



FEDERAL OMBUDSMAN SECRETARIAT FOR PROTECTION AGAINST HARASSMENT FOSPAAH

ANNUAL REPORT 2018-19



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**ANNUAL REPORT ON THE OBSERVANCE
AND IMPLEMENTATION OF PRINCIPLES
OF POLICY (2018-19) UNDER ARTICLE
29(3) OF THE CONSTITUTION OF ISLAMIC
REPUBLIC OF PAKISTAN.**

Al Quran

“O you who believe, stand up as witnesses for God in all fairness, and do not let the hatred of a people deviate you from justice. Be just: This is closest to piety; and beware of God. Surely God is aware of all you do.”

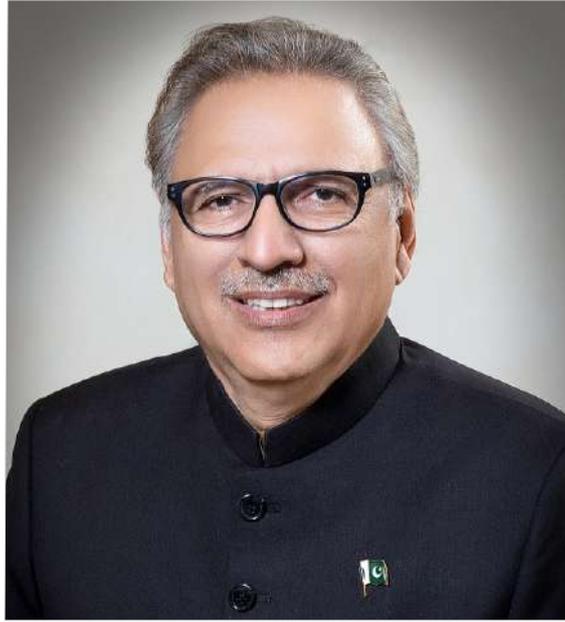
(Surah Al-Maidah, Ayat 08)

“We have revealed to you the scripture with the truth that you may judge between people by what God has taught you.”

(Surah An Nisa, Ayat 105)

“God commands you to render trusts to whom they are due, and when you judge between people, judge with justice...”

(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





Message from Ombudsman

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

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

Kashmala
KASHMALA TARIQ
Federal Ombudsman
FOSPAH

FOSPAH VISION

HARASSMENT FREE PAKISTAN

To redress grievances pertaining to harassment promptly and give instant relief to the aggrieved persons, it is our firm belief that awareness is the key to reduce and discourage harassment in all forms.

MISSION STATEMENT

RESPECT FOR ALL

To vanguard the respect and dignity of all workforce in the cross-section of the country.

OBJECTIVE

ZERO TOLERANCE

“The objective of FOSPAH is to create an inclusive work environment that is free from harassment, abuse, intimidation and discrimination; providing every worker, be it a man or a woman, the right to work with dignity and encourage higher productivity by ensuring zero tolerance for harassment in workplace.

FOSPAH'S ORGANOGRAM

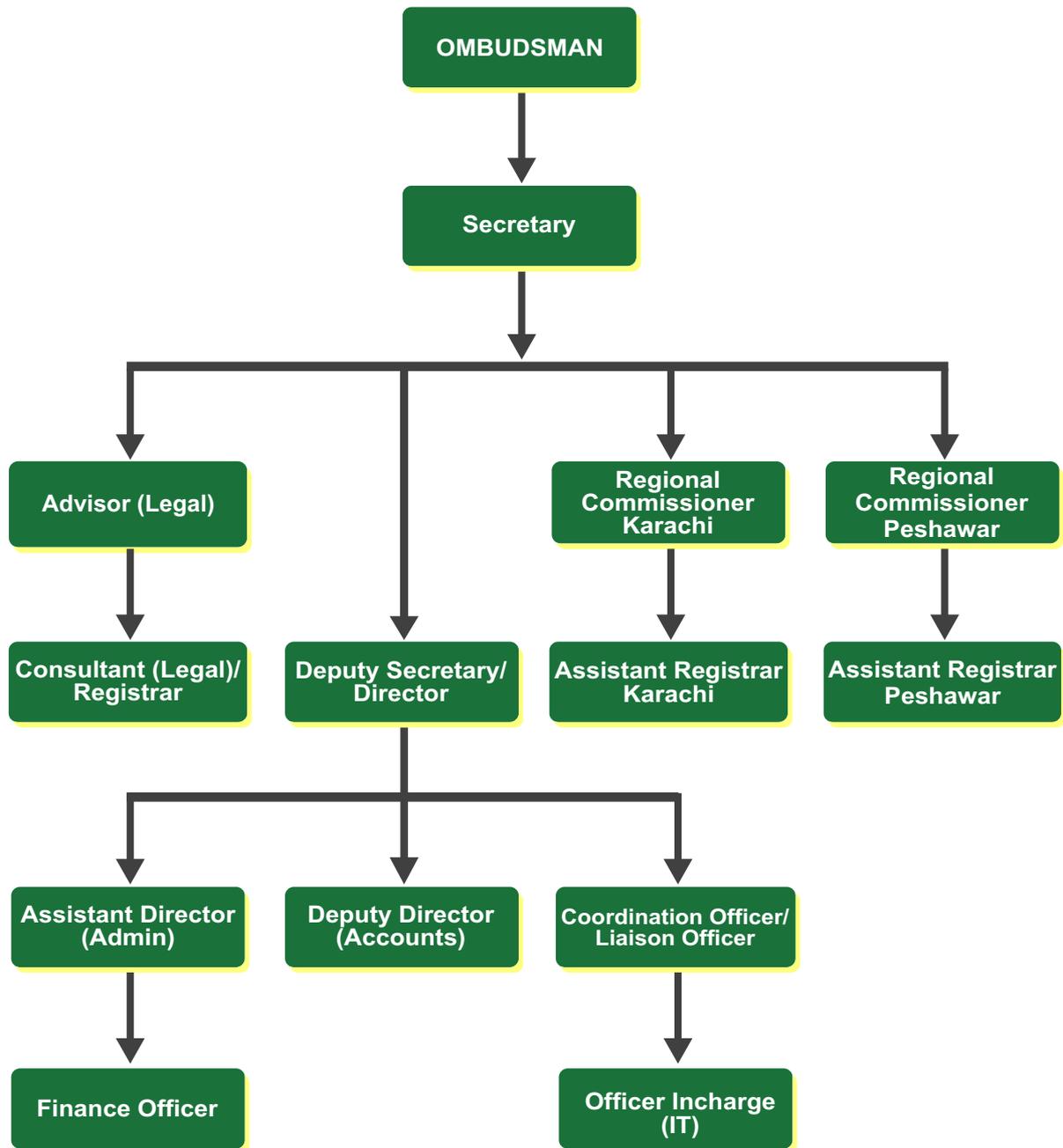


TABLE OF CONTENTS

MESSAGE FROM OMBUDSMAN	i
FOSPAH VISION	ii
MISSION STATEMENT	iii
OBJECTIVE	iv
FOSPAH'S ORGANOGRAM	v
EXECUTIVE SUMMARY	x
BRIEF HISTORY	xi
Chapter No. 01	
1. INTRODUCTION	02
1.1 Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH)	02
1.2 Previous Ombudsmen of this Secretariat	02
1.3 Profile of the Federal Ombudsman Kashmala Tariq	03
1.4 Honorable President of Pakistan Dr. Arif Alvi meets Federal Ombudsman Kashmala Tariq at Aiwan-e-Sadar Secretariat, Islamabad	04
1.5 Establishment of the Regional Offices:	05
1.6 Introduction to the Online Systems:	07
i. Complaint Management and Information System (CMIS):	07
ii. Hearing of the registered cases through video conferencing:	07
iii. Social media activities of FOSPAH:	07
iv. Awareness campaign through SMS launched by FOSPAH:	08
v. Electronic media activities of FOSPAH:	09
1.7 Enforcement of Women's Property Rights Act, 2019:	10
1.8 Impact of #MeToo movement:	11
Chapter No. 02	
2. LANDMARK CASES OF FOSPAH	13
2.1 Number of observations made in some of the cases of this forum:	14
i. Case No. 1(457)/2018-FOS(Reg):	14
ii. Case No. 1(417)/2018-FOS(Reg):	14
iii. Case No. 1(418)/2018-FOS(Reg):	14
iv. Case No. 1(469)/2018-FOS(Reg):	15
v. Case No. 1(9)/2018-FOS(Reg)/Pesh:	15
Chapter No. 03	
3. STATISTICS OF THE CASES	16

3.1	Status of the Cases registered at FOSPAH:	17
3.2	Status of the Cases registered from July 2018 to June 2019:	18
3.2.1	Statistics of the Cases at Head Office Islamabad	18
3.2.2	Gender-wise bifurcation	19
3.2.3	Sector-wise bifurcation	20
3.2.4	Province wise bifurcation	21
3.2.5	Comparative analysis of the cases registered in this secretariat:	22
3.2.6	Imposition of fine:	22
3.3	Status of the Cases registered at FOSPAH Regional Office Karachi:	22
3.4	Status of the Cases registered at FOSPAH Regional Office Peshawar:	22

Chapter No. 04

4.	ACHIEVEMENTS OF FOSPAH	23
4.1	Steps taken by the Federal Ombudsman Secretariat (Head Office Islamabad) to create awareness and implementation of the Harassment Act 2010:	24
i.	19 th Meeting of the Forum of Pakistan Ombudsman in Kashmir	24
ii.	FOSPAH Celebrated 71 st Independence Day of Pakistan	26
iii.	Seminar on “Tracking Punjab's Progress on Job Quota for Women”	28
iv.	Seminar on “Gender equality and Empowering People to Maximize their Potential through International Mobility”	29
v.	Team FOSPAH attended the “Consultation Session with women entrepreneurs for better policy and legislation - women's actions for better workplaces” at FPCCI, Capital Office, Islamabad	30
vi.	FOSPAH conducts awareness session at National University of Modern Languages (NUML), Islamabad	31
vii.	World Bank vowed to work with FOSPAH	32
viii.	Awareness Seminar conducted by FOSPAH at Pakistan Institute of Medical Sciences (PIMS), Islamabad	33
ix.	Training Session on Complaint Management and Information System (CMIS) at FOSPAH Head Office, Islamabad	34
x.	FOSPAH conducts awareness session at Quaid e Azam University, Islamabad	35
xi.	Secretary FOSPAH Agha M. Ali Abbas addressed the workforce at United Nations High Commissioner for Refugees (UNHCR), Islamabad	36
xii.	Federal Ombudsman Kashmala Tariq at Civil Services Academy (CSA), Lahore as a guest speaker to address the fresh CSP Officers on gender equality and workplace harassment	37
xiii.	Team FOSPAH with ILO at an awareness session on Mainstreaming Gender in Statistics	38

xiv.	Federal Ombudsman Kashmala Tariq addressed the Brainstorming Session for Formulation of Gender Policy Framework at Higher Education Commission (HEC), Islamabad	38
xv.	Federal Ombudsman Kashmala Tariq chaired the 1 st Round Table Consultation on Sexual Harassment at Workplace	40
xvi.	Federal Ombudsman Kashmala Tariq briefed the senior civil and military bureaucrats on the laws, implementation and the role of FOSPAH	40
xvii.	Federal Ombudsman Kashmala Tariq addressed the “National Women's Day Celebrations” at Lok Virsa, Islamabad	41
xviii.	Federal Ombudsman Kashmala Tariq addressed the policy consultation on “Enhancing Democratic Inclusion and Strengthening Representation - Empowering Citizens”	42
xix.	Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) hosted an event on International Women's Day at President Secretariat, Islamabad	43
xx.	Federal Ombudsman Kashmala Tariq along with Federal Minister for Maritime Affairs Syed Ali Haider Zaidi, Ambassadors of Kazakhstan Barlybay Sadykov & Tajikistan Sherali Jononov	46
xxi.	Federal Ombudsman with Information Minister of Saudi Arabia Dr. Awwad Bin Saleh Al Awwad, Federal Ministers for Information & Broadcasting Fawad Ch. and Religious Affairs Noor-ul-Haq Qadri	46
xxii.	Honorable President of Islamic Republic of Pakistan Dr. Arif Alvi with Federal Ombudsman Kashmala Tariq at President Secretariat, Islamabad	47
xxiii.	Federal Ombudsman sharing FOSPAH’s work for the elimination of all forms of harassment at workplaces with Hon. Chief Justice of Pakistan Mian Saqib Nisar at President Secretariat, Islamabad	47
xxiv.	Federal Ombudsman Kashmala Tariq celebrated International Women's Day at Rawalpindi Chamber of Commerce and Industry (RCCI)	48
xxv.	20 th Meeting of the Forum of Pakistan Ombudsman in Karachi	49
xxvi.	Federal Ombudsman Kashmala Tariq addressed the audience at Diversity & Inclusion Benchmarks Awards and Conference 2019	50
xxvii.	Federal Ombudsman Kashmala Tariq visited FPCCI, Capital Office, Islamabad	51
xxviii.	Federal Ombudsman Kashmala Tariq Inaugurated the "Solo Exhibition of Paintings - PENSIVE NATURE" at National Art Gallery, Pakistan National Council of the Arts (PNCA), Islamabad	52
xxix.	Federal Ombudsman Kashmala Tariq addressed the International	

	Scientific Conference organized by Society of Obstetricians & Gynecologists of Pakistan (SOGP)	53
xxx.	Federal Ombudsman Kashmala Tariq addressed the convocation ceremony as a keynote speaker held in The Millennium Universal College (TMUC), Islamabad	53
xxxi.	Federal Ombudsman Kashmala Tariq at the CRSS Annual Iftar-Dinner and the launching of Matrix Magazine	55
xxxii.	Federal Ombudsman Kashmala Tariq with the Ambassadors of different countries and sharing the FOSPAH's efforts in combating workplace harassment	56
xxxiii.	Federal Ombudsman Kashmala Tariq with the Ambassador of Japan at the exhibition	56
xxxiv.	Federal Ombudsman Kashmala Tariq addressed the seminar on "Winning Work Culture - The Science of People at Work" held at Pakistan Television (PTV) Training Academy, Islamabad	57
4.2	Steps taken by the Federal Ombudsman Secretariat Regional Office Karachi to create awareness and implementation of the Harassment Act 2010:	58
i.	Regional Commissioner Karachi addressed the Awareness seminar at Hamdard Medical University, Karachi	58
ii.	Awareness seminar at Greenwich University, Karachi	59
iii.	Awareness seminar at Bahria University, Karachi	59
iv.	Awareness seminar at Police and Special Branch	60
v.	Awareness seminar at COMMECS College, Karachi:	61
vi.	Awareness seminar at Dawood University, Karachi:	61
4.3	Steps taken by the Federal Ombudsman Secretariat Regional Office Peshawar to create awareness and implementation of the Harassment Act 2010:	62
i.	Regional Commissioner Peshawar addressed the awareness seminar at Bacha Khan University, Peshawar	62
ii.	FOSPAH Regional Commissioner addressed the awareness session at United Nations High Commission for Refugees (UNHCR) Sub Office, Peshawar	63
Chapter No. 05		
5.	MEDIA GALLERY OF FOSPAH	64
5.1	Some workplace harassment complaints judgements as published in media	65
i.	Bahria College, Islamabad	65
ii.	Police Department	65
iii.	Islamabad Club	66

5.2	FOSPAH Media Gallery	66
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Chapter No. 06

6.	DEFINITIONS	113
6.1	Some important definitions as defined in the Harassment Act 2010	114
	i. Organization	114
	ii. Harassment	114
	iii. Workplace harassment	114
	iv. Jurisdiction	115
	v. Inquiry Committee	115
	vi. Complaint handling	116
	vii. Appeal handling	116
	viii. Employer	117
	ix. Responsibility of the Employer	118
	Code of Conduct English version	119
	Code of Conduct Urdu version	120

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 of Women at Workplace was established in March 2010. In March 2019 this Office has completed 09 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. This report consists of 6 Chapters.
3. Chapter 1: Provides introduction of the Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH).
4. Chapter 2: Comprises of the observations made in some of the cases of this forum.
5. Chapter 3: Contains the statistics of the registered, disposed of and under progress cases of this Secretariat.
6. Chapter 4: Discusses the implementation and progress of the development projects.
7. Chapter 5: Includes certain workplace harassment complaints judgements as published in media and the media gallery.
8. Chapter 6: Comprises of some important definitions as defined in the Harassment Act 2010.

