utmost objective to provide each and every person a working opportunity to earn livelihood in an environment that is free from harassment and to ensure the provision of women's share in the property inherited or owned.

It has been realized by FOSPAH that out of 207.774 million population of the country together with 48.7% percent female, the benefits cannot be extended to a maximum number of people in active labor force in a purposeful manner until and unless the grievances of the working force working all over Pakistan are not addressed at grass root level. So, to get optimum results, this Secretariat has proposed to open more regional offices in major cities of Pakistan i.e. Quetta, Gilgit Baltistan and Multan to provide access to this forum that will resolve their grievances and provide adequate remedy at their door step.

1.3 Internship Program at FOSPAH:

Internships are a proven way to gain knowledge, skills and experience while establishing connections in their respective fields for the fresh graduates. Internships are also a way to get your feet wet and find out if a specific field is something you could see yourself doing full-time. Internships are a great way of uplifting one's exposure and can open many doors in their career.

FOSPAH offers 03 months internship program for dynamic, energetic, hardworking and eager to learn youngsters who want to pursue their career in the field of Law, Computer Science/ IT and Media/ Mass Communication. Through this program, FOSPAH fosters abilities and talent out of highly motivated candidates and prepares them for future challenges. Interns get benefit from FOSPAH's internship program by gaining valuable, real-world experience. They get an insider's perspective on their desired career field. We teach them how to handle case, write judgement and inculcate value and responsibility.

In the past years, interns have tremendously served FOSPAH in their respective domains and have made us take pride in them.

Legal interns at FOSPAH:



NAILA ZULFIQAR
L.L.B. Hons from
University of London



SIMONA KHAN
L.L.B. from BPP Law School,
London, UK



ZAKIR HUSSAIN
L.L.B. (Shariah & Law) from
International Islamic University, Islamabad



BAKHTAWAR RANI
L.L.B. Hons from
University of London



MAROOF RIFQUE
B.A (L.L.B.) from Quaid-i-Azam
University, Islamabad



RAHAT US SABAH
BA-LLB from Lahore University of
Management Sciences (LUMS)



KOMAL SHABBIR
L.L.B. from Bahria University,
Islamabad



ASHBA NAWAZ
B.A (L.L.B.) from Quaid-i-Azam
University, Islamabad



MERYEM KAHLOONS
Juris Doctor from University of Louisville,
Brandeis School of Law, USA



SUMBAL FIDA
L.L.B. (Shariah & Law) from
IIUI, Islamabad



FATIMA MIDRAR
Bachelors of Law,
University Of London



SHEHRYAR GONDAL
Bachelors of Law,
University Of London



ERAM NIZAR
L.L.B. (Shariah & Law)
from IIUI, Islamabad



GHULAM NABI
BA (L.L.B.) from Quaid-i-Azam
University, Islamabad



MUBASHIR AHMED
BA (L.L.B.) from Quaid-i-Azam
University, Islamabad



MARYAM SIDDIQUE
LLB from University of London,
United Kingdom (UK)



ZIA UR REHMAN
L.L.B. from Abdul Wali Khan University,
Mardan



SYED ZULQARNAIN HAIDER
BA L.L.B. (Hons) from
Quaid-i-Azam University, Islamabad



SAAD ALI KHAN
BA L.L.B. (Hons) from
Quaid-i-Azam University, Islamabad



MAHROO FAROOQ
BA (L.L.B.) from
Quaid-i-Azam University, Islamabad



MEHEK ZAHRA
B.A (L.L.B.) from
Quaid-i-Azam University, Islamabad

Media and IT interns at FOSPAH:



MEHNOOR AHMED
Bs (Media and Comm. Studies) from
International Islamic University, Islamabad



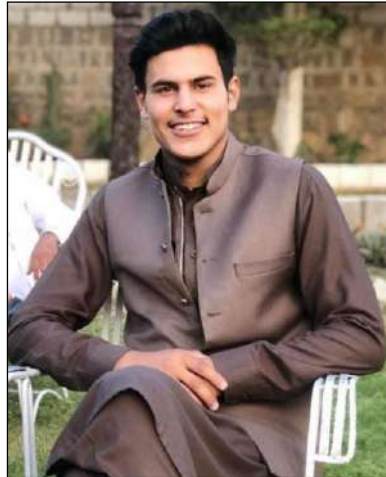
M. JABRAAN BASHIR
BS Hons Media & Mass Comm from
IIUI, Islamabad



MAAHNOOR KHATTAK
Bachelors (Social Sciences) from Punjab
University, Lahore



ZARAFSHAN KHALID
BS(Media & Comm) from Foundation
University, Rawalpindi



SHEHRYAR AYUB
MSc. Mass Communication from
NUML University, Islamabad



SYEDA MASOOMA ZAIDI
BS Mass Communication from Lahore
College for Women University, Lahore



ZAINAB MAHNOOR
BS(Media & Comm) from Foundation
University, Rawalpindi



SAAD A. KHAN
BS. Media Studies from
Bahria University, Islamabad



KAINAT IBRAHIM
BS(Media & Comm) from Foundation
University, Rawalpindi



MUHAMMAD IMRAN BUTT
MSc. Public Administration from
VU, Islamabad



MUHAMMAD BIN SHAUKAT
Master of Business Administration (MBA)
from IIUI, Islamabad



SIKANDAR HASSAN
BS. Computer Science from
Punjab University, Jhelum

1.4 Introduction to the Online Systems:

Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) aims to acquaint the general public with the “Protection against Harassment of Women at Workplace Act 2010” and “The Enforcement of Women’s Property Rights Act 2020”. To facilitate the complainants and to extend the accessibility of the aggrieved persons, several online systems have been developed and managed by FOSPAH.

i. Hearing of the registered cases through video conferencing:

Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) is providing the facility of video conferencing through appropriate available mediums (Skype, Zoom etc.) for the parties to follow the hearing of their registered cases. This facility has been introduced to assist parties who belong to areas that are far away from the office of FOSPAH.

ii. Social media activities of FOSPAH:

Federal Ombudsman Secretariat has been maintaining its official Facebook page (www.facebook.com/fospah), Twitter page (www.twitter.com/fospah) and Instagram page (www.instagram.com/fospah). Here, social activities related to this Secretariat are posted. Further, the queries of the general public regarding the process to file complaints, procedure to resolve the complaints, and jurisdiction of this forum in certain matters have been entertained by the social media administrator.

iii. Complaint Management and Information System:

On our official website (www.fospah.gov.pk) Complaint Management and Information System (CMIS) has been provided to facilitate aggrieved persons to register online complaints.



Welcome,

Mohtasib's Complaints Management Information System - Online Complaint Registration Form

Please enter Complaint's Details

If you have already launched a complaint Click here to check the Status of Complaint

Fields marked with an * are mandatory

Complaint Type کی شکایت
قسم

☒ General عمومی

☐ ChildRelated بچوں کی

Mohtasib کا نام

FEDERAL OMBUDSMAN SECRETARIAT </br> For Protection Against Harassment of Women at Work Place

Please Select your
nearest Complaint Office قریبی آفس

H.O Islamabad

Complainant Name *شکایت کنندہ

Attach Document Related to Complaint: کاغذات لگائیں

Choose File No file chosen

Please read the following and check the box before submitting your complaint.

شکایت کے اندراج سے پہلے نیچے دیے ہوئے بیان خلفی کو غور سے پڑھ لیں

Affidavit:

I do hereby solemnly affirm:

- That the facts mentioned in this complaint are correct to the best of my knowledge and belief.
- That no complaint on this subject has previously been lodged with Mohtasib by me, or on my behalf, in the Head Office or any of the Regional/District Office.
- That no suit, appeal, petition or other judicial proceeding in connection with the subject matter of this complaint is pending in any court, tribunal or board.
- I made a representation to the senior Officers of the Agency in this connection but have failed to elicit a reply/my representation has been unjustly turned down.

☐ I do affirm the Affidavit میں بیان خلفی کے تصدیق کرنا / کرتے ہوئے

Security Code:

To ensure a secure transaction
please type in the value that is
displayed to the right. سیکورٹی کو
یقینی بنانے کے لیے کوڈ



Send اندراج

Clear کلیں

iv. Awareness campaign through SMS launched by FOSPAH:

Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) has conducted awareness campaign through Short Messaging Service (SMS) intimating the process of filing of complaint through the above-mentioned system 'Online Complaint System'.

Through this campaign, a large number of awareness messages have been sent in both English and Urdu language to the general public and working persons including teachers, lawyers, bankers, university students, entrepreneurs and Federal and Provincial Government employees of Pakistan.

Awareness messages are provided below:

English version:

Workplace Harassment:

FOSPAH helps to create harassment free workplace. If you are facing harassment at your workplace, you can file a complaint under "The Protection against Harassment at the Workplace Act 2010" with FOSPAH.

Email: registrar@fospah.gov.pk

Phone: +92 51 9264444, 9262952

Website: www.fospah.gov.pk

Facebook / Twitter / Instagram: @fospah

Inheritance (Property Rights):

If you (women) are deprived of your Inheritance or Property Ownership, you can file a complaint under "The Enforcement of Women's Property Rights Act, 2020" with FOSPAH.

Email: registrar@fospah.gov.pk

Phone: +92 51 9264444, 9262952

Website: www.fospah.gov.pk

Facebook / Twitter / Instagram: @fospah

Urdu version:

Workplace Harassment:

فوسپاکام کی جگہ پر ہر اسیت سے پاک ماحول فراہم کرنے کے لئے کوشاں ہے۔ اگر آپ کو کام کی جگہ پر ہر اسیت کا سامنا ہے تو اپنی شکایات "انسداد ہر اسیت بمقام کار ایکٹ ۲۰۱۰" کے تحت وفاقی محتسب برائے انسداد ہر اسیت میں درج کروائیں۔ فیصلہ دو ماہ کے اندر سنایا جائے گا۔

ای میل: registrar@fospah.gov.pk

ٹیلی فون: +92 51 9264444, 9262952

ویب سائٹ: registrar@fospah.gov.pk

فیس بک / ٹویٹر / انسٹاگرام: @fospah

Inheritance (Property Rights):

ایسی خواتین جن کو اپنی وراثتی اور ملکیتی جائیداد سے محروم رکھا گیا ہے وہ اپنی شکایات "نفاذ حقوق جائیداد برائے خواتین ایکٹ ۲۰۲۰" کے تحت وفاقی محتسب برائے انسداد ہراسیت میں درج کروائیں۔ فیصلہ دو ماہ کے اندر سنایا جائے گا۔

ای میل: registrar@fospah.gov.pk

ٹیلی فون: +92 51 9264444, 9262952

ویب سائٹ: registrar@fospah.gov.pk

فیس بک / ٹویٹر / انسٹاگرام: [@fospah](https://www.facebook.com/fospah)

1.5 THE ENFORCEMENT OF WOMEN'S PROPERTY RIGHTS ACT, 2020:

The Government of Pakistan has now authorized FOSPAH under "The Enforcement of Women's Property Rights Act, 2020" to adjudicate upon matters related to moveable or immovable property. Below are the specifications of the said Act, in languages English and Urdu.

FOSPAH IS EMPOWERED TO PROTECT AND SECURE THE RIGHTS OF OWNERSHIP OF WOMEN IN THE PROPERTY INHERITED OR OWNED

FOSPAH is now empowered under "The Enforcement of Women's Property Rights Act 2020" to deal with all the complaints related to **women's property rights including movable or immovable property**.

- The aggrieved woman or anybody on her behalf can file a complaint at FOSPAH.
- The Ombudsman can even take **sou moto notice** in such cases.
- Decision would be announced in 2 months.

نفاذ حقوق جائیداد برائے خواتین ایکٹ ۲۰۲۰

ایسی خواتین جن کو اپنی وراثتی اور ملکیتی جائیداد سے محروم رکھا گیا ہے وہ اپنی داد رسی کے لئے وفاقی محتسب سے رابطہ کریں۔

- متاثرہ خاتون خود یا بذریعہ نمائندہ شکایت دائر کر سکتی ہے۔
- وفاقی محتسب کے پاس نوٹس لینے کا بھی اختیار ہے۔
- فیصلہ دو ماہ کے اندر سنایا جائے گا۔

1.6 Workplace Harassment:

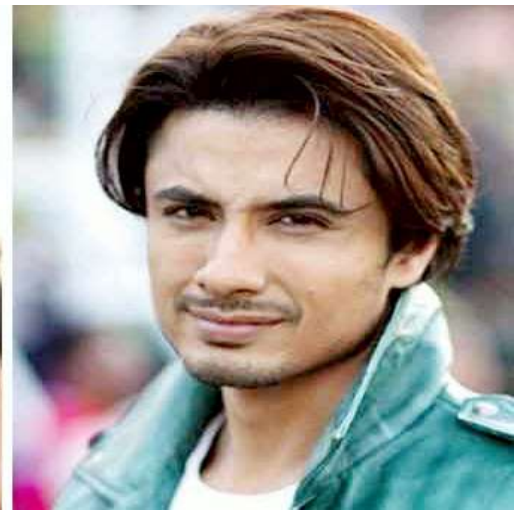
A SLITHERING SNAKE

Every human being wishes to have equal rights and opportunities in his/her life. But all are not fortunate enough, especially the women. In Pakistan, the society is typically based on patriarchy, where women are deprived of basic rights of education or self-identity. They are mostly defined by male figures of the society. For the most part women don't even know the rights, this country provides them as their literacy rate is as low as 36% which is not more than a drop in the bucket.



Muhammad Jabraan Bashir
Intern (Media Cell FOSPAH)

Unfortunately, our country has had worse reputation regarding women safety in the world. In 2011 experts by the Thomson Reuters Foundation Poll ranked Pakistan as 3rd most dangerous country for women.



Since last few years increase in women employment is being observed as gradually female empowerment is coming to Pakistan. Every field and walk of life has seen an extensive women participation alongside men. But Male dominant culture has created another possibility out of it: Workplace Harassment.

Workplace Harassment occurs when someone in a superior position attempts to elicit sexual favors from a subordinate employee by either promising that the favor will be returned with a job-related benefit (e.g. a promotion or salary increase) or by threatening an adverse employment action (e.g. a demotion or negative performance evaluation) if the sexual favor is not provided. Women are mostly the victims of this unwelcoming sexual advance around the globe. A survey by Daily Dawn showed that workplace sexual harassment is under-

reported in Pakistan. It is a slithering snake that ripples its way through a work environment causing disastrous results.



It is an irony in Pakistan, that victim speak up about harassment. Because it would affect the dignity of her family and also she would lose her respect and become worthless in the society. It's a major cause that most of harassment cases go unreported in our country. As an affect to this, experts say women has to struggle with psychological problems caused by their workplace ordeal. Workplace harassment mutilates a woman's self-esteem which leads her to anxiety, depression, stress and traumatic disorders. Embarrassment and fear of other people finding out can lead to panic attacks, and inexplicable fits of crying. Sexist behavior and unwanted sexual attention can be detrimental to a person's health if it occurs as a matter of course in the workplace. The feelings of shame or guilt that a woman feel when sexually harassed at work devastates her sense of self-worth as a professional.

CHAPTER NO. 02

LANDMARK CASES OF FOSPAH



SHARE YOUR EXPERIENCES

CHAPTER NO. 02

2.1 Number of observations made in some of the cases of this forum:

i. Benazir Awan Vs Nadeem Ahmed

A complaint regarding physical harassment was filed by “Assistant Manager HR and Administration” at “HANDICAP INTERNATIONAL” on 9th October, 2018 against Support “Services Coordinator”, HANDICAP INTERNATIONAL. Brief facts of the case are that the Complainant's colleagues had left the office, Accused asked the Complainant to stay in office as he wanted to have some official discussion with her after he gets back from a meeting. The Complainant went to his office and they had an official discussion for about half an hour. After their discussion ended, Accused got up from the other side of the table, touched her cheeks and stated that if she needed any such favor or car then she should have asked the Accused personally and he would have facilitated her. He said that she could share anything with him, whether personal or official.

Complainant submitted proofs against Accused whereas accused submitted his defense against Complainant and denied all the allegations leveled against him. In the light of above definition as far as the question of harassment is concerned, the phrase "causing interference with work performance or creating an intimidating, hostile and offensive work environment" clearly indicates the hidden intention of law and legislature regarding sexually demeaning attitudes. This forum reached to the conclusion that the Accused is found guilty hence major penalty to be imposed on the Accused under Section 4(4)(ii)(e) of The Protection Against Harassment at the Workplace Act, 2010 i.e. a fine of Rs. 100,000 to be paid within 15 days of receipt of this judgment. Moreover, the Accused to be demoted by one scale and the administration at HANDICAP INTERNATIONAL is hereby directed to implement this order in letter and spirit,

ii. Aliya Mohabat Vs Iftakhar Ahmed & Others

The brief facts giving rise to the instant appeal filed by appellant are that the Complainant filed a harassment complaint against the, Assistant Director, Joint Director/Zonal Head Driver, Deputy National Saving Officer, wherein all the above mentioned Accused were nominated in the complaint(s) filed within the department, NATIONAL SAVINGS ISLAMABAD. Hence the matter was taken up by the Inquiry Committee and gave its findings dated 25-03-2019 and 26-03-2019. After Inquiry, the Committee found the Accused guilty and punished the Accused as Accused No. 1 was removed from service, Accused No. 2 was demoted, Accused No. 3, was compulsorily retired and Accused No. 4 was terminated from service.

The aggrieved parties filed appeals against the order and findings of the competent authority and Inquiry Committee, before this forum, under Section 6 of the Protection against Harassment of Women at Workplace Act, 2010. During hearing and proceedings, major flaws were found in the impugned order therefore, the appeals of Accused persons were allowed by this forum and set-aside the decision of competent authority in order to meet the ends of justice.

iii. Dr. Saba Bashir Vs Dr. Mehmood Ashraf

Fakhra Kashif Vs Dr. Mehmood Ashraf

Fazia Akhter Vs Dr. Mehmood Ashraf

This judgment, complaints filed, namely, (Assistant Professor), (Lecturer) and (Assistant Professor), at the Computer Science Department of Federal Urdu University of Science and Technology (FUUAST), Islamabad, against the accused namely, Head of Department (HOD), at the Computer Science Department of FUUAST, Islamabad, involved similar allegations of harassment and common questions of law.

Brief facts of the complaints are as follows. Assistant professor in her complaint dated 20th October 2018, stated that the Opponent was insistent on calling her to his office alone under the pretense of work. It was also alleged that the Opponent would try to discuss the complainant's personal matters. Any objection raised towards his behavior was allegedly met with retaliation.

Lecturer in her complaint dated 24th October 2018 stated that the Opponent would call her to his office on the pretext of work. It was also claimed that he appointed the Complainant as a class counselor and female student coordinator specifically to meet her alone. She faced retaliation by the Opponent under the garb of an official inquiry and issuance of letters of tardiness.

Assistant Professor in her complaint dated 25th October 2018 stated that the Opponent had assigned her duty to supervise seating arrangement for examination after official hours, despite her intimation that her husband was waiting outside for her. Another incident mentioned therein was that Accused took pictures of her official document; she also alleged that he appointed her as a female student coordinator on the pretext to call her alone in his office, though she avoided it resulting in retaliation where she too was issued letters for being tardy.

