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Message from Ombudsman



A secure workplace is a precursor to provide the citizens with an opportunity to work with no fetters of social aberrations being attached to it. In developing countries like Pakistan, a phenomenal amount of motivation is required to make women work and step out of their houses. The fear of workplace harassment and gender based exploitation is a usual excuse to disdain their participation in all walks of life along side their masculine counterparts. The office of Federal Ombudsman for Protection Against Harassment since its inception had to face a collage of formidable foes that is lack of resources coupled with lack of awareness and dearth of adequate legal framework which earlier

limited the scope of harassment only to a sexual assault upon women and reckoned no other demeaning gesture, or calculative antics in the foray of harassment. The rationale of creating the office of Ombudsman for a specific social or administrative issue implies the higher level of importance Govt. assigns to it as it circumvent lengthy court procedures and replace it with swift administrative justice and restore order with tangible results. This office has succeeded in minimal time to enhance the effectiveness of the said function. In early 2018, when I had assumed the office, the total number of cases disposed off were 500 with an average of 62 per year which was a spec in comparison to the onslaught of the actual number of cases rumored to have been taking place in the public and private sector put together. The first leap was to ensure an unhindered outreach program to introduce the sensitivity of this issue and the legal remedy available to redress the grievances immediately that is the office the Federal Ombudsman.

The journey started instantly when we wrote to over 400 organizations in the cross-section of the country canvassing the cause of mitigating harassment and imperatively beseech each one of those organizations to display our message conspicuously along with establish an in house committee to take cognizance of such offences as first point of relief. Second step was to establish our branch offices in Peshwar, Karachi and Lahore which are considered to be the erstwhile overlooked areas of the country, in the same vein numerous seminars and workshops were also held to bolster awareness and instill confidence in the victims not to bear the agony but to respond in a legal way made available to them at their doorsteps. The sail to the purpose included the befitting amendment of the ombudsman and subsequent FOIRA act and due contestation of the jurisdictional issues at the apex judiciary enabling us to catapult our performance to a point it was never before. As the numbers speak for themselves the total disposal of cases in our organisation has crossed the mark of 5000. Furthermore, the level of awareness itself has worked as a preventive panacea to the menace of harassment at workplaces. It has spread the message to the extent that Pakistan is now being considered to be more sensitive on the contentious issue of harassment and gender discrimination than its regional counterparts.

Nevertheless, all this is merely a small step to realize the bigger dream of achieving mental tranquility and physical security beyond all gender, social or moral stereotypes.

Kashmala
KASHMALA KHAN
Federal Ombudsman
FOSPAH

Message from Advisor Legal



Harassment, in all forms and manifestations, may it be based on race, gender, religion, sexual orientation, age related, arrangement of quid pro quo and/or sexual harassment etc, affects and violates the dignity of a person, as guaranteed under the Constitution of Pakistan 1973. The constitution of Islamic Republic of Pakistan recognizes the fundamental rights of the citizens to dignity of person. Keeping in view the mandate of the constitution, the Parliament enacted the Protection against Harassment of Women at the Workplace Act 2010. Subsequently it was amended in 2022. The aim and purpose of the Act was to make provision for the protection against harassment of women at the workplace. I (Syed Rafique Hussain) Advisor (Legal), FOSPAH under the esteemed supervision of Kashmala Khan Federal Ombudsman, have firm belief to serve FOSPAH with all might. I

aspires to uphold not only the mission and vision of the FOSPAH, but also the mission and vision of every pillar complying with constitution empowered pertinent to the above mentioned Acts, as well as the objectives of FOSPAH as a whole. The tiny plant of FOSPAH some years back is now a strong shady tree to give relief to the deserving persons. I hereby genuinely hoped that the institution will make further progress in future to serve the nation and humanity.

A handwritten signature in black ink, reading "H. Rafique Hussain Shah".