BRIEF HISTORY

In the year 2011 FOSPAH was created through a piece of legislation titled as “An Act to make provision for the protection against harassment of women at the workplace”. The need to establish such an institution was felt because of the fact that the cases pertaining to harassment were not being highlighted and the ones highlighted got swept under the rug. There were a lot of cases pending under the jurisdiction of local courts and due to the high number of cases pending at these courts the decisions of these cases were delayed to an extended period which undermined the cause of the complainant. The establishment of FOSPAH was done under the purview that this quasi-judicial institution will be able to help the victims of harassment in an efficient and effective way. FOSPAH not only provided a speedy trial but also a cost effective one.

Since the establishment of FOSPAH it has been headed by three different Ombudsmen. The current Honorable Federal Ombudsman Kashmala Tariq joined FOSPAH on 27th February, 2018. Ms. Kashmala Tariq started her Law practice on 21st November, 1996 with Mandviwalla & Zafar, one of the leading law firms headed by Senator S.M. Zafar and Syed Ali Zafar. She has served as a Member of National Assembly for two terms (2002 -2013). As MNA, she was a very vocal and active member and tabled more than 25 pieces of legislation in the Parliament. Some of her prominent legislation, especially for improving the plight of women include amendment in Hudood Laws, amendment in Honor Killing Laws, Sexual Harassment, Women Empowerment Laws and Formation of National Commission for Human Rights. As human rights have always been her passion and in this regard, she has tabled multiple pieces of legislation which include: Child Rights, Child Domestic Labour, Bonded Labour and Protection of Minorities. Ms. Kashmala Tariq further assisted with amendments in Pakistan Citizenship Laws and Rights of Senior Citizens. She had been a very active member of the Standing Committee of the Parliament (Finance, Commerce and Law, Justice & Human Rights). Ms. Kashmala Tariq was the first ever Pakistani Parliamentarian who has won a foreign election (by 175 Legislators) and got elected as Chairperson, Commonwealth Women Parliamentarians in 2007 (Delhi, India). Being Chairperson, she worked keenly on Human Right issues especially the rights of women and served from 2007 to 2011. She has been a Founding Member and Executive Director of the Parliamentarians Commission for Human Rights (PCHR) for 15 years.

The Honorable Federal Ombudsman Kashmala Tariq joined FOSPAH with a vision to create awareness regarding harassment and the options that are available to the victims of harassment. Furthermore, she wanted to strengthen this institution by expanding its operations, allowing ease of access to the victims of harassment across Pakistan. The Honorable Federal Ombudsman has worked really hard in the past one year to not only bring the message of FOSPAH to general public but to provide swift justice to the victims of harassment 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 928 registered cases out of which 490 cases

were registered in the tenure of current Honorable Federal Ombudsman Kashmala Tariq. The Honorable Federal Ombudsman has to her name 45% 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. In order to be able to better understand the achievements of FOSPAH under the tenure of Honorable Federal Ombudsman Kashmala Tariq it is necessary to take a brief overview of all the above-mentioned areas where the Honorable Federal Ombudsman has enhanced the performance of FOSPAH.

PROGRESS REGARDING AWARENESS

- Honorable Federal Ombudsman Kashmala Tariq attended and arranged several awareness seminars and training sessions in the period under report (July 2018 – June 2019) 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 how to deal with it.
- Registration of online complaints at (www.fospah.gov.pk) 
- Social media Twitter account (www.twitter.com/fospah) 
- Facebook account (www.facebook.com/fospah) and 
- Instagram account (www.instagram.com/fospah) for social activities related to this Secretariat. 
- Digitization of the cases on Complaint Management and Information System (CMIS).
- Hearing of the registered cases through video conferencing.
- Federal Ombudsman Secretariat is providing the facility of video conferencing through appropriate available mediums for the parties to follow the hearing of their registered cases.

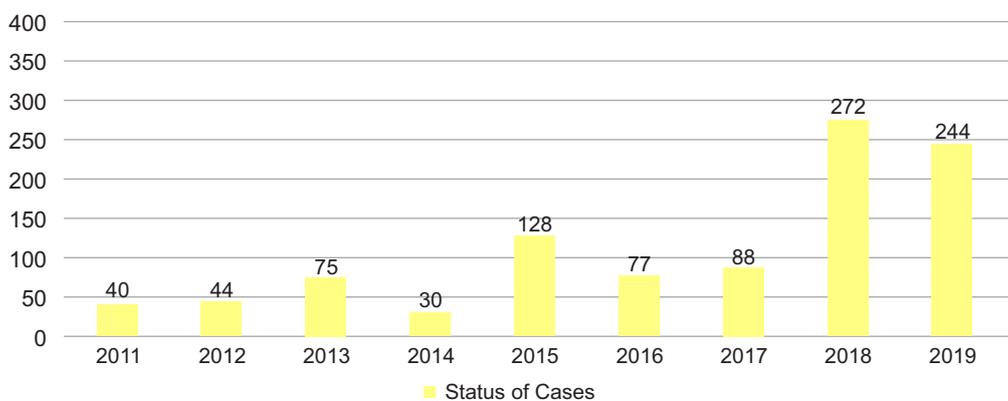
PROGRESS REGARDING LEGAL

Current Honorable Federal Ombudsman of FOSPAH

- Kashmala Tariq is the current Honorable Federal Ombudsman. Her tenure started from March 2018. Since her tenure 490 cases are registered to date regarding harassment at the workplace.

Comparison of the Cases Registered

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



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

Year	No. of Cases	Region / Province						
		Federal	Punjab	Sindh	KPK	Baluchistan	FATA	AJK
2011	40	16	9	8	7	0	0	0
2012	44	14	16	3	9	1	1	0
2013	75	28	30	8	4	5	0	0
2014	30	12	8	6	3	1	0	0
2015	128	47	56	15	6	3	1	0
2016	77	31	32	10	3	1	0	0
2017	88	31	36	18	3	0	0	0
2018	272	93	118	24	16	19	2	0
2019	244	70	127	26	18	0	0	4
Total	998	342	431	118	69	30	4	4

- Status of the Cases registered from March 2018 to June 2019 (Honorable Federal Ombudsman Kashmala Tariq's Tenure)

No. of Cases Registered	No. of Cases Decided	In Progress Cases
490	414	76

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. FOSPAH's hallmark is speedy justice with no cost attached. At FOSPAH, our legal team is available to guide you. Every complaint of harassment at FOSPAH is disposed of with-in 60 days.



Federal Ombudsman Kashmala Tariq while hearing the registered cases at FOSPAH



Federal Ombudsman Kashmala Tariq while hearing the registered cases at FOSPAH

PROGRESS REGARDING ADMINISTRATIVE BUDGET

- Administration is the system of arranging, sorting out, organizing and controlling office exercises with a view to accomplish the targets by utilizing the human and other resources in an organized way. Budgeting plays an important role to achieve the objective of the organization by utilizing available resources efficiently. A strong budgeting plan improves performance evaluation and provides useful insights for decisions making.
- FOSPAH had rapidly expanding its wings and the number of cases pertaining to harassment of women at workplace had been increasing since its establishment. But as compared to its growth the budget ceiling of FOSPAH is not enough to meet the mandatory minimum requirements. During the current financial year i.e. 2019-20, on the request of FOSPAH, the government increased its budgetary ceiling but still it is insufficient to cater the deficiency of staff and their office requirements to achieve the required goals.

ACHIEVEMENTS:

- The FOSPAH, Main Secretariat, shifted from F-8 Markaz (rented premises) to 1st Floor of Local Government and Rural Development Building at G-5/2, Islamabad.
- FOSPAH, Regional Office, Karachi shifted from Radio Pakistan Building to Abdullah Haroon Road, State Life Building at Saddar, Karachi which is most suitable place.
- FOSPAH, Regional Office, Peshawar shifted to Warsak Road, Peshawar which is very convenient for the public.
- Establishing a new Regional Office at Lahore.
- FOSPAH managed its maximum requirements with the limited ceiling of budgetary ceiling by utilizing its resources in economical way during FY 2018-19.
- Enhanced its budgetary ceiling upto minimum requirements for FY 2019-20.
- Out of Budgetary Ceiling for 2019-20, allocated budget to the reachout program.

INTRODUCTION



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

CHAPTER NO. 01

1. Introduction

1.1 Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH):

The objective of FOSPAH is to create a safe working environment that is free from harassment, abuse, intimidation and discrimination, allowing workers the right to work with dignity and encourage higher productivity by providing a comfortable workplace environment.

The Act of Parliament (No. IV of 2010: Federal Ombudsman Secretariat for Protection against Harassment of Women at Workplace) was promulgated on 9th March 2010 and the office of the Ombudsman at the Federal level was established in pursuance thereof.

The legislation namely, “The Protection against Harassment of Women at Workplace Act 2010” is opening new paths for working class, women and men alike, to fully participate in the development of Pakistan at all levels. This Act was initially promulgated in March 2010. Subsequently Act No XIV of 2013 dated 20th March was promulgated to make institutional reforms of the Federal Ombudsmen at Federal level and the matters ancillary or akin thereto.

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.

1.2 Previous Ombudsmen of this Secretariat:



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



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

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

1.3 Profile of the Federal Ombudsman Kashmala Tariq:

Ms. Kashmala Tariq started her Law practice on 21st November, 1996 with Mandviwalla & Zafar, one of the leading law firms headed by Senator S.M. Zafar and Syed Ali Zafar. She has served as a Member of National Assembly for two terms (2002 - 2013). As MNA, she was a very vocal and active member and tabled more than 25 pieces of legislation in the Parliament. Some of her prominent legislation, especially for improving the plight of women include amendment in Hudood Laws, amendment in Honor Killing Laws, Sexual Harassment, Women Empowerment Laws and Formation of National Commission for Human Rights. As human rights have always been her passion and in this regard, she has tabled multiple pieces of legislation which include: Child Rights, Child Domestic Labour, Bonded Labour and Protection of Minorities. Ms. Kashmala Tariq further assisted with amendments in Pakistan Citizenship Laws and Rights of Senior Citizens. She had been a very active member of the Standing Committee of the Parliament (Finance, Commerce and Law, Justice & Human Rights). Ms. Kashmala Tariq was the first ever Pakistani Parliamentarian who has won a foreign election (by 175 Legislators) and got elected as Chairperson, Commonwealth Women Parliamentarians in 2007 (Delhi, India). Being Chairperson, she worked keenly on Human Right issues especially the rights of women and served from 2007 to 2011. She has been a Founding Member and Executive Director of the Parliamentarians Commission for Human Rights (PCHR) for 15 years.





Honorable President of Islamic Republic of Pakistan Dr. Arif Alvi meets Federal Ombudsman Kashmala Tariq at Aiwan-e-Sadar Secretariat, Islamabad

1.4 Honorable President of Pakistan Dr. Arif Alvi meets Federal Ombudsman Kashmala Tariq at Aiwan-e-Sadar Secretariat, Islamabad:

The Federal Ombudsman Kashmala Tariq was invited by the Honorable President of Pakistan Dr. Arif Alvi at Aiwan-e-Sadar Secretariat, Islamabad. In an exclusive meeting, Federal Ombudsman briefed the President about the organization's performance and highlighted the harassment issues being faced by women all over the country. The Federal Ombudsman said that due to the awareness campaign launched by FOSPAH, significant increase in the number of complaints linked to workplace harassment has been reported. She also shared her vision of creating a harassment free environment at workplaces together with the provision of an enabling environment to women. Kashmala Tariq further said that after Islamabad, regional offices in Karachi and Peshawar are also functional while the opening of regional offices at Lahore, Multan and Gilgit-Baltistan are under way. The Ombudsman also recommended some suitable amendments in the existing laws on harassment in order to make the implementation more effective and far reaching. President Alvi expressed his overall satisfaction over the institution's performance and said that the government will take all necessary measures to improve the workplace environment aimed at benefitting all. The strategy adopted by FOSPAH to check workplace harassment was greatly appreciated by the President.

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. Awareness campaigns have also been started by the regional commissioner in their respective jurisdictions to intimate the relevant working class about the law and rules related to protection against harassment of women at workplace and opening of the regional offices at Karachi and Peshawar to facilitate the complainants. This endeavor is expected to create awareness and sense of security and dignity for the working class in those areas.

Addresses of the regional offices are mentioned below:

Federal Ombudsman Secretariat Regional Office, Karachi

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

Federal Ombudsman Secretariat Regional Office, Peshawar

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

Federal Ombudsman Secretariat Regional Office, Lahore

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

As per the strategical plan of FOSPAH, in terms of Harassment Act 2010, 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, intimidation and discrimination.

It has been realized by FOSPAH that out of 207.774 million population of the country together with 48.7% percent female, the benefits of this Act 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 of the Act, this Secretariat has proposed to open more regional offices in major cities of Pakistan i.e. Gilgit Baltistan and Multan to provide access to this forum that will resolve their grievances and provide adequate remedy.

Map of Pakistan showing existing and proposed offices of the Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH):

Pakistan



1.6 Introduction to the Online Systems:

Federal Ombudsman Secretariat aims to acquaint the general public with the “Protection against Harassment of Women at Workplace Act 2010”. To facilitate general public and to extend the accessibility of the aggrieved persons, several online systems have been developed and managed by this secretariat.

i. Complaint Management and Information System:

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



ii. Hearing of the registered cases through video conferencing:

Federal Ombudsman Secretariat is providing the facility of video conferencing through appropriate available mediums 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 Federal Ombudsman Secretariat.

iii. Social media activities of FOSPAH:

Federal Ombudsman Secretariat has been maintaining its official Facebook page (www.facebook.com/fospah) and Twitter page (www.twitter.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.

iv. Awareness campaign through SMS launched by FOSPAH:

Federal Ombudsman Secretariat 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 working persons including teachers, lawyers, bankers, university students, entrepreneurs and Federal and Provincial Government employees of Pakistan.

Awareness message is provided below:

English version:

Federal Ombudsman Secretariat for Protection against Harassment (FOSPAH) has created an online complaints system. Any complaint under the Act of 2010 for Protection against Harassment of Women at Workplace can be made online on the following websites or numbers given below.

Website: www.fospah.gov.pk

Email: registrar@fospah.gov.pk

Facebook: www.facebook.com/fospah

Twitter: www.twitter.com/fospah

Phone (Head Office, Islamabad): +92 51 9264444

Phone (Regional Office, Karachi): +92 21 99206444

Phone (Regional Office, Peshawar): +92 91 9331627

Fax (Head Office, Islamabad): +92 51 9262945

Urdu version:

وفاقی محتسب برائے انسداد ہراسیت نے آن لائن شکایات درج کروانے کا نظام متعارف کروادیا ہے۔ ہر وہ درخواست جو قانون برائے انسداد ہراسیت ایکٹ ۲۰۱۰ کے تحت آتی ہے وہ درج ذیل ویب سائٹ پر آن لائن رجسٹر کروائی جاسکتی ہے۔

www.fospah.gov.pk ویب سائٹ:

registrar@fospah.gov.pk ای میل:

www.facebook.com/fospah فیس بک:

www.twitter.com/fospah ٹویٹر:

فون نمبر (ہیڈ آفس، اسلام آباد): +92 51 9262944

فون نمبر (ریجنل آفس، کراچی): +92 21 99206444

فون نمبر (ریجنل آفس، پشاور): +92 91 9331627

فیکس (ہیڈ آفس، اسلام آباد): +92 51 9262945

v. Electronic media activities of FOSPAH:

Federal Ombudsman Kashmala Tariq creating awareness and sensitizing workforce of Pakistan about the harassment laws through electronic media.



1.7 ENFORCEMENT OF WOMEN'S PROPERTY RIGHTS ACT, 2019:

The Government of Pakistan has now authorized FOSPAH under the "Enforcement of Women's Property Rights Act, 2019" to adjudicate upon matters related to moveable or immovable property. Below are the specifications of the said Act, in languages English and Urdu.

The Act, 2019, empowers FOSPAH to deal with all the complaints related to **women's property rights including moveable or immovable property.**

1. FOSPAH can entertain a matter if a complaint is brought before it by the aggrieved woman or anybody on her behalf.
2. The Ombudsman can even take a **Suo Moto Notice** in such like cases.
3. The complaint will be decided within 60 days.
4. FOSPAH can even entertain the matter if it is pending before a court of law and in such matters, FOSPAH will submit a report for assessment of the Court, after a complete investigation.
5. On conclusion of the proceedings, the Ombudsman may deliver possession of the property as well as ownership and title to the Complainant.
6. The Ombudsman may adopt all the necessary means for implementation of its orders.