After the submission of reply, the parties were asked to provide evidence corroborating the allegations raised. Witnesses were produced by the parties. The learned counsel for the Opponent and the Complainants cross-examined the parties and the witnesses accordingly.

This is a special forum, established under the Protection against Harassment of Women at Work Place Act, 2010, it only entertains cases pertaining to work place harassment. The definition of both "harassment" and "work place" are provided

in the Act, 2010 Therefore, to not digress from the actual purpose of the forum, the respective instant complaints filed by the Complainants are dismissed.

Moreover, this office in relation to FUUAST observed various lacunas in its administration. The proceedings revealed that majority of the grievances could have easily been prevented had the administration of the University been vigilant enough. The administration is directed to ensure a conducive work environment for its female faculty members. Further, in today's age where technology has progressed so vastly, the University is ordered to install CCTV cameras and biometric attendance.

iv. Haseena Anjum Vs Tahir

This forum intend to dispose of the complaint filed by resource person PBC, Islamabad. The brief facts of case are that the complainant has made complaint u/s 5 of Protection against Harassment at Work Place Act 2010 before this forum against the accused Driver NBH, Islamabad. Accused submitted his defense. Accused denied all the allegations leveled against him. Arguments heard Record perused this forum decided the accused Driver NBH, Islamabad was found guilty for creating workplace harassment and misconduct consequently major penalty of "Dismissal from service" was imposed.

CHAPTER NO. 03

STATISTICS OF THE CASES



**YOU NEVER KNOW HOW STRONG YOU ARE
UNTIL BEING STRONG IS THE
ONLY CHOICE YOU HAVE**

CHAPTER NO. 03

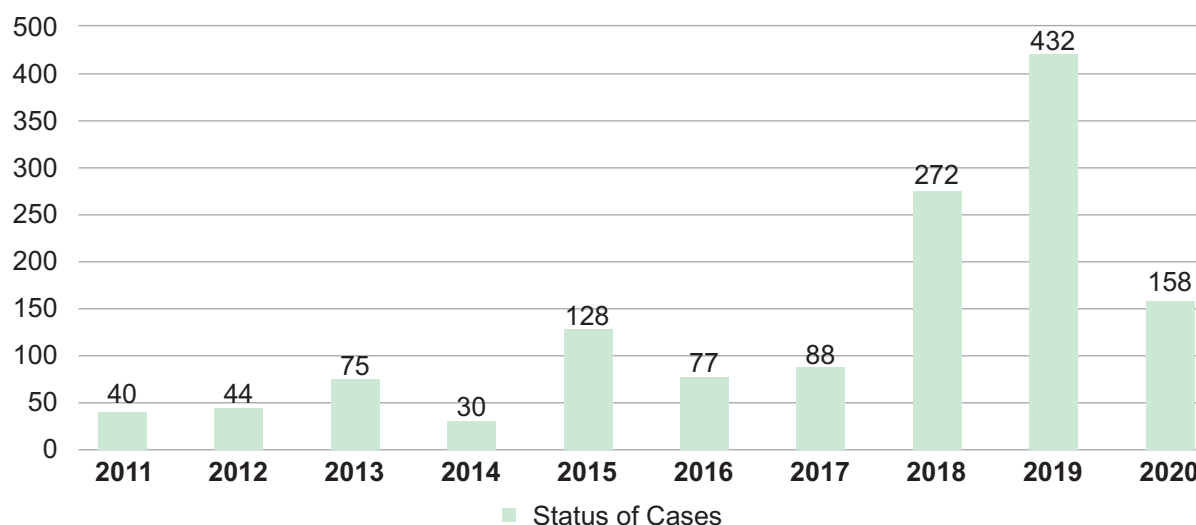
3. Statistics of the Cases

3.1 Status of the Cases registered at FOSPAH

YEAR WISE CASES

Year	No. of Cases	Region / Province					
		Federal	Punjab	Sindh	KPK	Baluchistan	AJ&K
2011	40	16	9	8	7	0	0
2012	44	14	16	3	10	1	0
2013	75	28	30	8	4	5	0
2014	30	12	8	6	3	1	0
2015	128	47	56	15	7	3	0
2016	77	31	32	10	3	1	0
2017	88	31	36	18	3	0	0
2018	272	93	118	24	18	19	0
2019	432	135	206	42	42	2	5
2020	158	62	68	18	7	3	0
Total	1344	469	579	152	104	35	5

YEAR WISE CASES



3.2 Status of the Cases registered from July 2019 to June 2020

3.2.1 Statistics of the Cases registered at FOSPAH Head Office Islamabad

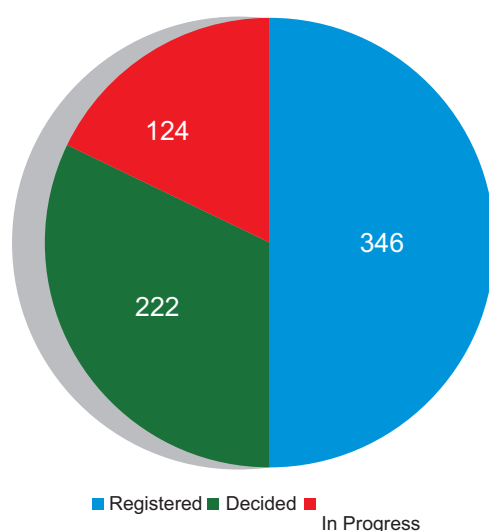
No. of Cases Registered	No. of Cases Decided	In Progress Cases
346	222	124

During the period under report (July 2019 to June 2020), Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) has registered 346 cases. Following the principle of quick disposal of cases as required under law, 124 cases are pending while the rest have been disposed off.

STATUS OF CASES (July 2019 - June 2020)



STATUS OF CASES (July 2019 - June 2020)

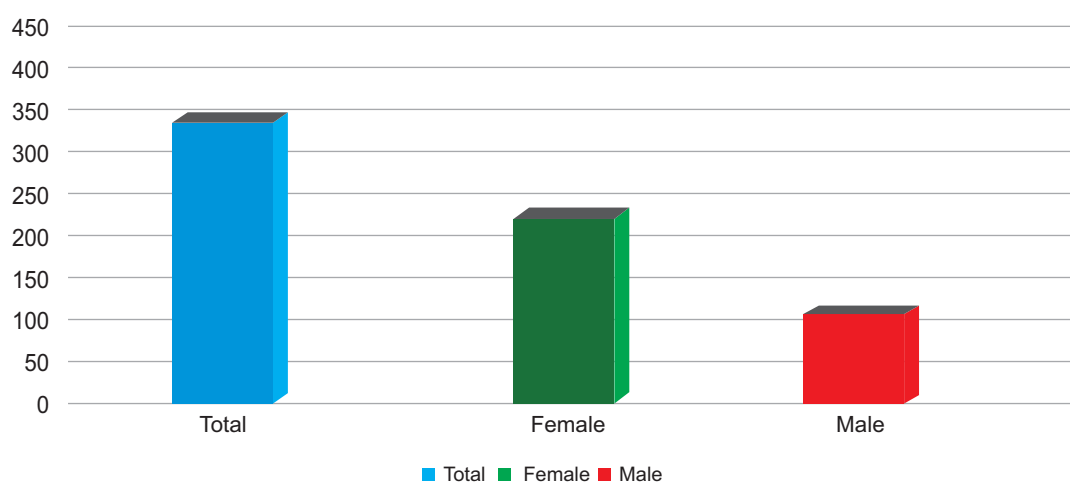


3.2.2 Gender-wise bifurcation

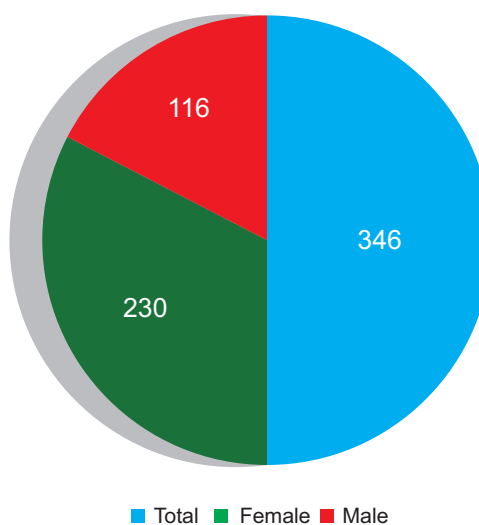
Total	Female	Male
346	230	116

Out of all cases registered, 230 cases by female complainants and 116 cases by male complainants have been registered in this Secretariat.

GENDER WISE CASES (July 2019 - June 2020)



GENDER WISE CASES (July 2019 - June 2020)

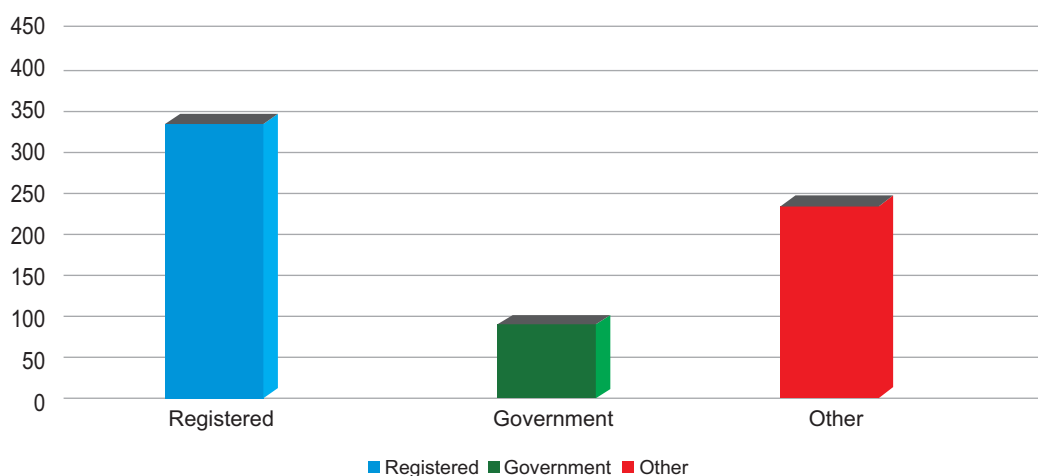


3.2.3 Sector-wise bifurcation

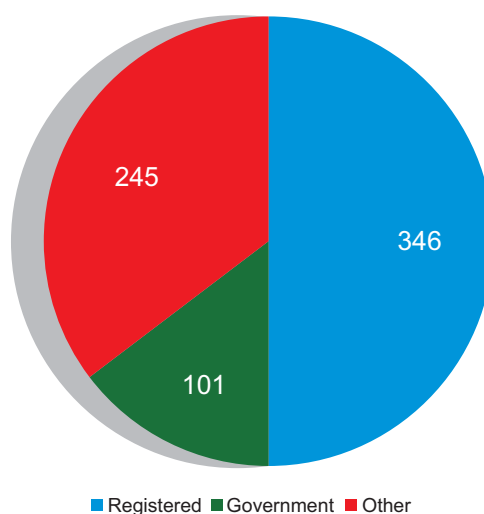
Total	Government	Others
346	101	245

During the period under report (July 2019 to June 2020), FOSPAH has entertained 101 cases from Government sector and 245 cases from other (Non-Government) sector.

SECTOR WISE CASES (July 2019 - June 2020)



SECTOR WISE CASES (July 2019 - June 2020)

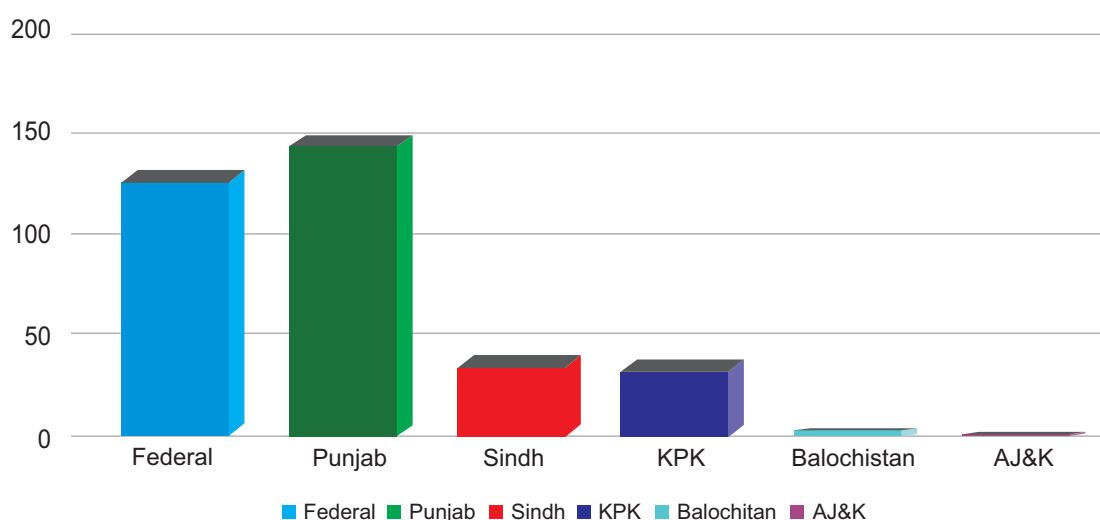


3.2.4 Province-wise bifurcation

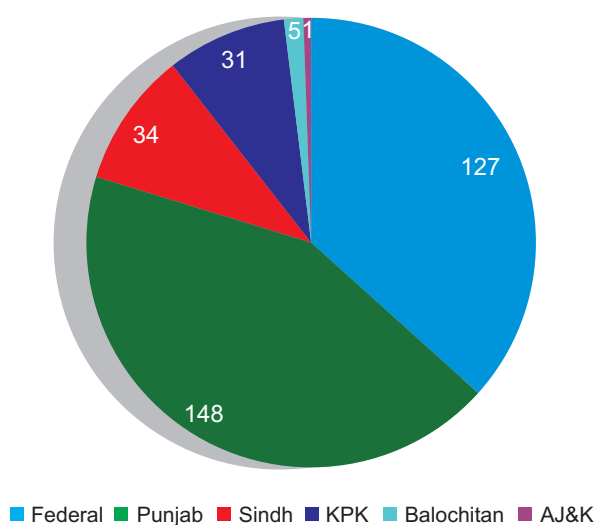
Year	Total No. of Cases	Federal	Punjab	Sindh	KPK	Balochistan	AJ&K
July 2019 to June 2020	346	127	148	34	31	5	1

Out of these 346 cases, 127 cases from Federal, 148 cases from Punjab, 34 cases from Sindh, 31 cases from Khyber Pakhtunkhwa, 5 case from Balochistan and 1 case from AJ&K has been registered in the Registrar Office of this Secretariat.

PROVINCE WISE CASES (July 2019 - June 2020)



PROVINCE WISE CASES (July 2019 - June 2020)



3.2.5 Comparative analysis of the cases registered in this Secretariat:

In the last year (July 2018 - June 2019), FOSPAH received 371 cases out of which 122 cases from Federal, 182 from Punjab, 36 from Sindh, 25 from Khyber Pakhtunkwa, 01 case from Balochistan and 05 cases from Azad Jammu and Kashmir (AJ&K).

Out of those 371 cases, 295 cases were disposed off, in which 244 cases were filed by female complainants and 127 by male complainants. Similarly, 84 cases were related to the Government Agencies and 287 cases from other (Non-Government) sector.

On the other hand, during this year, FOSPAH has received 346 cases. Decrease in the number of cases can be seen in the duration (July 2019 - June 2020), wherein 127 from Federal, 148 from Punjab, 34 from Sindh, 31 from Khyber Pakhtunkwa, 05 from Balochistan and 01 case was registered from Azad Jammu and Kashmir (AJ&K). During the time period, 222 cases have been disposed off out of 346, in which 230 cases were filed by female complainants and 116 by male complainants. Similarly, 101 cases were related to the Government Agencies and 245 from other (Non-Government) sector.

This decrease was observed due to COVID-19 situation as most of the organizations started working remotely and reduced the number of employees in the workplace. As per the Government declared SOPs to encounter COVID-19 pandemic, lead to fewer harassment cases in the duration under report (July 2019 - June 2020).



#JUSTICE FOR ALL

3.2.6 FOSPAH in CORONA times:

Lockdowns started in March 2020, Hence the ratio of complaints got effected. Team FOSPAH did not stop working even in Corona times with responsible behavior.

As per the Government declared SOPs to encounter COVID-19 pandemic, departments started working remotely and reduced the number of employees in the workplace. During Corona times, this Secretariat managed to conduct online hearings.



ACHIEVEMENTS OF FOSPAH



**GREAT SATISFACTION COMES FROM
SUPPORTING OTHERS**

CHAPTER NO. 04

4. Implementation and progress of development projects

4.1 Steps taken by FOSPAH to create awareness and implementation of the Harassment Act 2010 and Women's Property Rights Act 2020:

For creating awareness about “The Protection against Harassment of Women at Workplace, Act 2010” and “The Enforcement of Women's Property Rights Act, 2020”, several awareness seminars and training sessions had been conducted at different organizations all over Pakistan. Details of some of the events are provided below:

i. The delegation of “Coalition For Women In Journalism (CFWIJ)” meets Federal Ombudsman Kashmala Tariq at FOSPAH Head Office, Islamabad:

Delegation of “The Coalition For Women In Journalism (CFWIJ)” visited FOSPAH Head Office, Islamabad on 17th July 2019. The Federal Ombudsman Kashmala Tariq said that the objective of FOSPAH is to share concerns on harassment faced by women at workplace and to ensure conducive work environment for women journalists by collective efforts and awareness campaigns. Furthermore, she said Naming & Shaming the accused, sensitization of harassment issue and awareness through workshops, seminars and mutual agendas are being promoted by FOSPAH.

The board of meeting put forward various suggestions to counsel, empower, lobby and collaborate with other women journalists to ensure compliance with FOSPAH's “Code of Conduct”. The role of present government in legislation for laws regarding women was analyzed. The concerns and pro-activeness of the President of Pakistan, Dr. Arif Alvi with regards to women rights was appreciated.



Federal Ombudsman with delegation of “The Coalition For Women In Journalism (CFWIJ)” at FOSPAH Head Office, Islamabad

ii. Civil Services Academy (CSA) Lahore organized 47th Common Training Programme (CTP) :

Federal Ombudsman Kashmala Tariq addressed the Probationary Officers of the 47th Common Training Programme (CTP) on "Work Place Challenges for Women" at Civil Services Academy (CSA) Lahore on 15th January 2020. Forty percent (40%) probationary officers were women. Ombudsman said that women comprise nearly half of the population of our country, no development can take place without giving them their due share in education, economic development and enhancing their human capital. They must be provided with equal opportunities in every field so that our country progress by leaps and bounds.



Director CTP Zulfiqar Younas presenting shield to the Federal Ombudsman Kashmala Tariq



Federal Ombudsman addressing Probationary Officers at CSA Lahore



Group photo of the Federal Ombudsman Kashmala Tariq with Director CTP Zulfiqar Younas and Probationary Officers

iii. H.E. Ambassador of Japan Kuninori Matsuda and Mrs. Ghada Yacoub with Federal Ombudsman Kashmala Tariq:

Federal Ombudsman Kashmala Tariq was invited to give a talk on gender equality and workplace harassment on 18th July 2019. Federal Ombudsman spoke about different dimensions of women empowerment and created awareness on harassment with different diplomats and working groups.



