



**FOSPAH**



# **FEDERAL OMBUDSMAN SECRETARIAT**

**FOR PROTECTION AGAINST  
HARASSMENT (FOSPAH)**

## **ANNUAL**

**R E P O R T**

**2020 - 2021**



**ANNUAL REPORT ON THE OBSERVANCE  
AND IMPLEMENTATION OF PRINCIPLES  
OF POLICY (2020-21) UNDER ARTICLE  
29(3) OF THE CONSTITUTION OF ISLAMIC  
REPUBLIC OF PAKISTAN.**

# **Al Quran**

**And to everyone We have appointed heirs to what the parents and near kindred might leave behind. (As those heirs have defined portions in the inheritance that must be given them,) so to those with whom you have made a solemn covenant, give them their due share. God is indeed a witness over everything.**

**(Surah An-Nisa, Ayat 33)**

**O you who have faith! Be maintainers, as witnesses for the sake of Allah, of justice, and ill feeling for a people should never lead you to be unfair. Be fair; that is nearer to God-wariness, and be wary of Allah. Allah is indeed well aware of what you do.**

**(Surah Al-Maidah, Ayat 08)**

**Indeed, Allah commands you to return trusts to their rightful owners and when you judge between people, judge with fairness. What a noble commandment from Allah to you! Surely Allah is All-Hearing, All-Seeing.**

**(Surah An Nisa, Ayat 58)**



Honorable President of Pakistan Dr. Arif Alvi

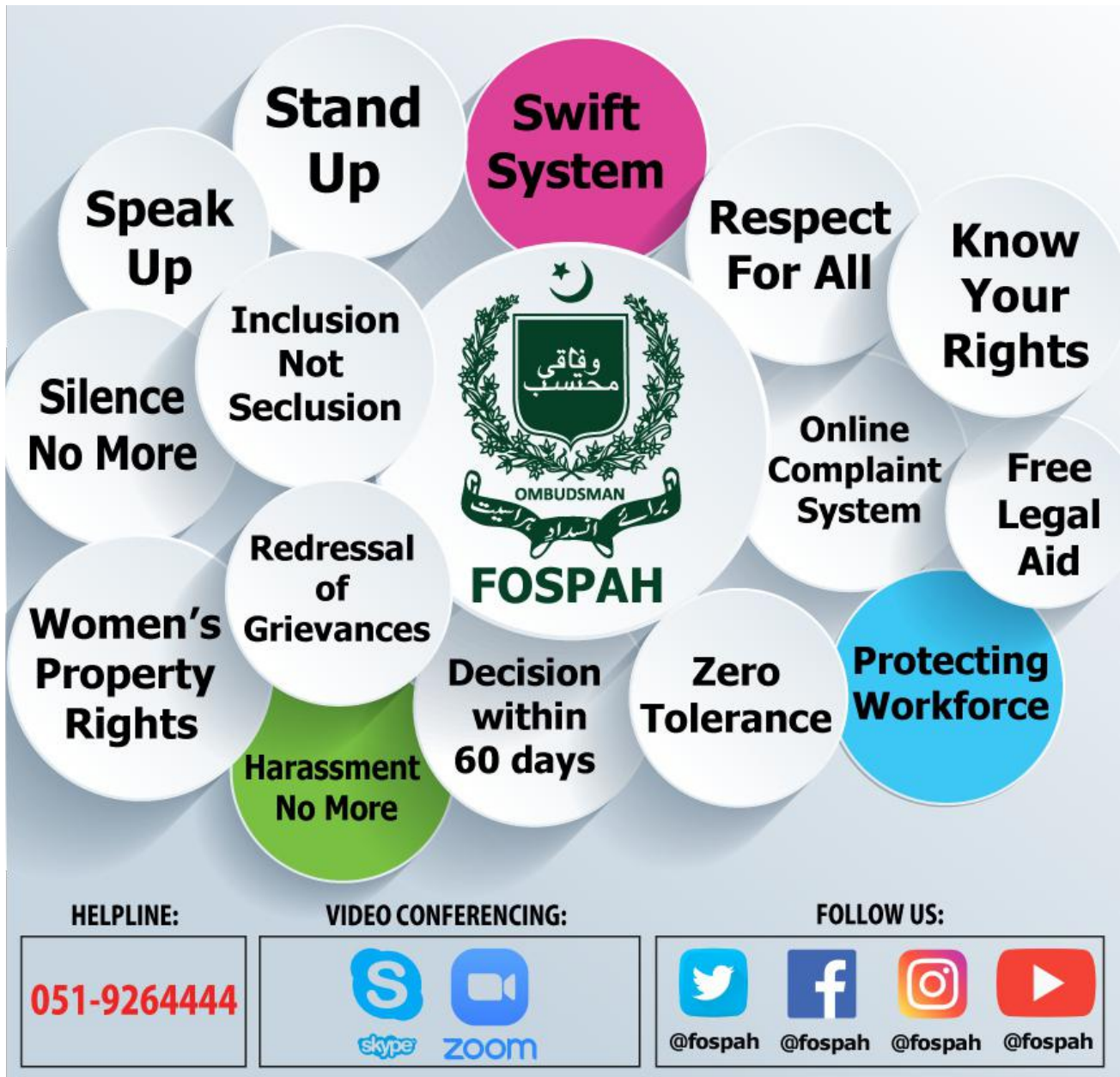


Honorable Prime Minister of Pakistan Imran Khan

**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





**Kashmala Khan**  
**Honorable Federal Ombudsman**

## 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 Khan) 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 have 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, our office will embark upon a path to change.

*Kashmala*  
**KASHMALA KHAN**  
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

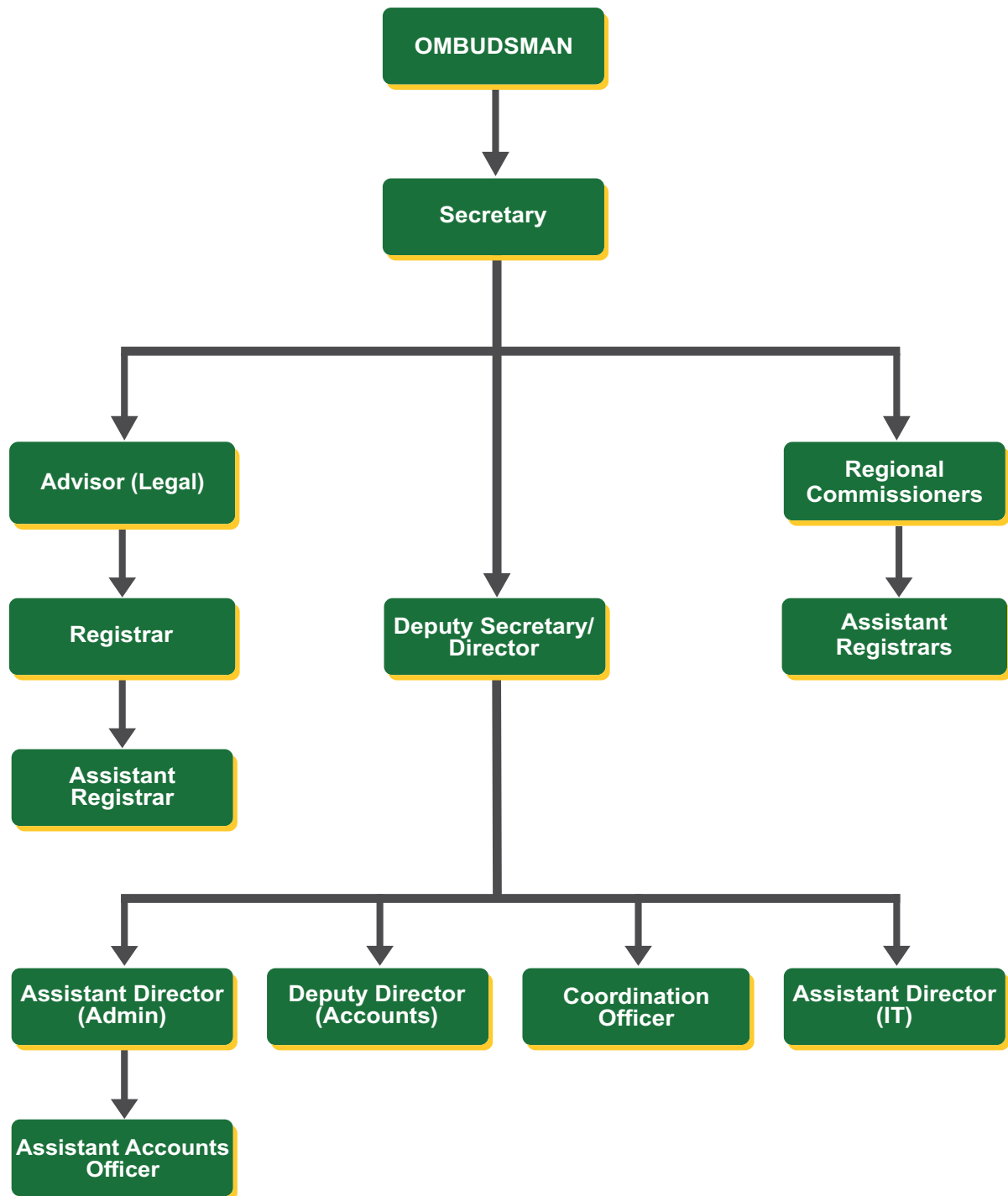
To vanguard the respect and dignity of all workforce and women deprived of their legal share in the property (inherited or owned).

# 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



# TABLE OF CONTENTS

MESSAGE FROM OMBUDSMAN	I
FOSPAH'S VISION	ii
MISSION STATEMENT	iii
OBJECTIVE	iv
FOSPAH'S ORGANOGRAM	v
TABLE OF CONTENTS	vi
EXECUTIVE SUMMARY	01
BRIEF HISTORY	02
• Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH)	02
• Profile of the Federal Ombudsman Kashmala Khan	03
PROGRESS REGARDING AWARENESS	05
PROGRESS REGARDING LEGAL	06
• Current Honorable Federal Ombudsman of FOSPAH	06
• Comparison of the Cases Registered	06
• Hon. President of Pakistan Dr. Arif Alvi meets Federal Ombudsman Kashmala Khan	07
• Hearing of the registered cases at FOSPAH	09
PROGRESS REGARDING ADMINISTRATIVE BUDGET	10
JOURNEY OF FOSPAH (2010 - 2021)	11
• Previous Federal Ombudsmen of this Secretariat	11
• Current Federal Ombudsman of this Secretariat	12
• FOSPAH Head Office, Islamabad	13
• FOSPAH Regional Office, Karachi	15
• FOSPAH Regional Office, Peshawar	16
<b>Chapter No. 01</b>	
<b>1. INTRODUCTION</b>	17
1.1 FOSPAH hosts an event for creating awareness regarding Protection Against Harassment and Women's Property Rights at Aiwan-e-Sadr, Islamabad:	18
1.2 Brainstorming Session on "Gender-Based Discrepancies and Promotion of Legal, Economic and Social Empowerment of Women":	23
1.3 All Federal Ombudsmen, full review meeting at President Secretariat:	24



1.4	President of Pakistan Dr. Arif Alvi chaired a meeting regarding the Enforcement of Women's Property Rights Act, 2020:	25
1.5	Establishment of the Regional Offices:	26
1.6	Internship Program at FOSPAH:	27
1.7	Intern's reviews about working at FOSPAH:	29
1.8	Introduction to the Online Systems:	30
	i. Hearing of the registered cases through video conferencing	30
	ii. Social media activities of FOSPAH	30
	iii. Complaint Management and Information System (CMIS)	30
	iv. Awareness campaign through SMS launched by FOSPAH	32
1.9	The Enforcement of Women's Property Rights Act, 2020:	33

## **Chapter No. 02**

<b>2.</b>	<b>LANDMARK CASES OF FOSPAH</b>	<b>34</b>
2.1	Number of observations made in some of the cases of this forum	35
	i. Shazia Muneer Versus Tariq Mehmood	35
	ii. Naheed Amin Versus Muhammad Safeer & Others	36
	iii. Sidra Karim Awan Versus Haji Adam & Others	37
	iv. Mehroona Qasim Versus Mr. Nasir Zia Subhani	37
	v. Eiman Gharib Mohammad Elbehiry Versus Saleem Ahmed Jan & Others	38

## **Chapter No. 03**

<b>3.</b>	<b>STATISTICS OF THE CASES</b>	<b>40</b>
3.1	Status of the Cases registered at FOSPAH	41
3.2	Status of the Cases registered from July 2020 to June 2021	43
	3.2.1 Statistics of the Cases registered at FOSPAH Head Office Islamabad	43
	3.2.2 Gender-wise bifurcation	44
	3.2.3 Sector-wise bifurcation	45
	3.2.4 Province wise bifurcation	46
	3.2.5 Statistics of Property Rights Cases	47
	3.2.6 Comparative analysis of the cases registered in this Secretariat	48
	3.2.7 FOSPAH in CORONA times	49

## **Chapter No. 04**

<b>4.</b>	<b>ACHIEVEMENTS OF FOSPAH</b>	<b>50</b>
4.1	Steps taken by the FOSPAH to create awareness and implementation of the Harassment Act 2010 and Women's Property Rights Act 2020:	51
	i. 24th meeting of the Forum of Pakistan Ombudsman (FPO) at Wafaqi Mohtasib Secretariat, Islamabad	51
	ii. Federal Ombudsman Kashmala Khan met with newly appointed Country	

	Representative UN Women Pakistan at UN Women Pakistan Office, Islamabad	52
iii.	H.E. Ambassador of Denmark to Pakistan Lis Rosenholm with Federal Ombudsman Kashmala Khan	53
iv.	Webinar by National Dialogue Forum on "Curbing Gender-Based Violence in Pakistan in the light of Anti Rape Act 2020"	54
v.	Webinar on "Violence against Women and Role of Private Sector Companies" organized by UN Women Pakistan	55
vi.	National Seminar titled "Protection against Harassment of Women at the Workplace Act - Challenges and Opportunities" at Peshawar	56
vii.	Federal Ombudsman Kashmala Khan and team FOSPAH observed "16 Days of Activism with FOSPAH" on 25th November 2020 at FOSPAH Head Office, Islamabad:	57
viii.	Federal Ombudsman attended a webinar as a panelist on "Women's Legal Rights: What do I need to know about workplace harassment:	59
ix.	International Women's Day Celebrations	60
x.	Federal Ombudsman Kashmala Khan addressed the "DPEF Women Empowerment Pilot Project Denmark/ Pakistan"	62
xi.	Federal Ombudsman Kashmala Khan attended the Forum of Pakistan Ombudsman meeting	63
xii.	Mubasher Lucman visited FOSPAH Head Office, Islamabad	65
xiii.	National Conference of Ombudspersons organized by Balochistan Ombudsperson in collaboration with UN women:	66
4.2	Steps taken by FOSPAH Regional Office Peshawar to create awareness and implementation of the Harassment Act 2010 and Women's Property Rights Act 2020:	68
4.3	Steps taken by FOSPAH Regional Office Karachi to create awareness and implementation of the Harassment Act 2010 and Women's Property Rights Act 2020:	69
<b>Chapter No. 05</b>		
5.	<b>MEDIA GALLERY OF FOSPAH</b>	70
5.1	Electronic media activities of FOSPAH	71
5.2	Media Gallery of FOSPAH	74
<b>Chapter No. 06</b>		
6.	<b>ARTICLES</b>	84
6.1	The Mount of Women's Property Rights at FOSPAH:	85

6.2	Online Harassment; No Longer Unchecked and Unfettered	87
6.3	Proposed Amendments in the Protection Against Harassment of Women at Workplace Act, 2010	90
6.4	Proposed amendments in the “Enforcement of Women’s Property Rights Act, 2020”	91
	<b>Code of Conduct English version</b>	<b>92</b>
	<b>Code of Conduct Urdu version</b>	<b>93</b>

# 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 2021, this Office has completed 11 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, decided 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 9<sup>th</sup> 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 20<sup>th</sup> 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 Khan 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. Last year, the Government of Pakistan through "The Enforcement of Women's Property Rights Act, 2020" had 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 Khan:

Kashmala Khan 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 27<sup>th</sup> February 2018.