SYED RAFIQUE HUSSAIN SHAH
Advisor Legal
FOSPAH

Message from Regional Head (Karachi)



The idea of globalization is causing every gender to understand the natural rights given upon them, which is causing the world order to change. Along with my team, I (Ahsan Ahmed Jatoy), the Regional Head FOSPAH Regional Office Karachi, have started a journey to address the problems of those who have been harmed. Planting the seeds of inclusion and removing the gender-specific barrier to seclusion are my top priorities. To combat this heinous offence and inspire the masses to exercise their fundamental rights, a multifaceted strategy is needed. Our goal is to actively eradicate all types of favoritism and create supportive working conditions. The concept of traditional freedom must be abandoned in order to establish a truly

independent workplace environment. I am optimistic that with my knowledge, insight, and sincere desire to eradicate and control the remaining harassment in Pakistan. We're going to start making changes at our office.

AHSAN AHMED JATOI
Regional Head
FOSPAH Regional Office Karachi

Legal Cell

The internship program at FOSPAH exceeded all my expectations. I was assigned not just simple clerical tasks but really interesting and practical ones such as interacting with government agencies and analyzing court practice on controversial issues. During court room proceedings Federal Ombudsman Kashmala Khan often assigned tasks unexpectedly which required me to analyze laws in a wide variety of areas, allowing me to both be convinced of the depth of my knowledge in certain areas and to fill in the gaps in others.



AZLAN KHAN
Intern (Legal Cell FOSPAH)



AHMED GILLANI
Intern (Legal Cell FOSPAH)

My internship experience was astounding. FOSPAH gave me the opportunity to learn and assist court during proceedings. Furthermore, the forum also provides a cordial and peaceful environment where it's easy to learn. It also gives you an opportunity to prepare yourself before entering into the practical world and gain as much knowledge as you can.

Doing internship at FOSPAH has been a real eye-opening experience as far as what a career in law would entail. Leading by example, Federal Ombudsman Kashmala Khan and Advisor Legal Syed Rafique Shah served as paragons of compassion and enduring work ethic in assisting the parties with their concerns and questions along with providing quick relief. The experience with the human element and the leadership of my supervisors at FOSPAH has left me with an indelible imprint about what it means to practice law and , alongside what it means to truly be invested in others.



ALEEZA IRFAN
Intern (Legal Cell FOSPAH)



ALI HAIDER MALIK
Intern (Legal Cell FOSPAH)

Thanks to FOSPAH's support and mentorship, I had the opportunity to work as an intern in the Secretariat and gained basic experience with many types of procedural documents: claim statements, various motions on different issues, appeal and other documents. FOSPAH allowed me to gain confidence and gave me the opportunity to understand the complex natured cases and becoming good ear to the complainants. FOSPAH's objective is to providing relief to the aggrieved and creating awareness as much as possible.

Ms. Falak Anjum appointed as Honorary Business Advisor in FOSPAH

A delegation led by Chairperson Women Committee at RCCI Ms. Falak Anjum (Honorary Business Advisor to FOSPAH) visited FOSPAH Head Office, Islamabad and discussed various matters regarding harassment and Women's Property Rights on 22nd June 2022. Federal Ombudsman while addressing to the delegation said that Ms. Falak Anjum as honorary Business Advisor would advise FOSPAH on matters to curb harassment in the Women Chambers all over Pakistan for better protection of women at workplaces. She urged that all organizations should ensure safe workplaces for women to capitalize on their true potential for national productivity.



Group photo of the Chairperson Women Committee RCCI Ms. Falak Anjum and other women entrepreneurs with Federal Ombudsman Kashmala Khan



Federal Ombudsman Kashmala Khan, Chairperson Women Committee RCCI Ms. Falak Anjum and women entrepreneurs from RCCI becoming a part of Ab Buss campaign of FOSPAH

Founding member IWCCI Ms. Samina Fazal visited FOSPAH Head Office, Islamabad

A delegation led by Founding member Islamabad Women Chamber of Commerce & Industry (IWCCI) Samina Fazal visited FOSPAH Head Office, Islamabad. Federal Ombudsman Kashmala Khan sensitized the women entrepreneurs regarding Workplace Harassment and Women's Property Rights. She further advised the members of the delegation to promptly address the matters related to harassment in the women chambers all over Pakistan for better protection of women at workplaces.