H.E Ambassador of Japan Kuninori Matsuda and Mrs. Ghada Yacoub
with Federal Ombudsman Kashmala Tariq



Federal Ombudsman Kashmala Tariq with Vice President FPCCI Qurban Ali,
Vice President FPCCI Ijaz Abbasi and Others

iv. Rotary Club of Islamabad Cosmopolitan organized a workshop on “Workplace Ethics and Harassment”:

Federal Ombudsman Kashmala Tariq attended the workshop as a chief guest and addressed the Rotary Club of Islamabad Cosmopolitan on 9th August 2019. Federal Ombudsman said that the atmosphere should be harassment free at workplace and the administration should adopt Zero Tolerance policy for it. She further added, harassment has to be reported immediately.



Federal Ombudsman addressing the audience at the Rotary Club of Islamabad Cosmopolitan



Audience attending the seminar



President Rotary Club of Islamabad Cosmopolitan Rashid Ibrahim presenting souvenir to the Federal Ombudsman Kashmala Tariq

v. Commonwealth Parliamentary Association (CPA) Akbar Khan visits FOSPAH Head Office, Islamabad:

Federal Ombudsman for Protection Against Harassment and former Commonwealth Women Parliamentarians Chairperson Kashmala Tariq met Commonwealth Parliamentary Association's Secretary General Akbar Khan on his visit to Pakistan from UK along with the members of the Parliament.



Commonwealth Parliamentary Association's Secretary General Akbar Khan with Federal Ombudsman Kashmala Tariq, Deputy Speaker Punjab Assembly Dost Muhammad Mazari, MNA Mr. Zulfiqar Bachani, MNA Mr. Makhdum Zada Sayed Basit Ahmad Sultan, MNA Mr. Ehsan Ur Rehman Mazari and MNA Mr. Khursheed Ahmed Junejo



Federal Ombudsman presenting FOSPAH's crest to the Commonwealth Parliamentary Association's Secretary General Akbar Khan

vi. Center for Research and Security Studies (CRSS) organized “Pace Workshop” at Karachi:

Federal Ombudsman Kashmala Tariq addressed the “Pace Workshop” organized by Center for Research and Security Studies (CRSS) at Karachi on 27th August 2019. She shared her views regarding ‘Gender Equality and Workplace Harassment’. She said that FOSPAH is a quasi-judicial and a regulatory body which was established under the Protection against Harassment of Women at the Workplace Act 2010. It promptly redresses grievances of any person pertaining to harassment at workplace regardless of gender and provides immediate counseling to the aggrieved. She shared that the vision of FOSPAH is to vanguard the respect and dignity of all workforce in the cross-section of Pakistan.

Further she added that unless we all assume our responsibility we cannot take our nation forward. When you are in a workplace, you are not a man or woman, you’re equal. She said that it is not only sexual harassment that be reported to FOSPAH, she added that using mobile phones to intimidate or stalk others, sending unwanted or unwelcoming messages through social media like Facebook, Twitter, Whatsapp or Instagram falls under the harassment.



Federal Ombudsman while addressing the audience at University of Karachi



Group photo of the Federal Ombudsman with the participants of “Pace Workshop”

vii. Forum of Pakistan Ombudsman (FPO) organized 23rd meeting at Nathia Gali:

Federal Ombudsman Kashmala Tariq attended 23rd meeting of the Forum of Pakistan Ombudsman (FPO) at Nathia Gali on 6th September 2019.



Federal Ombudsman Kashmala Tariq while addressing the 23rd meeting of the FPO



Participants at the 23rd meeting of the FPO



Discussion while 23rd meeting of the FPO



Federal Ombudsman for Protection against Harassment Kashmala Tariq with Federal Ombudsman for mal-administration Syed Tahir Shahbaz, Ombudsman KPK for Protection against Harassment Rakshanda Naz, Banking Mohtasib of Pakistan Muhammad Kamran Shahzad, Ombudsman Punjab for Protection against Harassment Rukhsana Ghillani, Ombudsman Balochistan for Protection against Harassment Sabira Islam, Ombudsman AJ&K Zafar Hussain Mirza, Provincial Mohtasib KPK Aqal Badshah and Secretary Forum of Pakistan Ombudsman Abdul Khaliq

viii. Rawalpindi Chamber of Commerce and Industry (RCCI) organized a ceremony on "Business Women of Pakistan and SDGs":

The ceremony regarding International Women's Day was held in the Rawalpindi Chamber of Commerce and Industry (RCCI) on 20th September 2019. The Federal Ombudsman for Protection Against Harassment Kashmala Tariq said that education for women is very vital so that they can stand with men equally and can contribute to the country's economic development. She further said that women should be aware of their rights and they should not tolerate the injustices done to them. She said that all the institutions, offices and organizations should have internal harassment committees and added that organisations must report their status of compliance with the workplace harassment law. At the end, she said that after the enactment of Harassment Act 2010, it is the responsibility of every employer of an organization to ensure implementation of this Act i.e. formation of the internal inquiry committee and display of Code of Conduct at conspicuous place in their organizations. Failing to do so will result in fine.



Federal Ombudsman addressing the audience at RCCI



Federal Ombudsman with the President RCCI and Others at RCCI, Rawalpindi

Federal Ombudsman lauded RCCI efforts for promoting women entrepreneurship and added that these women playing a remarkable role in the economic uplift of the country. Women are coming out of the taboos and social bars and now we can see professionals in different sectors other than conventional sectors like IT, Air Force and board members at corporate levels.

She stressed on gender equality and asked participants to bring awareness among fellow members with respect to workplace harassment.



Federal Ombudsman while sharing her views regarding gender equality and harassment



President RCCI Malik Shahid Saleem presenting shield to the Federal Ombudsman Kashmala Tariq

ix. Beaconhouse School organized an Investiture Ceremony:

Federal Ombudsman sensitized youth on harassment and distributed Sashes to newly elected head boy and his counsel on Investiture Ceremony at Beaconhouse School, Margalla Campus, Islamabad on 17th October 2019. While addressing the audience, Federal Ombudsman stressed upon the need to educate our children about good touch and bad touch. Your child will know what to do even when a known person touches them, and how to respond: he or she must report it to someone immediately.



Federal Ombudsman while addressing at the Investiture Ceremony



Federal Ombudsman while distributing Sashes among the students



Principal Beaconhouse Margalla campus Ms. Ayesha Ansar presenting souvenir to the Federal Ombudsman Kashmala Tariq. Cluster Director Beaconhouse Ms. Safia Cassim and Headmistress Boys Branch Ms. Sidra Qasim also present

x. 64th Commonwealth Parliamentarians Conference at Uganda:

Federal Ombudsman for Protection Against Harassment and former Commonwealth Women Parliamentarians Chairperson Kashmala Tariq attended the 64th Commonwealth Women Parliamentarians Conference at Kampala, Uganda on 27th September 2019. Federal Ombudsman while addressing talked about Harassment and shared her experiences with the speakers of the Commonwealth countries.



Federal Ombudsman Kashmala Tariq with former Commonwealth Women Parliamentarian's Chairpersons Dr. Dato' Noraini Ahmad (Malaysia, 2016-2019), Rebecca Kadaga (Uganda, 2013-2016), Alix Boyd Knights (Dominica, 2010-2013) and Lindiwe Maseko (South Africa, 2004-2007) at the 64th Commonwealth Women Parliamentarians Conference



Federal Ombudsman Kashmala Tariq with the former CWP Chairpersons



Federal Ombudsman at the 64th Commonwealth Parliamentary Conference



President of Uganda Yoweri Museveni with Federal Ombudsman Kashmala Tariq and other participants

xi. Digital Rights Foundation organized a seminar on “Combating Online and Offline Harassment in Pakistan”:

Federal Ombudsman Kashmala Tariq shared her views to counter online and offline harassment in Pakistan at a seminar organized by Digital Rights Foundation on 23rd October 2019 in Islamabad. She added that FOSPAH is equipped with a swift and simple procedure to register a complaint which does not require any lawyer and takes only two months to decide the case. Moreover, it's not only the sexual harassment, any demeaning attitude and inappropriate action at workplace is considered under the definition of harassment.



Federal Ombudsman Kashmala Tariq while addressing the participants of the seminar



Federal Ombudsman Kashmala Tariq with Barrister Jannat Ali Kalyar, KPK Ombudsman for Protection Against Harassment Rukhshanda Naz, Director Legal Affairs Digital Rights Foundation Ms. Dania Mukhtar and Co-Founder, Women's Advancement Hub Aisha Sarwari



Audience attending the seminar

xii. Federal Minister for Law and Justice Barrister Dr. Muhammad Farogh Naseem held a meeting with Federal Ombudsman:

Federal Minister for Law and Justice, Barrister Dr. Muhammad Farogh Naseem held a meeting with Federal Ombudsman Kashmala Tariq at the Ministry of Law & Justice to discuss implementation of the newly enacted Act: **"The Enforcement of Women's Property Rights, 2020"** to protect and secure the rights and ownership of women in the property.



Federal Ombudsman Kashmala Tariq with Federal Minister for Law & Justice Barrister Dr. Farogh Naseem, Parliamentary Secretary Barrister Maleeka Ali Bukhari, Registrar FOSPAH Mr. Rahman Shahzad, Coordination Officer FOSPAH Syed Naufil Hussain, Staff Officer FOSPAH Muneeb Siddiqui and Others

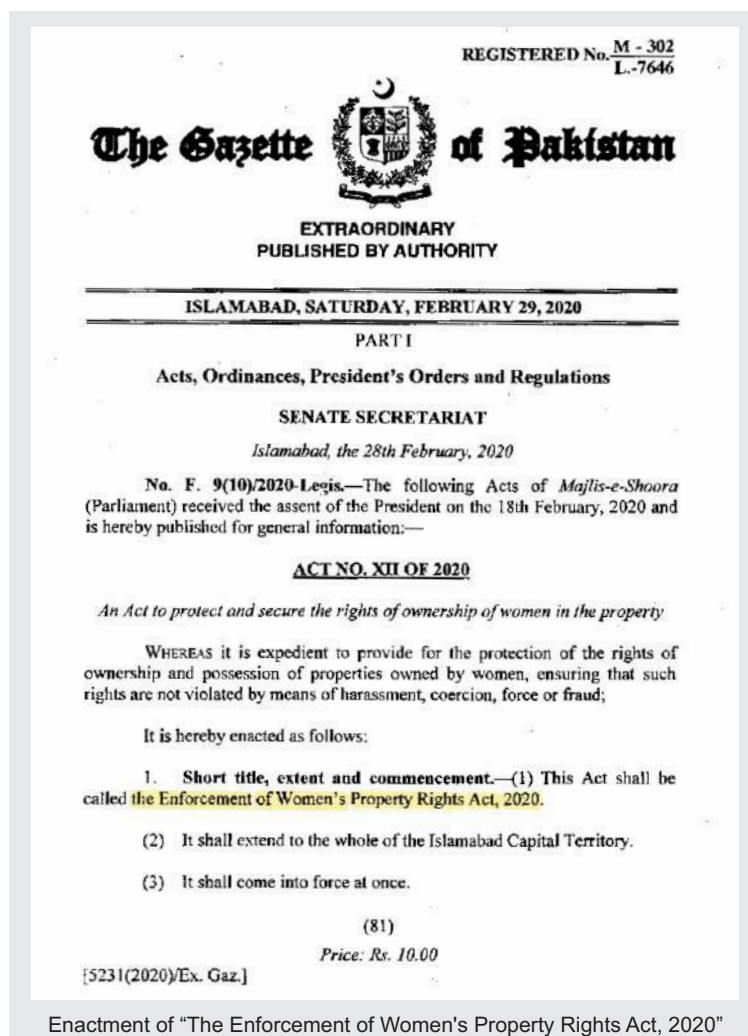
It is a known fact that financial independence is a key to empowerment as well as Islam ensured women's right to property 1400 years ago. Under Article 23 of the Constitution of Pakistan, it was citizens' right to acquire, hold and dispose of property in any part of Pakistan. Since it applies to all the citizens, there is no differentiation of a man and woman.

Despite the fact our religion and constitution guarantees a woman's right to property/inheritance, a number of women can be witnessed being deprived of fundamental rights either because they are not strong enough or because they are unaware of their rights in the matter. The Government of Pakistan was of the view that women should be empowered by giving them what belongs to them. So, the Government emphasized the need to ensure the uprooting of un-Islamic practices and customs that deprive women of their legal right to have property.

The Government reached an important milestone on February 14, 2020, when The Enforcement of Women's Property Rights Bill (now an Act), 2020 received Senate's nod. The Act empowers the Ombudsman to take appropriate action to address the issue of a woman's inheritance. Who is deprived of ownership or possession of her property by any means, can file a complaint to the Ombudsman.

In case the woman deprived of her property is unable to do so, any person or an NGO may initiate action on her behalf. The Ombudsman, after preliminary assessment will direct the matter to concerned Deputy Commissioner.

The Deputy Commissioner will conduct an inquiry and submit a report to the Ombudsman within 15 days following which; the Ombudsman may call for further record or submission of objections by the complainant and her adversaries. The Ombudsman will pass the orders, preferably within 60 days of receipt of the complaint.



Role of the Ombudsman will not end after passing the orders but the Act empowers it to ensure implementation of the orders by directing the police and district administration officials to restore possession and title of the property to the complainant.

Enabling women to have their rightful share in the property is the most important step towards empowerment. It is resolve of the government to make the women aware of their rights, so that they are strong enough to fight against any form of violence and exploitation.

xiii. Awareness Seminar conducted by the Dow Medical College, Karachi:

Federal Ombudsman Kashmala Tariq addressed the students and faculty members at Dow Medical College Karachi on 31st October 2019. She said that awareness precedes all kind of empowerment as it sensitizes people especially women about their legal right and duties. Moreover, she shared the vision of FOSPAH “**creating a harassment free environment at workplace**” and urged the harassment victim to collect strong evidence against the harasser before filing a complaint.



Federal Ombudsman while addressing the audience



Federal Ombudsman Kashmala Tariq with Director Professional Development Center Prof. Amjad Siraj Memon



Participants of the seminar



Group photo of the Federal Ombudsman with Director Professional Development Center and other faculty members

xiv. Fatima Jinnah Women University (FJWU) held a panel discussion on "Glass Ceiling and Women in Pakistan":

Federal Ombudsman Kashmala Tariq attended the panel discussion on "Glass Ceiling and Women in Pakistan" held at Fatima Jinnah Women University (FJWU), Rawalpindi on 29th November 2019. As a key note speaker, Kashmala Tariq told that semester system is one of the main reason of harassment in the university because it makes the staff more powerful. She also apprised the audience about the nature and significance of gender sensitivity. Ombudsman added that due to awareness campaigns launched by FOSPAH, a drastic increase in the number of complaints has been observed.



Federal Ombudsman while addressing the audience



Participants of the seminar



Group photo of the Federal Ombudsman with VC FJWU Dr. Saima Hamid & Others



Vice Chancellor Fatima Jinnah Women University Dr. Saima Hamid addressing the audience



VC FJWU Dr. Saima Hamid presenting souvenir to the Federal Ombudsman

xv. National Conference on “Linking Human Rights with Pakistan SDGs 2030 Agenda”:

Federal Ombudsman Kashmala Tariq awarded for the best Parliamentary Human Rights Activist by the Deputy Speaker National Assembly Qasim Khan Suri at the National Conference on "Linking Human Rights with Pakistan SDGs 2030 Agenda" held at Islamabad on 10th December 2019.



Federal Ombudsman Kashmala Tariq with Deputy Speaker National Assembly Mr. Qasim Khan Suri, MNA Mr. Riaz Fatyana and Former Senator Mr. Farhatullah Babar

xvi. Special Advisor Integration of the Royal Norwegian Embassy Hamzah Ahmed visited FOSPAH Head Office, Islamabad:

Special Advisor Integration of the Royal Norwegian Embassy Hamzah Ahmed visited FOSPAH Head Office, Islamabad on 31st January 2020 and met with Federal Ombudsman Kashmala Tariq. The services of the Federal Ombudsman were appreciated and Hamzah Ahmed also shared his intent for future collaboration with FOSPAH in combating Workplace Harassment.



Special Advisor Integration of the Royal Norwegian Embassy Hamzah Ahmed with Federal Ombudsman Kashmala Tariq

xvii. World Bank Pakistan organized the launching ceremony of the Girls Learn, Women Earn (GLWE) campaign:

Federal Ombudsman for Protection against Harassment Kashmala Tariq attended the ceremony as a guest speaker, held by the World Bank Pakistan on the “Facilitated Discussion on Women’s Economic Empowerment in Pakistan” and the launching ceremony of the Girls Learn, Women Earn (GLWE) campaign at Quaid-i-Azam University, Islamabad on 11th December 2019. The event was presided by Dr. Louise Cord, Global Director for Social Development and Mr. Illango Patchamuthu, Country Director for Pakistan at the World Bank.



Federal Ombudsman Kashmala Tariq addressing at the ceremony.
Global Director for Social Development World Bank Pakistan Dr. Louise Cord and
Operations Manager World Bank Pakistan Ms. Melinda Good also present

While addressing the audience, Kashmala Tariq spoke about different dimensions of women empowerment and gender equality. She said that we can see women overshadowing men through their performance in every spectrum of life. She further stated that the missing link in the conversation of gender equality is standing together. She emphasized that it is important for women to work alongside men to better achieve equality. Further added that women need to support other women at workplace.



Participants at the GLWE session



Participants at the GLWE session

Federal Ombudsman Kashmala Tariq stated that women should keep their insecurities aside and work together. While noting the importance of standing together, the Federal Ombudsman also emphasized on the importance of inclusion of women who are divorced or single.



Federal Ombudsman Kashmala Tariq addressing at the ceremony.
Global Director for Social Development World Bank Pakistan Dr. Louise Cord also present

She informed the audience about the hardships faced by such women and how law is not in place to help them survive in an already vitriolic society. She shed light on the lacuna in law such as those in tax exemption and insurance policies; where divorced and single women are not facilitated. An example of National Savings was given, which has no provision for them like they have one in place for widows and elderly women. Such exclusion was identified by the Federal Ombudsman as a missing link in the overall development of women and she encouraged increased sensitization towards this issue. In her concluding remarks, she resolved to stand beside her female counterparts and urged others to join the sisterhood.



Country Director World Bank Pakistan Illango Patchamuthu
with Federal Ombudsman Kashmala Tariq

**xviii. Regional Chair of Middle East at Universal Peace Federation (UPF)
Umberto Angelucci visited FOSPAH Head Office, Islamabad:**

Regional Chair of Middle East at Universal Peace Federation Umberto Angelucci along with the former Deputy Speaker of the National Assembly Mr. Faisal Karim Kundi visited FOSPAH Head Office, Islamabad on 12th December 2019. The services of the Federal Ombudsman Kashmala Tariq in combating Workplace Harassment were appreciated and the respectable Chair of UPF also shared his intent for future collaboration with FOSPAH.