Kashmala Khan started her Law practice on 21<sup>st</sup> 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 Khan 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).





Kashmala Khan 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 Khan 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 1733 registered cases out of which 1251 cases were registered in the tenure of current Federal Ombudsman Kashmala Khan. The Honorable Federal Ombudsman has to her name 72% 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 Khan 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 Khan attended and arranged several awareness seminars and training sessions in the period under report (July 2020 – June 2021) 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](http://www.fospah.gov.pk)) 
- Social media Twitter account ([www.twitter.com/fospah](https://www.twitter.com/fospah)) 
- Facebook account ([www.facebook.com/fospah](https://www.facebook.com/fospah)) 
- Instagram account ([www.instagram.com/fospah](https://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 (Skype and Zoom) for the parties to follow the hearing of their registered cases.

## PROGRESS REGARDING LEGAL

### Current Honorable Federal Ombudsman of FOSPAH

- Kashmala Khan is the current Honorable Federal Ombudsman. Her tenure started from March 2018. Since her tenure 1251 cases have been registered (till June 2021).

### 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 Khan in comparison to her predecessors:

#### Tenure of Federal Ombudsman Justice Musarrat Hilali (2011-2012: Two Years)

Year	Total No. of Cases	Province Wise Bifurcation				
		Federal	Punjab	Sindh	KPK	Baluchistan
2011	40	16	9	8	7	0
2012	44	14	16	3	10	1
Total	84	30	25	11	17	1

#### Tenure of Federal Ombudsman Justice (R) Yasmin Abbasey (2013-2017: Five Years)

Year	Total No. of Cases	Province Wise Bifurcation				
		Federal	Punjab	Sindh	KPK	Baluchistan
2013	75	28	30	8	4	5
2014	30	12	8	6	3	1
2015	128	47	56	15	7	3
2016	77	31	32	10	3	1
2017	88	31	36	18	3	0
Total	398	149	162	57	20	10

#### Tenure of Federal Ombudsman Kashmala Khan (2018 – 2021)

Year	Total No. of Cases	Province Wise Bifurcation				
		Federal	Punjab	Sindh	KPK	Baluchistan
2018	272	93	118	24	18	19
2019	432	135	206	42	47	2
2020	355	143	153	33	21	5
2021	192	62	82	28	17	3
Total	1251	433	559	127	103	29

\* Lockdowns started in March 2020 hence the ratio of complaints got effected

- In Honorable Federal Ombudsman Kashmala Khan'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.

## **Honorable President of Pakistan Dr. Arif Alvi meets Federal Ombudsman Kashmala Khan:**

The Federal Ombudsman for Protection against Harassment Kashmala Khan presented their annual report to the President of Pakistan Dr. Arif Ali 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 and provision of women's share in the property (inherited or owned) under "The Enforcement of Women's Property Rights Act, 2020". Federal Ombudsman informed the President that under the invaluable guidelines provided by the Hon. President, her organization had successfully managed to provide speedy justice to the aggrieved persons and 94 percent of the registered cases had been decided. 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 Harassment 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 also ensures 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 Khan at Aiwan-e-Sadr, Islamabad



The President Dr. Arif Alvi appreciated the efforts of Federal Ombudsman Kashmala Khan in the provision of prompt and inexpensive justice to the aggrieved. The President advised that the institution should be further strengthened so that speedy justice could be provided to the people. He further emphasized the need for initiating awareness campaigns through print, electronic and digital media so as to inform people about the role of the Ombudsman allowing quick redressal of their grievances.



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

## 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 harassment at FOSPAH is decided with-in 60 days.



Federal Ombudsman Kashmala Khan while hearing the registered cases at FOSPAH



Federal Ombudsman Kashmala Khan while hearing the registered cases at FOSPAH

## **PROGRESS REGARDING ADMINISTRATIVE BUDGET**

- Administration is the system of arranging, sorting out, organizing and controlling office exercise with a view to accomplish the targets by utilizing the human and other resources in an organized way. On the other hand, finance is an essential and indispensable part of any organization. It is difficult for organization, whether profit-making or otherwise, to sustain themselves for long time without proper finances. Not just that, the efficient management of these financial resource is essential to be sustained 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 2020-21 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 ha achieved remarkable administrative goals.
  - b) Trough 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 office at Karachi and Peshawar were also shifted to most favorable locations.
  - g) Establishment of new FOSPAH, Regional Office Lahore was approved and building at a favorable 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.



## JOURNEY OF FOSPAH (2010 - 2020):

### Previous Federal Ombudsmen of this Secretariat:



**Justice 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 14<sup>th</sup> March, 2013 and held the office of Federal Ombudsman till 26<sup>th</sup> February 2018.



**Rented Premises**



### Current Federal Ombudsman of this Secretariat:

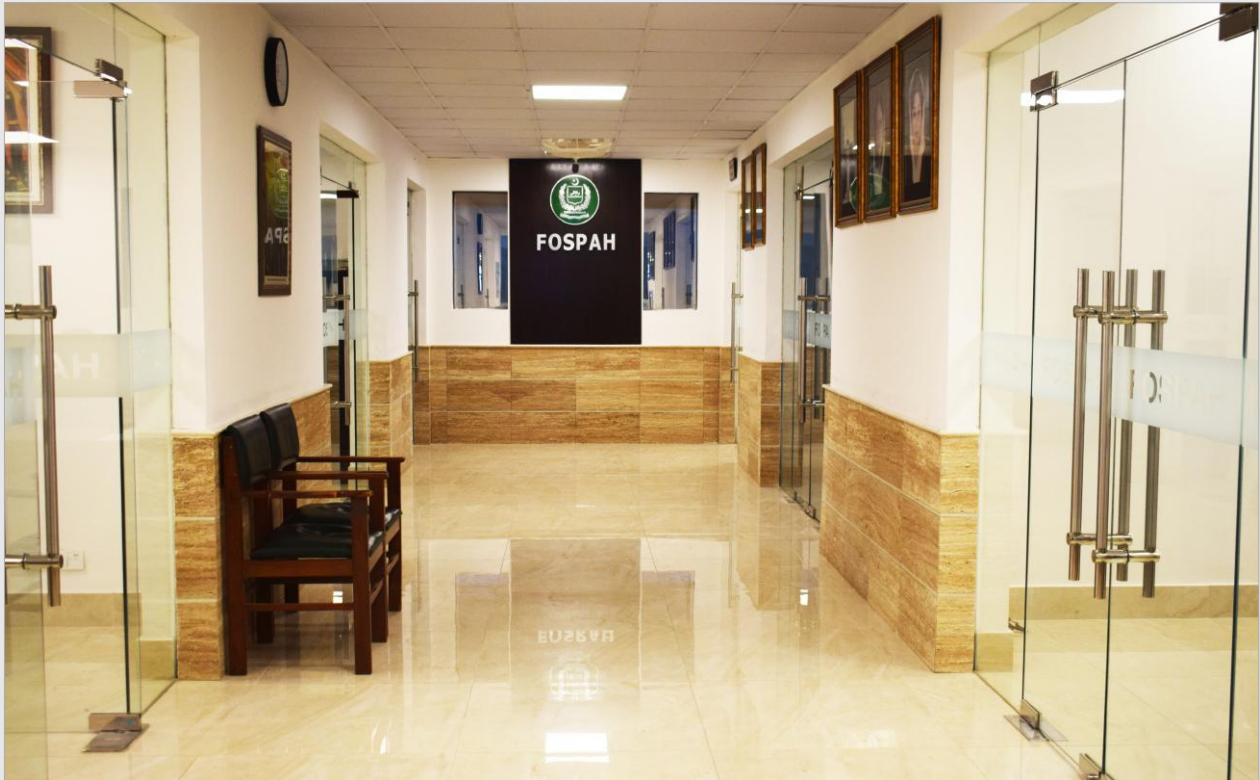


**Kashmala Khan** is currently holding the position of Federal Ombudsman. Her tenure started from 2018 and is currently going on. FOSPAH Head Office Islamabad has been shifted from a rented premises in F8 Markaz to a proper and approachable location at First Floor, Local Government and Rural Development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

### FOSPAH Head Office Islamabad:



## FOSPAH Head Office Islamabad:



FOSPAH Head Office, Islamabad



Waiting Area (FOSPAH Head Office, Islamabad)





FOSPAH Head Office, Islamabad



Legal Section (FOSPAH Head Office, Islamabad)

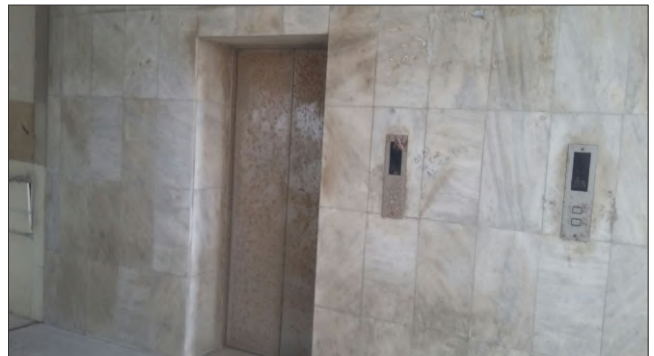


Media and IT Section (FOSPAH Head Office, Islamabad)

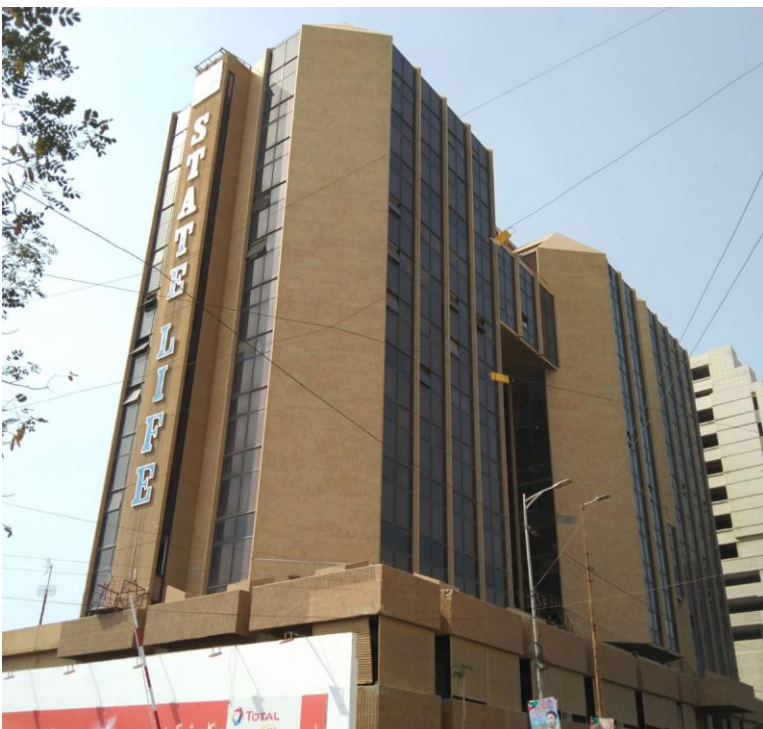
## FOSPAH Regional Office Karachi:

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 Khan, FOSPAH is collaborating with several international organizations like UN Women Pakistan, World Bank and International Labour Organization (ILO).

## **INTRODUCTION**

**#Ab Busss**

**#SayNoToHarassment**

**#اب بس**

**StandUp SpeakUp**

**For Your Rights**

**Report To @ FOSPAH**

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

## CHAPTER NO. 01

### 1.1. FOSPAH hosts an event for creating awareness regarding Protection Against Harassment and Women's Property Rights at Aiwan-e-Sadr, Islamabad:

Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) hosted an event for creating awareness regarding Protection Against Harassment and Women's Property Rights at Aiwan-e-Sadr, Islamabad on 30th September 2021.

The President of Pakistan Honorable Dr. Arif Alvi was the chief guest of this vibrant event, the attendance of Guest of Honor Ms. Sharmeela Rassool, Country Representative UN Women Pakistan, Guest of Honor Dr. Sania Nishtar, Senator, Special Assistant of the Prime Minister on Poverty Alleviation and Social Protection, Senators, Ambassadors and people from all spheres of life justified the slogan "Inclusion not Seclusion" put forward by none other than Federal Ombudsman Kashmala Khan.

The Honorable President of Islamic Republic of Pakistan Dr. Arif Alvi while addressing the audience stated that he believed that every woman be seated in this hall must have faced harassment of any form in their lifetime at least for once. He further stated that taking away the inheritance rights of women is strictly forbidden in Islam. The President said that women would remain vulnerable for physical and mental violence unless they are made financially independent. The President considers this a worrisome situation that after fourteen hundred years of Islam, our society is still unable to espouse these essential teachings of Islam. In the end, President shared his views regarding workplace harassment and women's property rights and appreciated Federal Ombudsman Kashmala Khan for her efforts in this regard.



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



The welcome speech was delivered by the Federal Ombudsman Kashmala Khan wherein she put forward the slogan “Inclusion not Seclusion” and asserted the importance of collective responsibility and roles of both genders. The purpose behind this slogan was to amplify the importance of both genders being equally responsible for the betterment of whole society. She stressed on the plight of working women which is yet to be addressed, issues like harassment, hostile environment, discrimination and non conducive conditions at workplace. She shared that after the enactment of the “Enforcement of Women's Property Rights Act 2020”, Federal Ombudsman for Protection Against Harassment abbreviated as FOSPAH has been empowered to protect and enforce women property rights. She shared that FOSPAH has been trying to motivate women who have been deprived of their property rights (ownership as well as possession), to come to FOSPAH for redressal of their grievances. While addressing all the speakers, Federal Ombudsman threw light upon empowering women, rights of women and the role of society for adaptation of the basic roles enshrined in the Holy Quran and the Constitution of Pakistan. She vowed and pledged to make gender diversity real and not surreal.

Guest of Honor Ms. Sharmeela Rassool threw light on discrimination faced by the women in everyday life and the role of media. Dr. Sania Nishtar also advocated equal rights of women in every sphere of life. She also shared that in Ehsaas Program they have implemented policy to incentivize women for their responsibilities.

A performance at the end of evening by the group students, depicting all the cultures through their attires added more colors to the event.



Participants of the Awareness Seminar at President Secretariat, Islamabad



Federal Ombudsman Kashmala Khan  
addressing the audience



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



Country Representative UN Women Pakistan  
Ms. Sharmeela Rassool addressing the audience



Hosts of the Awareness Seminar  
at President Secretariat, Islamabad





Audience of the Awareness Seminar



Audience of the Awareness Seminar



Audience of the Awareness Seminar





Provincial Ombudsman Balochistan Ms. Sabira Islam, Provincial Ombudsman Punjab Ms. Nabila Khan and Provincial Ombudsman KPK Ms. Rakhshanda Naz with Federal Ombudsman Kashmala Khan



Group photo of the Federal Ombudsman Kashmala Khan with other participants of the Seminar



Group photo of team FOSPAH at President Secretariat, Islamabad



## 1.2. Brainstorming Session on “Gender-Based Discrepancies and Promotion of Legal, Economic and Social Empowerment of Women”:

Federal Ombudsman Kashmala Khan discussed on Workplace ethics and Harassment during Brainstorming Session on “Gender-Based Discrepancies and Promotion of Legal, Economic and Social Empowerment of Women” hosted by the Aiwan-e-Sadr. Federal Ombudsman also presented the figures of cases pertaining to women's property rights to the Honorable President on 23rd December 2020.



President of Pakistan Dr. Arif Alvi addressing the participants of the Brainstorming Session



Participants of the Brainstorming Session at Aiwan-e-Sadr



### 1.3. All Federal Ombudsmen, full review meeting at President Secretariat:

All Federal Ombudsmen, full review meeting held at President Secretariat on 13th July 2021. Federal Ombudsman Kashmala Khan briefed the Hon. President of Pakistan Dr. Arif Alvi about the progress and achievements of FOSPAAH.