نفاذ حقوق جائیداد برائے خواتین ایکٹ

اب آپ "نفاذ حقوق جائیداد برائے خواتین ایکٹ ۲۰۱۹" کے تحت شکایات بابت حقوق وراثت جائیداد (متعلق منقولہ وغیر منقولہ) بھی وفاقی محتسب میں درج کروا سکتے ہیں۔

- متاثرہ خاتون بدست خود یا بذریعہ نمائندہ شکایت دائر کر سکتی ہے۔
- اس بابت وفاقی محتسب کے پاس از خود نوٹس لینے کا بھی اختیار ہے۔
- شکایت پر ۶۰ دن کے اندر فیصلہ ہو گا۔
- FOSPAH ان مقدمات میں بھی انکوائری کر سکتا ہے جن کے بابت پہلے سے عدالت دیوانی میں کوئی کارروائی زیر سماعت ہو۔ اور بعد ازیں انکوائری رپورٹ متعلقہ عدالت میں جمع کی جائی گی۔
- بعد از فیصلہ، وفاقی محتسب با اختیار ہے کہ وہ متاثرہ خاتون کو جائیداد متعلقہ کا قبضہ دلوائے اور کاغذات مال میں بھی اندراج کرائے۔
- وفاقی محتسب با اختیار ہے کہ وہ اپنے فیصلے کو عملی جامہ پہنانے کے لیے ہر ممکن تدبیر اختیار کرے۔

1.8 Impact of #MeToo Movement:



The prevalence of the hashtag 'me too' signifies a beginning of a new era. It is correct to state that the whole world bore witness to the display of courage by women, who came forward and told their stories of abuse. The movement was propelled into the consciousness of all when, the greatest women of Hollywood disclosed their suffering at the hands of the likes of Harvey Weinstein. Though the profound nature of acknowledging harassment and abuse was not limited to the West only.

Pakistan too saw its very own 'me too' movement. The most visible sign was when certain celebrities, similar to their western counterparts, came forward with their own experiences on the matter. Meesha Shafi, Frieha Altaf, Nadia Jamil and Maheen Khan all shared the instances of harassment and abuse faced by them.



But a question arises, **what is the impact of the 'me too' movement, especially in the workplace?**

The answer to this question is two fold. On one hand lies the social change and on the other legal change. To begin with the latter, it is pertinent to scope the legal atmosphere of Pakistan. The country already has a harassment law in place; it being provided under the 2010 Act. Further, it also has an Ombudsman office, at Federal and Provincial level, dedicated solely to cases of harassment at

workplace. Hence, prima facie Pakistan had the machinery to work on this problem, even before the rise of the movement. However, it was not without its short comings. Although, enactment of such a piece of legislation was no less than a feat, one needs to bear in mind that 'harassment' is an ever evolving term. Because it pertains to social behaviour of the harasser which is likely to manifest itself in various forms as the society progresses. The transition of harassment as experienced is eloquently explained by Reva B. Siegel in "A Short History of Sexual Harassment". From its more obvious form of 'quid pro quo' to vitriolic responses to the presence of women in the workplace. But one cannot perceive to engage in such a dialogue if the subject matter is considered taboo. The legal definition needs to reflect the social reality of women, which cannot be mirrored if no conversation on the matter is carried out. It is here that we observe how the legal integrates with the social.

The society seldom discusses matters of moral turpitude. Such ignorance is particularly harmful when the society also idealises women suffering in silence. What the 'me too' movement achieved was the initiation of discussion; which led to the identification of harassment by women themselves. It was the realisation of how their rights were violated. Statistical evidence of it is available in the number of cases registered before the Ombudsman for Protection Against Harassment. In the years after 'me too' there is a visible rise in the cases; from mere 77 registered cases to a roaring 244. Further, it brought forth the fact that the definition of harassment needs to be wide-ranging. Unfortunately, the law has yet to catch up, as it still provides a definition not in line with the ground realities.

A point that is important to discuss here is the backlash faced by the proponents of the 'me too' movement. It is often stated that the movement has led to the victimisation of men, due to the filing of false cases. However, it is naive to think that a majority of cases are false or baseless. Though it is correct to state that in a number of cases there are acquittals but that is due to the lack of evidence. As harassment is difficult to prove, for it almost always takes place when the victim and the harasser are alone. But it is puerile to state that insufficient evidence equals a false case. Because a party alleging that the case is unfounded, also needs to prove that fact. Aside from that, the cry of victimisation is also heard because for too long the society has considered unwelcome behaviour on part of men as the norm. This imbalance in power dynamics is what is challenged when harassment is recognised, especially by the standard of a 'reasonable woman'.

To put it simply, the break in the symphony of silence is the greatest impact of the 'me too' movement.

LANDMARK CASES OF FOSPAH



**STEP OUT OF THE HISTORY THAT IS
HOLDING YOU BACK - STEP INTO THE NEW
STORY YOU ARE WILLING TO CREATE**

CHAPTER NO. 02

2. Number of observations made in some of the cases of this forum:

i. Case No. 1(457)/2018-FOS(Reg):

An appeal was filed by the dispenser of OGDCL before the Honourable Ombudsman. Wherein, the decision of the inquiry committee of OGDCL was challenged. Under the said impugned order the appellant was found guilty of harassment, resulting in the imposition of major penalty of removal from service. Upon the examination of evidence, i.e. videos and pictures, submitted by the relevant parties, it was found that the appellant had a history of committing acts of such nature. The appellant, when confronted with the overwhelming evidence against him, admitted his wrongdoings. The Ombudsman's office, in the light of the appellant's admission and after perusal of the record, found the appellant guilty. Upon whom a major penalty of dismissal from service was imposed, under S.4(4)(ii)(a) of the 2010 Act.

ii. Case No. 1(417)/2018-FOS(Reg):

The Assistant Manager Gym of Islamabad Club filed an appeal before the Ombudsman against the decision of Islamabad Club. Brief facts of the case are that the respondent sexually harassed the appellant; meaning he revealed details of his personal life, used explicit language and offered to develop sexual relations with the appellant, threatening her that refusal would be met with retaliation. The Ombudsman accepted the appeal and set aside the decision of Islamabad Club. After the course of proceedings, this forum found the respondent guilty of harassment. Whereby directions were given to the competent authority of Islamabad Club to suspend the respondent's membership for a period of 6 months. A major penalty of fine, amounting to Rs 1,000,000 under S.4(4)(ii)(e) of the 2010 Act, was also imposed, in which Rs 500,000 was payable to the appellant as compensation. Along with the respondent, Islamabad Club was also fined for not having a duly constituted inquiry committee under the 2010 Act.

iii. Case No. 1(418)/2018-FOS(Reg):

A complaint was filed by an ex-officer of Information Department against an ex-officer of civil service. The complaint filed was exceptional in nature. It was alleged by the complainant that the respondent obstructed the complainant's rightful postings and promotions as retaliation. It was alleged that he did so to exact revenge for having his proposal rejected by the complainant in 1974. The complainant had also raised this contention at several other forums, such as High Court, Civil Court and before the Secretary of Ministry of Interior. Upon perusal of record it was found that the grievance was administrative in nature. Further, more importantly, the parties had retired before the enactment of the

2010 Act. Thus, the complaint could not be entertained under the said Act, as doing so would have been against a settled principal of law, i.e. law can not be applied retrospectively (unless the Act provides so). Hence, the complaint was dismissed.

iv. Case No. 1(469)/2018-FOS(Reg):

A student of Bahria College filed a complaint against the examiner of Biology practical examination HSSC-III. It was alleged that the respondent during a Biology practical, sexually harassed the complainant along with other students. The respondent was also said to have made perverted jokes, passed lewd comments and touched female students inappropriately. The case was highly reported in newspapers and on social media. 3 inquiries were conducted by 3 different authorities, i.e. by Federal Board of intermediate and secondary education, Federal Directorate of Education (FDE), and Bahria College. The reports were submitted before this Honourable forum. Upon examination of the evidence and record in totality, it was found that the respondent was guilty of sexually harassing the complainant along with various other students. A major penalties of dismissal from service and a fine of Rs 200,000 were imposed, under the 2010 Act.

v. Case No. 1(9)/2018-FOS(Reg)/Pesh:

The complainant worked as a Head Nurse at the Institute of Kidney Diseases Hayatabad, Peshawar, who filed a complaint against the Additional Director of the same institute before this forum. Brief facts of the case are that a female staff member was physically harassed by a clerk of the said institute. The incident was reported to the complainant who further intimated it to the Director of the hospital. However, the respondent called upon the complainant and used insensitive language regarding the complainant's body in retaliation for taking up the case to the Director. The office of Ombudsman reached to the conclusion that the respondent is guilty and imposed a fine of Rs 250,000 , payable to the complainant. A penalty of stoppage of one year increment was also imposed on the respondent.

STATISTICS OF THE CASES



**DO NOT LET THE BEHAVIOR OF
OTHERS DESTROY YOUR INNER PEACE
- FIGHT IT!**

CHAPTER NO. 03

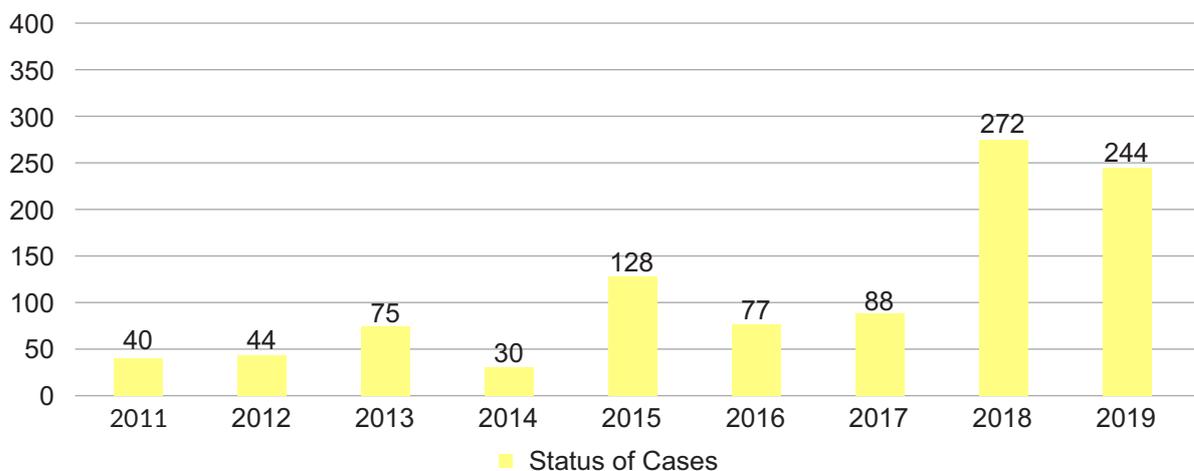
3. Statistics of the Cases

3.1 Status of the Cases registered at FOSPAH

PROVINCE WISE CASES

Year	No. of Cases	Region / Province						
		Federal	Punjab	Sindh	KPK	Baluchistan	FATA	AJK
2011	40	16	9	8	7	0	0	0
2012	44	14	16	3	9	1	1	0
2013	75	28	30	8	4	5	0	0
2014	30	12	8	6	3	1	0	0
2015	128	47	56	15	6	3	1	0
2016	77	31	32	10	3	1	0	0
2017	88	31	36	18	3	0	0	0
2018	272	93	118	24	16	19	2	0
2019	244	70	127	26	18	0	0	4
Total	998	342	431	118	69	30	4	4

YEAR WISE CASES



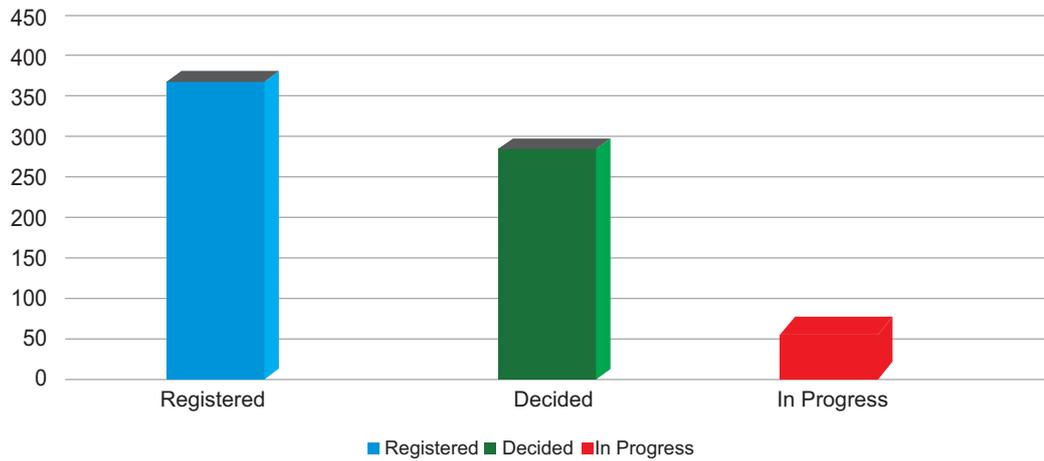
3.2 Status of the Cases registered from July 2018 to June 2019

3.2.1 Statistics of the Cases at Head Office Islamabad

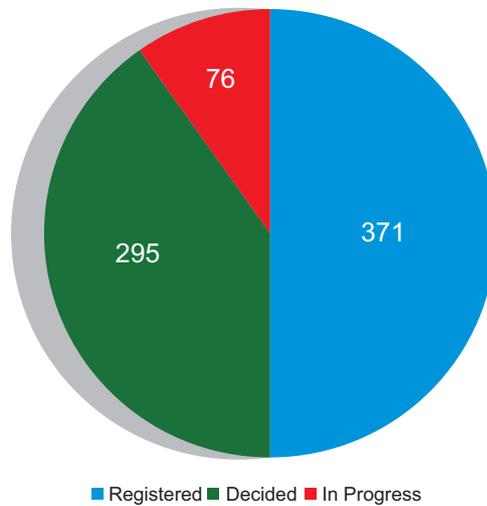
No. of Cases Registered	No. of Cases Decided	In Progress Cases
371	295	76

During the period under report (July 2018 to June 2019), Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) has registered 371 cases. Following the principle of quick disposal of cases as required under law, 76 cases are pending while the rest have been disposed off.

STATUS OF CASES (July 2018 - June 2019)



STATUS OF CASES (June 2018 - July 2019)

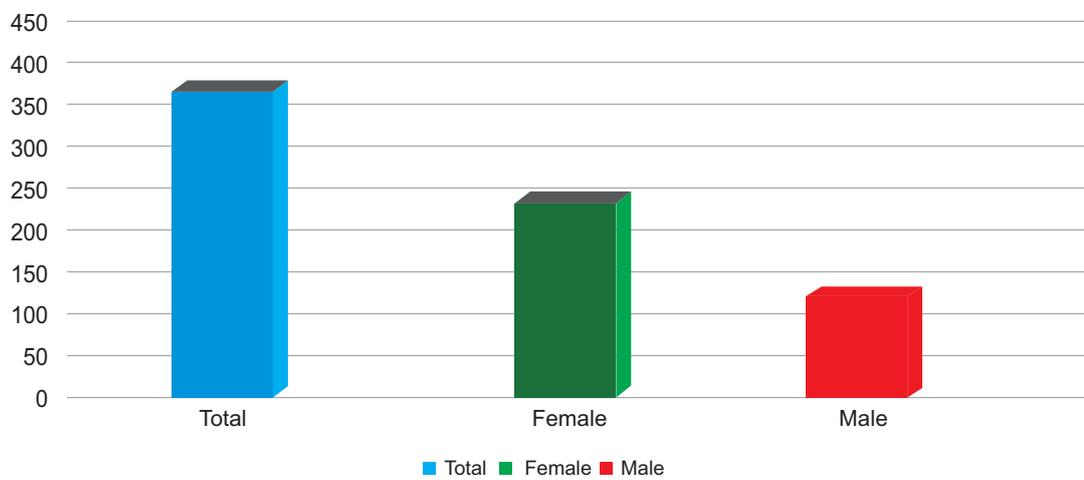


3.2.2 Gender-wise bifurcation

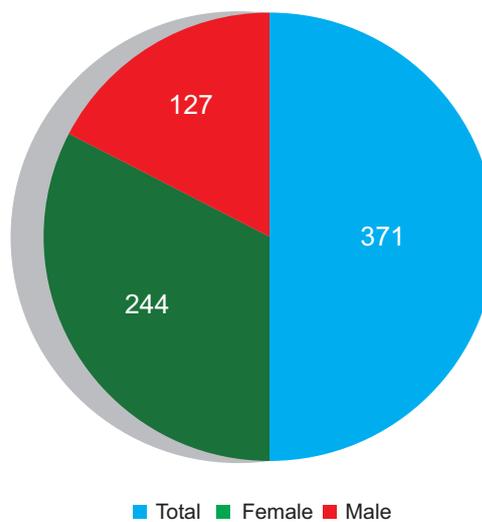
Total	Female	Male
371	244	127

Out of all cases registered, 244 cases by female complainants and 127 cases by male complainants have been registered in this Secretariat.