Regional Chair (UPF) Mr. Umberto Angelucci and former Deputy Speaker National Assembly Mr. Faisal Karim Kundi with Federal Ombudsman Kashmala Tariq



Group photo of Regional Chair (UPF) Mr. Umberto Angelucci and former Deputy Speaker Mr. Faisal Karim Kundi with Federal Ombudsman Kashmala Tariq

xix. Government College (GC) University Lahore organized the solidarity walk in the memory of APS Peshawar incident:

Federal Ombudsman Kashmala Tariq was invited to give a talk on gender sensitivity and workplace harassment at the solidarity walk organized by GC University, Lahore. Students and teachers participated in this walk to remember the valiant warriors of Army Public School (APS) Peshawar. Federal Ombudsman Kashmala Tariq and Vice Chancellor Prof. Dr. Asghar Zaidi also planted a tree on the campus.



Federal Ombudsman Kashmala Tariq with Vice Chancellor Prof. Dr. Asghar Zaidi and Others



Federal Ombudsman Kashmala Tariq with Faculty members at GC University, Lahore



Federal Ombudsman Kashmala Tariq with faculty members and students at the solidarity walk organized in the memory of APS Peshawar incident at GC University, Lahore

xx. Deputy Country Manager UN Women Pakistan Ayesha Mukhtar and Ms. Fareeha met Federal Ombudsman Kashmala Tariq:

Federal Ombudsman Kashmala Tariq met with Deputy Country Manager Ayesha Mukhtar and Programme Specialist Fareeha Ummer at UN Women Pakistan. They discussed about the areas for collaboration and ways to strengthen mechanisms for the protection against harassment at workplace.



Federal Ombudsman Kashmala Tariq discussing the ways to combat harassment while meeting with Deputy Country Manager Ayesha Mukhtar and Gender Specialist Fareeha Ummer at UN Women Pakistan



Federal Ombudsman Kashmala Tariq with Coordination Officer Syed Naufil Hussain and Staff Officer FOSPAH Muneeb Siddiqui



Federal Ombudsman Kashmala Tariq with Deputy Country Manager Ayesha Mukhtar and Gender Specialist Fareeha Ummer at UN Women Pakistan

xxi. National Conference on Constitutional Reforms: Governance and Implementation:

Federal Ombudsman Kashmala Tariq attended one day National Conference on Constitutional Reforms: Governance and Implementation held at Islamabad on 14th Jan 2020. Federal Ombudsman informed the audience about identifying harassment and having zero tolerance against it.



Federal Ombudsman Kashmala Tariq addressing the National Conference on Constitutional Reforms. Founder "Vision for Pakistan" Hafeez Choudhary, Anchor Hum News Mohammad Malick, Lt. Gen. Khalid Rabbani (retd), and Amb (retd) Shamshad Ahmad Khan also present.



Federal Ombudsman Kashmala Tariq with Founder "Vision for Pakistan" Hafeez Choudhary, Anchor Hum News Mohammad Malick, Lt. Gen. Khalid Rabbani (retd), Founding DG "Pakistan House" Rana Athar and Amb (retd) Shamshad Ahmad Khan

xxii. Baqai Medical University Karachi organized a seminar on "Workplace Harassment":

Women will have to raise their voices to protect their rights as they contribute half of the country's population. These views were addressed by the Federal Ombudsman Kashmala Tariq in connection with the Awareness of Working Women during a program organized at Baqai Medical University on 20th January 2020. She said that the laws to make feminism prevalent in the country have not only been changed but new laws are being introduced as needed. The investigation process covers a long period of time to overcome the factors and causes of female harassment. To be silent or to ignore such events is to actually encourage the perpetrators of evil. The need is for us to recognize our mother sister daughter and wife's status and to change our attitudes and behaviors. We have no problem saying that due to the outdated traditional system, we have not been able to control the behavior of harassing women till date. Fortunately, Dr. Zahida Baqai a female professor at Baqai Medical University is sitting in the Chancellors office so the university sees a better environment for women.



Chancellor Prof. Dr. Zahida Baqai presenting crest to the Federal Ombudsman Kashmala Tariq



Federal Ombudsman while addressing the audience



Q&A session while seminar

Furthermore, Federal Ombudsman added that non-consensual messaging on social media, victimization of women mentally and physically at the community level comes under the harassment. It is necessary to make a complaint and consult the management according to the requirements of justice. She said that in this era of information, filing your complaint is just one click away. Our initiatives will help women overcome sexual harassment cases and improve society with the reduction of detention at the community level. In the end, Prof. Dr. Zahida Baqai presented a commemorative mark and crest of Baqai Medical University to Federal Ombudsman Kashmala Tariq.



Principal Baqai Medical College & Dean Faculty of Basic Medical Science Prof. Dr. Iftikhar Ahmed and Chairman Medicine Department BMU Prof. Dr. Jameel Ahmed addressing the seminar



Federal Ombudsman Kashmala Tariq addressing the heads of the departments, faculty members and students during seminar at Baqai Medical University, Karachi

xxiii. Newports Institute of Communications and Economics (NICE) Karachi organized a seminar on "Workplace Ethics and Harassment":

Federal Ombudsman Kashmala Tariq addressed the Students and Faculty members on "Workplace Harassment" at Newports Institute of Communications and Economics (NICE) Karachi on 21st January 2020. She said that the first priority of the government is to remove the fear from the minds of women so that they can protect themselves. While briefing the audience about FOSPAH, Federal Ombudsman told that the establishment of this institution has increased the morale of women. FOSPAH is working hard to eliminate the menace of harassment and to establish a society in which women and men should be given equal justice. She said that the institution acts as a court, has the legal status to impose penalties like suspension or fine. There is a lack of women workforce in our country. She said that women comprises over 50 percent of the population and they should be given due representation in governing boards and decision making bodies.



Federal Ombudsman addressing the seminar at NICE, Karachi



Co-Chairperson (NICE) Huma Bukhari presenting crest to the Federal Ombudsman Kashmala Tariq. Rector Prof. Dr. Abdul Rehman Memon, Professor Engr. Dr. Akbar Ali, Manager Media Mr. Athar Jawed, Coordinator Social Media Ms. Mahnoor, Coordinator Mr. Talha Hashmi and Assistant Registrar FOSPAH Regional Office Karachi Ms. Faryal Sheikh also present

Federal Ombudsman told that when you are in a workplace, you are not a man or woman, you're equal. She said that it is not only sexual harassment that can be reported to FOSPAH, but women deprived of their inheritance can also get relief from this forum. She added that using mobile phones to intimidate or stalk others, sending unwanted or unwelcoming messages through social media like Facebook, Twitter, Whatsapp or Instagram falls under the harassment. Regarding her organization, she stated that FOSPAH is equipped with a swift and simple procedure, any victim either directly or through internal inquiry committee can register a complaint which does not require any lawyer and takes only two months to decide the case. There is no good or bad touch, any touch is not allowed at workplace. We also provide justice through video conferencing so that the questioner does not have to incur additional costs, she said assuming this position in March 2018. At that time, 5 complaints were registered per month, now the number is more than 60 per month, which indicates that awareness among women is increasing. At the end, Chairperson New ports Huma Bukhari presented a commemorative shield to Kashmala Tariq.



Faculty members and students while attending the seminar at NICE, Karachi



Group photo of the Federal Ombudsman Kashmala Tariq with Co-Chairperson (NICE) Huma Bukhari, Rector Prof. Dr. Abdul Rehman Memon, Professor Engr. Dr. Akbar Ali, Manager Media Mr. Athar Jawed, Coordinator Social Media Ms. Mahnoor, Coordinator Mr. Talha Hashmi and Others

xxiv. Indus University Karachi organized a seminar on "Gender Sensitivity and Workplace Harassment":

Federal Ombudsman Kashmala Tariq addressed the Students and Faculty members on "Gender Sensitivity and Workplace Harassment" at Indus University Karachi on 22nd January 2020. The objective of FOSPAH is to create a safe and secure environment that is free from harassment, abuse and discrimination of all sorts. Moreover, it's not only the sexual harassment, any demeaning attitude lies under the definition of harassment. In case of any misconduct, the students were advised to share it with fellows in order to create witnesses which can later be used as an evidence.



Federal Ombudsman while addressing the audience at Indus University Karachi



Participants of the seminar



Chancellor Khalid Amin Sheikh presenting crest to the Federal Ombudsman Kashmala Tariq



Group photo of the Federal Ombudsman Kashmala Tariq with Chancellor Khalid Amin, Vice Chancellor Muhammad Ahmed Amin and Others

xxv. Nazeer Hussain University Karachi organized a seminar on “Workplace Ethics and Harassment”:

Federal Ombudsman Kashmala Tariq addressed the awareness seminar on “Workplace Harassment” at Nazeer Hussain University Karachi on 24th January 2020. She said that women empowerment has primary role in economic and social development of Pakistan. Answers to the questions raised by the participants were also given by Ombudsman.



Federal Ombudsman Kashmala Tariq addressing the audience



Group photo of the Federal Ombudsman Kashmala Tariq with Chancellor Engr. Farhat M. Khan, Vice Chancellor Prof. Dr. Bilal Ahmad Alvi, Faculty members and Students



Chancellor Nazeer Hussain University Engr. Farhat M. Khan presenting souvenir to the Federal Ombudsman Kashmala Tariq. Registrar NHU Mr. Afzal Ahmed and Vice Chancellor NHU Prof. Dr. Bilal Ahmed Alvi also present

xxvi. World Bank Pakistan organized a round table conference on “Workplace ethics and Women’s Economic Empowerment in Pakistan”:

Federal Ombudsman Kashmala Tariq addressed the Girls Learn, Women Earn (GLWE) round table conference on “Workplace ethics and Women’s Economic Empowerment in Pakistan” organized by World Bank Pakistan at Telenor Head Office, Islamabad on 7th February 2020.



Country Director World Bank Illango Patchamuthu, Chief Human Resource Officer Telenor Lene Gaathaug, and SAPM on Poverty Alleviation & Social Protection Dr. Sania Nishtar with Federal Ombudsman Kashmala Tariq

Country Director World Bank Pakistan Illango Patchamuthu briefed the audience that Girls Learn, Women Earn GLWE is a call to action platform convened by the World Bank to prioritize Girls' Education & Women's Economic Empowerment in Pakistan. The World Bank aims to create more awareness, advocacy and action to help girls excel in education and women to thrive in the workplace.



Federal Ombudsman Kashmala Tariq with Chief Human Resource Officer Telenor Pakistan Lene Gaathaug, Country Director World Bank Pakistan Illango Patchamuthu and SAPM on Poverty Alleviation & Social Protection Dr. Sania Nishtar and Others at Telenor Head Office, Islamabad

xxvii. Global Think Tank Network (GTTN) round table conference:

Federal Ombudsman Kashmala Tariq addressed the Global Think Tank Network (GTTN) round table conference held at COMSATS Secretariat Islamabad on 12th February 2020. While addressing the audience Kashmala Tariq spoke about different dimensions of women empowerment. She said that we can see women overshadowing men in their performance in every spectrum of life. Federal Ombudsman said that the objective of the “Protection against Harassment Act 2010” is to create a safe working environment that is free from harassment, abuse, discrimination and intimidation to facilitate workforce's right to work with dignity and enable higher productivity with better quality of life at work. Furthermore, she added that after the enactment of Harassment Act 2010, it is the responsibility of every employer of an organization to ensure implementation of this Act i.e. formation of the internal inquiry committee and display of Code of Conduct at conspicuous place in their organizations.



Federal Ombudsman Kashmala Tariq while addressing the conference



Chairman of Parliamentary Special Committee on Kashmir Syed Fakhar Imam addressing the round table discussion



Group photo of the Federal Ombudsman Kashmala Tariq with participants of GTTN round table discussion at COMSATS Secretariat, Islamabad

xxviii.8th Intra-Collegiate Debating Championship held at Ameer-ud-Din Medical College/PGMI, Lahore:

Federal Ombudsman Kashmala Tariq addressed the 8th Intra-Collegiate Debating Championship held at Ameer-ud-Din Medical College/PGMI, Lahore on 24th February 2020. She said that in our religion, there is no difference between men and women. All have equal rights further, she said that not only women worker but men can also register their complaints about Harassment at FOSPAH. It is mandatory for every organization to constitute the internal Harassment Committees and display the Code of Conduct in their organizations.



Participants of the Seminar at Ameer-ud-Din Medical College/PGMI, Lahore



Federal Ombudsman Kashmala Tariq while addressing

The Principle PGMI Mr. Freed ul Zafar said that with the passage of time women are well aware of their rights which is a good thing and credit goes to media for such a good step. He advised the students to obey the human rights and be a responsible entity of the society. In the end, he congratulated the winning students of the 8th Intra-Collegiate Debating Championship and wish them best for their future.



Principle PGMI Freed ul Zafar presenting crest to Federal Ombudsman Kashmala Tariq

The president of PGMI debating society Mr. Abdur Raffay acknowledged the performances of all the participants and declared the winner of the championship among them. The honorable chief guest Federal Ombudsman Kashmala Tariq distributed the certificates among the participants.



Federal Ombudsman Kashmala Tariq distributing awards to the winners of 8th Intra-Collegiate Debating Championship



Group photo of the Federal Ombudsman Kashmala Tariq with heads of the departments, faculty members and students at the 8th Intra-Collegiate Debating Championship

xxix. International Women's Day celebrations at Islamabad Chamber of Commerce & Industry (ICCI):

Islamabad Chamber of Commerce and Industry (ICCI) celebrated the "International Women's Day 2020" on the theme "Elimination of Violence against Women" at Chamber House, Islamabad on 13th March 2020. Muhammad Ahmed Waheed President ICCI, Saif-ur-Rehman Khan Vice President ICCI and other office bearers attended the event. Federal Ombudsman Kashmala Tariq while attending the event as Chief Guest stated that women represent over 50 percent of the total population of Pakistan and they should be provided conducive work environment in order to bring them in the mainstream of economy so that they can play more effective role in the nation building.



Federal Ombudsman Kashmala Tariq with President ICCI Muhammad Ahmed Waheed and Others on International Women's Day Celebrations at FPCCI Capital House, Islamabad



President ICCI Muhammad Ahmed Waheed presenting shield to the Federal Ombudsman Kashmala Tariq. Vice President ICCI Saif-ur-Rehman Khan and other office bearers also present

She further said that the objective of the “Protection against Harassment Act 2010” is to create a safe working environment that is free from harassment, abuse, discrimination and intimidation to facilitate workforce’s right to work with dignity and enable higher productivity with better quality of life at work. Moreover, it’s not only the sexual harassment, any demeaning attitude and inappropriate action at workplace is considered under the definition of harassment. She stated that recently FOSPAH has also been given the responsibility of executing the cases related to women’s inheritance rights. She further stated that FOSPAH is equipped with a swift and simple procedure to register a complaint which does not require any lawyer and takes only two months to decide the case. FOSPAH’s online systems include Online Complaint System, availability of the information through social media and official website and hearing of the registered cases through video conference.



Federal Ombudsman Kashmala Tariq with President ICCI Muhammad Ahmed Waheed and Others at the cake cutting ceremony on the occasion of International Women’s Day



Federal Ombudsman cutting a cake with former Commonwealth Women Parliamentarians (CWP) Chairperson Lindiwe Michelle Maseko and Others

CHAPTER NO. 05

MEDIA GALLERY OF FOSPAAH



CHAPTER NO. 05

5.1 Electronic media activities of FOSPAH:

Federal Ombudsman Kashmala Tariq creating awareness and sensitizing viewers about the available laws regarding workplace harassment and women's property rights through electronic media.



Federal Ombudsman Kashmala Tariq appeared on Dunya News program "Ikhtalafi Note" on 19th October 2019



Federal Ombudsman Kashmala Tariq appeared on NEO News program "Live With Nasrullah Malik" on 20th October 2019



Federal Ombudsman Kashmala Tariq appeared on NEO News program
"Harf e Raaz With Orya Maqbool Jan" on 22nd October 2019



Federal Ombudsman Kashmala Tariq appeared on GEO News morning show
"Geo Pakistan" on 23rd October 2019



Federal Ombudsman Kashmala Tariq appeared on HUM News morning show on 20th January 2020.



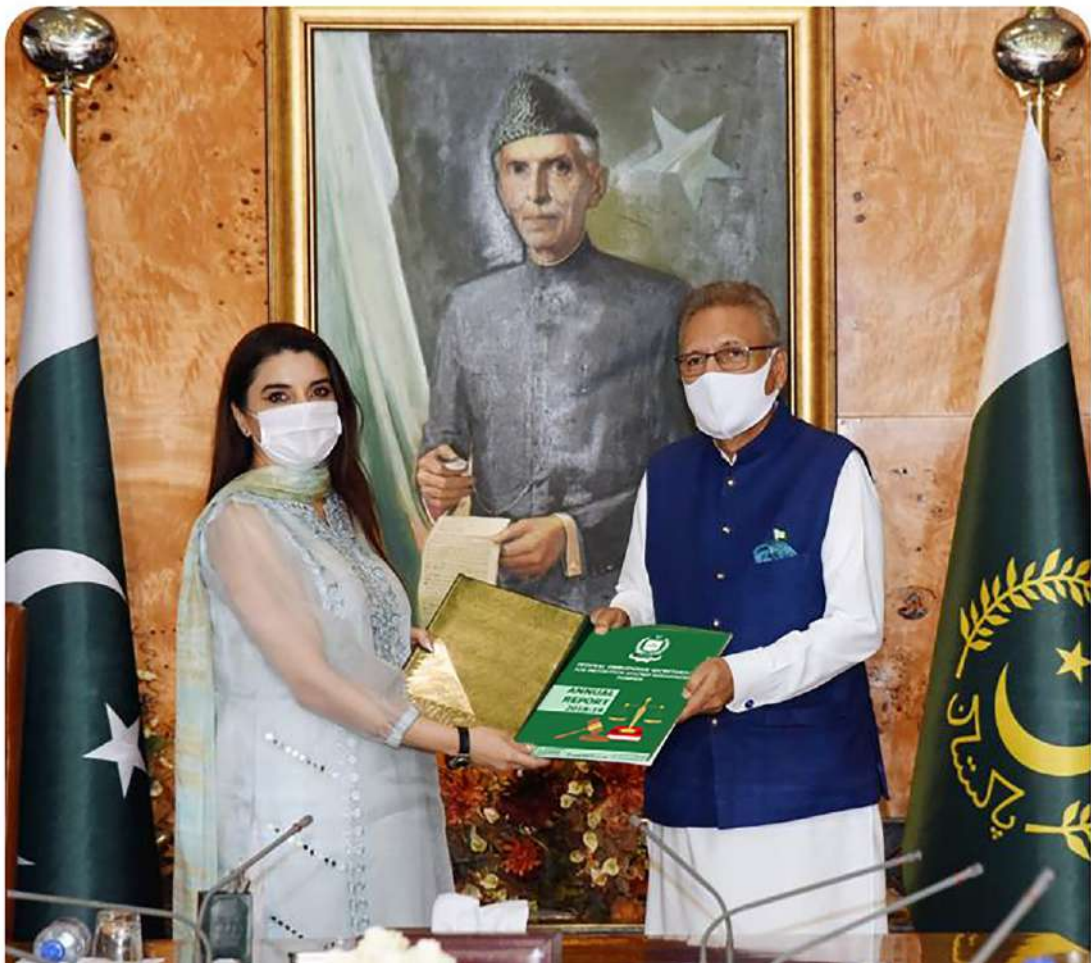
Federal Ombudsman Kashmala Tariq appeared on GEO News program on 12th February 2020

5.2. Media Gallery of FOSPAH:



Govt of Pakistan 
@pid_gov

Federal Ombudsman for Protection against Harassment Ms. Kashmala Tariq presented report to President @ArifAlvi at Aiwan-e-Sadr today.