President Dr. Arif Alvi chairing the full review meeting of all Ombudsmen



President Dr. Arif Alvi chairing the full review meeting of all Ombudsmen



Group photo of the Hon. President Dr. Arif Alvi with Wafaqi Mohtasib (Maladministration) Syed Tahir Shahbaz, Federal Tax Ombudsman Mushtaq Ahmad Sukhera, Banking Mohtasib Pakistan Muhammad Kamran Shehzad, Federal Ombudsman for Protection against Harassment Kashmala Khan and Federal Insurance Ombudsman Dr. Muhammad Khawar Jameel at President Secretariat

#### **1.4. President of Pakistan Dr. Arif Alvi chaired a meeting regarding the Enforcement of Women's Property Rights Act, 2020:**

Federal Ombudsman Kashmala Khan attended a meeting which was chaired by Hon. President of Pakistan Dr. Arif Alvi regarding the Enforcement of Women's Property Rights Act, 2020 at Aiwan-e-sadr, Islamabad on 8th September 2021.



Hon. President of Pakistan Dr. Arif Alvi chairing a meeting regarding the Enforcement of Women's Property Rights Act 2020 at Aiwan-e-Sadr, Islamabad.  
Federal Ombudsman Kashmala Khan, Federal Minister for Law and Justice, Senator Dr. Muhammad Farogh Naseem, Parliamentary Secretary Law and Justice Barrister Maleeka Ali Bukhari and Other Federal and Provincial Ombudsmen also present



Chairman National Accountability Bureau (NAB) Justice (retd) Javed Iqbal with Federal Ombudsman Kashmala Khan at Aiwan-e-sadr, Islamabad



## 1.5. 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, 3<sup>rd</sup> Floor,  
Near Zainab Market,  
Abdullah Haroon Road,  
Saddar, Karachi, Pakistan  
Phone: (+92) 21 99206444, (+92) 21 99203599  
Email: [regional-commissionerkhi@fospah.gov.pk](mailto: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 2617023, (+92) 91 2617024  
Email: [rgnlcommissionerpew@fospah.gov.pk](mailto:rgnlcommissionerpew@fospah.gov.pk)

### **Federal Ombudsman Secretariat Regional Office, Lahore**

First Floor, Ali Complex, Opposite Radio Pakistan,  
Near Shimla Pahari, Empress Road, 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.

## 1.6. 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:



**AZLAN KHAN**  
L.L.B. from  
The Institute of Legal Studies (TILS), Islamabad



**MUHAMMAD KAMRAN**  
L.L.B. from  
The Institute of Legal Studies (TILS), Islamabad



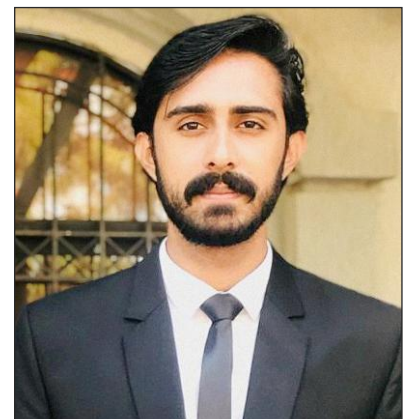
**TASMIYAH KHAN**  
L.L.B. from  
Punjab University, Lahore



**MUHAMMAD UMER FAROOQ**  
B.A (L.L.B) from  
University of Sargodha



**ALEEZA IRFAN**  
L.L.B. from  
University of London



**Fakhar Ud Din Ali Ahmed**  
B.A L.L.B. (Hons) from  
Quaid i Azam University, Islamabad



**SHABANA MATLOOB BOKHARI**  
L.L.B. Law from  
University of East London



**ZAINAB AEJAZ KHAN**  
B.A. L.L.B. from  
Lahore University of Management Sciences



**MARIUM SUHAIL**  
L.L.B. (hons) from  
University of London

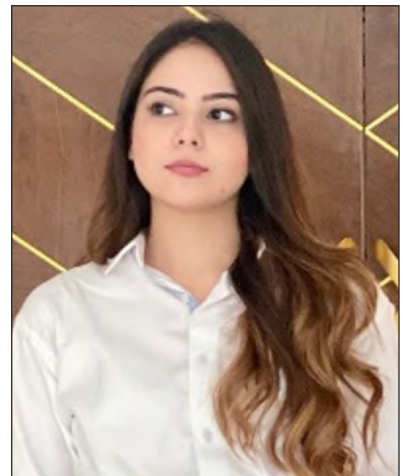
### Media and IT interns at FOSPAH:



**AROJ ALI KHAN**  
Masters of Arts in International Relations  
from University of Adelaide Australia



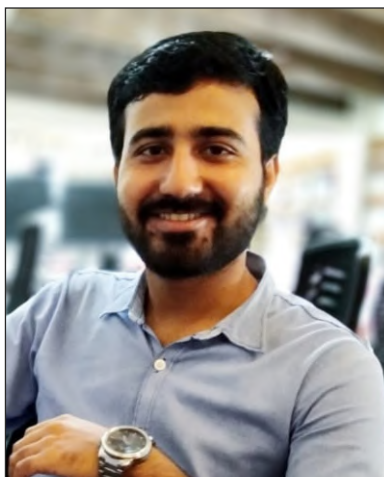
**USMAN AZEEM PARACHA**  
BS Electrical Engineering from  
University of Engineering & Technology, Taxila



**MISHAL MALIK**  
BS. Media Studies from  
Bahria University, Islamabad



**WARDA ASIF**  
BS Accounting & Finance from  
Air University, Islamabad



**ABDULLAH**  
BS Computer Science from  
Air University, Islamabad



**WAJEEHA REHBAR**  
MSc. Sociology from  
Quaid i Azam University, Islamabad



### 1.7. Intern's reviews about working at FOSPAH:

After my joining I was engulfed in thoughts that all I would be required to do here would be research, prepare file briefs and do all the usual internee stuff. But to my utter amazement Madam Kashmala encouraged us to fully participate in all the facets of the hearing, we were required to be a good ear to the complainants, make them feel comfortable and fulfill them with the confidence that they were protected and not subject to any hostile experience during the course of the hearings.



**NAILA ZULFIQAR**  
Intern (Legal Cell FOSPAH)



**SHEHRYAR GONDAL**  
Intern (Legal Cell FOSPAH)

My experience of being able to interact with victims was truly enriching and maintained my communal competence. The value of inclusivity and diversity are at the heart of this FORUM's ethos and successfully aided my transition into the professional world. My work at FOSPAH introduced me to court demeanour that proved to be highly valuable in terms of managing professional conduct.

I learned about the value of protection of rights, be it any gender and the importance of fairness in the judicial procedure adopted by any forum. The internship at FOSPAH instilled me with the confidence to understand and articulate complex legal matters, which arise in day to day affairs, relating to our valuable rights. While the opportunity to research on the matters brought forth before the forum, helped me hone my research skills.



**FATIMA MIDRAR**  
Intern (Legal Cell FOSPAH)



**ZOYA KHAN**  
Intern (Legal Cell FOSPAH)

My internship experience at FOSPAH was amazing, this was my first practical experience and I was extremely honored to get the opportunity to work as a legal intern at FOSPAH. Working in FOSPAH completely changed my life as FOSPAH provided me vast experience of drafting, reviewing, attending and assisting court room proceedings and handling of documents. I gained in depth understanding of court process and protocols.

## 1.8. 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:

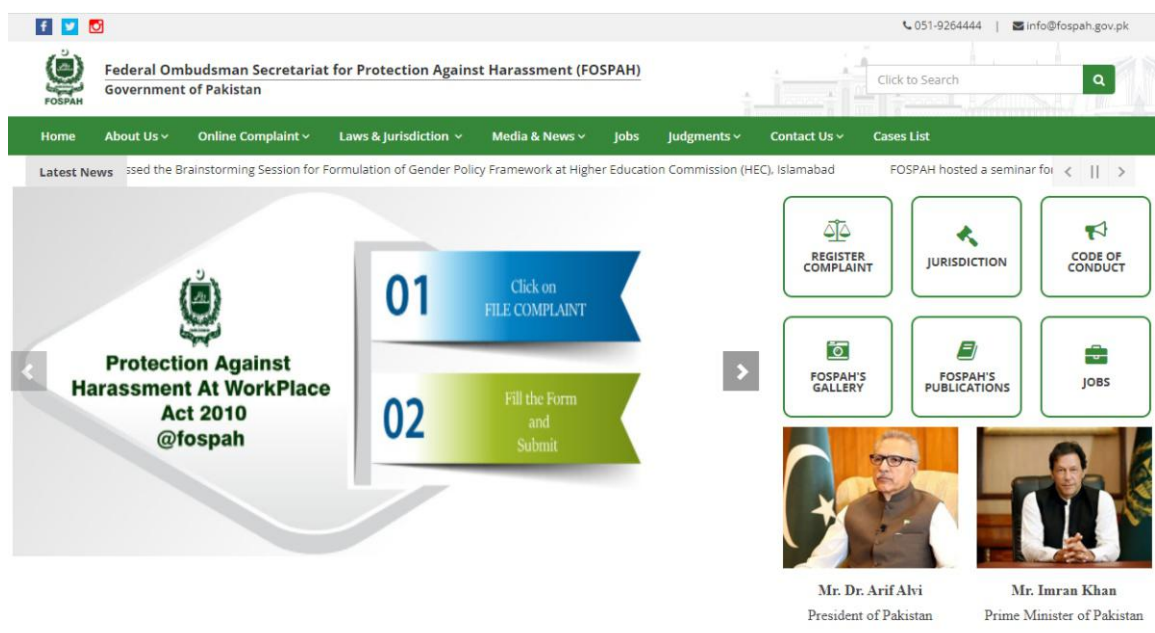
Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) is providing the facility of video conferencing through appropriate available mediums (Skype, Zoom etc.) for the parties to follow the hearing of their registered cases. This facility has been introduced to assist parties who belong 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](http://www.facebook.com/fospah)), Twitter page ([www.twitter.com/fospah](http://www.twitter.com/fospah)) and Instagram page ([www.instagram.com/fospah](http://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](http://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 \*تذکرہ 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 کرتا / کرتی ہوں

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: www.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](mailto:registrar@fospah.gov.pk)

ٹیلی فون: +92 51 9264444, 9262952

ویب سائٹ: [www.fospah.gov.pk](http://www.fospah.gov.pk)

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

### 1.9 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۔



## LANDMARK CASES OF FOSPAH

#Ab Busss

#SayNoToHarassment

#اب بس

اب اور نہیں سہنا ہے

اپنا حق لینا ہے

ہر اسدیت کے خلاف ایک ہونا ہے

**Report To @ FOSPAH**

SHARE YOUR EXPERIENCES

## CHAPTER NO. 02

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

#### i. **Shazia Muneer Versus Tariq Mehmood:**

This complaint filed by officer grade-II in the Zarai Taraqati Bank Tatlay Aali Branch Gurjanwala Zone against branch Manager. The working relationship between him and the Complainant got worsened and tensed. Both the sides started blame game against each other. According to the Complainant, the Accused demanded her sexual favours and other immoral activities but when she refused to succumb to his such immoral demands, the Accused got offended and started causing



interference in her work performance, creating, intimidating, hostile and offensive work environment and attempting to punish the Complainant for refusal to comply to his illicit demands. According to the Accused, since the Complainant was inefficient, in disciplined, unpunctual and problematic, her illegal activities were brought to the notice of bank senior management due to which she filed the complaint against him. It was alleged by the Complainant that accused caught hold of her arm and forcibly took her to his room where he touched her body. She escaped from the clutches of the Accused and ran away outside when meanwhile the Accused hit her face throwing a register. This forum heard the arguments of the learned counsel for the parties. The analysis of the available material on the file would show that the Complainant had been levelling clear and specific allegations of sexual harassment as against the Accused on all the available forums i.e. PM portal, FIA, Police, Finance Secretary and FOSPAH. It had been the consistent accusation of the Complainant against the Accused that she was persistently demanded by the Accused to give him sexual favours and when she declined to do so she was put to many pressures making her workplace conditions hostile and ultimately to discharge from duty on concocted grounds without holding fair and impartial inquiry. As a result of the inquiry conducted by this forum in the instant matter as per rules of the Act 2010, I have reached to the conclusion that the Accused, beyond any doubt, is guilty of sexual harassment of the Complainant in terms of section 2(h) of the Act 2010 and as such he is liable to be awarded punishment in terms of section 4(4)(ii)(d)(e) of the Act 2010 i.e. major penalties. Since the Complainant has been terminated from service in utter violation of the law and rules i.e. conducting no regular inquiry against her and providing no opportunity of hearing to her, the termination order is quite illegal and unlawful and cannot stand intact. In the given circumstances it will be deemed as if no order of termination made or exists in the field and the Complainant is still bank employee like the one she was at the time of so called and nullity termination order. In view of this, the Complainant will be entitled to all her benefits till today.

## **ii. Naheed Amin Versus Muhammad Safeer & Others:**

Naheed Amin filed complaint of enforcement of woman right Act 2020; the background giving rise to the complaint is complainant's husband was co share in the land situated in the limits of Mouza Sara-e-Madu tehsil and district Islamabad. Complaint's husband was owner of 9 Kanal 19 Marlas whereas remaining areas measuring 10 Kanal was recorded in the name of Ehsan Ul Haq.



The above facts are clearly established on the available revenue record have never been denied by the person. Since the above mention property was joint land, after the demise of the complainant's husband complainant approached the revenue authority seeking the official partition of the above said land.

Some of the portion of the land had been constructed upon by the accused respondents they become hurdle in the way of delivery of possession of the entire areas. Meanwhile the complainant approached this forum file instant complaint under section 7 of the enforcement of woman property right act 2020 for recovery and possession of the said land illegal occupied by the accused respondents. The matter was referred to concerned Deputy Commissioner Islamabad for inquiry and report with meaning of sub session 2 of section 4 of the Enforcement of woman property rights Acts 2020. The inquiry was conducted by Assistant Commissioner Islamabad and furnished the report to this forum to the effect that the complainants were physically possessing about 7 Kanal of land of their due legal share of 9 Kanal 19 Marlas while the remaining land was in possession of the accused respondents. It was also pointed out that there were number of constructed houses on that part of land. According to the said report, the accused respondents who were in possession of that land could not produce legal documents to substantiate their right of possession on the said land. The objection of the accused respondents that the revenue authority was not competent to carry out the partition proceedings in quite irrelevant at this forum. The Record in this respect is fully available on the file with all details maps and measurement.

It is evident from the available record the complainant being legal heirs of malik Muhammad Ameen late. Owner ship not denied any persons. The Deputy Commissioner Islamabad is directed to take steps and restore or confer possession or the title of the property to the complainant and to measures to perfect their title as per section 5(1) of the enforcement of woman property rights act 2020 and submit compliance report in term of section 3 of the section 5 within seven days to this forum.

### **iii. Sidra Karim Awan Versus Haji Adam & Others:**

Federal Ombudsman Secretariat for Protection Against Harassment Kashmala Khan decided the sexual harassment complaint and imposed major penalty of dismissal from service and 20 lac fine on DG Admin & HR (PEMRA). Whereas, co-accused GM Chairman Office is imposed with the penalty of one step demotion and 5 lac fine.



The complainant filed an online complaint to this forum on 20-01-2020. She alleged that DG Admin & HR (PEMRA) demanded sexual favor and after her refusal, accused turned his behavior as rude and demeaning. Complainant already sent her complaint to Chairman PEMRA but no action was taken by the department. Accused was threatening her to face the dire consequences, including termination from service.

After filing of complaint, this forum suspended the accused (DG Admin & HR). After suspension, the accused challenged the suspension order twice in Islamabad High Court and twice in representation to the President House, the main reason of delay in deciding this complaint.

That the allegation of harassment has been proved against the accused DG Admin & HR (PEMRA) and is imposed upon major penalty of dismissal from service and fine of Rs. 20 lac as a compensation for the complainant. Whereas co-accused was also imposed upon major penalty of reduction to lower post with fine of Rs 5 lac. Direction was also issued to the PEMRA top management to constitute permanent harassment committee and also install CCTV cameras on the conspicuous places.