GENDER WISE CASES (July 2018 - June 2019)



GENDER WISE CASES (July 2018 - June 2019)

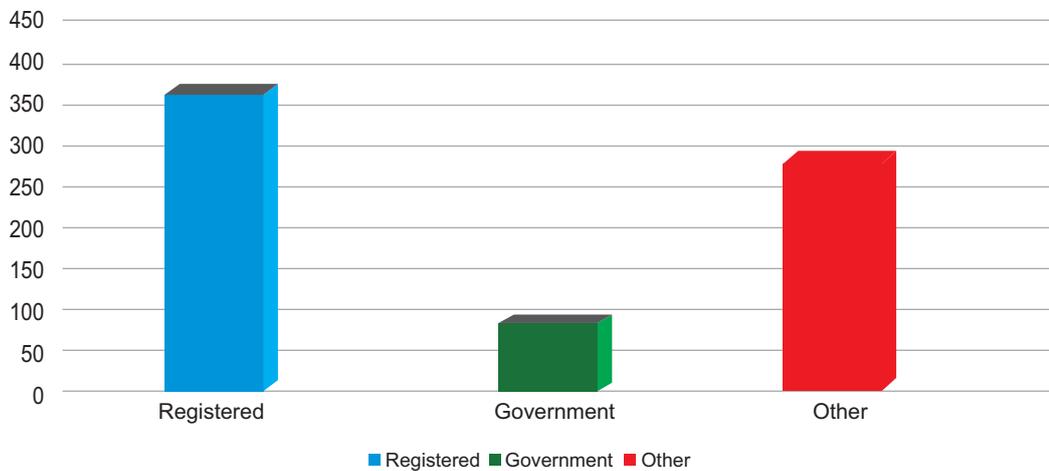


3.2.3 Sector-wise bifurcation

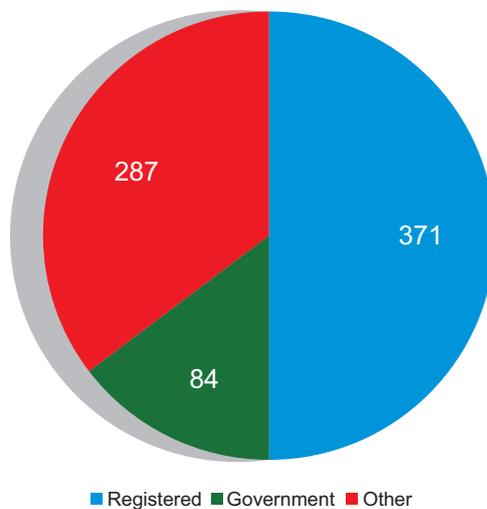
Total	Government	Others
371	84	287

During the period under report (July 2018 to June 2019), FOSPAH has entertained 84 cases from Government sector and 287 cases from other (Non-Government) sector.

SECTOR WISE CASES (July 2018 - June 2019)



SECTOR WISE CASES (July 2018 - June 2019)

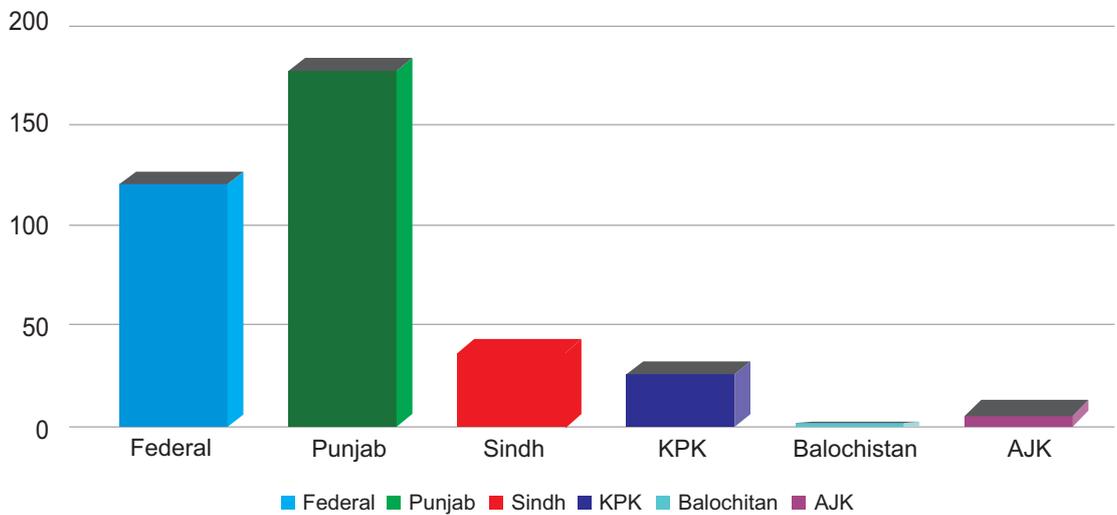


3.2.4 Province-wise bifurcation

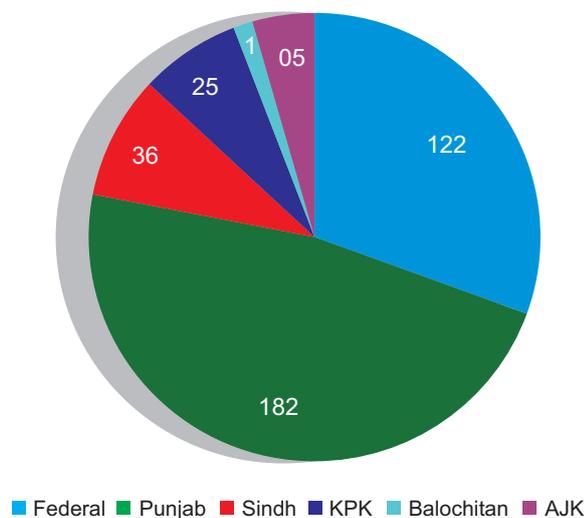
Year	Total No. of Cases	Federal	Punjab	Sindh	KPK	Balochistan	AJK
July 2018 to June 2019	371	122	182	36	25	01	05

Out of these 371 cases, 122 cases from Federal, 182 cases from Punjab, 36 cases from Sindh, 25 cases from Khyber Pakhtunkhwa, 01 case from Balochistan and 05 cases from AJK have been registered in the Registrar Office of this Secretariat.

PROVINCE WISE CASES (July 2018 - June 2019)



PROVINCE WISE CASES (July 2018 - June 2019)



3.2.5 Comparative analysis of the cases registered in this Secretariat:

In the last year (July 2017 – June 2018), FOSPAH received 244 cases out of which 87 were from Federal, 131 from Punjab, 17 from Sindh and 09 cases were from Khyber Pakhtunkwa. Out of those 244 cases, 213 cases were disposed off.

Moreover, in the above mentioned 244 cases, 161 cases were filed by female complainants while 83 cases by male complainants. Furthermore, 73 of these cases were from Government agencies whereas 171 cases were from the (Non-Government) sector.

On the other hand, increase in the number of cases can be seen from the duration July 2018 – June 2019, wherein 371 cases have been filed with FOSPAH, out of which 122 cases are from Federal, 182 from Punjab, 36 from Sindh, 25 from Khyber Pakhtunkwa, 01 from Balochistan and 05 cases are from Azad Jammu and Kashmir (AJK). During the time period, 295 cases have been disposed off out of 371, in which 244 cases were filed by female complainants and 127 by male complainants. Similarly, 84 cases were related to the Government agencies and 287 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. A large number of cases are from Punjab, hence a Regional Office of FOSPAH in Lahore is crucial.

3.2.6 Imposition of fine:

The 2010 Act under S. 4(4)(ii)(e) includes fine as one of the major penalties. From July 2018 to June 2019, the office of the Federal Ombudsman has imposed fines on the Accused persons in 3 cases out of a total 371 cases.

In one of the complaints, which was against a police officer, a fine of Rs. 1,000,000 was imposed, out of which Rs. 500,000 was payable as compensation to the Complainant. In another complaint, related to Bahria College, a fine of Rs. 200,000 was imposed. Lastly, a fine of Rs. 1,000,000 was imposed on the Accused in a complaint related to Handicap International.

The total sum of all the fines amounting to Rs. 2,200,000.

3.3 Statistics of the Cases at Regional Office Karachi:

No. of Cases Registered	No. of Cases Decided	In Progress Cases
31	27	04

3.4 Statistics of the Cases at Regional Office Peshawar:

No. of Cases Registered	No. of Cases Decided	In Progress Cases
35	19	16

ACHIEVEMENTS OF FOSPAH



**THERE IS NO LIMIT TO WHAT “WOMEN”
CAN ACCOMPLISH**

CHAPTER NO. 04

4. Implementation and progress of development projects

4.1 Steps taken by the Federal Ombudsman Secretariat (Head Office Islamabad) to create awareness and implementation of the Harassment Act 2010:

For creating awareness about “The Protection against Harassment of Women at Workplace, Act 2010” among the workforce, several awareness seminars and training sessions in the period under report (July 2018 – June 2019) have been conducted at different organizations all over Pakistan. Details of some of the events are provided below:

i. 19th Meeting of the Forum of Pakistan Ombudsman in Kashmir:

The Federal Ombudsman for Protection against Harassment Kashmala Tariq attended the 19th meeting of the Forum of Pakistan Ombudsman at Kuttan, Azad Jammu & Kashmir along with Federal Tax Ombudsman and President FPO Mr. Mushtaq Ahmad Sukhera, Ombudsman AJ&K Mr. Mirza Zaffar Hussain, Federal Insurance Ombudsman (Sindh) Mr. Raesuddin Paracha, Provincial Ombudsman Punjab Mr. Najam Saeed, Provincial Ombudsman Sindh for Protection Against Harassment Justice (Retd) Shahnawaz Tariq, Provincial Ombudsman Khyber Pakhtunkhwa (Peshawar) Mr. Aqal Badshah, Ombudsman for Protection against Harassment Punjab Ms. Rukhsana Gillani, Secretary of the Forum of Pakistan Ombudsmen Mr. Abdul Khalique and Secretary Ombudsman AJ&K Mr. Absar Hussain Jarrar. During the three-day meeting all Ombudsmen of Pakistan shared their views and experiences with other participants. They further discussed about the importance of participating in international conferences and conducting elections on regular basis. The need to enhance the effectiveness of the platform of Ombudsman was also discussed.



Federal Ombudsman Kashmala Tariq along with Federal and Provincial Ombudsmen at Kuttan, AJ&K



Group photo of the Federal Ombudsman Kashmala Tariq along with President of AJ&K Mr. Sardar Masood Khan, Federal Tax Ombudsman & President FPO Mr. Mushtaq Ahmad Sukhera, Ombudsman AJ&K Mr. Mirza Zaffar Hussain, Federal Insurance Ombudsman (Sindh) Mr. Raesuddin Paracha, Provincial Ombudsman Punjab Mr. Najam Saeed, Provincial Ombudsman Sindh for Protection Against Harassment Justice (Retd) Shahnawaz Tariq, Provincial Ombudsman Khyber Pakhtunkhuwa (Peshawar) Mr. Aqal Badshah, Ombudsperson for Protection against Harassment Punjab Ms. Rukhsana Gillani, Secretary of Forum of Pakistan Ombudsmen Mr. Abdul Khalique and Secretary Ombudsman AJ&K Mr. Absar Hussain Jarrar

On the last day of the 19th meeting, all Ombudsmen were invited to a reception hosted by the President of AJ&K Mr. Sardar Masood Khan at President House AJ&K. The President discussed about the importance of harassment-free workplaces and appreciated the work of Federal Ombudsman Kashmala Tariq and other Ombudsmen for their services. At the end of this reception, Federal Ombudsman Kashmala Tariq presented souvenirs to the President of AJ&K and other participant Ombudsmen.



President AJ&K Mr. Sardar Masood Khan presenting souvenir to the Federal Ombudsman Kashmala Tariq

ii. FOSPAH Celebrated 71st Independence Day of Pakistan:

Federal Ombudsman Secretariat for Protection Against Harassment celebrated Independence Day of Pakistan at Mariano Country Club, Bahria Golf City, Islamabad. Federal Ombudsman Kashmala Tariq stressed upon the importance of celebrating national days as it reminds everyone about the sacrifices made by our elders in making Pakistan possible. Later, the sky was lit up by fireworks which enthralled all, who were present on the occasion.



Ambassadors of Turkmenistan H.E. Atadjan Movlanov, Tajikistan H.E. Sherali Jononov, Kazakhstan H.E. Barlybay Sadykov, Azerbaijan H.E. Ali Alizada, Deputy HOM Russia and Others



Federal Ombudsman Kashmala Tariq along with Chairman Coordination FPCCI Mr. Malik Sohail, Ex-President FPCCI Mr. Zubair Malik and Others



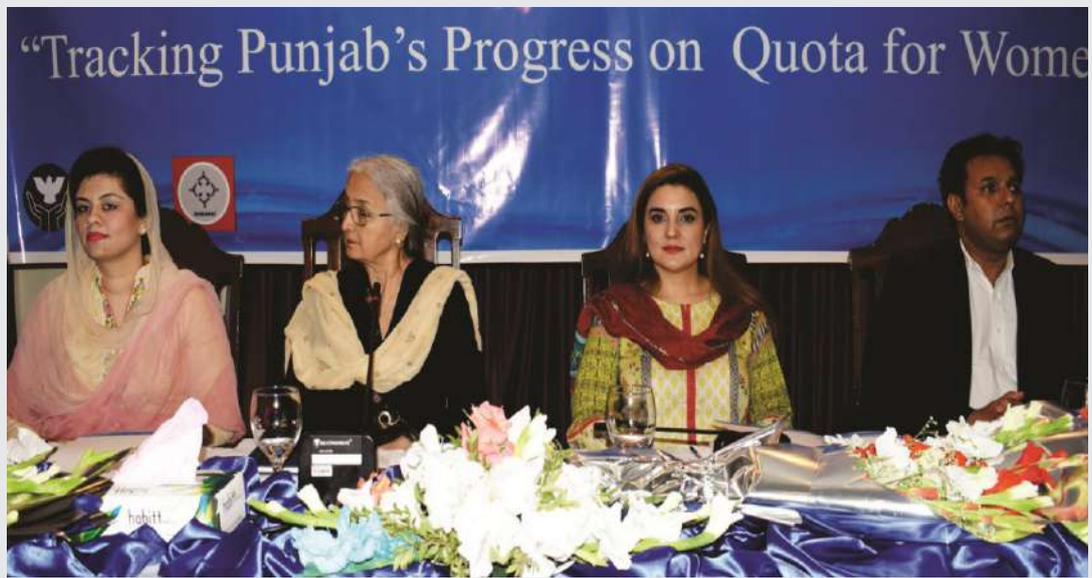
Federal Ombudsman with the Ambassadors, Team FOSPAH and Others



Cake Cutting Ceremony at FOSPAH's Independence Day Celebration

iii. Seminar on “Tracking Punjab's Progress on Job Quota for Women”:

A seminar titled 'Tracking Job Quota for the Women in Punjab' was held by Peace and Development Foundation (PDF) at Islamabad Hotel on 5th July 2018. While addressing the audience, the Federal Ombudsman urged the women to come out of the culture of silence and make their voices heard. Kashmala Tariq said that the office of FOSPAH is always ready to support the victims of harassment. She further said that as the issue of harassment is deeply ingrained in our society therefore, there is a dire need to join hands with all concerned to encourage women to speak out. The Ombudsman also informed the audience that FOSPAH has started working with several chambers of commerce and other relevant forums to improve the working environment for women at workplaces.