25th July 2020 "PRESS INFORMATION DEPARTMENT (PID)"



فروغ نسیم سے کشمالہ طارق ملاقات کر رہی ہیں، ملکیہ بخاری اور دیگر حکام موجود ہیں

21st November 2019 "ROZNAMA EXPRESS"

THE EXPRESS TRIBUNE



29th November 2019 "THE EXPRESS TRIBUNE"



Governor Punjab Ch. Muhammad Sarwar presenting crest to the Federal Ombudsman Kashmala Tariq

National

President for awareness on ombudsman's role to benefit maximum harassment affected women

December 6, 2019



APP44-06 ISLAMABAD: December 06 - President Dr. Alvi talking to Federal Ombudsperson for Protection against Harassment of Women at workplace, Kashmala Tariq who called on him at the Ahsan-e-Sadr, APP.

ISLAMABAD, Dec 6 (APP): President Dr Arif Alvi Friday called for need to create awareness among the people regarding the role of federal ombudsman for protection against harassment to make maximum number of women benefited from the forum.

In a meeting with Federal Ombudsperson for Protection against Harassment Kashmala Tariq, he underscored the importance of timely implementation of the recommendations by the ombudsman for resolution of the complaints.

He viewed that the role of the ombudsman was vital to provide the women a working atmosphere that should be safe and free from any harassment.

The president said the scope of ombudsman office would widen with the passage of ordinance for protection of women rights on properties by the parliament.

06th December 2019 "Associated Press of Pakistan"

BUSINESS RECORDER

Founded by M.A. Zuberi

President for awareness on ombudsman's role to benefit maximum harassment affected women

By Associated Press of Pakistan 07 December 7, 2019

- Role of the ombudsman was vital to provide the women a working atmosphere that should be safe and free from any harassment.
- The president said the scope of ombudsman office would widen with the passage of ordinance for protection of women rights on properties by the parliament.



ISLAMABAD: President Dr Arif Alvi Friday called for need to create awareness among the people regarding the role of federal ombudsman for protection against harassment to make maximum number of women benefited from the forum.

In a meeting with Federal Ombudsperson for Protection against Harassment Kashmala Tariq, he underscored the importance of timely implementation of the recommendations by the ombudsman for resolution of the complaints.

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The president said the scope of ombudsman office would widen with the passage of ordinance for protection of women rights on properties by the parliament.

07th December 2019 "BUSINESS RECORDER"



صدر مملکت عارف علوی سے وفاقی محتسب برائے انسداد ہراساںی کشمالہ طارق ملاقات کر رہی ہیں

صدر مملکت سے وفاقی

محتسب کشمالہ طارق کی ملاقات

اسلام آباد (نیوز رپورٹر) صدر مملکت سے وفاقی محتسب برائے انسداد ہراسیت کشمالہ طارق نے (باقی صفحہ 5 بقیہ نمبر 14)

بقیہ	کشمالہ طارق	14
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ملاقات کی اس موقع پر صدر مملکت نے کہا کہ خواتین کو محفوظ ماحول کی فراہمی میں وفاقی محتسب برائے انسداد ہراسیت کا کردار اہم ہے ادارے کے کردار کو اجاگر کرنے کے لیے آگاہی مہم انتہائی ضروری ہے، شکایات کے ازالے کے لیے ادارے کی سفارشات پر بروقت عملدرآمد انتہائی اہمیت کا حامل ہے

07th December 2019 "ROZNAMA SAMAA"



کھانے اور چائے پر بلانا بھی ہر اسماں کرنے میں شامل ہے، کشمالہ طارق

کراچی (جنگ نیوز) وفاقی محتسب برائے انسداد جنسی ہراساںی کشمالہ طارق نے کہا ہے کہ کھانے اور چائے پر بلانا بھی ہر اسماں کرنے میں شامل ہے۔ کراچی میں تقریب سے خطاب میں کشمالہ طارق کا کہنا تھا کہ ہر اسماں کا واقعہ ہو تو والدین کہتے ہیں کہ لوگ کیا کہیں گے لیکن ہمیں یہ خوف ختم کرنا ہے کہ لوگ کیا کہیں گے۔ کوئی ہر اسماں کرے تو وفاقی محتسب سیکرٹریٹ برائے انسداد جنسی ہراساںی سے رابطہ کریں، فوسپا مردوں کے حقوق کو بھی تحفظ فراہم کرتا ہے، آن لائن کیس فائل کرنے کا بھی آپشن دیا ہے۔

21st January 2020 "ROZNAMA JANG"



Repeatedly offering tea or food also harassment: Kashmala Tariq



Federal Ombudsperson for Protection against Harassment of Women at Workplaces Kashmala Tariq has said that insisting someone for tea or food is tantamount to harassment

According to reports, Tariq, while speaking to students and faculty members of Baqai Medical University Karachi about workplace harassment on Monday, said that repeatedly sending greetings to someone if they hadn't responded the first time, was also harassment.

"When someone is harassed, especially women, their parents start fearing what the society would think. We must put an end to this mindset of fear," she was quoted as saying.

Tariq explained that Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) also protected men's rights and shared how only five cases a month was the frequency back when she took charge. "Now around 60 cases get reported every month," she added while sharing how her department had contributed to restoring people's confidence.

To a question, she said while 80-90% of harassment cases were reported by women, men were also harassed, but mostly by other men.

Tariq had last year also said that harassment is not limited to sexual assault only and could be of any kind. "If anyone is insisting for tea, it also comes in the form of harassment."

21st January 2020 "THE CURRENT"

Daily THE MORNING NEWS

Wednesday, January 22, 2020



Government's top Priority is to Remove Fear from Women's Minds: Kashmala Tariq

Report By:
Pir Bux Noorani

KARACHI: The government's top priority is to remove fear from women's minds so that they can protect themselves, eliminating the social fears of what people will say in their minds.

Addressing the women ombudsman, Kashmala Tariq while addressing students and faculty members at the Newport Institute, in an awareness program on the performance of her organization, FOSPAH.

Kashmala Tariq said that the establishment of this institute increased women's morale. The company's social challenges. The purpose of establishing a society in which women and gentlemen are given equal justice, in our institution, the complaint is

resolved in 60 days and the institution acts as a court.

I lack the women workforce, not only the cases of harassment exploitation of women but men have equal rights to complain of harassment against men and women to men or women to men and women to men.

He said that men have equality rights in society, many things have to be done in the face of harassment.

Body sms, verbal panic, unnecessarily eating and offering tea, signage, in the office.

Making peace environmentally stressful, Vadiagar includes, a complaint can also be filed online at our company and our welcome staff contact and register a complaint within 24 hours; it is not necessary to hire any lawyer.

The complainant himself can handle his case, we also provide justice through video

conference so that Ltd incurred no additional costs, he said that the agreement in March 2018 snbhalahy, the monthly 5 complaints were registered. Now that the number is more than 60 monthly, which seems to increase the awareness among women. Kashmala Tariq added that government and semi-government agencies should set up sexual harassment committees, i.e. sexual harassment protection committees, on their own.

However, he said that if the problem is not resolved, send us the case and we will decide it in 60 days. Finally, Kashmala Tariq also answered the students' questions.

Chairperson Newport Complaints Guest Kashmala Tariq praised her arrival and said that the way she performed her organization. I hope the awareness of women will be useful.

27th January 2020 "THE DAILY MORNING NEWS"

ساتھ چلنے کی دعوت دینا
- ایس ایس کرنا
اور اس میں کسی قسم کی
دعوت دینا وغیرہ
وغیرہ ہر اس کی کے
زمرے میں آتا
ہے۔ خواتین
اپنے

یہ مقصد ہمارے اندر ادنیٰ اہتمام سے
 مہینہ گھر کے مہاراجہ کے ہاں کہ پاکستان
 میں باخود و دفاع، ہر پیمانہ، ملکی پیش
 ہر کاری و دفاع، تعلیمی اداروں سے
 ہر بھی کام کرنے والی خواتین
 حقوق سے آگہی
 حق ہیں



مارے قارئین کو پیغام

ہماری کوسس ہے کہ
اسے میں ملک بھر کی
اصل ہو اور جیسب بھی
فلک جاتی متعلقہ کمیٹی کو
نہ ہو تو صوبائی مقبض
نگی سے رابطہ کریں۔
ماہانہ خوف و خطر اپنی ذمہ
پر تحفظ کے ماحول میں
میں مردوں کے شانہ

نیز اس قسم کے واقعات کو چھپانے کی کوشش
ہوتی ہیں وہ معاشرتی دباؤ کا شکار ہوتی رہتی
ہے مگر زبان نہیں کھولتی یہی عورت کی بہت بڑی
دورانی ہے۔

لازمیت پیش رو ختمین را پس کسی اور پر بھی اخصال
 سے خوف میں مبتلا کام کر رہی ہوتی ہیں۔ اس
 کی وجہ یہ ہے کہ ہمارے معاشرے میں خواتین
 اپنے ساتھ ہونے والے حالات اور اور واقعات
 کا ذکر کرتے ہوئے خوف و ہراس کا ذکر راقی
 ہیں کہ گلوگ کی زندگی؟ (سبکیں اندر بھی خوف
 خواتین کی زندگی پر بھی شدید اثر پڑتا ہے جبکہ
 ملک میں خواتین کو ایذا دینا اور خوف سے نجات
 لانے کیلئے سرکاری سطح پر ادارہ قائم ہے جو
 خواتین کو ہر قسم کے خوف سے بالاتر ہو کر کام
 کرنے کی اجازت دیتا ہے۔

خبریں: ہر ایک اور اخصال میں کیا کیا
 چیزیں شامل ہیں؟

کشمالہ طارق : خواتین روز مرہ جن شکایت کا سامنا کرنا پڑتا ہے ان میں گھور کرکین، چھوٹے کی کوکشیں کرنا، جنس اشارے کرنا، تھپیر چھانڈ کرنا، جملے کسنا، چائے یا کھانے پر

گھورنا، چھونے کی کوشش کرنا، بخش اشارے کرنا، جھپٹ چھاڑ کرنا، جملے کسنا، چائے یا کھانے پر ساتھ چلنے کی دعوت دینا، ایس ایم کرنا، ہر انگلی کے زمرے میں آتا ہے

میں خواہاں تھی، حضرات کو انصاف دینا کرنے کیسا سوانح میلر ہیں۔
 خبریں: آپ نے کہا کہ خواہاں، حضرات کو کیسا سوانح ہیں تو مرد حضرات بھی شکایت کر سکتے ہیں؟
 کشمالہ طارق: جی ہاں مرد حضرات بھی شکایت دین کر سکتے ہیں کیونکہ مردوں کو بھی بعض خواہاں نے تحفظ دیا ہو سکتا ہے۔
 ہمارے پاس مردوں کی شکایت پر ایکشن لیا

ادارے وفاقی مکتب برائے السداو نجی ہوا جس کو خواتین اپنی سفارشات کے ساتھ ارسال کرنے کے لیے آن لائن فلیکٹ ریز کرنا ہے۔ ماہ ۱۴۴۰ھ ۲۴ بجے میں فعالیت شروع ہے۔

یہ رابطہ ہے اور فلیکٹ ہے ۸۰ ایم میں فیملی کروا جاتا ہے۔ ہمارے ادارے کے دفتر میں جو پیش پاور میں ہے وہ اسٹاف کا تھنک ہے کرنے میں ہے پورے امتیازات کے کام کرتا ہے جس میں مازت سے نکالا

خبریں: ہر اسکی اور احوال سے اس طرح سے
 کمال ہمارے؟
 کمال ہمارے؟ حکومت کی جانب سے
 دن پاس کیا گیا ہے کہ وہ تمام ادارے جہاں
 تینوں دنوں کے شانہ بشانہ کرتی ہیں ان
 دنوں کی قانونی فریاداری سے کہ وہ وہاں کسی
 کی جتنی کہ جتنی کیسے کیسے قائم کریں۔ اسناد اور
 جتنی سے ہر اسکی کیسے قائم کریں کہ خود خواتین
 اپنے آپ کو محفوظ رکھیں اور ہر اسکی

4th February 2020 "ROZNAMA KHABRAIN"

Parliament should have been united on issues of women: Kashmala

Federal Ombudsperson for Protection against Harassment says getting 60 cases on average monthly; took action on complaints of women officers of Grade 19

Islamabad, Feb 12 — Federal Ombudsperson for Protection against Harassment, Kashmala Tariq, said Parliament should have been united on the issues of women.

"It was a responsibility of all of us to ensure the prestige of workplace and women should also break their silence against injustices," she said in an interview to the Jang Group on the eve of National Day of Women, which will be observed today (Wednesday).

In an interview to the Jang Group, she said the law of protection against harassment was not restricted to women but its scope should also be widened to men and transgenders.

"If any man faces harassment, he can also contact the Federal Ombudsperson Secretariat for Protection against Harassment," she said.

Kashmala said women should also break their silence on injustices and harassment and also should not consider themselves insecure.

She said after the enactment of legislation for women rights to property and inheritance, it also comes under the scope of the Federal Ombudsperson for Protection against Harassment.

She said cases of harassment were decided in two months under the law.

She said every case of harassment brought new stories.

"Cyber harassment also comes within the purview of Federal Ombudsperson for Protection against Harassment," she said.

Kashmala Tariq said these days many cases of students' harassment by teachers were mostly coming and most of complaints were related to giving better numbers in exams.

She said the Secretariat of Federal Ombudsperson for Protection against Harassment was established through an enactment of law by Parliament in March 2010 and she had been in the office for the last two years.

Kashmala Tariq said before she took charge of the office, only five cases of harassment were reported per month but ever since she took over, on average 60 cases a month were coming. This demonstrates people's confidence in the Federal Ombudsperson for Protection against Harassment.

"Now they have started feeling that they have to break their silence."

She said all the federal government departments and cellular companies came within the purview of the Federal Ombudsperson for Protection against Harassment.

She said multinational companies had articulated SOPs for zero tolerance against women harassment. Kashmala said she had taken action on the complaint of senior women officers of Grade 19.

She said all the government departments and private offices were bound to display the code of conduct of the Federal Ombudsperson for Protection against Harassment at a prominent place in the organization and workplace and on failure of an employer to comply with this provision, the employer shall be liable to fine, which may extend to one hundred thousand rupees but shall not be less than twenty-five thousand rupees.

"But the real issue is awareness among the people," she said. She said access to federal ombudsman with a complaint was very easy and there was no need for a lawyer for registering the complaint.

"Complaints are also received through online access," she said.

Kashmala Tariq said sending messages to a woman colleague be it of "Good Morning" or inviting for a cup of tea and/or attempt to punish the complainant for not comply with such a request or making sexual comments, offensive gestures or cat calling fell within the purview of harassment.

"These kinds of messages and mails are evidence of harassment," she said.

She said provisions for protection against harassment of women at the workplace were built on the principles of equal opportunities for men and women and their right to earn a livelihood without fear of discrimination.

"Now is the time to change our thinking. It is not the right of a boss to offer any of his subordinate woman workers a lunch, dinner or tea because if she refuses, then she may lose her job or get transferred or get her central contract of job cancelled," she continued.

She said every case of harassment brought new stories.

"Cyber harassment also comes within the purview of Federal Ombudsperson for Protection against Harassment," she said.

Kashmala Tariq said these days many cases of students' harassment by teachers were mostly coming and most of complaints were related to giving better numbers in exams.

She said the Secretariat of Federal Ombudsperson for Protection against Harassment was established through an enactment of law by Parliament in March 2010 and she had been in the office for the last two years.

Kashmala Tariq said before she took charge of the office, only five cases of harassment were reported per month but ever since she took over, on average 60 cases a month were coming. This demonstrates people's confidence in the Federal Ombudsperson for Protection against Harassment.

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Senate adopts six bills

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Senate adopts six bills

Our correspondent

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ISLAMABAD: The Senate on Friday passed six bills, including the Enforcement of Women's Property Rights Bill, 2020, providing for an effective and speedy redressal mechanism to protect and secure the rights of ownership of women in property.

The proposed piece of legislation has been already adopted by the National Assembly and it was introduced in the Senate on January 14, 2020. It has already been cleared by the Law and Justice Committee of the House.

Under the bill, a woman deprived of her property will file a complaint and the ombudsman will then direct the Deputy Commissioner concerned for giving back possession of property to her, who will submit a report on this count to the ombudsman within 15 days. The ombudsman will announce decision after conducting hearing of the matter within 60 days. And the concerned police station will be asked to ensure implementation of its orders. In case of summary inquiry, the ombudsman will file a reference in the civil court.

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The ombudsman will be free to take action on its own on receiving a complaint despite the matter might be pending in the court. The House also adopted the Code of Civil Procedure (Amendment) Bill, 2020, which had also been passed by the National Assembly. The bill envisages that case of less than 50 million would be filed in the court of civil judge and over Rs50 million in the district court.

The defendant shall file written statement not later than 30 days from the date of service of plaintiff, provided that if the defendant fails to file written statement on the date fixed, the court may grant an opportunity to file the same not later than 15 days subject to payment of adjournment costs.

The court shall order service by affixing a copy of the summons at some conspicuous part of house, if any, in which the defendant is known to have last resided or carried on business or personally worked for gains; any modern device including electronic device, urgent service, beat of drum in the locality where the defendant lives or publication in the Press.

ISLAMABAD: The Senate on Friday passed six bills, including the Enforcement of Women's Property Rights Bill, 2020, providing for an effective and speedy redressal mechanism to protect and secure the rights of ownership of women in property.