### **iv. Mehroona Qasim Versus Mr. Nasir Zia Subhani:**

Ms. Mehroona Qasim widow of Qasim Zia has filed the instant complaint in terms of the Enforcement of Women's property rights Act 2020 praying to restore her lawful title and possession over house No. 63, Main Gomal Road, sector E-7, Islamabad. The Complainant claims that the above mentioned premises was jointly owned by her husband with



his brothers but after his demise the present accused displayed the callous and indifferent attitude towards her lawful rights and involved her and her children in frivolous civil litigation still pending in the law courts. The Complainant apprehends that the civil litigation might consume much time as usual and hence she knocked at the door of this forum in view of the provisions of Women's Property Rights Act 2020.

According to the Complainant she along with her children have been consistently harassed by the accused party to deprive them of their legal rights in the premises.

Having been registered the complaint at this forum, the matter was sent to Deputy Commissioner Islamabad for inquiry as per section 4 of the Act 2020. The inquiry report received from that office highlighted the previous background of civil litigation between the parties.



After receipt of the inquiry report from Deputy Commissioner office Islamabad this forum initiated the process under sub section 5 of section 4 of the Act 2020 calling upon the stakeholders in connection with passing orders under section 5 of the Act 2020. Complainant side came and heard in this regard.

At present the position of the case is that a civil suit filed by one Nasir Zia Subhani, brother of Qasim Zia, the predecessor in interest of the present Complainant, has been dismissed by the learned civil court (Raja Farrukh Ali Khan, Civil Judge First class West Islamabad) on 30-01-2021 due to non prosecution. It is stated that no application what so ever has been filed by the delinquent for restoration of the case. It means there is no civil litigation pending between the parties in any competent forum.

In view of above, it seems appropriate to invoke the provisions of Section 4 and 5 of Enforcement of Women's Property Rights Act 2020. The Complainant as well as the other legal heirs of deceased Qasim Zia Subhani are entitled to get their respective shares out of plot/property No. 63, sector E-7 Islamabad as per CDA letter dated 21st September, 2015. So I direct Deputy Commissioner Islamabad to take steps so as to restore or confer possession or title of the property to the Complainant including measure to perfect such title. DC Islamabad shall submit the compliance report within seven days to this forum in respect of the implementation of this order.

**v. Eiman Gharib Mohammad Elbehiry Versus  
Saleem Ahmed Jan & Others:**

This instant complaint filed by the Complainant, Ms. Eiman Gharib Mohammad Elbehiry w/o Mohammad Saleem Qadri (late) House No.1292, Street No.51, Allama Iqbal Colony, TENCH BHATA Rawalpindi, in terms of section 4 of the Enforcement of Women's Property Rights Act, 2020. Whereas the husband of the Complainant Muhammad



Saleem Qadri had died on 3rd of August, 2016, who was the owner of the house No. M1, Villa No.33, EMAAR DHA, Islamabad (hereinafter referred as property). Hence, claimed her legal share in the property.

The Complainant has declared legal heir of Mr. Saleem Qadri. Whereas this forum, by following the prescribed procedure has referred the instant matter to the Deputy Commissioner (DC) Islamabad for inquiry and report. Similarly, the DC office has sent the matter to concerned Assistant Commissioner for report.

After completion of the inquiry this forum received the inquiry report along with findings from the inquiry office through Deputy Commissioner.

Thereafter the parties were summoned and called for hearing and objections on the report, if any. The Complainant along with her learned counsel appeared and raised no objection. Asif Farooq did not appear and respondent No.1 Saleem Ahmed appeared and submit his objections.

The learned counsel for Complainant heard and record available on file perused. It is crystal clear from the inquiry report and record that the Respondent No. 3 is illegal occupant of the said house. While none of the relative of Complainant had rented out such property to the Respondent No. 3. On the other hand Respondent No. 2 Asif Farooq who was also the illegal occupant of the said property. The Respondent No. 3 had admitted this fact and surrendered the possession through his statement in favor of Complainant.

Whereas, the Complainant is an old lady and is suffering from multiple cancer disease, therefore the Respondent may have with the intention to grab the property of Complainant. Therefore by exercising powers granted to this forum under section 5 read with section 11(b) of the Enforcement of Women's property Rights Act, 2020, directs the learned Deputy Commissioner along with area magistrate (executive) to get the possession of the said property from the occupant/Respondent No. 1 by exercising all the legal formalities for the same. Further directed under section 8 to recover the amount of Rs. 6 Lacs (as losts of rent for last six months) in addition to Rs. 540,000 as a difference of market value rent which respondent No.1 did not pay from March , 2019 upto 2020 to respondent No.2 that the compliance report should be submitted after execution of this order.

## STATISTICS OF THE CASES

#Ab Buss

#SayNoToHarassment

#اب بس

لوگ کیا کہیں گے؟

ایسے طعنوں سے نہیں گھبراانا ہے

کو بتانا ہے **FOSPAH**

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

##### TENURE WISE CASES

##### Tenure of Federal Ombudsman Justice Musarrat Hilali (2011-2012: Two Years)

Year	Total No. of Cases	Province Wise Bifurcation				
		Federal	Punjab	Sindh	KPK	Baluchistan
2011	40	16	9	8	7	0
2012	44	14	16	3	10	1
Total	84	30	25	11	17	1

##### Tenure of Federal Ombudsman Justice (R) Yasmin Abbasey (2013-2017: Five Years)

Year	Total No. of Cases	Province Wise Bifurcation				
		Federal	Punjab	Sindh	KPK	Baluchistan
2013	75	28	30	8	4	5
2014	30	12	8	6	3	1
2015	128	47	56	15	7	3
2016	77	31	32	10	3	1
2017	88	31	36	18	3	0
Total	398	149	162	57	20	10

##### Tenure of Federal Ombudsman Kashmala Khan (2018 – 2021)

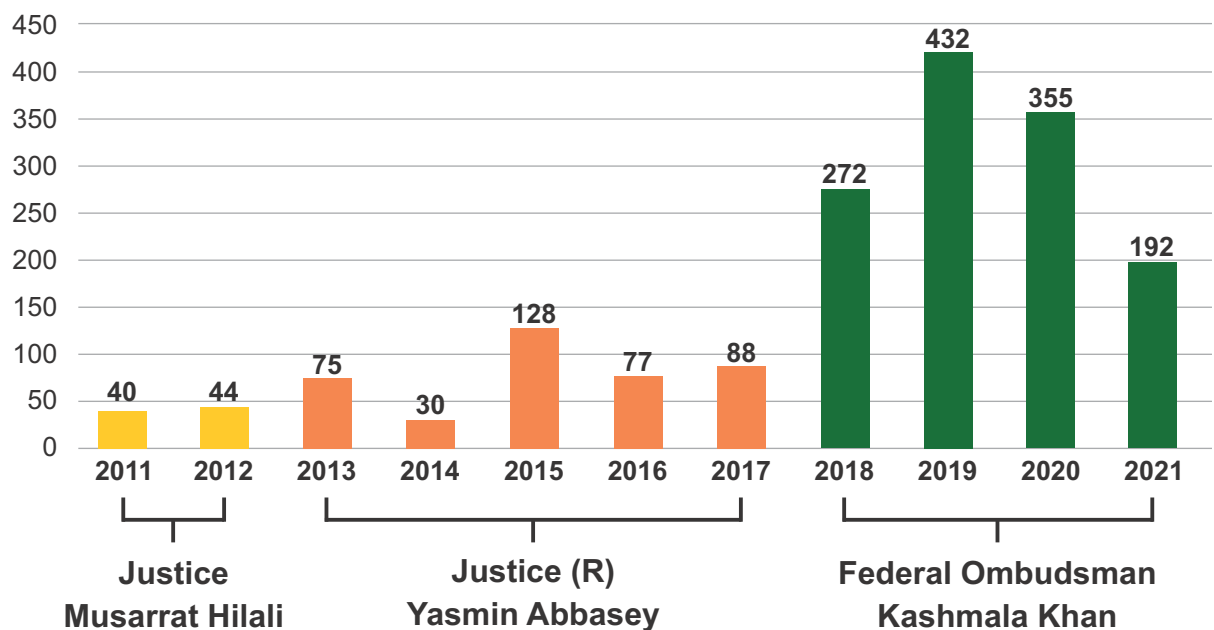
Year	Total No. of Cases	Province Wise Bifurcation				
		Federal	Punjab	Sindh	KPK	Baluchistan
2018	272	93	118	24	18	19
2019	432	135	206	42	47	2
2020	355	143	153	33	21	5
2021	192	62	82	28	17	3
Total	1251	433	559	127	103	29



## YEAR WISE CASES

Year	No. of Cases	Province Wise Bifurcation				
		Federal	Punjab	Sindh	KPK	Baluchistan
2011	40	16	9	8	7	0
2012	44	14	16	3	10	1
2013	75	28	30	8	4	5
2014	30	12	8	6	3	1
2015	128	47	56	15	7	3
2016	77	31	32	10	3	1
2017	88	31	36	18	3	0
2018	272	93	118	24	18	19
2019	432	135	206	47	42	2
2020	355	143	153	33	21	5
2021	192	62	82	28	17	3
<b>Total</b>	<b>1733</b>	<b>612</b>	<b>746</b>	<b>200</b>	<b>135</b>	<b>40</b>

## YEAR WISE CASES



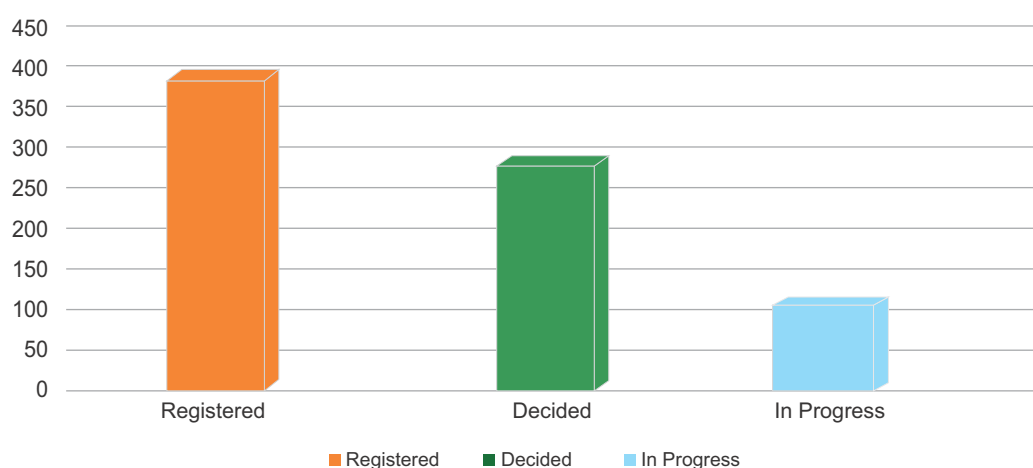
### 3.2 Status of the Cases registered from July 2020 to June 2021

#### 3.2.1 Statistics of the Cases registered at FOSPAH Head Office Islamabad

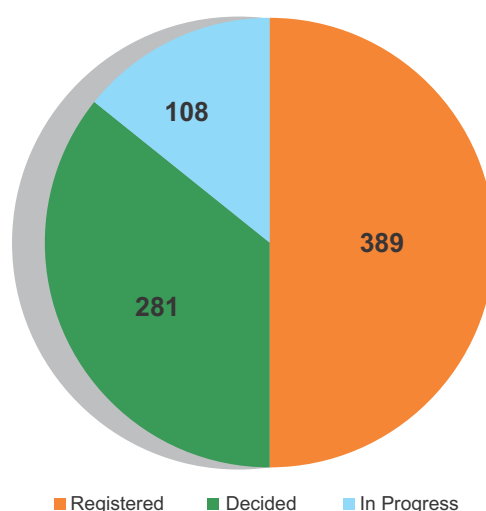
No. of Cases Registered	No. of Cases Decided	In Progress Cases
389	281	108

During the period under report (July 2020 to June 2021), Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) has registered 389 cases. Following the principle of quick disposal of cases as required under law, 108 cases are pending while the rest have been disposed off.

**STATUS OF CASES (July 2020 - June 2021)**



**STATUS OF CASES (July 2020 - June 2021)**

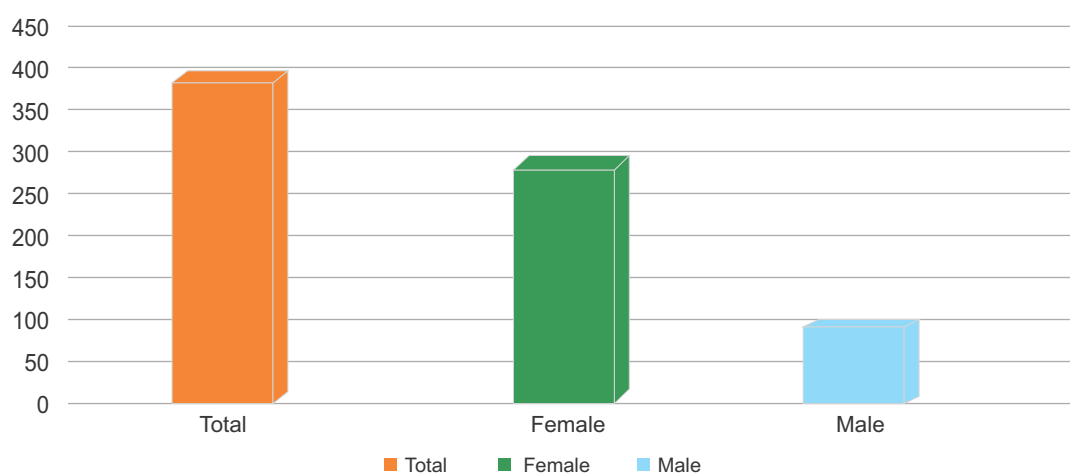


### 3.2.2 Gender-wise bifurcation

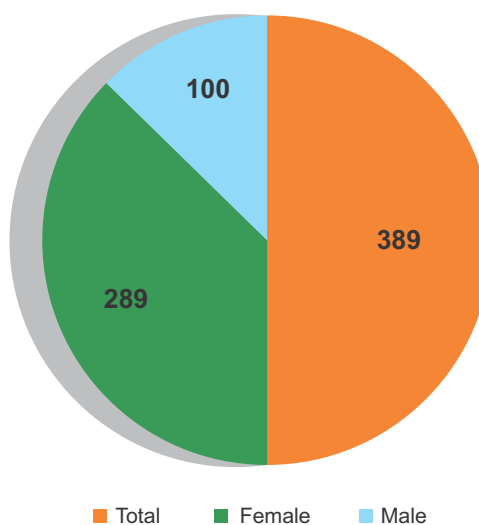
Total	Female	Male
389	289	100

Out of all cases registered, 289 cases by female complainants and 100 cases by male complainants have been registered in this Secretariat.