Federal Ombudsman Kashmala Tariq at the Seminar on “Tracking Punjab's Progress on Job Quota for Women”



Federal Ombudsman Kashmala Tariq while addressing the audience

iv. Seminar on “Gender equality and Empowering People to Maximize their Potential through International Mobility”:

Federal Ombudsman Kashmala Tariq was invited as a guest speaker by 'UK Immigration Solutions, Pakistan' at a seminar on “Gender equality and Empowering people to maximize their potential through international mobility” held on 27th October 2018 at Serena Hotel, Islamabad. While addressing the audience, she said that awareness precedes all kinds of empowerment as it sensitizes people especially women about their legal rights and duties. She further said that women comprise nearly half of the population and no real time development can take place without giving them their due share in education, economic development and enhancing their human capital. Furthermore, she added that after the enactment of Harassment Act 2010, it is the responsibility of every employer of an organization to ensure implementation of the Act i.e. formation of the internal inquiry committees and display of code of conduct at conspicuous place in their organizations.



Federal Ombudsman while addressing the seminar



Audience at the seminar



Secretary FOSPAH Agha M. Ali Abbas and other participants of the seminar

v. Team FOSPAH attended the “Consultation Session with women entrepreneurs for better policy and legislation - women's actions for better workplaces” at FPCCI, Capital Office, Islamabad:

The Federation of Pakistan Chamber of Commerce and Industry (FPCCI) and Islamabad Women Chamber of Commerce and Industry (IWCCI) invited FOSPAH to a "consultation session with women entrepreneurs for better policy and legislation- women's actions for better workplaces" at FPCCI Capital Office, Islamabad. President FPCCI Ghazanfar Bilour, in his welcome remarks, emphasized on the need of labor laws, women empowerment and their important role in the economic and social development of Pakistan. He also appreciated the efforts of Federal Ombudsman Kashmala Tariq, regarding raising awareness against harassment at workplace and informed that FPCCI will soon initiate relevant programs to sensitize its affiliated institutions. The Presidents of IWCCI and FPCCI assured to play their role in mobilizing the society for improved behaviour and value system.

Representative of FOSPAH Mehnoor Ahmad briefed the women entrepreneurs about the strategies that should be adopted to report harassment at workplace. She elaborated on the FOSPAH's online systems which include online complaint system, availability of information through social media & official website and hearing of the registered cases through video conferences. The representative further apprised that harassment is not confined to sexual harassment but also includes any demeaning attitude and inappropriate action at workplace.



Team FOSPAH with President FPCCI Ghazanfar Bilour, President IWCCI Rizwana Asif and Women Entrepreneurs

vi. FOSPAH Conducts Awareness Session at National University of Modern Languages (NUML), Islamabad:

FOSPAH conducted an awareness program and training session at National University of Modern Languages (NUML), Islamabad. Rector NUML Major General (Retd) Ziauddin, all heads of departments, lecturers and the students attended the event. Federal Ombudsman Kashmala Tariq apprised the audience about the nature and significance of gender sensitivity. She also shared her vision of creating a harassment free environment at work places. She urged the harassment victim to collect strong evidence against the harasser before filing a complaint. Ombudsman said that due to the awareness campaign launched by FOSPAH, a drastic increase in the number of complaints has been observed. While sharing some case studies related to workplace harassment, Kashmala Tariq highlighted that team FOSPAH is working hard to create awareness in the society and is reaching out to schools, colleges and universities. Rector NUML Major General (Retd) Ziauddin while addressing the audience highlighted the need to ensure gender equality at every level in an organization. He further stated that it is alarming that Pakistan ranks high on gender discrimination report for which a proactive approach needs to be adopted. In his concluding remarks, Major General (Retd) Ziauddin appreciated the hard work of the Federal Ombudsman and her team.



Federal Ombudsman Kashmala Tariq while addressing the audience



Federal Ombudsman presenting FOSPAH's crest to Rector NUML

vii. World Bank vowed to work with FOSPAH:

Federal Ombudsman Kashmala Tariq was invited by the World Bank as a guest speaker on “workplace ethics and harassment”. While addressing the audience, Kashmala Tariq spoke about different dimensions of women empowerment. She said that women overshadowing men in their performance in every spectrum of life. Furthermore, Federal Ombudsman said that, FOSPAH will initiate surprise visits of different organizations to check whether they have displayed Code of Conduct on Workplace Harassment at a prominent place in their organizations or not. The organizations failing to do so will be fined on the spot.

In his opening remarks the Country Director World Bank Mr. Illango said that the purpose of organizing this seminar is to economically empower disadvantaged and vulnerable individuals and groups. He further said that there is a need to find avenues to work on identifying the role of multilateral institutions, non-governmental organizations and the private sector in advancing rights and protection. He said that 43 percent workforce comprises of women in the World Bank. He also vowed to work with FOSPAH in future. Ms. Melinda, Operations Manager of World Bank, Pakistan also emphasized on having a close working liaison with FOSPAH to enhance gender sensitivity.



Participants at the session on “workplace ethics and harassment”



Federal Ombudsman presenting FOSPAH's crest to the Country Director World Bank Illango - Operations Manager Melinda Good and Secretary FOSPAH Agha M. Ali Abbas are also present

viii. Awareness seminar conducted by FOSPAH at Pakistan Institute of Medical Sciences (PIMS), Islamabad:

FOSPAH conducted an awareness program and training session at Pakistan Institute of Medical Sciences (PIMS). Dr. Amjad Mehmood Executive Director PIMS, Principal of FM&DC Islamabad, Principal College of Nursing, Principal College of Medical Technology, Chief Nursing Superintendent PIMS, Senior & Junior Doctors, Paramedics, Specialists and Heads of Departments attended the event. Federal Ombudsman, Kashmala Tariq shared her vision of creating a harassment free environment at workplaces and the provision of an enabling environment without any intimidation and discrimination.

Furthermore, FOSPAH Media Coordinator Ms. Mehnoor Ahmed and Advisor Owais Awan also shared presentation and case studies related to workplace harassment. PIMS appreciated FOSPAH's effort and assured that it will continue its training sessions on a quarterly basis. The seminar concluded with Q&A session.



Doctors, Nurses, Administrative Staff, Students and Team of FOSPAH



Federal Ombudsman Kashmala Tariq addressing the awareness seminar



Federal Ombudsman Kashmala Tariq along with Secretary FOSPAH Agha M. Ali Abbas, Executive Director PIMS Dr. Amjad Mehmood and PIMS Management

ix. Training Session on Complaint Management and Information System (CMIS) at FOSPAH, Head Office, Islamabad:

Mr. Sohail Ahmed, MIS Expert at Federal Ombudsman Secretariat for Mal-administration delivered the lecture on Complaint Management and Information System (CMIS) to the Team FOSPAH at Federal Ombudsman Secretariat for Protection Against Harassment, Head Office, Islamabad.



Training Session on the “Complaint Management and Information System”



Team FOSPAH while attending the Training Session

x. FOSPAH conducts awareness session at Quaid e Azam University (QAU), Islamabad:

Secretary FOSPAH Agha M. Ali Abbas chaired the awareness session at Quaid e Azam University (QAU), Islamabad to sensitize the faculty and students. All heads of departments, students and management of QAU attended the event. Secretary Ombudsman Secretariat Agha M. Ali Abbas addressed the audience and shared FOSPAH's vision of creating a harassment free environment at workplaces. Assistant Administrator at FOSPAH Maahnoor Khattak also elaborated on workplace ethics and harassment.



Students, Faculty members and Team of FOSPAH



Secretary FOSPAH Agha M. Ali Abbas while addressing the audience



Member Harassment Committee QAU Dr. Anila Akram presenting crest to Secretary FOSPAH

xi. Secretary FOSPAH Agha M. Ali Abbas addressed the workforce at United Nations High Commissioner for Refugees (UNHCR), Islamabad:

The Secretary apprised the audience regarding the working of FOSPAH and the targets achieved so far. He said that harassment at workplace is found both in developed and less developed countries. He further said that #MeToo movement has generated a lot of interest of men and women world wide on harassment matters. Accordingly, the issue of workplace harassment is being debated and looked in to as a major cause of declining mental health in women.



Secretary FOSPAH Agha M. Ali Abbas while addressing the seminar



Participants at the seminar

xii. Federal Ombudsman Kashmala Tariq at Civil Services Academy (CSA), Lahore as a guest speaker to address the fresh CSP Officers on gender equality and workplace harassment:



Federal Ombudsman Kashmala Tariq along with Zulfiqar Younas Director Common Training Programme(CTP),Civil Services Academy



Federal Ombudsman Kashmala Tariq while addressing the participants



CSP Officers and other participants at the seminar



Director CTP Zulfiqar Younas presenting shield to the Federal Ombudsman

xiii. Team FOSPAH with ILO at an awareness session on Mainstreaming Gender in Statistics:



Group photo of Team FOSPAH with the participants of the seminar

xiv. Federal Ombudsman Kashmala Tariq addressed the Brainstorming Session for Formulation of Gender Policy Framework at Higher Education Commission (HEC), Islamabad:

Federal Ombudsman Kashmala Tariq addressed the "Brainstorming Session for Formulation of Gender Policy Framework" conducted by NCSW at HEC Islamabad on 24th January 2019. Federal Ombudsman while sharing her views on harassment at workplace stated that, a major cause of harassment in universities is the semester system which makes the teachers/ faculty more powerful. The sexual harassment committees at university level are ineffective due to exceeding the stipulated time limit. She further contented that this issue of harassment can only be dealt with if we give confidence to people to share their experiences with friends, colleagues in order to create witnesses which will make their case stronger. Moreover, she emphasized that we should encourage gender balance, council students if they are harassed or troubled, ensure sexual harassment committees are working properly and to facilitate the organizations by training their trainees if they contact FOSPAH.

Chairperson National Commission on the Status of Women (NCSW) Khawar Mumtaz shared the objective of the session which was enlightening the listeners regarding gender discrimination and gender policy at academic and administrative level. Lt General (R) Mohammad Asghar, Executive Director (HEC) threw light upon the prevalent situation of enrollment of men and women at university level. In this regard he mentioned that the ratio of women as

compared to men in universities has drastically increased over the years but with this increase social constraints and social issues like harassment have also been amplified. He referred to some statistics that precisely 95% women believe that men get away with the charge of harassment easily and live a life free of charge. Most of the cases on harassment are not reported.

Some of the gender based issues raised by the participants were day care facility for working mothers, few women in upper hierarchy, treatment of women when they are pregnant, discrimination based on dressing, sexual harassment, pressure from parents & society, different pay scale for men and women for same post and the stereotypes that men possess higher IQ than women.



Federal Ombudsman Kashmala Tariq along with Executive Director (HEC) Lt. General (R) Mohammad Asghar and Chairperson (NCSW) Khawar Mumtaz



Federal Ombudsman Kashmala Tariq with Executive Director (HEC) Lt. General (R) Mohammad Asghar, Chairperson (NCSW) Khawar Mumtaz, Secretary FOSPAH Sajeela Naveed, Media Coordinator FOSPAH Mehnoor Ahmed and Others

xv. Federal Ombudsman Kashmala Tariq chaired the 1st Round Table Consultation on Sexual Harassment at Workplace:



Federal Ombudsman Kashmala Tariq at the 1st Round Table Consultation conducted by AGHS Legal Aid Cell at Faletti's Hotel, Lahore

xvi. Federal Ombudsman Kashmala Tariq briefed the senior civil and military bureaucrats on the laws, implementation and the role of FOSPAH:



Federal Ombudsman Kashmala Tariq along with senior civil and military bureaucrats at Lahore Defence Club

xvii. Federal Ombudsman Kashmala Tariq addressed the “National Women’s Day Celebrations” at Lok Virsa, Islamabad:

Federal Ombudsman Kashmala Tariq was invited as the Chief Guest on the "National Women’s Day Celebrations" at Lok Virsa Islamabad on 12th February 2019. Executive Director Lok Virsa Shahira Shahid, National Commissioner for Human Rights Ch. Muhammad Shafique, Chairperson Pakistan Organization for Development Advocacy (PODA) Zareena Salamat and Executive Director PODA Kokab Jahan also attended the event.

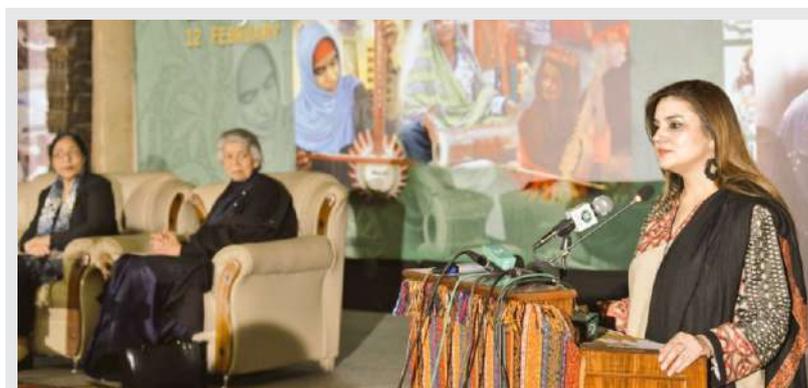
While addressing the audience Kashmala Tariq emphasized on the importance of women in formal and informal sectors. Moreover, she talked about the contribution of women towards the rising economy of Pakistan. She also threw light on the efforts and struggle of the women in the past such as Hazrat Khadejah (R.A). She also stated that women working in informal sectors such as agriculture should also be included within the ambit of workforce and workplace. She emphasized on the need for proper training of young girls. Furthermore, she laid down the guidelines regarding filing of a complaint at FOSPAH and its advantages that it is a speedy and a cost-effective process. She shared her thoughts regarding the importance of Federal Ombudsman in our society that how this organization is trying to counter the issues of harassment and on this point, she emphasized the need of training sessions in universities, colleges and other academic departments.



Federal Ombudsman Kashmala Tariq looking at the "Exhibition of Women Artisans-at-Work"



Folk musical performance by young woman artist



Federal Ombudsman Kashmala Tariq while addressing the audience

xviii. Federal Ombudsman Kashmala Tariq addressed the policy consultation on “Enhancing Democratic Inclusion and Strengthening Representation - Empowering Citizens”:



Federal Ombudsman Kashmala Tariq while addressing the audience on workplace ethics and harassment



Participants at the policy consultation on “Enhancing Democratic Inclusion and Strengthening Representation - Empowering Citizens”

xix. Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) hosted an event on International Women's Day at President Secretariat, Islamabad:

The Honorable President of Islamic Republic of Pakistan Dr. Arif Alvi was the chief guest of this vibrant event, the attendance of Syed Ali Haider Zaidi Federal Minister for Maritime Affairs, Zartaj Gul Minister of State for Climate Change, 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 hybrid for the betterment of whole society.

The Honorable President of Islamic Republic of Pakistan Dr. Arif Alvi shared his views on harassment at workplace and appreciated Federal Ombudsman Kashmala Tariq for her efforts in this regard. He stressed on the rights of women especially the inheritance rights in remote areas. 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 our society is still unable to espouse these essential teachings of Islam.



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



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



Participants of the International Women's Day celebrations

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 women are performing extraordinary in all sectors and in recent years almost 40% of CSP officers are women. She further stated that this day is recognized for the achievement of great women without any regard to divisions whether national, ethnic, linguistic, cultural, economic or political.

While addressing all the speakers, she 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.

A performance at the end of evening by the group of young girls from Lok Virsa, depicting all the cultures through their attires added more colours to the event.