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سینٹ لنگ ایڈیشنڈ جسٹس اتھارٹی کے قیام سمیت 6 بل اتفاق رائے منظور

خواتین جائیداد حقوق کے نفاذ کا بل، بینک قومیانے ترمیمی بل، اعلیٰ عدالتوں، عدالتی لباس اور خطاب کا طریقہ کار حکم منظور ہونے والے بلوں میں شامل قائد ایوان شیئر شیلی فراز نے جغرافیائی علامات کی رجسٹریشن اور موثر تحفظ کا بل، فروغ نسیم کی عدم موجودگی پر ان کے تمام بل اعظم سواتی نے پیش کئے

ضرورت ہوگی تو تحسب ریفرنس بنا کر اسے سول کورٹ میں دائر کرے گا اگر خاتون کی جائیداد پر ملکیت کے حوالے سے معاملہ عدالت میں زیر التوا تو وہ تحسب میں شکایت درج کرے گی، تحسب خاتون کی ملکیت کے معاملے پر خود بھی کارروائی کا آغاز کرنے کا اختیار رکھتا ہے، چاہے معاملہ عدالت میں التوا ہو تحسب معاملے پر رپورٹ عدالت کو پیش کرے گا جس میں عدالتی کارروائی کو کو ختم کرنے یا روکنے کی سفارش کرے گی، خواہ مخواہ کو فراڈ، جعل سازی کے ذریعے جائیداد کی ملکیت سے محروم کیا جاتا ہے، بل کے اغراض و مقاصد کے مطابق لازم ہے کہ خاتون کے جائیداد کی ملکیت کے حق کو تحفظ دیا جائے، وفاقی وزیر پارلیمانی امور شیئر اعظم خان سواتی نے مجموعہ ضابطہ دیوانی (ترجمی) بل 2019ء قائد کشمٹی کی رپورٹ کردہ صورت میں ایوان میں پیش کیا جس کی ایوان نے اتفاق رائے سے منظوری دیدی، وفاقی وزیر پارلیمانی امور شیئر اعظم خان سواتی نے صدارتی حکم نمبر 15 بابت 1980ء کی تصحیح کا بل اعلیٰ عدالتوں (عدالتی لباس اور خطاب کا طریقہ کار) حکم (جستجی بل 2020ء قائد کشمٹی کی رپورٹ کردہ صورت میں پیش کیا جسے ایوان نے اتفاق رائے سے منظوری دیدی، وفاقی وزیر پارلیمانی امور شیئر اعظم خان سواتی نے بینکوں (قومیانے) ایکٹ 1974ء میں مزید ترمیم کرنے کا بل (بینکوں (قومیانے) (ترجمی) بل 2020ء قائد کشمٹی کی رپورٹ کردہ صورت میں پیش کیا جس کو بھی ایوان نے اتفاق رائے سے منظور کر لیا۔

لائسنز مرجب کرے گی، اقلیتی قانونی نظام میں معاہدات کے حوالے سے آگاہی مہم چلائے گی، اقلیتی حکومت کو شفاف فرائض اور قانون کے صحیح عمل کے حوالے سے مشاورت کرے گی، اقلیتی تنازعات کے حاکمات، چٹائی کے ذریعے عمل کی حوصلہ افزائی کرے گی اگر کوئی شخص کرمل کیس کے اخراجات برداشت نہیں کر سکتا ہو تو اقلیتی اس کی قانونی اور مالی معاونت کرے گی، قانونی اور مالی معاونت کے لیے کوئی شخص اقلیتی سے درخواست کر سکتا ہے، مالی و قانونی معاونت میں ترجیح محروم خواتین، بچوں کو خصوصاً جنسی استحصال کا شکار بچوں اور خواتین کو دی جائے گی، وفاقی وزیر پارلیمانی امور شیئر اعظم خان سواتی نے جائیداد میں خواتین کی ملکیت کے حقوق کو تحفظ دینے اور محفوظ کرنے کا بل خواتین جائیداد حقوق کے نفاذ بل 2020ء قائد کشمٹی کی رپورٹ کردہ صورت میں پیش کیا، جسے جیٹرمین سینٹ نے منظوری کیلئے ایوان میں پیش کیا تو ایوان نے متفقہ طور پر اس کی منظوری دیدی، اس بل کے تحت جائیداد کے حق سے محروم کوئی بھی خاتون تحسب کے پاس شکایت دائر کرے گی، تحسب شکایت کا جائزہ لے گا، اور مزید تحقیقات کیلئے متعلقہ ڈپٹی کمشنر کے سپرد کرے گا، ڈپٹی کمشنر 15 روز کے اندر رپورٹ تحسب کو جمع کرے گا، تحسب شکایت موصول ہونے کے 60 دن کے اندر سماعت کرے گا اور فیصلہ سنائے گا اگر خاتون کو غیر قانونی طور پر جائیداد کی ملکیت سے محروم کیا گیا ہو تو ملکیت خاتون کے حوالے کروانے کے لیے ڈپٹی کمشنر کو ہدایت دیں گے تحسب متعلقہ پولیس اسٹیشن کو احکامات پر مملہ آمد کرانے کی ہدایت دے گا اگر معاملے کی مزید زیادہ تحقیقات کی

اسلام آباد (اسپے ٹائم رگرس) سینٹ نے لیگل ایڈیشنڈ جسٹس اتھارٹی بل، خواتین جائیداد حقوق کے نفاذ کا بل، بینک قومیانے ترمیمی بل، اعلیٰ عدالتوں، عدالتی لباس اور خطاب کا طریقہ کار (حکم (جستجی بل 2020ء سمیت 6 بلوں کی اتفاق رائے سے منظوری دیدی، جمعہ کو سینٹ کے اجلاس کے دوران قائد ایوان شیئر شیلی فراز نے جغرافیائی علامات کی رجسٹریشن اور موثر تحفظ کا بل جغرافیائی علامات (رجسٹریشن اور تحفظ) پیش 2019ء قائد کشمٹی کی رپورٹ کردہ صورت میں ایوان میں پیش کیا جس کی اتفاق رائے سے منظوری دیدی گئی، اس بل پر شیئر شیلی فراز نے کہا کہ اس بل پر 2006ء سے کام شروع ہوا، ہمارے اعلیٰ علم پر اسے لایا گیا، تاخیر کی وجہ سے ہمارے ملک کو بہت زیادہ نقصان ہوا، اگر پروٹوکول میں ہماری پراؤنٹس رجسٹرڈ نہیں ہوتیں تو ہمیں پریمیم نہیں ملتا، ملک کی بہتری کیلئے اس قانون کیلئے وزارت نے پندرہ سے بیس سال لگا دیئے، ان کو اس پر مجاہدہ کریں گے، اس پر جیٹرمین سینٹ نے کہا کہ وزارت سے پوچھا جائے، وزیر قانون و انصاف شیئر ڈاکٹر فروغ نسیم کی عدم موجودگی پر ان کے تمام بل وفاقی وزیر پارلیمانی امور شیئر اعظم خان سواتی نے پیش کئے، شیئر اعظم خان سواتی نے لیگل ایڈیشنڈ جسٹس اتھارٹی کے قیام کا بل لیگل ایڈیشنڈ جسٹس اتھارٹی بل 2020ء ایوان میں پیش کیا جس کی جیٹرمین سینٹ نے ایوان سے مشق وار منظوری حاصل کی، اس بل کے تحت حکومت لیگل ایڈیشنڈ جسٹس اتھارٹی قائم کرے گی، جس کا ہیڈ کوارٹر اسلام آباد میں ہوگا اقلیتی کا ڈی جی ہائی کورٹ کے جج کی قابلیت رکھتا ہوگا، اقلیتی قانونی اور مالی معاملات پر پالیسی، اصول اور گائیڈ

15th February 2020 "ROZNAMA JANG"

— 25 —

مرد بھی ہراسمنٹ کی شکایت کا حق رکھتے ہیں: کشمالہ طارق

دین کی پیروی کرتے ملک کی ترقی و خوشحالی کیلئے خواتین کو آگے لانا ہوگا۔ تمام سرکاری و نجی مقاصد پر صحت کی پیشینہ تشکیل دیں۔ مطلقاً ختم ہونے والے مسائل پر اسانی

۱۱۱) (مذہبِ روم) : جہول ہسپتال سے شکست
 اہلِ دین سے میل کاٹی (بی بی ایم آئی) کی لہو و لعل
 سوانحی کے ساتھ ہاتھ پر سناٹا کھینچ کر جہول ہسپتال
 کی پتھر پتھر ٹپ کا انحصار دہاں کی مہمانِ غصہ کی خفاقی
 کھسبہ کے اندر برسرِ سنی خفاقی میں کھلا
 خفاقی نے غلاب کرتے ہوئے کہا کہ وہ ان اسلام مرد
 خاتون میں فرق نہیں کرتے بلکہ ان کو سنی خاتون

حقائق حاصل ہیں ہمیں اپنے دین کی جہول کرتے
 ہوئے ملک کی ترقی کو خراب کرنے کی جہول کرتے ہوئے
 صرف خاتون کی جس کی اصل طاقت مرد حضرات کو بھی
 جہول کا سامنا کرنا پڑتا ہے بلکہ ان کی خفاقی کہ
 طاقت کرتے لاقوت رکھتے ہیں انہیں نے کہا کہ ہم
 سرکاری دفتری جہول کا پتہ بتا دیا گیا ہے کہ وہ جہول
 کیسیں لکھیں دے گا بھی کہنے جہول جہول کرتے



وفاقاً مقسب برائے انسداد ہراساں کشمالہ طارق کا پرچمیل نی بی ایم آئی پر دھیسرا طفرہ ظفر اور اسے ایم سی طلباء کے ساتھ گروپ فٹو

25th February 2020 "DAILY AUSAF"



لاہور: جنگ میڈیا گروپ اور ای ایف یو لائف کے اشتراک سے منعقدہ سیمینار، معاشرتی تحفظ اور انشورنس کی اہمیت، اسے گورنر پنجاب چوہدری محمد سرور، ڈاکٹر خاور ٹمیل، کشمالہ طارق، ڈاکٹر شامہ معظم، میاں زاہد حسین، محمد علی میاں، عابد زیدی، توقیر ناصر اور راشد محمود خطاب کر رہے ہیں۔

بچوں، بیورو زیادتی، تکلیف، محتسب اداہ بن جائے تو اچھا ہو گا گورنر

خواتین کی عزتوں کی انشورنس یقینی بنار ہے، ہر انسٹی میں ملوث شخص کو نوکری سے برخاست کیا جائیگا، کشمالہ طارق

انشورنس کے بغیر زندگی کا کوئی تصور نہیں، توقیر ناصر، روزنامہ جنگ اور ای ایف یو لائف کے زیر اہتمام سیمینار

لاہور (دقائق نگار خصوصی) گورنر پنجاب چوہدری محمد سرور نے کہا ہے کہ کم سن بچوں کے ساتھ زیادتی کے واقعات بہت تکلیف دہ ہیں ان کیلئے بھی محتسب کا ادارہ بن جائے تو بہت ہی اچھا ہو گا۔ تعلیم میں پاکستان کی لڑکیوں کا مستقبل بہت شاندار ہے وہ لڑکوں سے بہت آگے بڑھ چکی ہیں۔ یونیورسٹیوں کے سٹاٹسٹک میں 90 فیصد گولڈ میڈل دی حاصل کر رہی ہیں ایسا لگتا ہے کہ مستقبل میں لڑکوں کا گولڈ رکن بننے کا۔ ان خیالات کا اظہار انھوں نے روزنامہ جنگ اور ای ایف یو لائف کے زیر اہتمام معاشرتی تحفظ اور انشورنس کے عنوان پر منعقدہ سیمینار سے خطاب کرتے ہوئے کیا۔ انھوں نے

کہا یو ایف پی میں ہر مرد و زن کے ہمراہ اشیاء کی بھی انشورنس کروائی جاتی ہے۔ حکومت اس سلسلہ میں احسن اقدامات لے رہی ہے۔ ایلٹھ کارڈ میں انشورنس کو یقینی بنایا گیا ہے۔ فصلوں کی انشورنس بھی کی جا رہی ہے۔ جو لوگ انورڈ کر سکیں انھیں ہر صورت انشورنس کروائی چاہیے۔ ایلور گورنر اس امر کو یقینی بنایا ہے کہ سالوں کے کام کو مہینوں میں سمیٹ دیا ہے۔ جو بھی ایلٹل میرے پاس آئے اس کا عمل ختم ماہ میں ہو جائے۔ وراثت میں خواتین کے حق کی فراہمی کو یقینی بنانے کیلئے میڈیا کو بھرپور آگاہی ہم چاہتی ہیں۔ جو جن 94 سال پہلے بنائے گئے تھے انھیں نے زیادہ دیکر معاشرے میں انصاف دینا چاہیے۔ ای ایف یو کا شہر

انشورنس کے بانیوں کے ہاتھوں میں کیا جاتا ہے۔ پانچ سالوں میں پاکستان کے پانچس ہزار پالیسی ہولڈرز کو 13 ارب روپے ادا کر چکے ہیں۔ دس ہزار افراد کو روزگار دیا ہے اور ڈیڑھ ارب روپے ٹیکس بھی ادا کیا۔ ترقی یافتہ معاشروں میں انشورنس کی افادیت سے انکار نہیں کیا جاتا ہے۔ وفاقی انشورنس محتسب ڈاکٹر خاور ٹمیل نے کہا ہم سادہ کاغذ پر انشورنس سے شکست کھاتے ہیں پر تیز ترین کارروائی کو یقینی بنار ہے ہیں عوام کو بتانا چاہتے ہیں کہ اس مقصد کیلئے ٹیکسی وکیل کی ضرورت بھی نہیں ہے اور ان کی بات کو سو فیصدی سنا جا رہا ہے۔

26th February 2020 "ROZNAMA JANG"

INTERNATIONAL THE NEWS



Punjab Governor Muhammad Sarwar addresses the seminar. —The News photo

Jang Media Group, EFU Life Insurance seminar

Jang Media Group, EFU Life Insurance seminar: Call to create awareness about insurance benefits

LAHORE: There is a need of creating massive public awareness about the insurance, insurance companies, their products, benefits, besides a pro-industry development policy for the development and growth of insurance sector in Pakistan.

The share of insurance sector in GDP is only one percent as almost Rs378 billion insurance premiums collected annually in Pakistan while in developed countries like US, 30 percent while no one can even think that they are not insured or their products are not insured.

This consensus was developed in a seminar jointly organised by the Jang Media Group and EFU Life Insurance on "Social Protection and Importance of Insurance" here Tuesday.

Speaking on the occasion, Chief Guest Punjab Governor Chaudhry Muhammad Sarwar said the government introduced Health Insaf Cards through which insured the poor segment of society, besides crop insurance schemes to protect the farmers from calamity damages and losses. He asked the philanthropist to move forward and support the government on health insurance project. Further, sharing his experiences, Ch Sarwar mentioned that the insurance system of the West and Europe was also not transparent and the insurance companies and banks also abused the general public there. However, their governments now make the better laws to protect the people. He said Pakistan was moving forward and country needs secure transparent insurance system too.

The governor appreciating the Ombudspersons offices mentioned that from 90 to 95 percent of Ombudspersons

appeal cases were considerate decisions which shows good performance of the these offices. He wished that he could also say the same words for university cases too. He mentioned that in majority of university cases referred to governor office injustice were made in promotion and recruitments. However, he hoped that this tendency would come down after hiring of vice-chancellors on merit and this merit policy would be continued in hiring of others by these Vcs.

Federal Ombudsperson for Women Protection Against Harassment Kashmala Tariq on the occasion stressed the need of creating awareness about the power of the offices of the ombudsperson in public. She believed that public was unaware of the powers and relief they can get from these offices. She mentioned that when she took the charge of the office only monthly five cases were registered which now increased to 60 cases a month as people got aware besides they trust in getting relief once they register the complaints. She mentioned that complaint registration was very simple in which complainants can register a complaint on a simple paper and also through online procedure. She said that ombudsperson offices were promoting the culture of "stand up and speak up for the rights". She said that irrespective of any gender people can register their complaints against the harassment in her office.

Federal Insurance Ombudsman Dr Khawar Jameel stressed the need of creating awareness about insurance at grass-root level. He said that people should read the insurance policies completely before signing it. He mentioned that 93 percent of cases were cleared in only two months and give relief to the public. "I believe in resolving the issues with mutual agreement between the two parties instead of lingering the cases on legal grounds", he said, adding that he did not want to fight with insurance industry as well, rather to create awareness and bridge gap between the public and insurance industry. Further, he mentioned that in two months time public awareness programmes on radio and TV were started in which awareness is created to approach his office to get relief.

Head of claim division EFU Life Insurance Dr Ammara Moazzam said that Insurance Ombudsman played a vital role in the progress and growth of the industry during the last decade. She said 80 percent of complaints were registered with the Insurance Ombudsman office and got relief from there which was proof of the public trust in the office. She said the despite awareness campaigns of one decade the share of insurance sector in GDP was only one percent which is negligible. She stressed the need of comprehensive awareness campaigns and government support to the sector. She said during the last five years EFU Life insurance paid Rs13 billion claims in almost 40,000 cases, besides creating almost 10,000 jobs.

Mian Zahid Hussain said that insurance was not given importance in Pakistan as public did not understand the importance of it in life and business. However, he suggested that the insurance companies should work on their insurance policies and products.

Muhammad Ali Mian said that the misconception about the insurance was needed to be cleared. He said the majority of public considered insurance as non-Islamic; this issue needed to be resolved so that insurance industry could grow. He stressed the need of creating awareness along with development of better insurance policies and products for the development of the insurance industry.

26th February 2020 "THE NEWS"



PHOTO CALL: President Arif Alvi poses with a group of women, including Kashmala Tariq. PHOTO: EXPRESS

Slogan controversy hurting women's cause: Kashmala

Ceremony to mark International Women's Day held at the President House in Islamabad

● OUR CORRESPONDENT
ISLAMABAD

Federal Ombudsperson for Protection against Harassment of Women at the Workplaces Kashmala Tariq has said the ongoing debate over provocative slogans used by some participants of Aurat March has made the cause of women rights controversial and undermined the saner voices. "There has been a debate among the people about emboldening women at the cost of established social and cultural norms and instead of securing the position of women in our society... it has rather made it more controversial," she said while addressing a ceremony to mark the International Women's Day at the President House in Islamabad on Sunday.

A bold Urdu language slogan Mera Jism, Meri Marzi (My body, my choice) designed for the all-female

walk has triggered a backlash, not only from right-wing groups but also from political parties who describe it "obscene" and against the country's cultural ethos.

The ombudsperson said that the controversial slogans have given a substantial reason to the conservatives to condemn any step taken by the government to create a gender balance and usher in a healthy atmosphere in society to create a deterrence.

"Recently there has been a debate about women empowerment and a group has been proposing radical ideas to ensure women empowerment," she added.

She lamented that the phenomenon has undermined saner voices in the country "as prudence demands temperance and commands mutual respect and not outright defiance of the entire social fabric".

Harassment has many

"We have recently seen a phenomenal increase in the turnover of women working in different professions

Federal Ombudsperson
Kashmala Tariq

dimensions and like other social issues, it can't be defined easily but to my understanding any factor which coerces a desirable outcome falls in line with definition, Kashmala said.

"It should not always be labelled as something of a sexual nature only but it could be mental and psychological... it could be a sexist or a racist comment which effects any person's performance at work place in general and of women in particular."

Harassment has a lot to do with behaviours, perceptions

and attitudes which develop over the period of time inculcated by an insensitive mind and shaped by heartless judgemental jargons, she added. "As the issue is complex, it needs to be dealt with a combination of social, legal and awareness framework."

The federal ombudsperson said that women empowerment has evolved through centuries witnessing many stereotypes and negative jargons. "Women have stood firm to all unimaginable atrocities and have overcome them with courage and determination."

She went on to say that women always acted as an agent of change and proved that they can not only sustain their homes but also earn livelihood with self-respect.