**GENDER WISE CASES (July 2020 - June 2021)**



**GENDER WISE CASES (July 2020 - June 2021)**



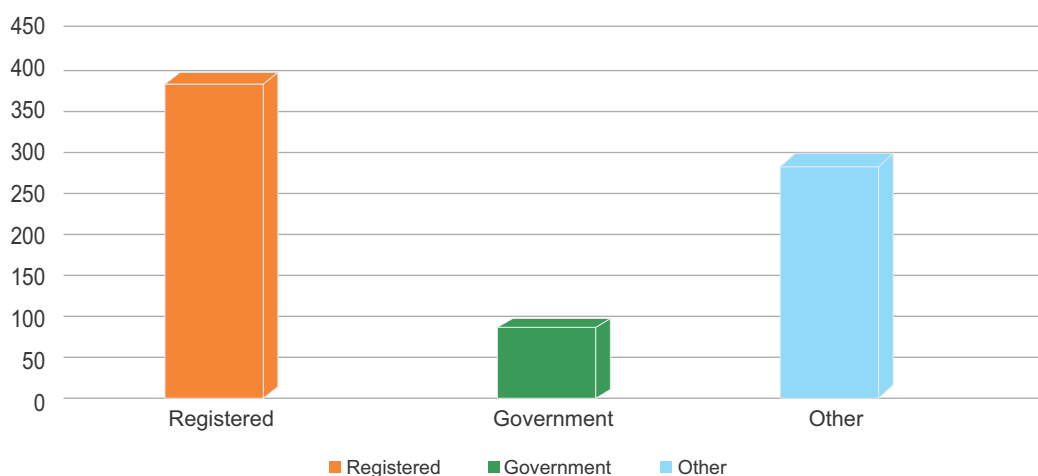


### 3.2.3 Sector-wise bifurcation

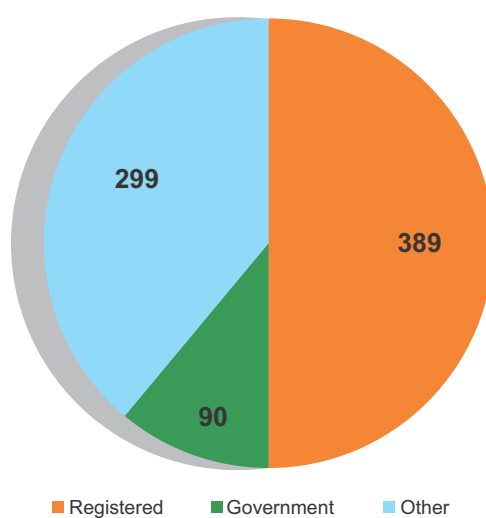
Total	Government	Others
389	90	299

During the period under report (July 2020 to June 2021), FOSPAH has entertained 90 cases from Government sector and 299 cases from other (Non-Government) sector.

**SECTOR WISE CASES (July 2020 - June 2021)**



**SECTOR WISE CASES (July 2020 - June 2021)**

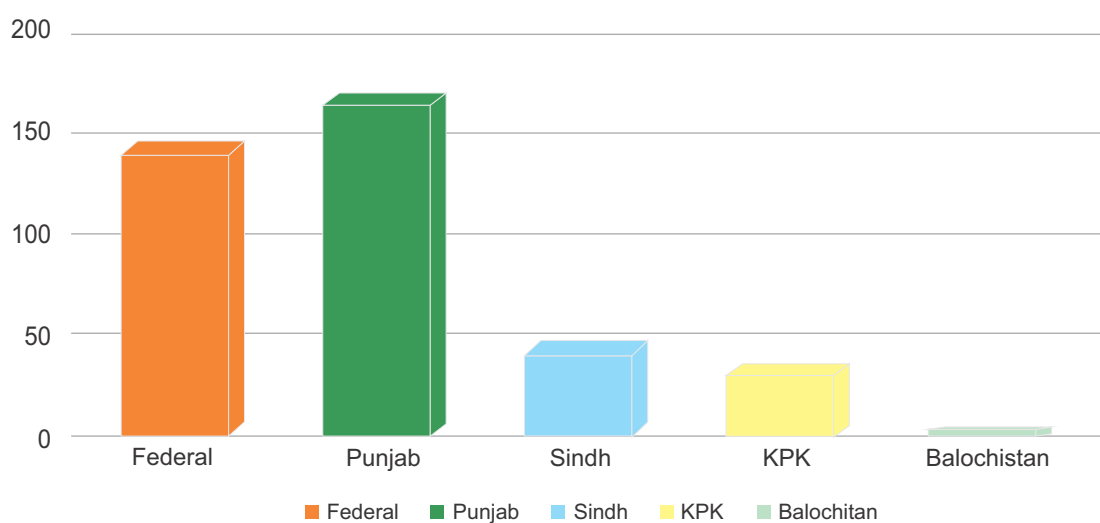


### 3.2.4 Province-wise bifurcation

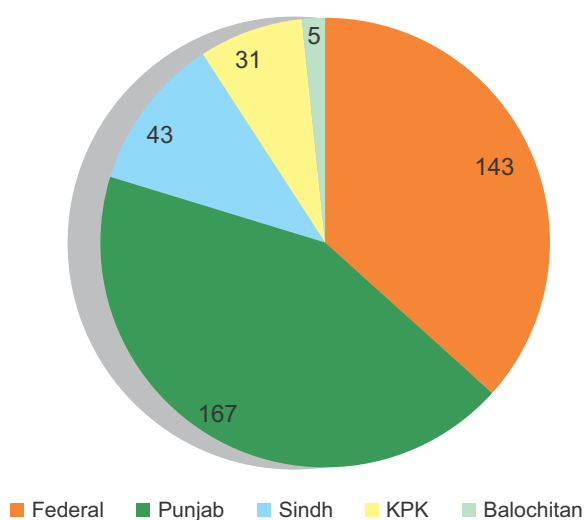
Year	Total No. of Cases	Federal	Punjab	Sindh	KPK	Balochistan
July 2020 to June 2021	389	143	167	43	31	5

Out of these 389 cases, 143 cases from Federal, 167 cases from Punjab, 43 cases from Sindh, 31 cases from Khyber Pakhtunkhwa and 5 cases from Balochistan have been registered in the Registrar Office of this Secretariat.

**PROVINCE WISE CASES (July 2020 - June 2021)**



**PROVINCE WISE CASES (July 2020 - June 2021)**



### 3.2.5 Statistics of Property Rights Cases:

No. of Cases Registered	No. of Cases Decided	In Progress Cases
71	55	16

During the period under report (July 2020 to June 2021), Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) has registered 71 cases related in women's property rights. Following the principle of quick disposal of cases as required under law, 16 cases are pending while the rest have been disposed off.

#### i. Gender-wise bifurcation:

Total	Female	Male
71	63	08

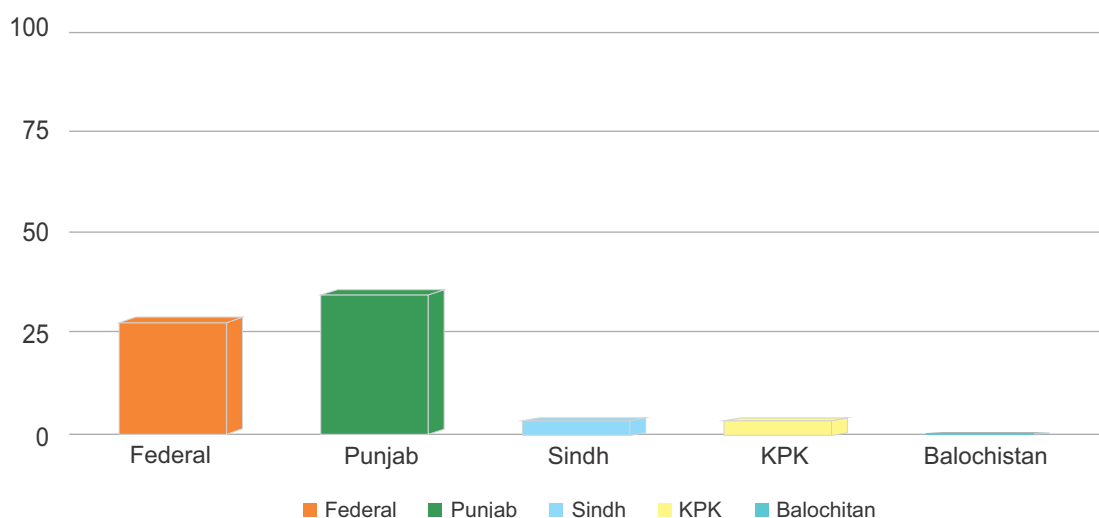
Out of all cases registered related to women's property rights, 63 cases by female complainants and 08 cases by male complainants have been registered in this Secretariat.

#### ii. Province-wise bifurcation:

Year	Total No. of Cases	Federal	Punjab	Sindh	KPK	Balochistan
July 2020 to June 2021	71	27	32	06	06	0

Out of these 71 cases related to women's property rights, 27 cases from Federal, 32 cases from Punjab, 06 cases from Sindh and 06 cases from Khyber Pakhtunkhwa have been registered in the Registrar Office of this Secretariat.

#### PROVINCE WISE PROPERTY RIGHTS CASES (July 2020 - June 2021)





### 3.2.6 Comparative analysis of the cases registered in this Secretariat:

In the last year (July 2019 - June 2020), FOSPAH received 346 cases out of which 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).

Out of those 346 cases, 222 cases were disposed off, 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.

On the other hand, during this year, FOSPAH has received 389 cases. Increase in the number of cases can be seen in the duration (July 2020 - June 2021), wherein 143 from Federal, 167 from Punjab, 43 from Sindh, 31 from Khyber Pakhtunkwa and 05 cases were registered from Balochistan. During the time period, 281 cases have been decided out of 389, in which 299 cases were filed by female complainants and 90 by male complainants. Similarly, 90 cases were related to the Government Agencies and 299 from other (Non-Government) sector.

Due to the outreach program and increasing awareness on the issue of harassment, a visible rise in the number of cases can be seen. Furthermore, last year, Government of Pakistan through "The Enforcement of Women's Property Rights Act, 2020" had also given the authority of deciding the cases related to inheritance of women to FOSPAH.



# #JUSTICE FOR ALL

### 3.2.7 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

#Ab Busss

#SayNoToHarassment

#اب بس

عزت سب کا حق ہے

اپنا حق لینا ہے

REPORT TO  
FOSPAH

کو بتانا ہے **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. 24th meeting of the Forum of Pakistan Ombudsman (FPO) at Wafaqi Mohtasib Secretariat, Islamabad:

Federal Ombudsman Kashmala Khan attended 24th meeting of the Forum of Pakistan Ombudsman (FPO) at Wafaqi Mohtasib Secretariat, Islamabad on 12th October 2020.



24th meeting of the  
Forum of Pakistan Ombudsman (FPO)



24th meeting of the  
Forum of Pakistan Ombudsman (FPO)



Federal Ombudsman Kashmala Khan with Wafaqi Mohtasib (Maladministration) Syed Tahir Shahbaz, Federal Insurance Ombudsman Dr. Muhammad Khawar Jameel, Provincial Ombudsman Balochistan Sabira Islam, Provincial Ombudsman KPK Rakhshanda Naz, Federal Tax Ombudsman Mushtaq Ahmed Sukhera, Provincial Ombudsman Punjab Rukhsana Gillani and Others at 24th meeting of the Forum of Pakistan Ombudsman (FPO) at Wafaqi Mohtasib Secretariat, Islamabad

**ii. Federal Ombudsman Kashmala Khan met with newly appointed Country Representative UN Women Pakistan at UN Women Pakistan Office, Islamabad:**

Federal Ombudsman Kashmala Khan met with newly appointed Country Representative UN Women Pakistan Ms. Sharmeela Rassool at UN Women Pakistan Office, Islamabad. Discussed the role of FOSPAH and areas for mutual collaboration in creating awareness and combating workplace harassment in Pakistan on 26th November 2020.



Federal Ombudsman Kashmala Khan with Country Representative UN Women Pakistan Ms. Sharmeela Rassool at UN Women Pakistan Office, Islamabad



Federal Ombudsman Kashmala Khan with Country Representative UN Women Pakistan Ms. Sharmeela Rassool at UN Women Pakistan Office, Islamabad



**iii. H.E. Ambassador of Denmark to Pakistan Lis Rosenholm with Federal Ombudsman Kashmala Khan:**

Federal Ombudsman Kashmala Khan was invited to give a talk on gender equality and workplace harassment on 3rd December 2020. Federal Ombudsman spoke about different dimensions of women empowerment and created awareness regarding harassment and women's property rights among Ambassador of Denmark to Pakistan Lis. Rosenholm, different diplomats and other working groups.



H.E. Ambassador of Denmark to Pakistan Lis Rosenholm and Others  
with Federal Ombudsman Kashmala Khan



H.E Bernhard Schlagheck Ambassador of Germany with Federal Ombudsman Kashmala Khan.  
Federal Ombudsman discussing about the areas for collaboration and ways to strengthen  
mechanisms for protection against harassment at workplace

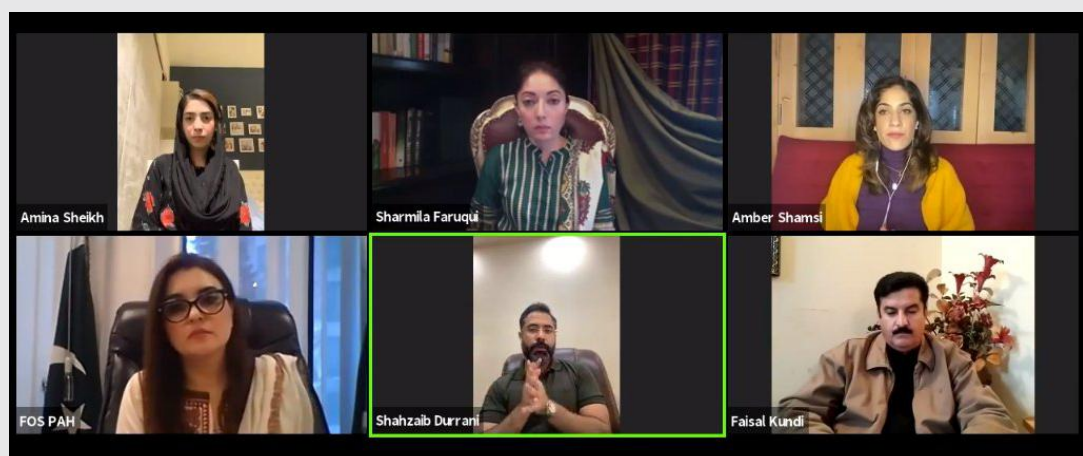


**iv. Webinar by National Dialogue Forum on "Curbing Gender-Based Violence in Pakistan in the light of Anti Rape Act 2020":**

Federal Ombudsman Kashmala Khan attended a webinar hosted by National Dialogue Forum on "Curbing Gender-Based Violence in Pakistan in the light of Anti Rape Act 2020" on 3rd December 2020.



Federal Ombudsman Kashmala Khan attended a webinar hosted by National Dialogue Forum on "Curbing Gender-Based Violence in Pakistan in the light of Anti Rape Act 2020"



Federal Ombudsman Kashmala Khan, Amina Sheikh, Sharmila Faruqi, Amber Shamsi, Shahzaib Durrani and Faisal Kundi

**v. Webinar on "Violence against Women and Role of Private Sector Companies" organized by UN Women Pakistan:**

Federal Ombudsman Kashmala Khan attended webinar on the topic "Violence against Women and Role of Private Sector Companies" organized by UN Women Pakistan. Federal Ombudsman shared her views regarding gender sensitivity and workplace harassment. She also explained that FOSPAH is empowered to protect and secure the rights of ownership of women in the property (inherited or owned).



Federal Ombudsman Kashmala Khan attended webinar on the topic "Violence against Women and Role of Private Sector Companies" organized by UN Women Pakistan



Federal Ombudsman Kashmala Khan attended webinar on the topic "Violence against Women and Role of Private Sector Companies" organized by UN Women Pakistan



**vi. National Seminar titled “Protection against Harassment of Women at the Workplace Act - Challenges and Opportunities” at Peshawar:**

Federal Ombudsman Kashmala Khan attended National Seminar titled “Protection against Harassment of Women at the Workplace Act - Challenges and Opportunities” hosted by Provincial Ombudsperson Secretariat for Protection against Harassment at Workplace Khyber Pakhtunkhwa on 10th December 2020 at Peshawar.



Federal Ombudsman Kashmala Khan with Provincial Ombudsman KPK Ms. Rakhshanda Naz, Provincial Ombudsman Balochistan Ms. Sabira Islam and Others at the National Seminar



Group photo of the Federal Ombudsman Kashmala Khan with Other participants at the National Seminar titled “Protection against Harassment of Women at the Workplace Act - Challenges and Opportunities” at Peshawar

**vii. Federal Ombudsman Kashmala Khan and team FOSPAH observed "16 Days of Activism with FOSPAH" on 25th November 2020 at FOSPAH Head Office, Islamabad:**

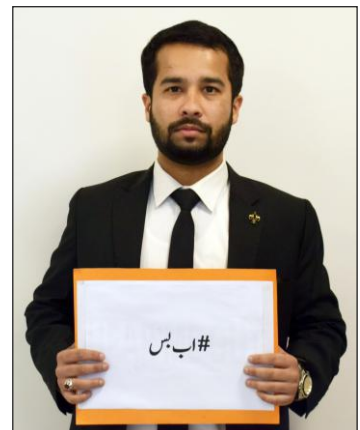
Federal Ombudsman Kashmala Khan and team FOSPAH observed "International Human Rights Day" & "16 Days of Activism with FOSPAH" on 25th November 2020 at FOSPAH Head Office, Islamabad.