Founding Member IWCCI Samina Fazal, President IWCCI Naima Ansari, Senior Vice President IWCCI Sadaf Asif and other women entrepreneurs



Federal Ombudsman Kashmala Khan addressing women entrepreneurs at FOSPAH Head Office, Islamabad



Founding Member IWCCI Samina Fazal and women entrepreneurs from RCCI becoming a part of Ab Buss campaign of FOSPAH



Group photo of the Founding Member IWCCI Samina Fazal and other women entrepreneurs with Federal Ombudsman Kashmala Khan

Awareness Seminar at IESCO Headquarters, Islamabad

Federal Ombudsman Kashmala Khan attended an awareness seminar as Chief Guest organized by FOSPAH at IESCO Headquarters, Islamabad. Federal Ombudsman Kashmala Khan addressed the Management, Staff and other IESCO office bearers regarding Gender sensitivity and workplace harassment. She urged the female employees to know their rights, support each other and shed fear while working with men.



Federal Ombudsman Kashmala Khan addressing an awareness seminar



Participants and IESCO office bearers at an awareness seminar



Federal Ombudsman presenting Souvenir to CEO IESCO Dr. Muhammad Amjad Khan

Member Minority NCHR Mr. Manzoor Masih visited FOSPAH Head Office, Islamabad

Member Minority NCHR Mr. Manzoor Masih visited FOSPAH Head Office, Islamabad on 30th June 2022. Federal Ombudsman Kashmala Khan created awareness about the available Laws related to Workplace Harassment and Women's Property Rights. She also discussed the role of FOSPAH and the areas for mutual collaboration. Member Minority NCHR Mr. Manzoor Masih appreciated the efforts of Federal Ombudsman Kashmala Khan in dispensing speedy and free of cost justice to the aggrieved.



Member Minority NCHR Mr. Manzoor Masih and Executive Director PCHR Ch. Shafique with Federal Ombudsman Kashmala Khan



Member Minority NCHR Mr. Manzoor Masih presenting bouquet to the Federal Ombudsman Kashmala Khan

Country Director (USIP), Pakistan Dr. Adnan Rafiq visited FOSPAH Head Office, Islamabad

Country Director United States Institute of Peace (USIP), Pakistan Dr. Adnan Rafiq, Program Manager Komal Dilshad, Program Analyst IT Shamookh Taish and Program Analyst Amna Kayani visited FOSPAH, Head Office, Islamabad. Federal Ombudsman shared her views regarding workplace ethics and harassment.



Country Director USIP, Pakistan Dr. Adnan Rafiq and Others while discussion with Federal Ombudsman Kashmala Khan



Group photo of the Country Director USIP, Pakistan Dr. Adnan Rafiq, Program Manager Komal Dilshad, Program Analyst IT Shamookh Taish and Program Analyst Amna Kayani with Federal Ombudsman

UN Women Pakistan's Country Representative Sharmeela Rassool visited FOSPAH

Federal Ombudsman Kashmala Khan discussed about different aspects of "Women Empowerment" and shared her views regarding workplace ethics and harassment. She further discussed the role of FOSPAH in dispensing speedy and free of cost justice to the aggrieved. UN Women Pakistan's Country Representative Sharmeela Rassool appreciated the efforts of FOSPAH in dispensing speedy and free of cost justice to the aggrieved and discussed the areas for mutual collaboration.