"We have recently seen a phenomenal increase in the turnover of women working in different professions,"

9th March 2020 "THE EXPRESS TRIBUNE"

Pakistan OBSERVER

President for financial inclusion of women to ensure their further empowerment

STAFF REPORTER

Kashmala Tariq, Federal Ombudsman, hosted celebration of International Women's Day at Aiwan-e-Sadr, Islamabad, with President of Pakistan Dr. Arif Alvi as Chief Guest. Addressing as a chief guest at the ceremony for Protection against Harassment at Workplace (POSHAW) on the occasion of International Women's Day, the president underlined the need for making collective efforts to ensure women's inheritance rights, health, education, violence free environment and equal opportunities in all strata of society. He further linked the creation of awareness in the society about the importance of economic inclusion of women along with their inheritance rights which were flagrantly denied in the society due to

prevalence of certain outdated cultural customs in different areas of the country.

the religion of Islam in very clear terms had ensured women's rights to inheritance.

Such irrelevant barriers in the shape of cultural customs should be dismantled.

laws. The Ulama's role in this regard was critical for creation of more aware-

ness. Assistant on Health Dr. Zafar Mirza, PM's Special Assistant on Social Protec-

tion, Tariq, Foreign Office Aides

ations. Federal Ombudsman Kashmala Tariq during her address stated that POSHAW has achieved 10 years of its inception. She stated that recently POSHAW has also given the responsibility of ensuring the women property rights. She thanked the Honorable President for his continuous support.

She further stated that POSHAW is equipped with swift and simple procedure to register a complaint which does not require any lawyers and takes only two months to decide the case.

POSHAW online system include Online Complaint System, availability of the information through social media and official website and hearing of the registered cases through video conference.



He said, "For the first time in the world's history,

ance which even did not find place in the Western countries for long."

canted with grateful admiration to the Islamic teachings and the contemporary

ness, he observed. The ceremony was attended by PM's Special

tion and Poverty Alleviation Dr. Samia Nishtar, Federal Ombudsman Kashmala

Farooqi, prominent women personalities and representatives of different organi-

9th March 2020 "PAKISTAN OBSERVER"

INTERNATIONAL THE NEWS



ISLAMABAD: President Dr Arif Alvi in a group photo during a ceremony in celebration of the International Women's Day at the Aiwan-e-Sadr. —RIP

9th March 2020 "THE NEWS"



دراشت محرم خواتین بھی آن لائن شہادت دے سکتی ہیں فی حق سب سے وفات محرم خواتین

دو ماہ میں شکایت کا ازالہ کرتے ہیں: کشمالہ طارق، بطور پاکستانی اور مسلمان "عورت مارچ" کی تائید نہیں کی جاسکتی: سیما بیہ طاہر

وضاحت طلب نعرے موثر نہیں ہوتے: آمنہ محمود، مرد باپ، بھائی، بیٹے اور شوہر کی صورت عورت کا محافظ ہے: ڈاکٹر جویریہ

لاہور (فورم رپورٹ: رانا محمد عظیم، محمد فاروق جوہری) وفاقی تحسب برائے انسداد ہراسیت میں وہ خواتین بھی آن لائن شکایت درج کرا سکتی ہیں جن کو جائیداد میں حصہ نہیں مل رہا، عزت دینا اور عزت لینا سب کا حق ہے، خواتین کے عالمی دن پر ایسے سلوگن ہونے چاہئیں جن کی وضاحت نہ کرنی پڑے، ہمیں صرف مثبت باتوں کو سپورٹ کرنا چاہیے اور منفی باتوں کو انور کرنا چاہیے، حکومت پنجاب ایسے پروگرام شروع کر رہی ہے جس سے خواتین کو پادشہی کا سہارا ملے گا، ان خیالات کا اظہار قلف مکاتب



سیما بیہ طاہر | آمنہ محمود | ڈاکٹر جویریہ | کشمالہ طارق

تھری خواتین نے خواتین کے عالمی دن کے حوالے سے روزنامہ 92 نیوز فورم سے گفتگو کرتے ہوئے کیا، وفاقی تحسب برائے انسداد ہراسیت کشمالہ طارق نے روزنامہ 92 نیوز فورم سے گفتگو کرتے ہوئے کہا، آنے والے وقت میں خواتین تعلیم، معاشی اور سیاسی و معاشرتی شعبوں میں مردوں کے شانہ بشانہ کام کریں گی، خواتین میں بھی اتنی ہی صلاحیت موجود ہیں جتنی کہ مردوں میں کام کرنے کی صلاحیت ہے، اس وقت سول سروسز میں 40 فیصد خواتین بطور افسر کام کر رہی ہیں، جلد یہ 50 فیصد کو بڑھ کر لیں گی، میڈیکل کالجز اور آئی ٹی کے شعبہ میں بھی خواتین مردوں کو پیچھے چھوڑ رہی ہیں، اگر کسی خاتون کو وراثت سے حصہ نہیں ملتا یا وہ خاتون ہے اور اس کے سرال والے اس کو حصہ نہیں دے رہے تو وہ خاتون بھی ہمیں آن لائن درخواست دے سکتی ہے، ہم بغیر وکیل کے دو ماہ کے اندر اس خاتون کی شکایت کا ازالہ کرتے ہیں۔ رکن صوبائی اسمبلی پنجاب سیما بیہ طاہر نے کہا خواتین مارچ میں پچھلے سال جو کچھ ہوا، ہم کسی صورت سپورٹ نہیں کر سکتے، بطور پاکستانی اور مسلمان اس مارچ کی حمایت نہیں کی جاسکتی، خواتین کے حقوق 14 سو سال پہلے متعین ہو چکے، اس سے آگے جانا بالکل غلط، اسلام جو حقوق خواتین کو دیتا ہے وہ کسی مذہب میں خواتین کو حاصل نہیں، اگر کسی کو اسلام میں خواتین کو حقوق کے حوالے سے شک ہے تو اس کو چاہیے کہ وہ قرآن کا مطالعہ کرے، حکومت پنجاب وراثت میں خواتین کو حاصل نہیں دے رہی ہے، اس کے خلاف اس کو چاہیے کہ وہ قرآن کا مطالعہ کرے، ایکٹرونگ ووٹنگ آرگنائزیشن آف محمود نے کہا خواتین کا عالمی دن اس سوچ کی مخالفت ہے جس میں خواتین کو کم تر کہا گیا ہے، ہم خواتین کو روزگار، فیصلہ سازی، معاشی اور سیاسی میدان میں برابری کی بنیاد پر حقوق دینے کے حق میں ہیں، ہمیشہ ایسے نعرے جس کی وضاحت کرنا پڑے موثر نہیں ہوتے، کسی بھی ایسے نعرے سے پرہیز کرنا چاہیے۔ ڈاکٹر جویریہ نے محمود نے کہا خواتین کے عالمی دن پر اعتراض نہیں، لیکن جیسے نعرے گزشتہ سال سامنے آئے ان کی کسی صورت تائید نہیں کی جاسکتی، ہمیں قلعہ سے ہٹا دیا جائے۔

11th March 2020 "ROZNAMA 92 NEWS"



وفاقی محتسب برائے انسداد ہراسیت کشمالہ طارق آئی سی آئی میں منعقدہ تقریب سے خطاب کر رہی ہیں

خواتین کو جائے کار پر عزت و احترام دینا ہوگا، کشمالہ طارق

مضبوط معیشت کیلئے خواتین کو مساوی مواقع فراہم کرنا ہونگے، آئی سی آئی میں خطاب

اسلام آباد (اے پی پی رپورٹر سے) وفاقی محتسب کشمالہ طارق نے کہا کہ خواتین مردوں سے الگ رہ کر کام نہیں کرنا چاہئیں بلکہ وہ مردوں کے شانہ بشانہ کام کرنا چاہتی ہیں، تاہم اس کیلئے ضروری ہے کہ خواتین کو جائے کار پر عزت و احترام دیا جائے۔ انہوں نے کہا کہ مضبوط معیشت کیلئے خواتین کو مساوی مواقع فراہم کرنا ہونگے۔ ان خیالات کا اظہار انہوں نے گزشتہ روز اسلام آباد جیمز آف کامرس اینڈ انڈسٹری میں خواتین کے عالمی دن کی مناسبت سے منعقدہ تقریب سے خطاب کرتے ہوئے کیا۔ تقریب میں وزارت تجارت کی جوائنٹ سیکرٹری برائے ڈیپوٹی اوپنٹیشن موریاٹی، یو این ویمن کی کنٹری مینجمنٹ عائدہ عاتقہ حقار، کرناڑ کی ہیڈ برائے مشرق وسطیٰ شامکہ رفاقت، پاک انگری مارکیٹ کی چیف ایگزیکٹو عائدہ احمد، خواتین سفرا، جیمز آف کامرس اینڈ انڈسٹری کی کنوینشن آف منٹلک و دیگر نے شرکت کی۔ کشمالہ طارق نے کہا کہ سرکاری اور نجی شعبے میں کام کرنے والی خواتین کو اگر جائے کار پر کسی قسم کے خوف و ہراس کا سامنا ہو تو وہ آن لائن اپنی شکایت کر سکتی ہیں، انہیں دو ماہ کے اندر ریلیف فراہم کیا جائے گا۔

14th March 2020 "ROZNAMA DUNYA"

CHAPTER NO. 06

ARTICLES



**GENDER EQUALITY IS A HUMAN FIGHT,
NOT A FEMALE FIGHT!**

6.1 Sexual Harassment: An Escalating Challenge

Patriarchal structure is deeply entrenched in the social fabric of Pakistan, leaving women at the behest of the male segment of the society thus resulting in the former being a vulnerable fragment of our society. This Article would look in to the major types of harassments faced by women, the legal framework in vogue to curb the said practice and an analysis of the role of Social media on the subject matter.

Harassment covers a wide range of behaviors of a



NAILA ZULFIQAR
Intern (Legal Cell FOSPAH)

vituperative nature. It is commonly understood as behavior that disrespects, demeans, humiliates or embarrasses a person and it is characteristically identified by its unlikelihood in terms of social and moral reasonableness. The Women in Pakistan fall victim to acts of harassment at their workplaces, over the internet and even in broad day light on the streets.



In order to effectively curb this menace, the Parliament has promulgated the following Acts of Parliament:-

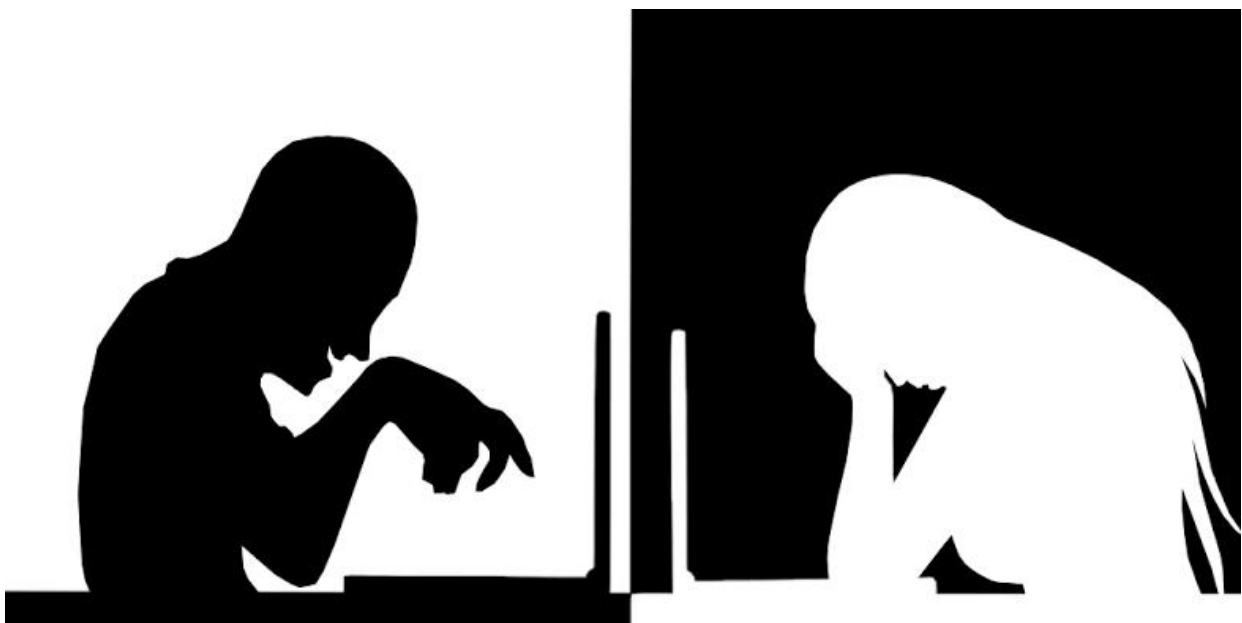
- The Protection against Harassment of women at the Workplace Act, 2010
- Prevention of Electronic Crimes Act (2016).

The following sections of the Pakistan Penal Code also provide Criminal Sanctions for Harassment:

- **Section 510 of Pakistan Penal Code 1860:** If a drunken person appears in a public place, causing annoyance to any person, he can be punished with imprisonment or fine or both.

- **Section 509 of Pakistan Penal Code 1860:** If a person labels any woman, utters any disrespectful word, or is offensive by their gesture, he's liable to the punishment of three years or fine or both.
- **Section 366A of Pakistan Penal Code 1860:** If a girl under the age of 18 is forced to perform sexual intercourse, the offender is liable to a punishment of 10 years and fine.
- **Section 496B of Pakistan Penal Code 1860:** If a person makes a false accusation of fornication against any woman, he is liable to five years in prison along with a fine.
- **Section 354A of Pakistan Penal Code 1860:** If a person assaults a woman using criminal force, stripping off her clothes and exposing her to public view, he is liable to be punished with death or imprisonment for life along with fine.
- **Section 294 of Pakistan Penal Code 1860:** If a person uses any indecent or vulgar language in a public place with an intention to offend, he is liable to the punishment of three years along with fine.

As more and more population of Pakistan is getting access to internet courtesy cheap data rates and the cell phone market being flooded with reasonably priced internet able mobile phones. The internet space is fast turning into a harassment hub and conversely is also the greatest redemption forum.



Some inventions are so immense in their effect that they cast their shadow over the whole fabric of society, making escape inconceivable for any segment; rather all units of society have to reorient themselves to make living under the new umbrella. Social media has spun the social life at 360 degree so subtly that it has integrated to people's everyday life.

Today, we are part of an 'Information Society', where every individual lives two lives, a real and a virtual, unfortunately as harassment is deeply embedded in the society it has chased women and men in their virtual life as well.



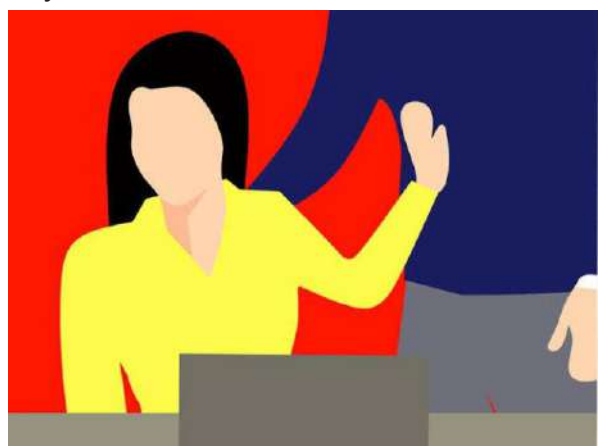
The anonymity and the ease of communication on social media have left women exposed to harassing behavior from anyone basically having an access to the internet and a social media account (even if it is fake). While traditional acts of harassment occurred at home, at the workplace or on the streets the perpetrators were often known, there was a chance that they be called out and be reprimanded although it was a rarity that anyone was prosecuted under the

criminal provisions reproduced above. Social media harassment is unfortunately not weighed on the same scale as in person harassment and the former is generally normalized and women are expected to ignore and live with it.

The data published by the Digital Rights Foundation reveals that the year 2020 proved to be the most challenging and demanding year in terms of complaints lodged on their portal this could be attributed to COVID-19 and the consequent shift of work / education etc. over the Internet however analyzing the nature of complaints received which range from blackmailing, extortion, psychological manipulations and even Social media hacking echo the behavior of the society which they merely reflect over the internet.

As the advent and reach of Social media has grown so has its impact, where it has exposed women to more harassment, social media is more than compensating in unifying women for the same cause and publicly gathering support for this cause.

The **#MeToo** movement sparked a global deluge of disclosures and solidarity from women who had been silent about their



experiences of sexual assault. Since then, #MeToo has spread across the globe and crossed racial, economic and other boundaries.

Similarly the **#TimesUp** movement was born when women across industries came together & spoke out against sexual harassment in the workplace.

The **#HeForShe** movement encouraged women to declare their commitment to end gender discrimination and to invite others to join the movement.

The **#IWillGoOut** movement started when women across India were outraged and fed up with victim-blaming in cases of sexual harassment and sexist comments, they wanted to channel their anger into action, so they turned to social media to organize. Through the hashtag **#IWillGoOut**, like-minded individuals started to connect, and soon the conversation echoed on the streets with the nationwide. Moreover the **#BringBackOurGirls** which came in to inception after the Nigerian girls were kidnapped gathered global support and brought together the likes of Michelle Obama to raise voice for the kidnapped girls. Similarly, women have used the internet to gather support for their rights in Pakistan.



To conclude, it is submitted that social media is a mere reflection of the society, Acts of harassment are normalized in our society and are not effectively prosecuted due to victim shaming and lacunas in the protective statutes henceforth the same have made their way on the Internet as well. There is however a silver lining to this otherwise dark cloud that social media is providing a forum for the victims to unify, campaign, name and shame the perpetrators in front of the entire digital world. We have seen popular trends on social media making their way to national television and prompting quick action although we as a society have still a long battle to fight to eliminate this menace from our society.

6.2 Women proprietary rights under "the Enforcement of Women's Property Rights Act, 2020"

Land is a valued asset in Pakistan primarily because of what it represents. Land ownership not only "guarantees a sustainable livelihood, thereby acting as an important buffer against poverty, it is also a crucial indicator of power and social standing, shaping relationships within both the family and the community.

Justice delayed is justice denied, while access to inexpensive and expeditious justice is a basic right of every citizen as guaranteed in Article 37(d) of the Constitution,



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there is a common impression that litigating over property disputes is the last choice of any citizen given the prolonged and complicated legal procedures and delayed judicial proceedings. A property suit takes nearly up to 30 years to finally decide in favor of either party — from its beginning in the district court to the appellate forums. Given the deathly delays, the inhospitable lower court environment and daunting legal costs involved a majority of the litigants often give up on their rights, the situation is graver when the litigant involved is a female. In this regard the Enforcement of Women Property rights Act, 2020 is a quantum leap, it provides women with a welcoming forum where they can challenge the usurpation of their property without formal legal representation and get an administratively enforceable order in their favor in reasonable time.

Women's property rights pre the Enforcement off Women Property Rights Act, 2020 were governed by both statutory and non-statutory sources. Article 23 of the Constitution states that every citizen shall have the right to acquire, hold, and dispose off property in any part of Pakistan. Article 24 goes on to state that no person shall be deprived of their property save in



accordance with the law. Article 25 of the Constitution guarantees the equal protection of the law and states that not only are all citizens equal, there shall be no discrimination on the basis of sex and nothing in the Article will prevent the State from making special

provisions for the protection of women and children even though the Constitution contains no direct provisions dealing with women's right to inheritance, it does provide guarantees through the Articles stated above that protect this right.