Activity by Team FOSPAH during "16 Days of Activism"







**viii. Federal Ombudsman attended a webinar as a panelist on “Women's Legal Rights: What do I need to know about workplace harassment:”**

Federal Ombudsman Kashmala Khan addressed the webinar as a panelist on “Women's Legal Rights: What do I need to know about workplace harassment?” organized by Lincoln Corners and US Mission Pakistan on 10th December 2020. Federal Ombudsman shared her views regarding gender equality and workplace ethics & harassment. Federal Ombudsman said that there should be zero tolerance policy implemented in every organization against these sensitive issues.

The poster is for a webinar titled "WEBINAR Women's Legal Rights: What do I need to know about workplace harassment?". It features three panelists: Kashmala Tariq (Federal Ombudsman for Protection Against Harassment), Neelo Fer Anwar (Practicing Human Rights Lawyer/Teaching Excellence Achievement Program Alumna), and Brandon Edward Miller (Resident Legal Officer, USAID Pakistan). The date is Thursday, December 10, 2020, from 3:30 to 4:30 p.m. Logos for the U.S. Mission Pakistan and Lincoln Corners are also present.

**WEBINAR**

**Women's Legal Rights**  
What do I need to know about workplace harassment?

**Panelists:**

- Kashmala Tariq**  
Federal Ombudsman for Protection Against Harassment
- Neelo Fer Anwar**  
Practicing Human Rights Lawyer/Teaching Excellence Achievement Program Alumna
- Brandon Edward Miller**  
Resident Legal Officer, USAID Pakistan

**Date:** Thursday, December 10, 2020  
**Time:** 3:30 – 4:30 p.m.

Federal Ombudsman addressed webinar as a panelist on “Women's Legal Rights”





**ix. International Women's Day Celebrations:**

Federal Ombudsman for Protection Against Harassment Kashmala Khan celebrated International Women's Day with First Lady Samina Alvi and other dignitaries.



Federal Ombudsman Kashmala Khan celebrated International Women's Day



Federal Ombudsman Kashmala Khan with First Lady Samina Alvi and other dignitaries



Federal Ombudsman Kashmala Khan celebrating birthay of the First Lady Samina Alvi on 8th March (International Women's Day)



Federal Ombudsman Kashmala Khan celebrating International Women's Day with dignitaries



**x. Federal Ombudsman Kashmala Khan addressed the "DPEF Women Empowerment Pilot Project Denmark/ Pakistan":**

Ciklum supports equal opportunities! Danish Embassy and DPEF hosted an event regarding a pilot project for women empowerment at workplaces. The idea was to bring awareness and move towards international collaboration for building safer and healthier workplaces for women.

The event was attended by Ambassador of Denmark to Pakistan Lis. Rosenholm, Managing Director at Ciklum Pakistan Mr. Arif Beg and other dignitaries.



Federal Ombudsman Kashmala Khan addressing the audience



Ambassador of Denmark to Pakistan Lis. Rosenholm addressing the audience



Federal Ombudsman Kashmala Khan presenting the cheque to the winner of the event

**xi. Federal Ombudsman Kashmala Khan attended the Forum of Pakistan Ombudsman meeting:**

Federal Ombudsman Kashmala Khan attended the Forum of Pakistan Ombudsman meeting held at Wafaqi Mohtasib Secretariat, Islamabad



Participants at the meeting of the Forum of Pakistan Ombudsman (FPO)



Federal Ombudsman Kashmala Khan bidding farewell to Federal Tax Ombudsman Mushtaq Ahmed Sukhera and Provincial Ombudsman for Protection against Harassment Punjab Rukhsana Gillani





Discussion while meeting of the FPO



Federal Ombudsman Kashmala Khan with Provincial Ombudsman Balochistan Sabira Islam, Banking Mohtasib Pakistan Muhammad Kamran Shehzad, Federal Tax Ombudsman Mushtaq Ahmed Sukhera, Wafaqi Mohtasib (Maladministration) Syed Tahir Shahbaz, Federal Insurance Ombudsman Dr. Muhammad Khawar Jameel, Provincial Ombudsman Punjab Rukhsana Gillani, Provincial Ombudsman KPK Rakhshanda Naz and Others



**xii. Mubasher Lucman visited FOSPAH Head Office, Islamabad:**

Mubasher Lucman visited FOSPAH Head Office, Islamabad on 8th September 2021 and gave media talk to Media, IT and Legal team of FOSPAH



Federal Ombudsman Kashmala Khan with Anchor Mubasher Lucman



Mubasher Lucman giving media talk to Media, IT and Legal team of FOSPAH



Group photo of the Federal Ombudsman Kashmala Khan with Provincial Ombudsman for Protection against Harassment Punjab Ms. Nabila Khan, Anchor Mubasher Lucman, Regional Commissioner FOSPAH Regional Office Peshawar Ms. Rubab Mehdi and Team FOSPAH

**xiii. National Conference of Ombudspersons organized by Balochistan Ombudsperson in collaboration with UN women:**

National Conference of Ombudspersons organized by Balochistan Ombudsperson in collaboration with UN women to brief about how government institutions are working for empowering women and eradicating violence against women and girls. Federal Ombudsman Kashmala Khan attended the conference and gave a presentation on key Achievements and Challenges of FOSPAH at Quetta on 15th September 2021



Federal Ombudsman Kashmala Khan addressing the audience



Audience at the National Conference of Ombudspersons



Country Representative UN Women Pakistan Ms. Sharmeela Rassool addressing the audience at National Conference





Group photo of the Federal Ombudsman Kashmala Khan with Country Representative UN Women Pakistan Ms. Sharmeela Rassool, Provincial Ombudsman Balochistan Sabira Islam and Others



Provincial Ombudsman Balochistan Sabira Islam presenting crest to the Federal Ombudsman Kashmala Khan



#### 4.2 Steps taken by FOSPAH Regional Office Peshawar to create awareness and implementation of the Harassment Act 2010 and Women's Property Rights Act 2020:

Several awareness seminars and meetings have been conducted by the Regional Commissioner Peshawar Rubab Mehdi at different organizations in the respective region. Details of some of the events are provided below:



FOSPAH Regional Office Peshawar in collaboration with KPCSW and Khwendo Khor arranged a conference regarding awareness on gender based violence at DIR, KPK



FOSPAH Regional Office Peshawar organized an awareness session to commemorate 16 Days of Activism at Centre for Learning Law and Business (CLLB), Peshawar



Meeting of the Regional Commissioner Peshawar Rubab Mehdi with Head of Law department and Chief Co-ordinator St. Edward's University, Peshawar at FOSPAH Regional Office, Peshawar

#### 4.3 Steps taken by FOSPAH Regional Office Karachi to create awareness and implementation of the Harassment Act 2010 and Women's Property Rights Act 2020:

Several awareness seminars and meetings have been conducted by the Regional Commissioner Karachi Ahsan Ahmed Jatoui at different organizations in the respective region. Details of some of the events are provided below:



FOSPAH RO Karachi conducted a session at Sindh Human Rights Commission. Regional Commissioner Karachi Ahsan Ahmed Jatoui with Chairperson Sindh Human Rights Commission Justice (Retd) Majida and Others.



FOSPAH Regional Office Karachi conducted an awareness session at Planning & Development Department, Government of Sindh at Karachi



FOSPAH RO Karachi organized an awareness session at University of Sindh. Assistant Registrar FOSPAH RO KHI Faryal Sheikh with Vice Chancellor University of Sindh and Others.



## CHAPTER NO. 05

# MEDIA GALLERY OF FOSPAH

INTERNATIONAL  
THE NEWS



## CREATE YOUR HAPPY WORKPLACE



## CHAPTER NO. 05

### 5.1 Electronic media activities of FOSPAH:

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



Federal Ombudsman Kashmala Khan appeared on SAMAA News show "Awaz" on 1st July 2020



Federal Ombudsman Kashmala Khan appeared on NEO News current affairs show "Aaj Ayesha Ehtisham Kay Sath" on 1st July 2020.



Federal Ombudsman Kashmala Khan appeared on HUM News Morning Show “Subh Se Agye” with Shiffa Yousafzai and Ovais Mangalwala on 14th September 2020



Federal Ombudsman Kashmala Khan appeared on Samaa News Morning Show “NAYA DIN” with Kiran Aftab and Muhammad Shoaib on 21st September 2020.





Federal Ombudsman Kashmala Khan appeared on HUM News Morning Show “Subh Se Agye” with Shiffa Yousafzai and Ovais Mangalwala on 7th December 2020.



Federal Ombudsman Kashmala Khan appeared on PTV News Program on 24th December 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.



17th September 2021 "PRESS INFORMATION DEPARTMENT (PID)"

# INTERNATIONAL THE NEWS



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ISLAMABAD: Federal Ombudsperson for Protection against Harassment of Woman Kashmala Tariq presenting annual report to President Dr Arif Alvi at Aiwan-e-Sadr. — INP

4 COVID-19 deaths



ISLAMABAD: Federal Ombudsperson for Protection against Harassment of Woman Kashmala Tariq presenting annual report to President Dr Arif Alvi at Aiwan-e-Sadr. — INP

18th September 2021 "The News International"





اسلام آباد، صدر عارف علوی کو وفاقی محتسب انسداد جہتی ہراسانی کشمالہ طارق سالانہ رپورٹ پیش کر رہی ہیں

18th September 2021 "Daily Jang Newspaper"



# Pakistan OBSERVER

Prof. Sir Andrew Pollard, head of the Oxford Vaccine Group, which has in their Covid-19 vaccination campaigns?



Federal Ombudsperson for protection against harassment of woman Kashmala Tariq presenting annual report 2019-2020 to President Dr Arif Alvi at Aiwan-e-Sadr.

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Federal Ombudsperson for protection against harassment of woman Kashmala Tariq presenting annual report 2019-2020 to President Dr Arif Alvi at Aiwan-e-Sadr.

18th September 2021 "Pakistan Observer"



ڈیجیٹلائزیشن میں خواتین کی شرکت سے جی ڈی پی میں اضافہ ہوگا: صدر عارف علوی

Sep 18, 2021



اسلام آباد (مناسبتہ خصوصی) صدر مملکت ڈاکٹر عارف علوی نے کہا ہے کہ ڈیجیٹلائزیشن اور مالی شمولیت میں خواتین کی شرکت یقینی بنانے سے مجموعی قومی پیداوار (جی ڈی پی) میں اضافہ ہوگا، دنیا کی تاریخ میں اسلام نے پہلی بار خواتین کو ورثہ کا حق دے کر انہیں با اختیار بنایا، خواتین کو با اختیار بنانے کیلئے خواتین ارکان پارلیمنٹ کو بھی اپنا کردار ادا کرنا چاہیے۔ ان خیالات کا اظہار انہوں نے جمعہ کو یہاں ایوان صدر میں سٹیٹ بینک آف پاکستان کی جانب سے مالی شمولیت (فنانشل انکلوژن) میں خواتین کی شرکت میں اضافہ کیلئے ”مساوی بینکنگ پالیسی“ کی تقریب رونمائی سے خطاب کرتے ہوئے کیا۔ تقریب میں صدر مملکت کی اہلیہ شمیمہ علوی، گورنر سٹیٹ بینک ڈاکٹر ضابطہ، وفاقی وزیر، ڈپٹی گورنر سٹیٹ بینک ڈاکٹر سیما گل، مختلف بینکوں کے سربراہان اور سی ای او، ارکان پارلیمنٹ اور جینکوں و مالیاتی اداروں کے عہدیداروں نے شرکت کی۔ صدر مملکت نے کہا کہ خواتین کو مالی طور پر مضبوط بنانے بغیر انہیں با اختیار نہیں بنایا جاسکتا، دنیا کی تاریخ میں اسلام نے پہلی بار خواتین کو ورثہ کا حق دیکر انہیں با اختیار بنایا اور سورہ نساء میں خواتین کی ورثہ اور حقوق کا تعین کر دیا گیا۔ انگریزوں میں بیسویں صدی تک خواتین کو ورثہ اور مالیاتی حقوق نہیں ملے تھے۔ صدر مملکت نے کہا کہ آج دنیا بھر میں ترجیحات کا نئے سرے سے تعین ہو رہا ہے، جیسے جیسے خواتین با اختیار ہوں گی ان کا استحصال نہیں ہو سکے گا۔ صدر مملکت نے کہا کہ دور جدید کے تقاضوں کے مطابق ہمیں اپنے معاشرے کو سمجھنے ہوئے اس کے مطابق اقدامات کرنا ہوں گے۔ صدر نے خواتین کو با اختیار بنانے کے حوالے سے سٹیٹ بینک کے کردار کو سراہا اور کہا کہ سٹیٹ بینک اس حوالہ سے مختلف اقدامات کر رہا ہے۔ خواتین کو با اختیار بنانے کیلئے خواتین ارکان پارلیمنٹ کو بھی اپنا کردار ادا کرنا چاہیے۔ یہ بات خوش آئند ہے کہ خواتین کے حقوق کے تحفظ کے حوالہ سے حالیہ دنوں میں کئی اہم اقدامات کئے گئے ہیں، صدر مملکت نے بلوچستان ہائیکورٹ کے ایک حالیہ فیصلہ کی تعریف کی جس میں عدالت نے قرارداد پر یہ کہ جب تک کسی خاتون کے نام ورثہ منتقل نہیں ہوتی اس وقت تک وہ جائیداد کسی کو بہرہ یا لٹ نہیں کر سکتی۔ صدر نے کہا کہ خواتین حقیقی معنوں میں اس وقت با اختیار ہوگی جب اپنے وسائل پر انہیں اختیار ہو، سٹیٹ بینک اور دیگر بینکوں نے ۲۰۲۳ تک خواتین کے بینک اکاؤنٹس کی تعداد میں اضافہ کا جو ہدف مقرر کیا ہے وہ خوش آئند ہے۔ صدر مملکت نے تجویز پیش کی کہ اگر احساس کیش پروگرام کی رقم خواتین کے اکاؤنٹس میں براہ راست منتقل کی جائے تو اس سے خواتین کے بینک اکاؤنٹس بڑھ سکتے ہیں۔ انہوں نے کہا کہ ڈیجیٹلائزیشن اور مالی شمولیت میں خواتین کی شرکت میں اضافہ دو ایسے بڑے عوامل ہیں جو مجموعی قومی پیداوار (جی ڈی پی) میں اضافہ کا باعث بن سکتی ہے، میں سمجھتا ہوں کہ مالی شمولیت کے عمل سے جیسے جیسے خواتین با اختیار ہوگی معاشرے میں بتدریج بہتری آئے گی۔ ڈاکٹر عارف علوی نے کہا کہ سٹیٹ بینک اور دیگر بینکوں نے خواتین کیلئے چھوٹے قرضے فراہم کرنا شروع کر دیے ہیں تاہم ان قرضوں سے خواتین کی مطلوبہ تعداد استفادہ نہیں کرتی، اس حوالہ سے خواتین میں آگہی پیدا کرنا ضروری ہے، خواتین کی غیر سرکاری تنظیموں اور خواتین ارکان پارلیمنٹ کو اس سلسلہ میں اپنا فعال اور موثر کردار ادا کرنا چاہیے۔ ہم سب مل کر ایک خوبصورت معاشرہ بنا سکتے ہیں۔ قلم ازیں گورنر سٹیٹ بینک ڈاکٹر ضابطہ نے مالی شمولیت (فنانشل انکلوژن) میں خواتین کی شرکت میں اضافہ کیلئے ”مساوی بینکنگ پالیسی“ کے پیچیدہ نکات واضح کئے اور کہا کہ سٹیٹ بینک پسماندہ اور کم ترقی یافتہ علاقوں میں مالی خدمات کی فراہمی کے ساتھ ساتھ خواتین کی مالی شمولیت میں اضافہ کیلئے اقدامات کر رہا ہے، مالی شمولیت خواتین کا حق ہے اور اس حق کے حصول کیلئے سٹیٹ بینک نے تمام متعلقہ شرائط کو عملی شکل دی ہے۔ انہوں نے کہا کہ کئی ممالک میں مالی شمولیت میں خواتین کی شرکت کا تقابلی جائزہ پیش کیا اور کہا کہ پاکستان میں مالی شمولیت میں خواتین کا تناسب کم ہے، سٹیٹ بینک اس حوالہ سے اپنے اقدامات میں پرمز ہے۔ آسان ڈیجیٹل اکاؤنٹ سے مالی شمولیت میں خواتین کی شرکت میں اضافہ میں مدد ملے گی۔ سٹیٹ بینک دیگر بینکوں اور مالیاتی اداروں کے ساتھ اس ضمن میں معاونت کر رہا ہے۔ گورنر سٹیٹ بینک نے کہا کہ روٹن ڈیجیٹل اکاؤنٹس میں کمرشل بینکوں نے اہم کردار ادا کیا اور اس کے نتیجے میں نہ صرف ترسیلات زر بلکہ زر مبادلہ کے ذخائر میں اضافہ بھی ہوا جبکہ تعمیرات کے شعبہ میں غیر ملکی سرمایہ کاری بڑھی۔ ہمیں امید ہیں کہ منڈس مالی شمولیت (فنانشل انکلوژن) میں خواتین کی شرکت میں اضافہ کیلئے ”مساوی بینکنگ پالیسی“ کامیاب اور موثر بنانے میں اپنا کردار ادا کریں گے۔ ڈپٹی گورنر سٹیٹ بینک ڈاکٹر سیما گل نے تقریب سے خطاب کرتے ہوئے کہا کہ آج کا دن پاکستان میں خواتین کو مالی اور اقتصادی طور پر با اختیار بنانے کے حوالہ سے تاریخی دن ہے اور اس سے مالی شمولیت میں خواتین کی حصہ داری بڑھ جائے گی، انہوں نے مردوں اور خواتین کے بینک اکاؤنٹس کے حوالہ سے اعداد و شمار پیش کرتے ہوئے کہا کہ خواتین کے بینک اکاؤنٹس کی شرح مردوں اور خواتین کی اپنی آبادی کے تناسب سے بہت کم ہے جس میں اضافہ کرنا ضروری ہے، نئی پالیسی سے خواتین کے اکاؤنٹس کی تعداد میں اضافہ ہو سکے گا۔