Federal Ombudsman Kashmala Tariq addressing the audience



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



Minister of State for Climate Change Zartaj Gul addressing the audience



Federal Minister for Maritime Affairs Syed Ali Haider Zaidi addressing the audience



Honorable President of Pakistan Dr. Arif Alvi, First Lady Begum Samina Alvi, Federal Ombudsman Kashmala Tariq and Minister of State for Climate Change Zartaj Gul



Celebrating International Women's Day with Honorable President Dr. Arif Alvi, First Lady Begum Samina Alvi, Federal Ombudsman Kashmala Tariq, Federal Minister for Maritime Affairs Syed Ali Haider Zaidi, Minister of State for Climate Change Zartaj Gul and Others at President Secretariat, Islamabad



Honorable President of Pakistan Dr. Arif Alvi with Federal Ombudsman Kashmala Tariq, Minister of State for Climate Change Zartaj Gul, Young women artists from Lok Virsa and Others

xx. Federal Ombudsman Kashmala Tariq along with Federal Minister for Maritime Affairs Syed Ali Haider Zaidi, Ambassadors of Kazakhstan Barlybay Sadykov & Tajikistan Sherali Jononov:



H.E Ambassador of Kazakhstan, Barlybay Sadykov, H.E Ambassador of Tajikistan Sherali Jononov, Federal Minister for Maritime Affairs Syed Ali Haider Zaidi and Others with Federal Ombudsman

xxi. Information Minister of Saudi Arabia Dr. Awwad Bin Saleh Al Awwad with Federal Ombudsman, Federal Ministers for Information & Broadcasting Fawad Ch. and Religious Affairs Noor-ul-Haq Qadri:



Information Minister of Saudi Arabia Dr. Awwad Bin Saleh Al Awwad with Federal Ombudsman Kashmala Tariq



Federal Ombudsman Kashmala Tariq with Federal Ministers for Information & Broadcasting Fawad Chaudhry and Religious Affairs Noor-ul-Haq Qadri

xxii. Honorable President of Islamic Republic of Pakistan Dr. Arif Alvi with Federal Ombudsman Kashmala Tariq at President Secretariat, Islamabad:



Federal Ombudsman Kashmala Tariq sharing FOSPAH's vision with Honorable President of Pakistan Dr. Arif Alvi

xxiii. Federal Ombudsman sharing FOSPAH's work for the elimination of all forms of harassment at workplaces with Hon. Chief Justice of Pakistan Mian Saqib Nisar at President Secretariat, Islamabad:



Honorable Chief Justice of Pakistan Mian Saqib Nisar with Federal Ombudsman Kashmala Tariq

xxiv. Federal Ombudsman Kashmala Tariq celebrated International Women's Day at Rawalpindi Chamber of Commerce and Industry (RCCI):

The Federal Ombudsman for Protection Against Harassment Kashmala Tariq was invited as the Chief Guest on the event. Addressing a function in connection with world women day at the Rawalpindi Chamber of Commerce and Industry (RCCI) on 19th March 2019, she said women should be aware of their rights and they should not tolerate the injustices done to them. She said that education for women is very vital so that they can stand with men equally and can contribute to the country's economic development. She further said that all the institutions, offices and organizations should have indoor harassment committees and added that organizations must report their status of compliance with the workplace harassment law. She said that it's not only sexual harassment that be reported to FOSPAH, she added that using mobile phones to intimidate or stalk others, sending unwanted or unwelcoming messages including Good Morning messages through social media like Facebook, Twitter, Whatsapp or Instagram falls under the harassment.

She lauded RCCI efforts for promoting women entrepreneurship and added that these women playing a remarkable in the economic uplift of the country. Women are coming out of the taboos and social bars and now we can see professionals in different sectors other than conventional sectors like IT, Air Force and board members at corporate levels. She stressed on gender equality and asked participants to bring awareness among fellow members with respect to workplace harassment.



Federal Ombudsman Kashmala Tariq while addressing the audience at RCCI



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

xxv. 20th meeting of the Forum of Pakistan Ombudsman in Karachi:

The Federal Ombudsman for Protection against Harassment Kashmala Tariq attended the 20th meeting of the Forum of Pakistan Ombudsman (FPO) in Karachi. Federal Ombudsman for Mal-administration Syed Tahir Shahbaz, Federal Tax Ombudsman & President FPO Mushtaq Ahmad Sukhera and other Federal and Provincial Ombudsmen also attended the meeting.



Federal Ombudsman Kashmala Tariq with Federal Ombudsman for Mal-administration Syed Tahir Shahbaz and other Federal and Provincial Ombudsmen



Group Photo of the Federal Ombudsman Kashmala Tariq along with Federal Ombudsman for Maladministration Syed Tahir Shahbaz, Federal Tax Ombudsman & President FPO Mushtaq Ahmad Sukhera and other Federal and Provincial Ombudsmen at 20th Meeting of FPO in Karachi.

xxvi. Federal Ombudsman Kashmala Tariq addressed the audience at Diversity & Inclusion Benchmarks Awards and Conference 2019:

Annual D&I conference awards held at Marriott Hotel Karachi. Federal Ombudsman for Protection against Harassment Kashmala Tariq was invited as the Chief Guest. Awards were organized by Diversity Hub Pakistan being led by Zahid Mubarik, CEO HR Metrics.

Leading business and HR executive discussed industry best practices on Diversity & Inclusion. Other speakers included Shazad Dada CEO Standard Chartered Bank (Pakistan) Limited, Feroz Rizvi CEO Pakistan Institute of Corporate Governance, Lene Gaathaug Chief People Officer Telenor Pakistan, Nariman Qureshi Head of Talent & Development South Asia British Council, Madiha Khalid Head HR Shell Pakistan and Alia Zafar HR Advisor.

In the end, Federal Ombudsman Kashmala Tariq presented the awards among the winning organizations.



Federal Ombudsman Kashmala Tariq with CEO HR Metrics Zahid Mubarik and other best performance award winners



Federal Ombudsman Kashmala Tariq distributing shields among the winners



Group photo of the Federal Ombudsman Kashmala Tariq with Shahzad Dada CEO Standard Chartered Bank (Pakistan) Limited, Syed Abdul Fazal Rizvi CEO Sindh Engro Coal Mining Company, Aly Taseer Director Human Resources Pakistan Tobacco Company, Lene Gaathaug Chief People Officer Telenor Pakistan and best performance award winners for achieving Sustainable Development Goals on Diversity & Inclusion Benchmarks.

xxvii. Federal Ombudsman Kashmala Tariq visited FPCCI, Capital Office, Islamabad:

Federal Ombudsman Kashmala Tariq meeting with Malik Sohail Chief Coordinator FPCCI, Mr. Qurban Ali Vice President FPCCI, Mr. Ijaz Khan VP FPCCI and Others at FPCCI Capital House, Islamabad. Federal Ombudsman discussed about the joint collaboration between FOSPAH and FPCCI for opening help desks in chambers all over the country.



Federal Ombudsman Kashmala Tariq with Malik Sohail Chief Coordinator FPCCI, Qurban Ali Vice President FPCCI and Ijaz Khan Vice President FPCCI



Group photo of the Federal Ombudsman Kashmala Tariq at FPCCI Capital House, Islamabad

xxviii. Federal Ombudsman Kashmala Tariq Inaugurated the "Solo Exhibition of Paintings - PENSIVE NATURE" at National Art Gallery, Pakistan National Council of the Arts (PNCA), Islamabad:

Pakistan National Council of the Arts (PNCA) arranged an exhibition of Dr. Masooma Abbas titled as "Pensive Nature". The event was inaugurated by the Chief Guest, Kashmala Tariq Federal Ombudsman for Protection against Harassment (FOSPAH). On looking at the work of Dr. Masooma Abbas she admired the use of nature as a metaphor defining life and its transition taking refuge in colors.



Federal Ombudsman Kashmala Tariq Inaugurating the "Solo Exhibition of Paintings - Pensive Nature" at National Art Gallery, PNCA, Islamabad



Federal Ombudsman Kashmala Tariq looking at the exhibition



Federal Ombudsman Kashmala Tariq cutting cake at the exhibition

xxix. Federal Ombudsman Kashmala Tariq addressed the International Scientific Conference organized by Society of Obstetricians & Gynecologists of Pakistan (SOGP):



Federal Ombudsman Kashmala Tariq along with General Shehla Baqai, Dr. Ghazna, and Dr. Ayesha Shaukat at International Scientific Conference, Lahore

xxx. Federal Ombudsman Kashmala Tariq addressed the convocation ceremony as a keynote speaker held in The Millennium Universal College (TMUC), Islamabad:

The Millennium Universal College (TMUC) H-11/4, Islamabad organized the Graduation Ceremony of University of Hertfordshire (UH), and BTEC Pearson (UK) students to honor the hard work of the graduates, faculty and staff on 2nd May 2019. The ceremony held in the TMUC Islamabad Auditorium, was an effort to celebrate and acknowledge the hard work of graduating Business, Fashion, Computing, Hospitality and Media students.



Federal Ombudsman Kashmala Tariq while addressing the audience at TMUC, Islamabad

Federal Ombudsman for Protection against Harassment Kashmala Tariq graced the occasion as the Chief Guest. Head of Academics Mr. Faisal Mehmood and marketing manager University of Hertfordshire Mr. Akif Khan also attended the ceremony as guests of honor .

Founder & Chief Executive TMUC Pakistan, Chaudhry Faisal Mushtaq TI, in his opening speech, congratulated the proud parents of the graduating batch while applauding the efforts of the TMUC staff and faculty.

In the end, Chief Guest Federal Ombudsman Kashmala Tariq congratulated CEO Faisal Mushtaq on offering quality international education to the youth in Pakistan while advising the students to believe in the choices they make for their future. She congratulated the young Millennials by saying, “You have demonstrated resilience, determination, perseverance, organization and succeeded with one of the most rigorous programmes in the world”. She also distributed the degrees and awards among the graduating students.



Federal Ombudsman Kashmala Tariq addressing the audience

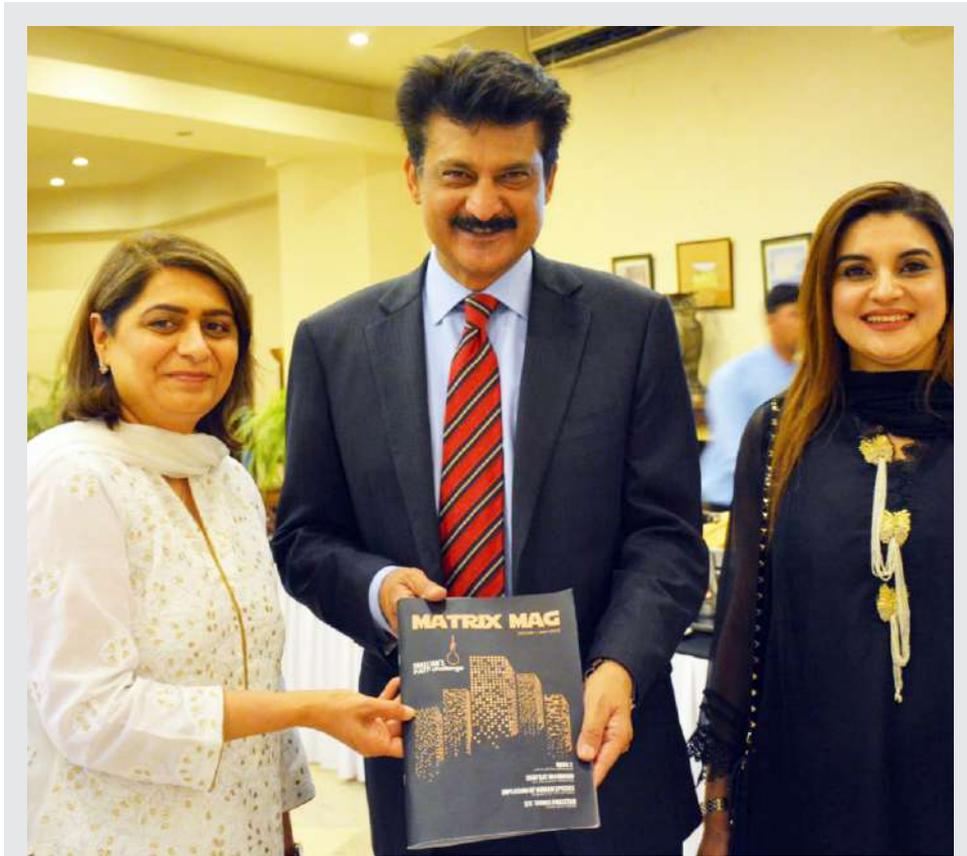


Federal Ombudsman Kashmala Tariq distributing degrees among the graduating students



Group Photo of the Federal Ombudsman Kashmala Tariq with Founder & Chief Executive TMUC Pakistan Chaudhry Faisal Mushtaq TI and Others

xxxi. Federal Ombudsman Kashmala Tariq at the CRSS Annual Iftar-Dinner and the launching of Matrix Magazine:



Federal Ombudsman Kashmala Tariq along with Senator Dr. Shahzad Waseem at the launching ceremony of the Matrix Magazine



Group photo of the Federal Ombudsman Kashmala Tariq with Executive Director CRSS Imtiaz Gul, Program Director CRSS Aized Ali, Senator Shahzad Waseem and Others at Islamabad Club

xxxii. Federal Ombudsman Kashmala Tariq with the Ambassadors of different countries and sharing FOSPAH's efforts in combating workplace harassment:



H.E Ambassador of Azerbaijan Mr. Ali Alizada, Deputy HOM Russia Mr. Vladimir L. Berezyuk and Others with Federal Ombudsman Kashmala Tariq

xxxiii. Federal Ombudsman Kashmala Tariq with the Ambassador of Japan at the exhibition:



H.E Ambassador of Japan Kuninori Matsuda with Federal Ombudsman Kashmala Tariq



Federal Ombudsman Kashmala Tariq looking at the exhibition



Federal Ombudsman Kashmala Tariq with Mrs. Ghada Yacoub

xxxiv. Federal Ombudsman Kashmala Tariq attended the seminar on "Winning Work Culture - The Science of People at Work" held at Pakistan Television (PTV) Training Academy, Islamabad:



Federal Ombudsman Kashmala Tariq addressing the seminar held at PTV Training Academy, Islamabad



Federal Ombudsman Kashmala Tariq along with Controller Trainings PTV Kanwal Masood and other participants of the seminar

4.2 Steps taken by Federal Ombudsman Secretariat Regional Office Karachi to create awareness and implementation of the Harassment Act 2010:

Besides the proceedings of Harassment Complaints, the Regional Office Karachi remained engaged in spreading awareness by way of sending letters, holding meetings and conducting awareness seminars at different institutions. The Regional Commissioner remained engaged in meetings with various departmental heads and officials of different organizations for the possible coordination. Regional Commissioner also delivered lectures via multimedia presentation for providing comprehensive brief on the working of FOSPAH and the law of Protection Against Harassment Act, 2010. Details of some of the events are provided below:

i. Regional Commissioner Karachi addressed the awareness seminar at Hamdard Medical University, Karachi:

A presentation on Harassment Act 2010 was given by the Regional Commissioner (RC) FOSPAH Regional Office Karachi Mehmood Sikandar. The RC Karachi later responded to the questions raised by the faculty, students and the management of the University.



Participants on the awareness seminar at Hamdard Medical University, Karachi

ii. Awareness seminar at Greenwich University, Karachi:



Regional Commissioner FOSPAH, Regional Office Karachi
Mehmood Sikandar while addressing the audience



Group photo of the RC Karachi with the participants of the awareness seminar

iii. Awareness seminar at Bahria University, Karachi:

Regional Commissioner (RC) FOSPAH Regional Office Karachi addressed the awareness session at Bahria University Karachi. All heads of departments (HoDs), lecturers, other faculty members and the students attended the event. A multimedia presentation on the Protection Against Harassment at Workplace Act 2010 was delivered by the Regional Commissioner Karachi and the answers to the questions raised by the participants were also given.



Regional Commissioner FOSPAH, Regional Office Karachi Mahmood Sikandar addressing the audience



HoDs, Lecturers, Students and other faculty members at the seminar

iv. Awareness seminar at Police and Special Branch:



Regional Commissioner FOSPAH Karachi Mahmood Sikandar addressing the audience

v. Awareness seminar at COMMECS College, Karachi:



Regional Commissioner FOSPAH Regional Office Karachi Mehmood Sikandar addressing the audience



Regional Commissioner FOSPAH RO Karachi Mehmood Sikandar, Assistant Registrar Faryal Sheikh and Others at COMMECS College, Karachi

vi. Awareness seminar at Dawood University, Karachi:



Regional Commissioner FOSPAH RO Karachi Mehmood Sikandar addressing the audience

4.3 Steps taken by the Federal Ombudsman Secretariat Regional Office Peshawar to create awareness and implementation of the Harassment Act 2010:

For creating awareness among the workforce belonging to Peshawar region, the Regional Commissioner FOSPAH Regional Office Peshawar Bashir Ahmed attended several awareness seminars. The Regional Commissioner briefed the participants of the awareness seminars about the legal implications of Harassment Act 2010 and the working of FOSPAH. Details of some of the events are provided below:

i. Regional Commissioner Peshawar addressed the awareness seminar at Bacha Khan University, Peshawar:

Regional Commissioner FOSPAH Regional Office (RO) Peshawar Bashir Ahmed was invited by the Bacha Khan University Charsadda (BKUC) to talk on the workplace harassment. Administration, all heads of the departments, faculty members and the students of the university participated in the seminar.