UN Women Pakistan's Country Representative Sharmeela Rassool while discussion with Federal Ombudsman Kashmala Khan



Group photo of the UN Women Pakistan's Country Representative Sharmeela Rassool with Federal Ombudsman Kashmala Khan

Additional Auditor General AGP Mr. Maqbool Ahmed Gondal visited FOSPAH

Additional Auditor General AGP Office, Islamabad Mr. Maqbool Ahmed Gondal visited FOSPAH and met with Federal Ombudsman Kashmala Khan. Federal Ombudsman discussed about different aspects of workplace harassment and role of FOSPAH in dispensing speedy and free of cost justice to the aggrieved person.



Additional Auditor General Mr. Maqbool Ahmed Gondal while discussion with Federal Ombudsman Kashmala Khan at FOSPAH



Additional Auditor General Mr. Maqbool Ahmed Gondal with Federal Ombudsman Kashmala Khan

Diamond Jubilee Convention of the Parliamentarians at National Assembly of Pakistan

The National Assembly Diamond Jubilee Convention of the Parliamentarians unanimously passed a resolution at National Assembly Hall. The resolution moved by the former MNA and currently working as Federal Ombudsman for Protection against Harassment Kashmala Khan stated that while commemorating the Diamond Jubilee of the Islamic Republic of Pakistan and the National Assembly of Pakistan; Conscious of responsibility before Almighty Allah and the citizens of Pakistan. Cognizant of the sacrifices made by the people in the cause of Pakistan, and the rich contributions, acumen, and wisdom of the Legislatures and the Parliamentarians till date.



UN Women Pakistan's Country Representative Sharmeela Rassool while discussion with Federal Ombudsman Kashmala Khan



Group photo of the UN Women Pakistan's Country Representative Sharmeela Rassool with Federal Ombudsman Kashmala Khan



Patron in Chief of Pakistan Sweet Homes Zamurad Khan with Federal Ombudsman Kashmala Khan and other former Parliamentarians at National Assembly of Pakistan

First ever child convention held in connection with Diamond Jubilee celebration

Women and children's conventions were held in the National Assembly wherein resolutions for the empowerment of women and protection of children were unanimously passed. The resolution highlighted the role of women in Pakistan Movement and called for an end to discrimination. It also paid tribute to women leaders of Pakistan, including Fatima Jinnah, Begum Rana Liaquat Ali Khan and Benazir Bhutto.



Speaker National Assembly of Pakistan Raja Pervaiz Ashraf, Patron in Chief of Pakistan Sweet Homes Zamurad Khan and children from government and private sector schools with Federal Ombudsman Kashmala Khan at National Assembly of Pakistan



Group photo of the Speaker National Assembly of Pakistan Raja Pervaiz Ashraf with Patron in Chief of Pakistan Sweet Homes Zamurad Khan, Federal Ombudsman Kashmala Khan, children from government and private sector schools and Others

Awareness Seminar at Aiwan e Sadr, Islamabad

Honorable President of Pakistan Dr. Arif Alvi attended the awareness seminar titled 'Importance of awareness and technology in insurance industry' as a chief guest and addressed the participants of the seminar. President said that the Ombudsmen Secretariats are offering efficient alternate dispute resolution service which reduces burden on the courts and also saves people from hectic and time taking court proceedings.



Hon. President of Pakistan Dr. Arif Alvi with Federal Ombudsman Kashmala Khan, Federal Insurance Ombudsman Dr. Muhammad Khawar Jameel and Others at Aiwan e Sadr, Islamabad



Hon. President of Pakistan Dr. Arif Alvi with Federal Ombudsman Kashmala Khan, Federal Insurance Ombudsman Dr. Muhammad Khawar Jameel and Others at Aiwan e Sadr, Islamabad

Federal Ombudsman Kashmala Khan presenting FOSPAH's awareness material



Federal Ombudsman Kashmala Khan presenting "FOSPAH's Selected Judgments Book" to the Chairman Senate of Pakistan Mr. Sadiq Sanjrani



Federal Ombudsman Kashmala Khan presenting "FOSPAH's Annual Report" to the Federal Minister for Human Rights Mian Riaz Hussain Pirzada

Status of the Cases at FOSPAH

During the quarter under report (**July 2022 to September 2022**), Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) registered **193** cases and disposed off **149** cases.