18th September 2021 “Daily Nawae Waqt”



# Pakistan OBSERVER

## Reporter's Diary

Event for creating awareness about women's right

### Exploitation free society for women collective responsibility: President

Both genders equally responsible for betterment of society: Kashmala Tariq

#### STAFF REPORTER

Federal Ombudsman for Protection against Harassment Kashmala Tariq hosted an event for creating awareness regarding Protection against Harassment and Women's Property Rights at President's Secretariat.

President Dr. Arif Alvi was the chief guest other who attended included guest of honor Ms. Sharmee-la Rassool, Country Representative UN Women Pakistan, Guest of Honor Dr. Sania Nishitar, Senator, Special Assistant of the Prime Minister on Poverty Alleviation and Social Protection Senators and Ambassadors and people from all spheres of life justified the slogan "Inclusion not Seclusion" put forward by Federal Ombudsman Kashmala Tariq.

The purpose behind this slogan was to am-

phasized on the due share for women in the inheritance. The welcome speech was delivered by the Federal Ombudsman Kashma-

and roles of both genders. She stressed on the plight of working women which is yet to be addressed, issues like harassment, hos-

"Enforcement of Women's Property Rights Act 2020", Federal Om-

have been deprived of their property rights (ownership as well as possession), to come to FOSPAH for redressal of their grievances.

Guest of Honor Ms. Sharmee-la Rassool shed light on discrimination faced by the women in everyday life and the role of media. Dr. Sania Nishitar also ad-

dent Dr. Arif Alvi delivered the closing speech and shared his views on workplace harassment and women's property rights and appreciated Federal Ombudsman Kashmala Tariq for her efforts in this regard.

He said exploitation free society for women is collective responsibility.

He further stated that taking away the inheritance rights of women is strictly forbidden in Islam. The President said that women would remain

considers this a worrisome situation that after fourteen hundred years our society is still unable to espouse these essential teachings of Islam.



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Guest of Honor Ms. Sharmee-la Rassool shed light on discrimination faced by the women in everyday life and the role of media. Dr. Sania Nishitar also ad-

advocated equal rights of women in every sphere of life. She also shared that in Ehsaas Program they have implemented policy to incentivize women for their responsibilities. Presi-

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vulnerable for physical and mental violence unless they are made financially independent. The President



considers this a worrisome situation that after fourteen hundred years our society is still unable to espouse these essential teachings of Islam.

01st October 2021 "Pakistan Observer"





اسلام آباد: صدر عارف علوی، ڈاکٹر جانیہ نشتر، کشمال طارق براہیگی مخالف خواتین کے تحفظ و جائیداد میں حقوق پر سیمینار سے خطاب کر رہی ہیں

## کام کی جگہ پر ہراساں کرنا جرم قرار دیا جا چکا، وراثت کے حقوق دلانے کیلئے شعور اجاگر کیا جائے: سیمینار سے خطاب قومی سطح پر آگاہی پیدا کرنے سے مختصر عرصہ میں 1375 کیسز نمٹائے اور سائیکلین کو انصاف فراہم کیا: کشمالہ طارق

وفاقی محتسب سیکرٹریٹ برائے انسداد ہراسیت کے کردار کو سراہتے ہوئے کہا کہ خواتین کو جسمانی و ذہنی تشدد سے کٹانے کے لئے انہیں مالی طور پر مضبوط کرنے کی اشد ضرورت ہے۔ وفاقی محتسب کشمالہ طارق نے اپنی خیر مقدمی تقریر میں "Inclusion not Seclusion" کا نعرہ اجاگر کیا۔ انہوں نے وفاقی محتسب سیکرٹریٹ برائے انسداد ہراسیت کی کارکردگی اور بالخصوص خواتین کے خلاف ہراسیت کی روک تھام کے ساتھ ساتھ جائیداد میں ان کے حقوق کے تحفظ کے لئے کئے گئے اقدامات پر روشنی ڈالی۔ انہوں نے کہا خواتین کے حقوق کے تحفظ کے حوالے سے قومی سطح پر آگاہی پیدا کرنے کی کوششوں کے نتیجے میں ماضی کے مقابلے میں وفاقی محتسب برائے انسداد ہراسیت نے مختصر عرصے میں 1375 کیسز نمٹائے اور شکایت کنندگان کو انصاف فراہم کیا۔ تقریب میں یو این ڈو مین کی سربراہ شرمیلا رسول، وزیراعظم کی معاون خصوصی سینیٹر ڈاکٹر جانیہ نشتر، سسر اور مختلف شعبہ باندھے زمرے کے تعلق رکھنے والی شخصیات شامل تھیں۔

اسلام آباد (دجیٹل نیوز رپورٹر) صدر مملکت ڈاکٹر عارف علوی نے خواتین کو وراثت کے حقوق دلانے کیلئے شعور اجاگر کرنے کی ضرورت پر زور دیتے ہوئے کہا ہے کہ اسلام نے 1400 سال قبل خواتین کی عزت و تکریم کے ساتھ ان کے حقوق کے تحفظ کی ضمانت دی تھی لیکن آج بھی انہیں معاشرتی تعصبات کا سامنا ہے۔ ایوان صدر میں وفاقی محتسب سیکرٹریٹ برائے انسداد ہراسیت کے زیر اہتمام سیمینار سے خطاب کرتے ہوئے صدر نے کہا کہ خواتین فکری صلاحیتوں کے لحاظ سے کسی بھی طرح کمزور نہیں۔ پاکستان میں کام کی جگہ پر خواتین کو ہراساں کرنے کو سنگین جرم قرار دیا جا چکا ہے۔ دنیا میں انصاف پر مبنی معاشرے ہی ترقی کرتے ہیں، مختصبین کے متصفانہ فیصلوں کے نتیجے میں خواتین کی اپنی شکایات کے ازالے کے حوالے سے حوصلہ افزائی ہوگی۔ صدر نے

01st October 2021 "Daily Express Newspaper"



ISLAMABAD: President of Pakistan Dr. Arif Alvi, Federal Ombudsman Kashmala Tariq, Sharmeeela Rassool, Country Representative UN Women Pakistan, Former Minister KPK Atif Khan standing in the honor of National Anthem. – DNA

## Kashmala hosts event for awareness regarding PAH

Federal Ombudsman for Protection against Harassment abbreviated as FOSPAH has been empowered to protect and enforce women property rights

**ZUBAIR AHMAD**

ISLAMABAD: President of Pakistan Dr. Arif Alvi was the chief guest of this vibrant event, the attendance of Guest of Honor Ms. Sharmeeela Rassool, Country Representative UN Women Pakistan, Guest of Honor Dr. Sania Nishtar, Senator, Special Assistant of the Prime Minister on Poverty Alleviation and Social Protection, Senators, Ambassadors and people from all spheres of life justified the slogan "Inclusion not Seclusion" put forward by none other than Federal Ombudsman Kashmala Tariq. The purpose behind this slogan was to amplify the importance of both genders being equally responsible for the betterment of whole society. Federal Ombudsman also

emphasized on the due share for women in the inheritance. The welcome speech was delivered by the Federal Ombudsman Kashmala Tariq wherein she put forward the slogan "Inclusion not Seclusion" and asserted the importance of collective responsibility and roles of both genders. She stressed on the plight of working women which is yet to be addressed, issues like harassment, hostile environment, discrimination and non-conducive conditions at workplace. She shared that after the enactment of the "Enforcement of Women's Property Rights Act 2020", Federal Ombudsman for Protection against Harassment abbreviated as FOSPAH has been empowered to protect and enforce women property rights. She shared that FOSPAH has been trying to motivate women who have been

deprived of their property rights (ownership as well as possession), to come to FOSPAH for redressal of their grievances. While addressing all the speakers, Federal Ombudsman threw light upon empowering women, rights of women and the role of society for adaptation of the basic roles enshrined in the Holy Quran and the Constitution of Pakistan. She vowed and pledged to make gender diversity real and not surreal. Guest of Sharmeeela Rassool threw light on discrimination faced by the women in everyday life and the role of media. Dr. Sania Nishtar also advocated equal rights of women in every sphere of life. She also shared that in Ehsaas Program they have implemented policy to incentivize women for their responsibilities. President of Islamic Re-

public of Pakistan Dr. Arif Alvi delivered the closing speech and shared his views on workplace harassment and women's property rights and appreciated Federal Ombudsman Kashmala Tariq for her efforts in this regard. He stated that he believed that every woman be seated in this hall must have faced harassment of any form in their lifetime at least for once. He further stated that taking away the inheritance rights of women is strictly forbidden in Islam. The President said that women would remain vulnerable for physical and mental violence unless they are made financially independent. The President considers this a worrisome situation that after fourteen hundred years of Islam, our society is still unable to espouse these essential teachings of Islam.

01st October 2021 "Daily Islamabad Post"



# Daily Times

Your right to know Tuesday, February 18, 2020

## Safe, exploitation-free society for women everyone's responsibility: Alvi

President says every civilised society always protects the rights of vulnerable groups

President Dr Arif Alvi Thursday said that it was everyone's responsibility to ensure a safe and exploitation-free society for women; however, it required mass awareness as well as behavioral change.

He, while addressing a seminar on 'Protection against Harassment and Women Property Rights' organised by Federal Ombudsman Secretariat for Protection Against Harassment said every civilised society always protected the rights of vulnerable groups.

The president said Islam had guided the followers on women rights including inheritance rights contrary to the west where everything belonging to women was considered men's property until first decade of 20th century.

He said the additional standard to the Ombudsman to hear cases of women property rights would open up new avenues for rights protection.

The president said the tendency of depriving women of their inheritance rights was in vogue across the world here.



social issues which necessitated the behavioral change as the society was bound to discourage any violation to women.

If the society continued violating the rights of women rights, the state would be compelled to involve police, he added.

The president also emphasized the media's role to aware women of their rights as well as the institutions established by the government for their protection.

Moreover, the role of mosques was also essential to promote and protect women rights guaranteed by Islam.

He said the focus on women's better health and education was also equally important for what the society would need to be accommodated.

President Alvi said women would come to feel safe to report their incidents of harassment unless they had confidence for their protection.

He lauded a recent decision of Baluchistan High Court ruling that a woman could not gift her inherited property to anyone without once being transferred to her.

He said it was laudable, not women to lead any society to progress and hoped that Pakistan would also emerge as a just society based on the strength of all segments.

Special Assistant to Prime Minister on Social Protection and Poverty Alleviation

Dr Sania Nishtar said the inability to capitalize the women's potential was tantamount to losing the contribution of half of the population.

She said unlike some other countries, Pakistan did not have systematic constraints for women in women's ratio was consistently on the higher education as well as civil services.

She said over 90% of the beneficiaries of Ehsan Program were women and even their voter ID's beneficiaries of some of the programs.

Country Representative of UN Women Sharmila Russell said giving mandate of hearing property rights to Ombudsman was a timely step.

She said it was essential to promote equality for women and called for everyone's role in this regard.

Federal Ombudsman for Protection against Harassment Kashmala Tariq said the Ombudsman had come a long way to create awareness on women rights and had placed a systematic mechanism of deterrence.

She said the Ombudsman had been given mandate to arbitrate where the women rights were being infringed.

Kashmala Tariq said the new mandate had made a huge impact and lauded the proactive role of President Arif Alvi for pushing and empowering the Ombudsman to ensure protection of women rights, see

## Safe, exploitation-free society for women everyone's responsibility: Alvi



President Dr Arif Alvi Thursday said that it was everyone's responsibility to ensure a safe and exploitation-free society to the women; however, it required mass awareness as well as behavioral change.

He, while addressing a seminar on 'Protection against Harassment and Women Property Rights' organised by Federal Ombudsman Secretariat for Protection Against Harassment said every civilised society always protected the rights of vulnerable groups.

The president said Islam had guided the followers on women rights including inheritance rights contrary to the west where everything belonging to women was considered men's property until first decade of 20th century.

Special Assistant to Prime Minister on Social Protection and Poverty Alleviation Dr Sania Nishtar said the inability to capitalize the women's potential was tantamount to losing the contribution of half of the population.

Federal Ombudsman for Protection against Harassment Kashmala Tariq said the Ombudsman had come a long way to create awareness on women rights and had placed a systematic mechanism of deterrence.