Regional Commissioner FOSPAH RO Peshawar Bashir Ahmed while addressing the audience



Group Photo of the Regional Commissioner FOSPAH RO Peshawar Bashir Ahmed with the Vice Chancellor BKUC, Registrar BKUC and other Faculty members of the BKUC

ii. FOSPAH Regional Commissioner addressed the awareness session at United Nations High Commission for Refugees (UNHCR) Sub Office, Peshawar:

Regional Commissioner FOSPAH RO Peshawar Bashir Ahmed delivered a lecture on “Gender Sensitivity and Workplace Harassment” at United Nations High Commission for Refugees (UNHCR) Sub-Office, Peshawar.



Regional Commissioner FOSPAH RO Peshawar Bashir Ahmed addressing the audience



Group Photo of the Regional Commissioner FOSPAH RO Peshawar Bashir Ahmed with Operation Coordinator UNHCR Peshawar Ms. Kiran Kaur and Others

MEDIA GALLERY OF FOSPAH



**WOMEN ARE THE REAL ARCHITECTS
OF SOCIETY**

CHAPTER NO. 05

5.1. Some workplace harassment complaints judgements as published in media

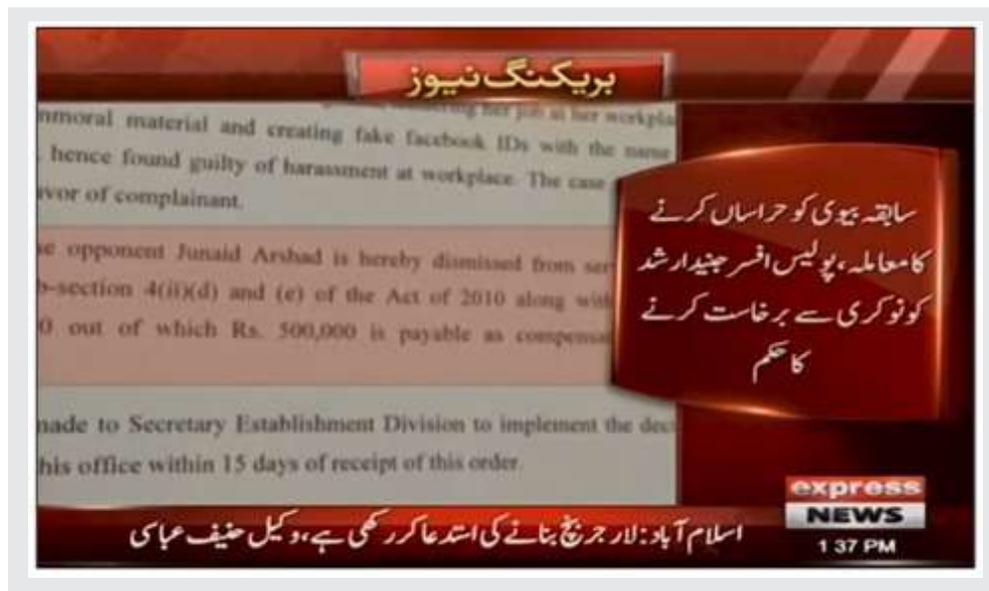
i. Bahria College Islamabad:

Federal Ombudsman Kashmala Tariq ordered that the college professor accused of sexually harassing female students at Bahria College Islamabad be dismissed from service. In her decision on 17th September 2018, authorities were directed to immediately remove the accused professor from his service and a fine of Rs. 200,000 was also imposed.



ii. Police Department:

Federal Ombudsman decided the workplace harassment case on 19th September 2018 with the directions of dismissal from service along with a fine of Rs. 1,000,000 out of which Rs. 500,000 is payable as compensation to the complainant. The opponent was a former police officer who had been harassing his ex-wife at her workplace.

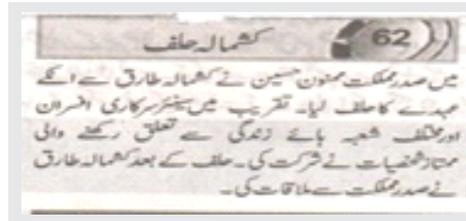


iii. Islamabad Club:

Federal Ombudsman for Protection Against Harassment Kashmala Tariq conducted an investigation after an appeal was filed by the victim. In her decision on 19th September 2018, Islamabad Club administration was directed to immediately remove a member of its managing committee from his post. The club was told to restore the female employee while a fine of one million rupees was also imposed, half of which was to be awarded as compensation to the victim. Further, penalty of Rs. 100,000 for not having a working anti-harassment committee under the 'Protection Against Harassment of Women at the Workplace Act 2010' was also imposed on Islamabad Club.



5.2. FOSPAH Media Gallery



28th February 2018 "ROZNAMA EXPRESS"

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'More than 60pc of workplaces in capital are violating labour laws'

30pc private firms, 40pc public organisations and all industrial units do not comply with workplace harassment law, study says

By Asma Kundi

ISLAMABAD: More than 60pc of workplaces in the federal capital are violating labour laws, according to a survey conducted by the Working Women's Alliance, the results of which were shared during a convention on Tuesday.

The alliance has monitored various workplaces in public, private and industrial sectors and has interviewed some 250 women.

The study has found that working women are the most affected by the non-compliance of labour laws.

The alliance is being facilitated by the Trust for Democratic Education and Accountability under its project called Women Action for Better Workplaces and is funded by the Dutch embassy.

According to the study, 40 pc private organisations, 70pc public organisations and all industrial organisations do not comply



FEDERAL Ombudsperson for Harassment at Workplaces Kashmala Tariq speaks at the convention on Tuesday. — Online

with the workplace harassment act of 2010.

Approximately 30pc of private organisations violate the Maternity Benefits Act and women are not paid maternity benefits in any form. There are no washroom facilities in at least 20pc of public organisations and 10pc of private organisations, the study says.

There are no arrangements for day care centres in 85pc of workplaces.

The alliance has prepared a charter of demands which it will

present to the relevant stakeholders which include the formation of sexual harassment committees in all workplaces, that if these committees exist they should be made functional, the effective implementation of maternity benefits act and for those violating the laws to be penalised. It calls for the provision of separate washrooms for women and day care centres.

In her keynote address, federal ombudsperson for harassment at workplaces, Kashmala Tariq said

the office of the ombudsperson is open to the public and that her office addresses complaints within 60 days of filing.

Pakistan Tehreek-i-Insaf's Dr Firdous Ashiq Awan said there is need for upholding socio-cultural and religious values which stress on respect for women.

"The empowerment of women is key for the development of any nation. These days, wars are not fought on the battle grounds but through economic indicators and therefore we must not exclude 52pc of our workforce from the economic war," she said.

She said a conducive environment will help women perform better in workplaces and contribute more to the economic development of the country.

An entrepreneur from Rawalpindi who was attending the event told Dawn that she started a stitching centre on a very small scale as she did not have funds.

She says she found it difficult to start a business with her disability, as she does not have use of her legs, but she had to work in order to help her husband, who is a daily wage worker, with the household expenses.

"Days where I have to visit markets to buy material are the worst for me as I face so much harassment in public transport," she said.

7th March 2018 "DAWN NEWSPAPER"



ہراسیت کے چیلنج سے نمٹنے کیلئے اقدامات کئے جا رہے ہیں، کشمالہ طارق

اسلام آباد (جنگ نیوز) وفاقی محتسب برائے خواتین کشمالہ طارق نے کہا ہے کہ ہراسیت کے چیلنج سے نمٹنے کیلئے اقدامات کئے جا رہے ہیں۔ خواتین کے حقوق اور تحفظ کیلئے کام کرنے والی تنظیموں کا ساتھ دیا جائیگا۔ ان خیالات کا اظہار انہوں نے فیبرسٹریٹیجی کی ایگزیکٹو ڈائریکٹر ملیحہ حسین سے اپنے آفس میں ملاقات کرتے ہوئے کیا۔ انہوں نے کہا کہ خواتین کیلئے ہر قسم کی ہراسیت کا نوٹس لیا جائیگا۔ اس موقع پر ملیحہ حسین نے خواتین محتسب کونووزیہ سعید کی کتاب بھی پیش کی۔



ملیحہ حسین، کشمالہ طارق کونووزیہ سعید
کی کتاب پیش کر رہی ہیں

29th March 2018 "ROZNAMA JANG"

Harassment-free work environment to be ensured: Fed Ombudsperson

INTERNATIONAL
THE NEWS

Islamabad: Ombudsperson on Protection from Harassment Kashmala Tariq on Friday said the government is striving to ensure harassment-free and a more dignified work environment in the government and private institutions.

All the people have the right to be treated with dignity, respect and courtesy free from bullying, harassment, discrimination and victimisation, she said. Inappropriate behaviour is destructive to the individuals and organisations and we will ensure a working environment where all employees feel safe, valued and recognised. She said while talking to Syed Mazhar Ali Nasir, acting president FPCCI.

ICCI President Sheikh Amir Waheed, former president FPCCI Zubair Ahmed Malik and Chairman Coordination FPCCI Malik Sohail Hussain and others were also present on the occasion.

Ms Tariq said that everyone has the right to be treated with dignity and respect otherwise the organizations may face increased sickness and absenteeism, deterioration in performance, low motivation, loss of confidence, lower productivity, de-motivation, and increased cost of doing business.

Ms Tariq and Mr Nasir agreed to sign MoU to improve the working environment in various organisations and hold seminars in Karachi, Lahore and Islamabad. All the issues related to harassment whether victim is a woman or a man will be taken up if any such case is reported to the FPCCI, Kashmala Tariq said.

Syed Mazhar Ali Nasir also lauded the initiatives of the office of Ombudsperson on Protection from Harassment ensuring the full cooperation of the business community of Pakistan. FPCCI will circulate the related information among all the business chambers and trade associations, he added.

Malik Sohail Hussain said that harassment at work is more prevalent than many people believe. Therefore, every organisation should work to ensure that they replace inappropriate behaviour with positive behaviour.

29th March 2018 "THE NEWS"

THE EXPRESS
TRIBUNE



SEXUAL HARASSMENT

Now people are seeking justice which is a positive sign

Federal Ombudsperson Kashmala Tariq

15th October 2018 "EXPRESS TRIBUNE"



NEVER GIVE UP

The real test of strength is persistence and resilience

Anti-harassment Ombudsperson Kashmala Tariq

29th December 2018 "EXPRESS TRIBUNE"



WISE WORDS

Harassment can be of many types but don't forget to raise your voice

Federal Ombudsperson Kashmala Tariq

3rd February 2019 "EXPRESS TRIBUNE"

INTERNATIONAL
THE NEWS

Thursday, 29th March 2018

Islamabad First priority of the Federal Ombudsperson for Protection against Harassment of Women at Workplace Act, 2010, Kashmala Tariq, is to raise awareness among people on the issue and the law against harassment.

She shared the steps undertaken by the Federal Ombudsperson in a meeting with a delegation of Mehergarh, an organisation already working on the implementation and awareness of the law.

Kashmala Tariq is third Federal Ombudsperson for Protection against Harassment of Women at Workplace Act, 2010. The first one was Justice Mussarat Hillali and the second one Justice Yasmeen Abbassi.

Kashmala said that she has already sent out letters to different organisations regarding their status of compliance with the workplace harassment law. In her first three weeks of office, she has fined Rs100,000 to Shaheen Airlines for non-compliance with the harassment law.

Federal Ombudsperson said that there is already a camp office in Peshawar, since the Provincial Ombudsperson has not yet been appointed. She intends to open another camp office in Gilgit-Baltistan, who have extended the law to their province but have no appointed the provincial ombudsperson yet. She said that awareness among employees about the issue and the law should be a priority of all organizations after completing all the requirements of compliance.

Executive Director of Mehergarh Maliha Husain shared a presentation with the Ombudsperson showing the status of countrywide implementation, accomplishments and challenges being faced. Kashmala Tariq assured her support in addressing the challenges. She also appreciated the idea of having a Federal Implementation Watch Committee to facilitate and monitor the implementation and make the federal area a model for the rest of the country.

29th March 2018 "THE NEWS"



ہر شخص کو صاف ستھرے ماحول میں کام کرنے کا حق ہے، کشمالہ طارق

سرکاری ونجی اداروں میں کام کرنے والوں کو ہراساں کرنے کی اجازت نہیں دی جائیگی
اسلام آباد (نامہ نگار) وفاقی محتسب برائے انسداد ہراسیت کشمالہ طارق نے کہا ہے کہ حکومت سرکاری اور نجی اداروں
میں کام کرنے والوں کو باعزت اور باوقار ماحول فراہم کرنے کیلئے کوشاں ہے، کسی کو بھی ملازم یا ساتھ کام کرنے والے کو
ہراساں کرنے کی اجازت نہیں دی جائے گی، ہر شخص کو صاف ستھرے ماحول میں عزت نفس کے ساتھ کام کرنے کا پورا حق
حاصل ہے۔ وہ ایف پی سی آئی کے قائم مقام صدر سید مظہر علی ناصر سے ملاقات کے دوران گفتگو کر رہی تھیں۔ اس موقع
پر اسلام آباد چیئرمین کے صدر عامر وحید، ایف پی سی آئی کے سابق صدر ملک زبیر، ملک سہیل اور دیگر بھی موجود تھے۔ اس
موقع پر کشمالہ طارق اور سید مظہر علی ناصر نے مفاہمت کی یادداشت پر دستخط کرنے پر اتفاق کیا جس کے تحت کراچی، لاہور
اور اسلام آباد میں سیمینار کروائے جائیں گے۔

21st April 2018 "ROZNAMA DUNYA"



سی آرایس ایس اور وفاقی محتسب

میں خواتین کو ہراساں کرنے کیخلاف ملکر کام کرنے کے معاہدے پر دستخط
اسلام آباد (سیاسی رپورٹر، نمائندہ خصوصی) سینئر فار ریسرچ اینڈ سیورٹی سٹڈیز اور وفاقی محتسب برائے انسداد
ہراسیت کے مابین خواتین کی ہراسیت کے خلاف مل کر کام کرنے کیلئے مفاہمت کی یادداشت پر دستخط کئے، اس
تقریب کا انعقاد اسلام آباد کلب میں ہوا۔ اس موقع پر کشمالہ طارق وفاقی محتسب برائے ہراسیت نے کہا کہ سی آ
ایس ایس اور وفاقی محتسب کی مشترکہ کوششوں سے عوام الناس کو فائدہ پہنچے گا اور صنفی مساوات، امتیازی سلوک، برابری
کی بنیاد پر مواقع اور انصاف کی فراہمی پر کام کیا جائے گا۔ اس ملاقات کے اختتام پر کشمالہ طارق نے اپنے خیالات
کا اظہار کرتے ہوئے بتایا کہ انسداد ہراسیت قانون مارچ 2010 میں نافذ کیا گیا جس کے تحت کام کے مقام اور
عوامی مراکز میں خواتین کو ہراساں کرنے کو جرم قرار دیا گیا۔

1st June 2018 "ROZNAMA DUNYA"

Epaper Date:



FOUNDED BY QAUID-I-AZAM MOHAMMAD ALI JINNAH



Thursday
May 17, 2018
Pakistan, 1, 2018
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FPCCI signs anti-harassment MoU

KARACHI: The Federation of Pakistan Chambers of Commerce and Industry (FPCCI) and Federal Ombudsperson on Wednesday inked a Memorandum of Understanding (MoU) for close cooperation, protection of women at workplace and implementation of anti-harassment laws in trade, industry and environment sector.

In this regard, Federal Ombudsperson on Harassment of Women at Workplaces Kashmala Tariq held a meeting with FPCCI senior vice president Syed Mazhar Ali Nasir and other office bearers.