No. of Cases Registered

193

No. of Cases Decided

149

Summary of the Cases at FOSPAH

1. **Kiran Chishti Versus Syed Asim Raza and Others:**

Complainant Kiran Chisti was appointed as Director (Operations) in Al-Bari Group, on handsome gross salary of Rs. 250,000/- per month. She provided her service in that organization from 17-09-2017 till 29-10-2021 then she was terminated from that assignment.

It is worth mentioning here that during four years of her service, she did not file any harassment complaint against the management of the organization. Anyhow when she was terminated from service in 2021 she approached this forum, filing the instant harassment complaint against the Accused.

In the harassment complaint filed at this forum Complainant alleged that Accused No. 1 Syed Asim Raza, Chairman Al-Bari Group showed his bad intentions towards her through different gestures and also used abusive language for her but on her resistance the Accused caused her harassment. Complainant further alleged that Accused No. 2 facilitated the Accused No. 1 for causing harassment to the Complainant. It was also alleged by the Complainant that Accused used to harass her in the office leveling different false and baseless allegations against her.

Complainant prayed to take action against the Accused.

After registration of the complaint at this forum Accused were summoned. Several notices were issued to them but they kept on avoiding their appearance on one pretext or the other. Accused were, therefore, placed ex-parte. Complainant produced ex-parte evidence.

It is well settled principle of law that burden of proof always lies upon the shoulder of a Complainant. And Complainant has to prove his/her case against the Accused person beyond any reasonable doubt.

Keeping in view the above recognized principle of law, present Complainant does not seem to have proved her case against the Accused beyond any reasonable doubt. Admittedly Complainant served the organization for four years on handsome package and during this period she did not raise any issue with regard to her alleged harassment at the hands of the Accused. No record in this regard is available on the file. On the other hand she pricked her years up when she was terminated from service.

In these circumstances one cannot rule out the possibility of revenge and retaliation on the part of the Complainant against the Accused. While going through the contents of the complaint in hand Complainant did not mention where and when the Accused showed his bad intentions towards her, whereas in terms of Rule 5 of the Protection against Harassment of Women at the Workplace (filing & disposal of complaint), Rules, 2013 the complaint might have contained comprehensive statement of all facts with all necessary details relating to incident of harassment at the workplace, all documents, evidence or other supporting material, in whatever form it may be and names of witnesses etc. The accusations of the Complainant do not come up to the requirement of Rule 5 of Rules 2013. Although the Complainant in her complaint made mention of one Coordinator Al-Bari Group but the said person has not been produced to substantiate her allegations.

In short the Complainant has failed to bring home charge to the Accused beyond shadow of reasonable doubt. Being so the benefit of doubt would go to the Accused. Consequently this complaint is declined. As regard the conduct of the Accused they have been proved non-cooperative throughout earning displeasure of this forum. Such condemnable attitude and behavior of the Accused should be brought to high-ups of the organization for some punitive action against them under intimation to this office.

In view of the above classical judgement, it can be concluded that Harassment complaint filed by a female against the male Accused is not decided on the basis of gender biasness, but, it is decided on the basis of merits, as who so ever provides sufficient evidence would prevail.



Syeda Zainab Sohail
Intern (Legal Cell FOSPAH)

Provision of Fundamental Proprietary Rights to Women under "the Women's Property Rights Act, 2020"

This Article seeks to discuss the significance of the "Women's Property Rights Act, 2020" in the light of authority given to Federal Ombudsman to ensure protection and safeguard of proprietary rights of women by any means of violation whether it be through harassment, coercion or fraud. The ultimate aim of Federal Ombudsman is to provide speedy justice to the victims as it is strongly believed that Justice delayed is justice denied. It is notable that prior to Women's Property Rights Act, 2020 the Women's property rights were dealt under both statutory and non-statutory provisions. Article 23 of the Constitution states that every citizen shall have the right to acquire, hold, and dispose off property in any part of Pakistan. Article 24 goes on to state that no person shall be deprived of their property save in accordance with the law. However, after the enforcement of the Women's Property Rights Act, 2020 the Government has empowered the Federal Ombudsman to stand up on behalf of women to decide cases in relation to protection, possession or rights of ownership or the inheritance of women.