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01st October 2021 "Daily Times"





اسلام آباد: صدر عارف علوی خواتین کے حقوق سے متعلق سیمینار سے خطاب کر رہے ہیں

## خواتین کو ہراسیت کیخلاف تحفظ ورشتی حقوق دینا لازماً علوی

انصاف پر مبنی معاشرہ کی تشکیل کیلئے اجتماعی کوششیں کرنا ہوگی: صدر مملکت، ثانیہ نشتر، کشمالہ، شرمیلا رسول کا بھی سیمینار سے خطاب

سمندری آلودگی میں کمی ضروری: صدر، میری ٹائم سیمینار سے ویڈیولنک خطاب، ایف پی سی سی آئی ٹاپ ایکسپورٹرز میں ایوارڈ تقسیم

اسلام آباد، کراچی، لاہور (اے پی پی) کامرس رپورٹر صدر مملکت ڈاکٹر عارف علوی نے خواتین کو ہراسیت کے خلاف تحفظ اور انہیں وراثت کے حقوق فراہم کرنے کی ضرورت پر زور دیتے ہوئے کہا ہے کہ دنیا میں انصاف پر مبنی معاشرے ہی ترقی کرتے ہیں، پاکستان میں بھی اجتماعی کوششوں سے ایسا معاشرہ تشکیل دیا جاسکتا ہے، مجتہدین کے منصفانہ فیصلوں کے نتیجے میں سالمین بالخصوص خواتین کی اپنی شکایات کے ازالے کے حوالے سے حوصلہ افزائی ہوگی، اس بارے میں بھرپور آگاہی پیدا کرنے کی ضرورت ہے۔ وہ جمعرات کو یہاں ایوان صدر میں وفاقی محتسب سیکرٹریٹ برائے انسداد ہراسیت کے زیر اہتمام ہراسیت کے خلاف تحفظ اور خواتین کے جائیداد کے حقوق کی مناسبت سے ایک سیمینار سے خطاب کر رہے تھے۔ صدر نے کہا خواتین فکری صلاحیتوں کے لحاظ سے کسی بھی طرح کمزور نہیں ہیں، تعلیم و شعور سے خواتین کے لئے آگے بڑھنے کے مواقع وسیع ہوئے ہیں، خواتین کو اس کے بارے میں بھرپور آگاہی دینے کی ضرورت ہے تاکہ وہ اپنے خلاف کسی بھی قسم کے نامناسب رویوں کے انسداد اور اپنے حقوق کے تحفظ کیلئے اس کی خدمات سے استفادہ کر سکیں۔ اس موقع پر ڈاکٹر ثانیہ نشتر نے اپنے خطاب میں کہا کہ خواتین کی صلاحیتوں کو بروئے کار لانے بغیر اجتماعی ترقی کے مقاصد حاصل نہیں ہو سکتے۔ وفاقی محتسب برائے انسداد ہراسیت کشمالہ طارق نے وفاقی محتسب سیکرٹریٹ برائے انسداد ہراسیت کی کارکردگی اور بالخصوص خواتین کے خلاف ہراسیت کی روک تھام کے ساتھ ساتھ جائیداد میں ان کے حقوق کے تحفظ کیلئے کئے گئے اقدامات کو اجاگر کیا۔ شرمیلا رسول نے وفاقی محتسب برائے انسداد ہراسیت کے اقدامات کو سراہا۔ خواتین کی خدمات کو خراج تحسین پیش کرنے کیلئے نیبلو بھی پیش کیا گیا۔ دریں اثناء ورلڈ میری ٹائم ڈے کے موقع پر سیمینار سے ویڈیولنک پر خطاب کرتے ہوئے صدر مملکت نے کہا کہ سمندری آلودگی میں کمی بجری شعبے کی پائیداری کیلئے ضروری ہے اور پاکستان اس حوالے سے موثر کوششیں کر رہا ہے، پاکستان سمندری وسائل سے مالا مال ہے اس کی بندرگاہیں اور شپ یارڈ قومی معیشت میں اپنا حصہ ڈال کر بڑا کردار ادا کر رہی ہیں۔ گورنر سندھ عمران اسماعیل نے کہا کہ میری ٹائم کے شعبے میں سرمایہ کاروں کی دلچسپی پیدا کرنے کیلئے ہمیں مزید کام کرنے کی ضرورت ہے۔ وفاقی وزیر برائے بحری امور سید علی حیدر زیدی نے کہا کہ شیٹنگ کمپنیوں کو کورونا وبا سے نقصان پہنچا اور پوری دنیا کی تجارت اس سے متاثر ہوئی، فیشنگ پورٹ اور پروسیسنگ یونٹ قائم کیا جائے گا تاکہ پھلکی اور جھینگے کی ایکسپورٹ کو بڑھایا جاسکے۔ قس از میں صدر عارف علوی نے 44 ویں ایف پی سی سی آئی ایکسپورٹ ایوارڈ تقریب سے خطاب کرتے ہوئے کہا ہے کہ آج پاکستان کافی حد تک اپنے مسائل پر قابو پا چکا ہے، معاشی ترقی درست سمت میں جاری ہے، پاکستان کی برآمدات اس سال 25 ارب ڈالر کی حد کو عبور کر سکی۔ اس موقع پر صدر نے رواں سال کے ٹاپ ایکسپورٹرز میں ایوارڈ تقسیم کیے۔ تقریب میں ایف پی سی سی آئی کے صدر میاں ناصر حیات گلوں، خواجہ شاہ زیب اکرم، میاں انجم ثار، بینیر حاجی غلام علی، محمد زاہد شاہ، چوہدری محمد سلیم بھلر، محمد حنیف لکھانی سمیت پاکستان کے چاروں صوبوں بشمول گلگت بلتستان اور آزاد کشمیر سے ایکسپورٹرز اور تاجروں نے شرکت کی۔

01st October 2021 "Daily 92 News"

## ARTICLES

#Ab Buss  
#SayNoToHarassment  
#اب بس

**In case of harassment or  
denial of property rights:**

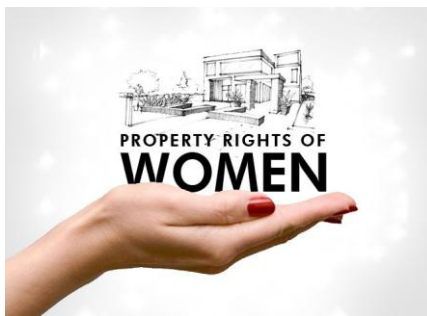
**FOSPAH stands  
by you and  
gives you justice  
in 02 months, No Cost**

**REPORT TO  
FOSPAH**

**WHAT YOU SURROUND YOURSELF WITH  
SHOULD BRING YOU PEACE OF MIND  
AND PEACE OF SPIRIT**

## 6.1 The Mount of Women's Property Rights at FOSPAH:

The following writing seeks to detail the Women's Property Rights Act, 2020 and the power that the Legislature has given to the Federal Ombudsperson to protect, secure and ensure that the proprietary rights of women are not violated by any means of harassment, coercion, force or fraud. Justice delayed is justice denied, and the nature of proceedings before the Federal Ombudsperson is itself a gateway to speedy justice.



In relation to Civil Courts, District Courts, and Appellate forums, this special enactment provides ease and smooth running of cases, overriding other laws. The Federal Ombudsperson's office aims to decide cases within two months without undue delays or unnecessary adjournments and extensive procedures, providing, therefore, a safe environment that protects and respects the privacy of women.

It is also pertinent to mention that the procedural system of the Federal Ombudsperson's office greatly reduces the cost of litigation for litigants. It is not necessary to appear before the Federal Ombudsperson with legal counsel, therefore applicants may argue and defend their case themselves. This aspect of the procedure adopted by the Federal Ombudsperson's office also enables litigants to avoid the hassle involved in pursuing litigation in Civil Courts or other Appellate forums.

Prior to the enactment of the Women's Property Rights Act, 2020, no other statute was to be found that dealt directly with women's right to inheritance.

Articles 23, 24, 25 of The Constitution of Pakistan emphasize specifically on property and how every citizen can acquire property; how no one may be deprived of property; and how no one can be discriminated against on the basis of sex as all citizens are equal in the eyes of the state.



The Government has, after enforcing the Women's Property Rights Act on the 28th of February 2020, empowered the Federal Ombudsperson to act, address or decide any cases related to the protection, possession or rights of ownership or the inheritance of women.

On this note, we must also account for the fact that Islamic Sharia Law emphasizes strongly on how women are part of inheritance, being very clear regarding the rights delegated by Islam to women in general. This can be seen in the 4th chapter of the Holy Quran how Surah An-Nisa which elaborates the rights granted to women and how they can inherit any property moveable or immovable. The Holy Quran states that “These are the bounds set by Allah.” [4:13].

In light of the above, The Federal Ombudsperson is the authority responsible for adjudicating cases of such a nature and to ensure swift justice in the same.

Applicants who wish to file a case before the Federal Ombudsperson can easily do so online or through an application, and any person may initiate action on her behalf.

The role of the Federal Ombudsperson and the jurisdiction of the Ombudsperson is vast, and enables the Ombudsperson to adjudicate as deemed fit. It is also notable that the role of the Ombudsperson does not end after the final order is granted, rather the Act empowers the Ombudsperson to ensure implementation of the orders by directing the police or relevant authorities to enforce the Courts orders and deliver a compliance report to the Office of the Federal Ombudsperson.

The Women's Property Rights Act's enactment is akin to the first drop of rain in a season of drought, giving hope in enabling and empowering women to break societal clichés of them being seen to be weak or inferior, establishing equal status and non-discrimination against women.

The Office of the Federal Ombudsperson has solved 4000 cases under the direction of the Honorable Ombudsperson Kashmala Khan and has helped empower and strengthen women all over the country to ensure them their rights and create a space where no one is discriminated and everyone is treated equally.

## 6.2 Online Harassment; No Longer Unchecked and Unfettered:

Unwanted sexualized remarks, provocative gestures, whistling, and repugnant groping; people experience said sexual harassment in the workplace, the streets, their own homes; every physical location that comes to mind. Due to increased internet access coupled with unchanging societal behavior, we are witnessing and becoming victims of a sinister online migration of sexual harassment. The anonymity afforded to the perpetrator online (relatively



unavailable in the real world) and the lack of laws governing online predatory actions opens up a vile portal which as of yet keeps widening.



I say this because I too have experienced online harassment and unsurprisingly, so have my peers. In my quest to find a solution, I was fortunate enough to turn to my mother who directed me to FOSPAH (the Federal Ombudsman Secretariat for Protection against Harassment). Whilst researching online on solutions that FOSPAH afforded victims of online harassment, I came

across multiple articles published about the Federal Ombudsman Kashmala Khan. From what I gleaned through the articles, it became apparent that she too had been a victim of online harassment; however, she had not only taken the bull by the horns, but was also industriously helping other victims. This indicated one very critical thing to me; an organization headed by a woman who had fought and won against harassment would inherently be proactive and empathetic to others in a similar plight. I decided to reach out to the organization to fact check by asking for information regarding online harassment cases solved by them. To my surprise, not only were they easy to contact including the ombudsman herself, but they were forthcoming when I asked for data regarding cases registered by plaintiffs and detailed summaries of how they were resolved.

It's a given that harassment can happen on the domestic front, but what happens when a harasser takes the next step into the virtual web, surpassing the boundaries you've drawn which are applicable only to the physical world? Let's take a look at a case solved by FOSPAH. The plaintiff's ex-husband created multiple fake online IDs to harass her online

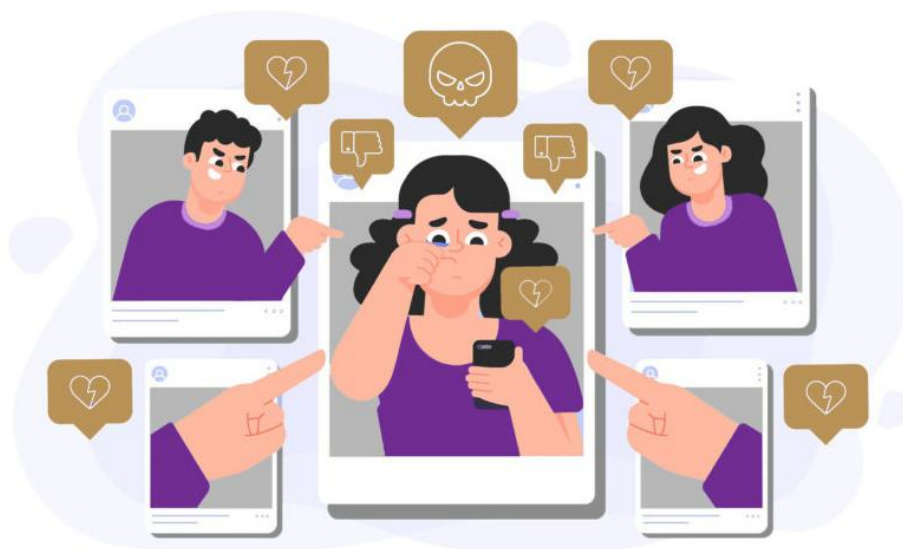
by posting lewd, malicious, and defamatory content on various social media platforms (Linkedin and Facebook), including those that she, her family members, and co-workers were members of. The office found the respondent to be guilty of harassment by defamation, false sexual allegations, uploading immoral content, creating fake profiles under her name, and all in an attempt to hinder her socially, professionally, and mentally. This goes to show that precautions taken to counter sexual harassment in the physical world only go so far and the predatory rules of engagement change when the internet comes into play; if you have had to pause and exhale because some part of you can identify with the predicament of the lecturer, remember there is a solution. You are not alone - help is just a click away (<https://fospah.gov.pk>).



In Pakistan, what needs to be addressed immediately is not just the migration of harassment from the physical to the virtual world, but the mindset and laws that protect the perpetrators in both aforementioned spaces. How can a victim substantiate their claim, with IP addresses changing and IDs being manipulated? What recourse do victims of social media sexual harassment have in Pakistan, where there are hardly any laws in place to curtail sexual harassment before all else? The few laws that exist are rarely implemented, yet again we see the victims helpless in their pursuit of justice and the perpetrators victorious; in fact, online harassment stacks the odds against the victims more than real-world cases. These predicaments seem insurmountable – at least at the present moment - yet we, as a society, have an influential upper hand, which strikes the most critical question; what can we do to enforce rules and regulations online that will prevent sexual harassment?



Legal checks and balances are as critically vital as public awareness. In 2016, the Parliament of Pakistan enacted the Pakistan Electronic Crimes Act (PECA), which put punishments in place for online harassment, including online sexual harassment. However, I speak from firsthand experience when I say that these laws clearly have had little to no effect. Victims are forced to speak out on social media apps - if a sexual harasser is somewhat well-known, what generally happens is that it gets widely forwarded and posted, and there is a public apology from the sexual harasser. Give it two weeks max until it dies down, and that sudden decline in followers on the harasser's part begins to skyrocket again. What's even more disturbing is that the majority believes that the idea of someone being a sexual harasser is completely out of the realm of possibility; “she's doing it for attention and popularity”, “girls tend to over-exaggerate”, “I know him, he isn't like that!”



## ONLINE HARASSMENT

Sexual harassment has everything to do with the abusive exercise of power at any level exercised with the knowledge that one can get away with it. The fact that the perpetrator gets caught is not going to stop them or others. It is the fear of the punishment carried out judicially in full force that will make the difference. The aforementioned case is a precedent and warning to all potential perpetrators that a victim will get justice.

## **6.3. 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

## 6.4. 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')





## 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.

Online Complaint  
www.fospah.gov.pk



Islamabad: +92 51 9264444, Karachi: +92 21 99206444  
Peshawar: +92 91 2617023, Lahore: +92 334 6670999



@fospah



info@fospah.gov.pk



## 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 قرین 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 بااختیار 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۔

• 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 مد نظر رکھی جائے گی۔

• اگر ادارے میں ہر اسمنٹ کمیٹی وجود میں یا فعال نہیں ہے تو FOSPAH میں شکایت درج کروائیں۔

اپنے ادارے میں  
ہر اسمنٹ کمیٹی  
کو شکایت:

• متاثرہ فرد جو کہ کمیٹی کے فیصلے سے متفق نہ ہو تو وہ FOSPAH میں اپیل کر سکتا ہے۔

• اپیل کی میعاد ۳۰ دن ہوگی۔

FOSPAH میں اپیل:

• ادارے کے علاوہ وفاقی محتسب برائے انسداد ہر اسیت کے پاس بھی شکایات درج کروائی جاسکتی ہیں۔

• FOSPAH میں شکایت آن لائن یا بذریعہ ڈاک یا خود بھی جمع کروائی جاسکتی ہے۔

FOSPAH میں شکایت:

## حقوق جائیداد برائے خواتین ایکٹ ۲۰۲۰

ایسی خواتین جن کو اپنی وراثتی اور ملکیتی جائیداد سے محروم رکھا گیا ہے وہ اپنی دادرسی 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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# STAND UP! SPEAK UP! FOR YOUR RIGHTS !!! Report to FOSPAH

## FOSPAH HEAD OFFICE, ISLAMABAD

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## FOSPAH REGIONAL OFFICE, KARACHI

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## FOSPAH REGIONAL OFFICE, LAHORE

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## FOSPAH REGIONAL OFFICE, PESHAWAR

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