Similarly, the Divine law of Islam (Sharia Law) also unequivocally grants women the right to ownership of property. The Islamic theory of Inheritance and property ownership is enumerated in the verses of An-Nisa. , the fourth chapter of the Quran. Women can inherit both moveable and immovable property. Though Islamic law is very clear about women's property rights, and the same is also protected by the Constitution of Pakistan what we lack is a culturally acceptable mechanism to implement the law to assure the Quranic share of women in Property.

The Government of Pakistan on 28th February, 2020 has promulgated The Enforcement of Women's Property Rights Act, 2020, the said Act provides for the protection of the rights of ownership and possession of properties owned by women, ensuring that such rights are not violated by means of harassment, coercion, force or fraud.

The Act empowers the Ombudsman to take appropriate action to address the issue of a woman's inheritance. Who is deprived of ownership or possession of her property by any means, can file a complaint to the Ombudsman.

In case the woman deprived of her property is unable to do so, any person or an NGO may initiate action on her behalf. The Ombudsman, after preliminary assessment will direct the matter to concerned Deputy Commissioner.

The Deputy Commissioner will conduct an inquiry and submit a report to the Ombudsman within 15 days following which; the Ombudsman may call for further record or submission of objections by the complainant and her adversaries. The Ombudsman will pass the orders, preferably within 60 days of receipt of the complaint.

Role of the Ombudsman will not end after passing the orders but the Act empowers it to ensure implementation of the orders by directing the police and district administration officials to restore possession and title of the property to the complainant.

Eman Ghareeb Mohammad vs Saleem Ahmed, was the first landmark case in terms of s.4 of Enforcement of Women's Property rights Act, 2020. The case was regarding the adverse possession of the complainant's land. She had the documentary evidence yet she was unable to gain possession. That being the case, this forum followed the prescribed procedure and referred the instant matter to the DC Office, who facilitated the lady by diligently following the procedure, in the presence of this Act. Therefore the complainant gained possession and also under section 8, recovered the lost rent amounting to a total of 11,40,000.



Enabling women to have their rightful share in the property is the most important step towards empowerment. It is resolve of the government to make the women aware of their rights, so that they are strong enough to fight against any form of violence and exploitation.

6.3 Harassment at Workplace – A Failure of Workplace Ethics

Back in 2017, the viral “Me Too” movement took the internet by storm as a massive number of women across the globe decided to break their silence and shared their experiences of sexual assault and harassment. This movement also reached Pakistan where a number of women publicized their experiences of sexual abuse. Most prominent among these were Meesha Shafi's allegations of sexual harassment against Ali Zafar. The movement demonstrated how



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pervasive sexual assault and harassment were, especially in the workplace. Keeping this grim situation in mind, it is crucial that we focus on inculcating work ethics in our workforce aimed at creating a safe and respectful work environment for all.

The realization that workplace harassment is a serious issue reached Pakistan's parliament back in 2010, with the passage of the Protection Against Harassment of Women at the Workplace Act, 2010. This Act is aimed at securing the constitutional rights to equality,

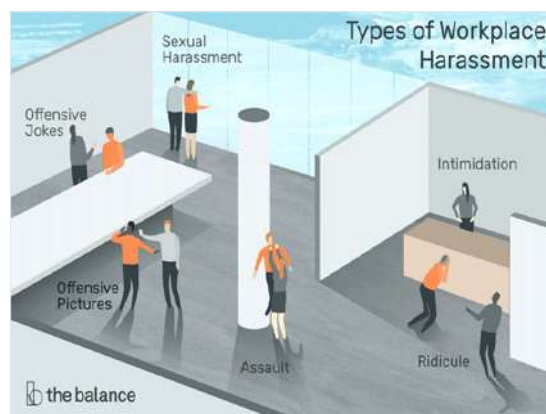


dignity and livelihood by providing a safe and dignified work environment for all. To achieve this goal, quasi-judicial tribunals were created at the federal and provincial levels, which deal with workplace harassment in their respective jurisdictions. At the federal level, this task is being done remarkably by the Federal Ombudsman Secretariat for Protection Against Harassment at Workplace (FOSPAH).

FOSPAH is as much about inculcating work ethics standards so as to prevent workplace harassment as it is about holding harassers accountable. To create a safe and comfortable working environment, FOSPAH has been sending notices to all organizations under its jurisdiction to display a code of conduct at a conspicuous place and establish a three-member harassment committee with at least one female member. Every organization is also required to have a robust harassment policy in place, and

whenever a harassment complaint comes forth, it must be taken seriously and empathetically, so that potential harassers are aware of the dire consequences they would face. The harassment policy should be victim-friendly, whereby the victim feels confident and comfortable while reporting the harassment, with the assurance that no retaliatory measure would be allowed against them. Moreover, these organizations are also required to send a compliance report back to FOSPAH to ensure proper implementation of the Act.

FOSPAH has also been working tirelessly to raise awareness regarding harassment and workplace ethics. In this endeavor, FOSPAH has been visiting various organizations. Some root causes of harassment are the objectification of women and a denial to see them as humans, the impunity that harassers enjoy, and the ignorance/indifference regarding the various forms of harassment. Therefore, FOSPAH encourages to go beyond the gender binaries and to look at others as humans worthy of respect and dignity, who are to be judged solely on the basis of their capabilities. Some of the core values that FOSPAH has been promoting are mutual respect and a culture of zero tolerance for harassment, so that harassers fear legal sanctions. Lastly, FOSPAH has been spreading awareness about the various forms of harassment that have been, tragically, normalized by the society. FOSPAH is working to change the perception about harassment so as to perceive any undesirable or offensive act as harassment. At FOSPAH, we find it crucial that workers be sensitized about the seriousness of harassment and the various forms of it through a code of conduct. They must be disciplined to understand consent and avoid any act that is unwelcomed by or discomforting for their co-worker.



A related issue is the social stigma attached to the victims of harassment. FOSPAH tackled this issue by raising the slogan “silence no more”, encouraging the victims to speak up against harassment, and insisting that it is not the victims but the perpetrators who should be ashamed of themselves.

The Protection Against Harassment of Women at Workplace Act, 2010 was a milestone in making workplaces safe for women. FOSPAH aims not only to hold harassers accountable but more importantly, to prevent the occurrence of workplace harassment through awareness. This awareness involves sensitization, inculcating a culture of mutual respect, seeing others as humans entitled to dignity, regard for consent, and creating zero-tolerance for harassment. Only through accountability and awareness can we be on the path of creating a healthy and dignified workplace for all.

6.4 Achievements of FOSPAH

The origin of the Federal Ombudsman Secretariat For Protection of Women Against Harassment (FOSPAH) goes back to its establishment in 2010 on passing of the “The Protection against Harassment of Women at the Workplace Act” when it received the assent of the President of Pakistan on 9th March 2010. The establishment of such a pivotal institution with the aim that it becomes the voice of the oppressed and those who do not have any door to knock to, for such unpleasant and malicious events of harassment, is



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in itself a remarkable achievement. Primarily, it had only one office at Islamabad which would operate from here and provide justice to the oppressed. In 2011, 44 cases (Federal:16, Punjab:9, Sindh:8, KPK:7 whereas none from Baluchistan and AJ&K) were reported at FOSPAH. Another tremendous milestone was achieved by FOSPAH with the making of Online Complaint Management and Information System (CMIS) which was set as a result of several contracts signed between FOSPAH and other international funding organizations amounting to 2.5 million rupees. CMIS enables the citizens to submit an online complaint for addressal of their grievance without even going to reach the FOSPAH office or regional office. Moreover, FOSPAH also offers the facility of Video- Conferencing to both the litigants for online-hearing of registered cases. With time, due to awareness campaigns and seminars conducted on Harassment at different forums, from universities (like QAU, IIUI, NUML, PIMS) to different organizations, the oppressed especially the women started to raise their voices against the perpetrators and number of cases started to increase.

Moreover, regional offices were established in Karachi, Peshawar and Lahore which provided justice to the oppressed at their door-step. Under the pro-active leadership of Hon'ble Federal Ombudsman Kashmala Tariq, aimed to stem out all forms of discrimination and to provide an enabling environment at workplace, FOSPAH flourished a lot, i-e, from establishment of regional office at Lahore and formal setting up of head office and other regional offices to the signing of MOU's with several governmental and private organizations.

Collaboration with other organizations:

Under the leadership of Hon'ble Federal Ombudsman Kashmala Tariq, FOSPAH signed several Memorandums of Understanding (MOUs) including with the Cyber Crime Cell of Federal Investigation Agency (FIA), Federation of Pakistan Chambers of Commerce &

Industry (FPCCI) and The Center for Research and Security Studies (CRSS).



As per the stats of July 2019 to June 2020, FOSPAH has registered 346 cases (includes cases from all provinces, including AJ&K). Following the principle of quick disposal of cases as required under the law, 124 cases are pending while 222 cases have been disposed-off. The meritorious judgments of the Hon'ble Ombudsman shall also be titled as one of the achievements of FOSPAH, since it had not discriminated persons on basis of their status or designation. FOSPAH has dismissed the services of high office holders as DG and Director of BISP, DIG in police department on charges of Harassment with fine of 1 million rupees, to University Professors and Islamabad Club officials. Above mentioned are the achievements of FOSPAH in the field of providing justice. FOSPAH has a lot more to achieve; it is also in the list of goals of FOSPAH to set-up regional offices in Balochistan, Gilgit Baltistan and AJ&K also.

6.5 Proposed Amendments in the Protection Against Harassment Of Women At Workplace Act 2010

Title of the Act:

- (word of “Women” from the title is recommended to be discarded)

Section-2 (Definitions):

- Section 2-e “Complainant” (‘woman or man’ is recommended to be replaced with “person”)
- Section 2-f “Employee” (voluntary or paid and a domestic worker is suggested to be added)
- Section 2-h “Harassment” (word “sexual nature or sexually” is recommended to be deleted)

Ref. Schedule [Section 2(c) and 11]:

- (a) Abuse of Authority (Favors other than sexual are recommended to be added)
- (b) Creating a hostile environment (word ‘sexual’ is suggested to be removed)
- (c) Retaliation (word ‘sexual’ is recommended to be replaced with ‘any such’)

Section-7 (Ombudsman):

- Sub Section 1 (word ‘Ombudsman’ is recommended to be replaced with ‘Ombudsperson’)
- Sub Section 2 (Proposed criteria as applicable on other Federal Ombudsperson or as prescribed in Section 21 of FOIRA)

Section-8 (Ombudsman to inquire into complaint):

- Sub Section 1, 2, 3, 4 & 5 (‘Suo Moto power’ should be granted and word ‘Ombudsman’ has been replaced with ‘Ombudsperson’)

Section-11 (Responsibility of employer):

- Sub Section 1 (word ‘District Court’ has been replaced with ‘Ombudsman’ and maximum limit of fine has been removed)
- Section 2-e “Complainant” (‘woman or man’ is recommended to be replaced with “person”)
- Section 2-f “Employee” (voluntary or paid and a domestic worker is suggested to be added)
- Section 2-h “Harassment” (word “sexual nature or sexually” is recommended to be deleted)

NEWLY PROPOSED SECTIONS:

- Section-8(6): Power to enter and search any premises
- Section-14: Inspection Team
- Section-15: Standing Committees, etc.
- Section-16: Delegation of Powers
- Section-17: Authorization of Provincial functionaries, etc.
- Section-18: Immunity

6.6 Proposed Amendments in the “Enforcement of Women’s Property Rights Act, 2020”

Preamble:

- (word ‘misrepresentation’ is recommended to be added)

Section 1: Short Title, Extent and Commencement

- Sub Section 2 (is suggested extend to “Whole of Pakistan” instead of Islamabad Capital Territory)

Section-2 (Definitions):

- Section 2-e “Property” (definition of movable property needs to be added)
- Additional definition as Section 2-h “Organization” is proposed

Section-4 (Complaint to the Ombudsman in case no proceedings in a court of law are pending):

- Sub Section 1 (Power to direct banks or other organizations to submit report along with statement in writing should be granted)

Section-5 (Delivery of possession and transfer of ownership of property to women):

- Sub Section 1 (Law enforcement agencies needs to be added)
- Additional Proviso (Power to direct banks or other organizations to submit report along with statement in writing should be granted)
- Sub Section 2 (‘Superintendent of Police’ instead of ‘officer in charge’ and ‘Concerned Area’ instead of ‘Police Station’ have been proposed)

Section-7 (Complaint to the Ombudsman in case proceedings in a court of law are pending):

- Sub Section 1 (word 'any' instead of 'non governmental' has been proposed)
- Additional Proviso (Power to direct banks or other organizations to submit report along with statement in writing)
- Sub Section 2 (word 'the Ombudsperson' has been proposed instead of 'he')
- Sub Section 5 (word 'termination' is suggested to be replaced with 'terminate')

Section-8 (Loss of Rent):

- ('any profit or benefit from the property' is suggested to be added in the definition)

Section-9 (Execution of Orders):

- (Power to direct banks or other organizations for report along with statement in writing should be granted)

Section-11 (a) (Bar of Jurisdiction):

- (word 'nay' has been replaced with 'any')



CODE OF CONDUCT

Under Protection Against Harassment at the Workplace Act, 2010
[Schedule Sections 2 (c) and 11]

Whereas it is expedient to make the Code of Conduct at the Workplace etc to provide protection and safety against harassment it is hereby provided as under:



GUIDELINE TO ENSURE A HARASSMENT FREE WORK ENVIRONMENT

It is the responsibility of every employer to provide a conducive work environment

Types of harassment:

- i. **Abuse of Authority** means demanding sexual favors from subordinate for the subordinate to keep or obtain job benefits.
- ii. **Hostile environment** means one where the complainant feels uneasy, abused and intimidated which interferes with the complainant's work performance.
- iii. **Retaliation** means refusing a sexual favor results in limiting promotion, generating gossip or distorting evaluation reports etc.

Complaint in organization:

- **Every organization must have an inquiry committee**, consisting of three members; at least one woman, to entertain the complaints.
- The names and contact numbers of members of inquiry committee should be publicly displayed.
- Adjustment should be made by the employers such as:
 - i. Complainant and accused should not be required to meet for official business.
 - ii. Extra charge, giving one party excessive power over the other, should be taken away.
 - iii. Retaliation should be strictly monitored
- If harassment committee does not exist/ functional in an organization, complaint can be filed at FOSPAH.

Appeal at FOSPAH:

- Feeling aggrieved of inquiry committee's decision, an appeal can be filed at FOSPAH within 30 days.

OR

Complaint at FOSPAH:

- A fresh complaint can be filed before the Federal Ombudsman:
 1. Online
 2. By post
 3. In person.

FOSPAH IS EMPOWERED TO PROTECT AND SECURE THE RIGHTS OF OWNERSHIP OF WOMEN IN THE PROPERTY INHERITED OR OWNED

FOSPAH is now empowered under the "Enforcement of Women's Property Rights Act 2020" to deal with all the complaints related to **women's property rights including movable or immovable property**.

- The aggrieved woman or anybody on her behalf can file a complaint at FOSPAH.
- The Ombudsman can even take **sou moto notice** in such cases.
- Decision would be announced in 2 months.



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ضابطہ اخلاق

کام کی جگہ پر خواتین کو ہر اسل کرنے سے تحفظ کیلئے ضابطہ اخلاق ایکٹ، ۲۰۱۰

جدول (دفعات ۲ (ج) اور ۱۱)

چونکہ یہ قرن مصلحت ہے کام کی جگہ پر ہر اسل کرنے کے خلاف تحفظ دینے اور حفاظت کے لیے ضابطہ اخلاق وضع کیا جائے جو ذیل میں دیا گیا ہے:



ہر ادارے پر لازم و ملزوم ہے کہ وہ اپنے ادارے میں کام کرنے والوں کو ہر اسیت کے خلاف ان کے حقوق کی آگاہی دیں اور ضابطہ اخلاق کام کی جگہ پر آویزاں کریں

۱۔ اختیارات کا غلط استعمال: کوئی بھی با اختیار افسر جو اپنے ماتحت کو نوکری میں فائدہ پہنچانے کی غرض سے جسمانی تعلق رکھنے کی خواہش ظاہر کرے۔

ہر اسیت کی تین نشانیاں ہیں:

۲۔ دفتری ماحول میں خوف و ہراس پیدا کرنا: ایسی کام کرنے کی جگہ جہاں خود کو غیر محفوظ سمجھے۔

۳۔ انتقام: ایسا افسر جو اپنی ناجائز خواہشات پوری نہ ہونے پر انتقامی طور پر اپنے ماتحت کے کام میں رکاوٹ پیدا کرے۔

• ہر ادارے پر یہ لازم ہے کہ وہ ”تحفظ برائے ہر اسیت بمقام کار ایکٹ ۲۰۱۰“ کے تحت انکوائری کمیٹی بنائے۔
• انکوائری کمیٹی (۳) افراد پر مشتمل ہوگی جن میں سے ایک خاتون کا ہونا لازم ہے۔

اپنے ادارے میں
ہر اسمنٹ کمیٹی
کو شکایت:

• ادارے میں شکایت کمیٹی کے کسی بھی فرد کو کی جاسکتی ہے۔
• انکوائری کمیٹی کے ممبران کے نام اور رابطہ نمبر دفتر میں نمایاں مقامات پر آویزاں کرے۔
• دوران انکوائری درخواست گزار اور الزام کنندہ کو ایک ڈیپارٹمنٹ سے علیحدہ کر دیا جائے۔
• انتقامی کارروائی بد نظر رکھی جائے گی۔
• اگر ادارے میں ہر اسمنٹ کمیٹی وجود میں یا فعال نہیں ہے تو FOSPAAH میں شکایت درج کروائیں۔

• متاثرہ فرد جو کہ کمیٹی کے فیصلے سے متفق نہ ہو تو وہ FOSPAAH میں اپیل کر سکتا ہے۔
• اپیل کی میعاد ۳۰ دن ہوگی۔

FOSPAAH میں اپیل:

• ادارے کے علاوہ وفاقی محتسب برائے انسداد ہر اسیت کے پاس بھی شکایات درج کروائی جاسکتی ہیں۔
• FOSPAAH میں شکایت آن لائن یا بذریعہ ڈاک یا خود بھی جمع کروائی جاسکتی ہے۔

FOSPAAH میں شکایت:

حقوق جائیداد برائے خواتین ایکٹ ۲۰۲۰

ایسی خواتین جن کو اپنی وراثتی اور ملکیتی جائیداد سے محروم رکھا گیا ہے وہ اپنی دادر سی کے لئے وفاقی محتسب سے رابطہ کریں۔

- متاثرہ خاتون خود یا بذریعہ نمائندہ شکایت دائر کر سکتی ہے۔
- وفاقی محتسب کے پاس نوٹس لینے کا بھی اختیار ہے۔
- فیصلہ دو ماہ کے اندر سنایا جائے گا۔



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