It is much significant to note that our religion Islam has in clear words decreed to give women their part of inheritance which is henceforth implemented under the Divine Law of Islam (Sharia Law). There is a strict punishment against someone who deprives women of their legal inheritance rights whether it be in the form of moveable or immovable asset as enumerated in the verses of Al-Nisa, fourth chapter of Holy Quran. It is stated in the Holy Quran that "And he who disobeys Allah and His Messenger and transgresses the bounds set by Him - him shall Allah cause to enter the Fire. There he will abide. A humiliating chastisement awaits him." [4:14].



The powers given by Legislature to this enactment makes it convenient and flexible to run cases while overriding other laws in comparison to Civil Courts, District Courts and Appellate forums. The Federal Ombudsman's office is a special court that holds not only special enactment for the relief of victim but also provides them a safe environment that respects and protects their privacy. Moreover, it takes every necessary movement to ensure speedy justice within 60 days after the complaint is filed without any unnecessary delays.

The procedural system of Federal Ombudsman's office itself is commendable as it has reduced cost of litigation. Also there is no necessary mandate to appear with a counsel because the Complainants themselves may appear before Honourable Ombudsman and defend their case. This procedure introduced by Federal Ombudsman's office allows litigants to avoid any sort of inconvenience to pursue litigation in Civil Courts or any other Appellate forums.

The ambition of Federal Ombudsman is to ensure swift justice in the light of sayings of Holy Quran and Sunnah. In order to encourage applicants to stand up for their rights, Federal Ombudsman has made it much convenient for the Complainants to file their complaint through online portal or in person, and even by giving authority to someone else on their behalf.

The role of Federal Ombudsman is enormous as it allows the Ombudsman to adjudicate as it deems fit. This does not restricts the Ombudsman till the final order but also empowers to give directions to the police or relevant authorities to enforce the Court orders and deliver a compliance report to the Office of Federal Ombudsman.

The enactment of Women's Property Rights Act, 2020 promulgated by the Government on 28th February 2020 is a mere ray of hope for all the poor and deprived women who lack awareness or knowledge regarding their legal rights. Thus, this Act empowers the women to come forward, stand up and speak up for their fundamental legal and religious right regardless of any societal status or discrimination.

The Office of Federal Ombudsman has solved around 5000 cases till now under the direction of the Honorable Ombudsman Kashmala Khan while strengthening and empowering women all over the country so that they get their rights and also create an environment where no one is discriminated but is rather treated in an equitable manner.



CODE OF CONDUCT

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

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



GUIDELINE TO ENSURE A HARASSMENT FREE WORK ENVIRONMENT

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

Types of harassment:

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

Complaint in organization:

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

Appeal at FOSPAH:

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

OR

Complaint at FOSPAH:

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

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

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

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



ضابطہ اخلاق

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

جدول (دفعات ۲ (ج) اور ۱۱)

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



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

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

۲۔ دفتری ماحول میں خوف و ہراسیت 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۔

ہراسیت کی تین نشانیاں ہیں:

- ہر ادارے پر یہ لازم ہے کہ وہ ”تحفظ برائے ہراسیت 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 ہراسیت کمیٹی وجود میں یا فعال نہیں ہے تو FOSPAH میں شکایت درج کروائیں۔

اپنے ادارے میں
ہراسیت 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 ہراسیت 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۔

REACH US AT

Islamabad

Karachi

Lahore

Peshawar



Online Complaint
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