—Staff Reporter

17th May 2018 "DAWN"



مختبب انسداد ہراسیت برائے خواتین کشمال طارق اور ایف آئی اے میں ایم او یو پر دستخط کے بعد معاہدے کو دیکھ رہے ہیں

وفاقی مختبب انسداد ہراسیت خواتین اور ایف آئی اے میں ایم او یو پر دستخط

ایف آئی اے سائبر ونگ خواتین کیساتھ بدسلوکی واقعات کی تحقیقات کریگا، کشمال طارق

اسلام آباد (خصوصی نامہ نگار) وفاقی مختبب برائے انسداد ہراسیت خواتین اور ایف آئی اے کے مابین ایم او یو پر دستخط ہو گئے جس کے ذریعے ایف آئی اے سائبر ونگ خواتین کیساتھ بدسلوکی کے واقعات کی تحقیقات کریگا، اس موقع پر خطاب کرتے ہوئے وفاقی مختبب برائے انسداد ہراسیت کشمال طارق اور ڈی جی ایف آئی اے بشیر میمن نے کہا سمجھوتے کا مقصد خواتین کیلئے بہتر ماحول کی فراہمی ہے تاکہ خواتین اعتماد کیساتھ ملک کی سماجی اور معاشی ترقی میں کردار ادا کر سکیں، انہوں نے کہا مقاصد کے حصول کیلئے وفاقی مختبب اور ایف آئی اے ملکر کام کریں گے، بعد ازاں کشمال طارق نے مہمانوں کے اعزاز میں افطار ڈنر کا اہتمام کیا، اٹلی، آذربائیجان، تاجکستان، تاجکستان، ترکمانستان اور شام سمیت دیگر ملکوں کے سفیر، اعلیٰ حکام اور شخصیات نے شرکت کی، حقوق انسانی کوشترقیق چوہدری نے کہا ایف آئی اے اور وفاقی مختبب کے مابین ایم او یو خوش آئند ہے اس سے خواتین کے حقوق کا موثر دفاع ہو سکے گا۔

19th June 2018 "ROZNAMA JANG"



Thursday. On Fri- children across the being asked to for Grenfell" to anniversary, and or local charities. being asked to ctivities and pho- media, using the enForGrenfellDa. big rally was also mark the first an- Grenfell Tower. der Jeremy Cor- r of London Sid- and much more ate in the event.

his client, and the case is liable to be dismissed to his extent.

the bank accounts he opened in his name. At the relevant time, miss this application. Court then reserved decision in this matter.

MoU for cyber security inked

Federal Ombudsperson Kash- mala Tariq signed an MoU with Cyber Crime Cell, FIA at Mariano Golf City, here, says a press release.

Federal Ombudsperson for protection against Harassment at Workplace, Kashmala Tariq hosted an 'Iftar' dinner at Mar- iano Country Club, Bahria Golf City, Islamabad.

A number of guests which included ambassadors, mili- tary and civil officers, political figures and other stakeholders were present. Federal Ombudsperson apprised the audi- once about the nature and sig- nificance of her work. She also shared her vision of creat- ing a harassment free environ- ment at work places and provided an enabling environ- ment to realise one's poten- tial without intimidation of any sort.

MoU for cyber security inked

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19th June 2018 "THE NEWS"

جنگ

ہراسیت سے پاک ماحول فراہم کیا جانا خوش آئند ہے، سردار مسعود خان

اسلام آباد (خصوصی نامہ نگار) وفاقی محتسب برائے سندھ ہراسیت کشمالہ طارق نے صدر آزاد جموں و کشمیر سردار مسعود خان کی جانب سے ظہرانے میں شرکت کی۔ پاکستان کے تمام محتسب اعلیٰ بشمول وفاقی ٹیکس محتسب، مشتاق احمد سکھیرا، محتسب آزاد جموں و کشمیر، مرزا ظفر حسین، وفاقی انشورنس محتسب، رئیس الدین پراچہ، صوبائی محتسب پنجاب، نجم سعید، صوبائی محتسب برائے سندھ ہراسیت سندھ، جسٹس ریٹائرڈ شاہنواز طارق، صوبائی محتسب خیبر پختونخوا، عقل بادشاہ، صوبائی محتسب برائے سندھ ہراسیت پنجاب، رخسانہ گیلانی، سیکرٹری فورم آف پاکستان امبڈسمین، عبدالحق اور سیکرٹری صوبائی محتسب خیبر پختونخوا، ابصار حسین جرار اس ظہرانے میں شریک ہوئے۔ اپنے خیالات کا اظہار کرتے ہوئے صدر آزاد جموں و کشمیر نے ہراسیت سے پاک ماحول فراہم کرنے پر کشمالہ طارق اور دیگر محتسب اعلیٰ کی خدمات کو سراہا۔

3rd July 2018 "ROZNAMA JANG"

جنگ

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اسلام آباد، آئی جی سلطان اعظم تیوری
خاتون محتسب کشمالہ طارق کو شیلڈ پیش کر رہے ہیں

30th May 2018 “ROZNAMA JANG”

THE EXPRESS TRIBUNE



30th May 2018 “EXPRESS TRIBUNE”



بحریہ کالج ہراسگی کیس: پروفیسر نوکری سے برطرف

2 لاکھ جرمانہ، ہراسیت محتسب نے فیصلہ سنایا، پولیس کو کارروائی کی ہدایت

اسلام آباد (خاقب بشیر) اسلام آباد بحریہ کالج میں طالبات کو ہراساں کرنے کے کیس میں انسداد ہراسیت محتسب نے پروفیسر سعادت بشیر کو نوکری سے برخواست اور دو لاکھ روپے جرمانہ اور کرپشن حکم دیا، درخواست گزار طالبہ کی درخواست پر تحریری حکم جاری کرتے ہوئے انسداد ہراسیت محتسب کشمالہ طارق نے پروفیسر سعادت بشیر پر الزامات کو درست قرار دیا، پروفیسر نے رواں برس 28 مئی کو بحریہ کالج میں بیالوجی کے پریکٹیکل کے دوران طالبات کو ہراساں کیا تھا جس کی خلاف 31 مئی کو درخواست دائر کی گئی تھی۔ حکم نامے کے مطابق 20 سے زائد طالبات اور تین طلبانے اپنے اپنے بیانات میں ہراساں کرنے کے الزامات کو درست قرار دیا ہے، محتسب نے آئی جی اسلام آباد پولیس کو مجرم کی خلاف قانونی کارروائی کیلئے تحقیقاتی ٹیم تشکیل دینے کی ہدایت کی ہے۔ ابتدائی طور پر طالبات کی درخواست پر کوئی مناسب ایکشن نہ لینے کی وجہ سے بحریہ کالج بیالوجی ڈیپارٹمنٹ کی ہیڈ صوبہ حسین کو بھی تلامی لیز جاری کرنا حکم دیا گیا ہے۔ تحریری حکمنامے میں مزید کہا گیا کہ وفاقی نظامت تعلیمات متاثرہ طالبات کی نفسیاتی کونسلنگ کیلئے انتظامات کرے اور تعلیمی اداروں میں انسداد ہراسیت قوانین سے آگاہی یقینی بنائے۔ اسکے علاوہ وفاقی نظامت تعلیمات شہر بھر کے تعلیمی اداروں کا سروے کرانے اور ہراساں کرنا کیے واقعات کی رپورٹ محتسب میں جمع کرائے۔ محتسب نے طالبات کا بیالوجی پریکٹیکل دوبارہ لینے کا حکم بھی دیا۔ فیڈرل بورڈ اور وفاقی نظامت تعلیمات کی جانب سے قائم حقائق جاننے والی کمیٹی کی رپورٹ اور بیانات ریکارڈ کرنا ہوالے طلبہ و طالبات کے نام بھی تحریری فیصلے کا حصہ ہیں۔

26th September 2018 "ROZNAMA EXPRESS"

جنگ



اسلام آباد وفاقی محتسب برائے انسداد ہراسیت کشمالہ طارق کا پمز میں آگاہی سیمینار کے شرکاء کے ہمراہ گروپ فوٹو

28TH SEPTEMBER 2018 "ROZNAMA JANG"



کراچی: انسداد ہراسیت محتسب کشمالہ طارق قانون سے آگاہی کی دستاویز پر دستخط کر رہی ہیں



16th May 2018 "ROZNAMA EXPRESS"

DAWN

Islamabad Club's management committee member found guilty of harassment, fined Rs1m

Federal Ombudsman Kashmala Tariq on Friday announced her decision in the harassment case against Islamabad Club's management committee member, sentencing him to a fine of Rs1 million along with permanent disbarment from holding any position within the club.

Additionally, besides losing his club membership for six months, Ismail was ordered to pay half of the fine (Rs0.5 million) to the victim, Seemi Abbas, who had accused the "powerful member" of the club's management committee of sexually harassing her.

Abbas was part of the club's workforce and claimed that she had been immediately fired after she refused to obey the "immoral" orders of the club's committee member.

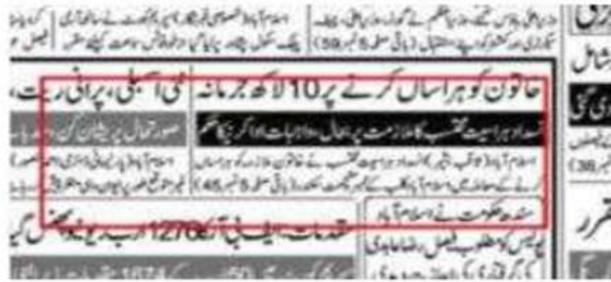
The controversy surfaced in October 2017 when Abbas wrote a letter to the Ministry of Capital Administration and Development Division (CADD) alleging that the accused used to summon her to his office only to discuss unofficial matters, including her "personal life".

"He would make me sit in his office for hours, showing photos and narrating stories of his youth. I felt insecure in his office," she wrote in her letter to the ministry, prompting them to conduct an investigation into the claims.

"First I felt insecure in the office of that person, but now I am worried about the future of my three-year-old daughter. He [the club official] had threatened me of dire consequences," she had told DawnNewsTV.

The ombudsman also ordered Islamabad Club to pay a fine of Rs0.1 million "for not having a duly constituted inquiry committee under the Protection Against Harassment of Women at Workplace Act 2010".

1st October 2018 "DAWN NEWSPAPER"



خاتون کو ہراساں کرنے پر 10 لاکھ جرمانہ

انسداد ہراسیت محتسب کا ملازمت پر بحال، واجبات لو آکر نیک حکم

اسلام آباد (خاقب بشیر) انسداد ہراسیت محتسب نے خاتون ملازمہ کو ہراساں کرنے کے معاملہ میں اسلام آباد کلب کے ممبر مینجمنٹ سکندر (اسامیل کو اعزازی ممبر شپ سے فوری الگ کرنے کا حکم دیا ہے۔ اس حوالے سے محتسب کشمالہ طارق نے تحریری حکم نامہ جاری کیا ہے۔ اسٹنٹ فیجر جم اسلام آباد کلب سی عباس کی درخواست پر کئے گئے فیصلے میں مزید کہا گیا ہے کہ خاتون کو 23 اکتوبر 2017 سے اسٹنٹ فیجر کے عہدے پر بحال کر کے تمام واجبات لو اکٹھے جائیں، سکندر اسامیل کی کلب ممبر شپ چھ ماہ کیلئے معطل رہے گی اور وہ مستقبل میں ایسی کسی پوزیشن پر تعینات نہیں ہو سکیں گے، سکندر اسامیل پر دس لاکھ روپے جرمانہ کی سزا بھی عائد کی گئی ہے جس میں 5 لاکھ روپے خاتون ملازمہ کو مالی معاوضہ کے طور پر ادا کیا جائے گا۔ فیصلے کے مطابق اسلام آباد کلب کو انسداد ہراسیت ایکٹ کے تحت کمیٹی نہ بنانے پر ایک لاکھ روپے جرمانہ عائد کیا گیا ہے۔ محتسب نے ہراساں کرنے کی شکایت سے متعلق وزارت کینڈ کی 16 فروری 2018 کی انکوائری رپورٹ کو بھی کالعدم قرار دے دیا ہے۔ اسٹنٹ فیجر جم سی عباس نے افسر پر جنسی ہراساں کرنے کا الزام عائد کیا تھا۔ خاتون ملازمہ کے مطابق سکندر اسامیل کا حکم نامے پر اسے نوکری سے نکالا گیا۔ واضح رہے سکندر اسامیل ممبر فیڈرل سروس ٹریبونل اور سیکرٹری اور سیز بھی خدمات سرانجام دے چکے ہیں۔

1st October 2018 "ROZNAMA EXPRESS"

خاتون جم انشورکنز کو ہراساں کرنے پر اسلام آباد کلب کے ممبر میٹنگ کمیٹی کو دس لاکھ جرمانہ

جنگ

اسلام آباد (نامہ نگار) خاتون جم انشورکنز کو ہراساں کرنے کے جرم پر وفاقی محتسب برائے انسداد ہراسیت کشمالہ طارق نے اسلام آباد کلب کے ممبر میٹنگ کمیٹی سکندر اسماعیل کو دس لاکھ جرمانہ اور چھ ماہ کی رکنیت معطل کرنے کی سزا سنائی جبکہ ملازمہ (س ع) کو بحال کرنے کی ہدایت کردی۔ اسلام آباد کلب انتظامیہ کو ہراساں کمیٹی نہ بنانے پر بھی 10 لاکھ جرمانہ عائد کیا گیا۔ اسلام آباد کلب کی اسسٹنٹ منیجر جم (س ع) نے وفاقی محتسب برائے ہراسیت کو دی گئی درخواست میں موقف اپنایا کہ انہوں نے 2015 میں اسلام آباد کلب میں بطور اسسٹنٹ منیجر جم ملازمت شروع کی تھی ان کو کارکردگی کی بنیاد پر کنٹریکٹ میں تین بار توسیع دی گئی۔ درخواست گزار نے اپنے کیس میں بتایا کہ اسماعیل سکندر جو بطور ممبر منیجر کمیٹی کام کر رہے تھے جب درخواست گزار کا کنٹریکٹ ختم ہونے کے قریب آیا تو انہوں نے غیر ضروری طور پر اپنے آفس بلایا ایک سے ڈیڑھ گھنٹہ بیٹھے رکھا اور کہا کہ تعلقات قائم کرنے کی بنا پر کنٹریکٹ میں توسیع دے دی جائے گی جس سے انکار پر انہیں نوٹس جاری کر دیا گیا کہ 2016 میں ان کی بیٹی نے غیر قانونی طور پر کلب کا سونٹنگ پول (ٹالاب) تیراکی کے لیے استعمال کیا ہے، سکندر اسماعیل کے خلاف جزیل منیجر اور سیکرٹری کیڈ کو فکایت کی گئی۔ اس معاملے کی کیڈ نے تحقیقات کرائی اور متاثرہ خاتون کے حق میں فیصلہ دے دیا، مگر اس فیصلے پر کوئی عمل نہ کیا گیا اور کلب انتظامیہ نے سکندر اسماعیل کو بچانے کے لیے دوبارہ اکھواری کرائی اور ممبر میٹنگ کمیٹی کو یٹین چٹ دے دی جس پر وفاقی محتسب برائے انسداد ہراسیت کشمالہ طارق نے اس کیس پر فیصلہ دیتے ہوئے درخواست گزار خاتون کو ملازمت پر بحال کرنے کی ہدایت دیتے ہوئے مذکورہ بالا فیصلہ سنایا۔



DAWN

Protection against harassment of women at workplace LHC ruling on jurisdiction of federal ombudsperson

LAHORE: The Lahore High Court has ruled that the jurisdiction of the Federal Ombudsperson for 'Protection against Harassment of Women at Workplace' is not limited to the federal capital territory as it is competent to hear complaints related to trans-provincial organizations, institutions, employers and workplaces.

The ruling has been given by a division bench comprising Justice Ayesha A. Malik and Justice Muzamil Akhtar Shabbir on petitions filed by some officers of a private bank challenging jurisdiction of the federal ombudsperson to hear a complaint filed by a female employee against them on charges of sexual harassment.

The counsel of the petitioners argued that the federal ombudsman did not have jurisdiction in the matter and despite various stay orders from the high court then Ombudsperson Yasmin Abbasi proceeded with the matter having no regard of the orders.

The counsel argued that the provincial ombudsman had the jurisdiction in the matter in light of a previous judgement by the high court on the issue of the jurisdiction of the federal ombudsperson.

On behalf of the federal government, Deputy Attorney General Nasar Ahmad submitted before the bench that the federal ombudsman had jurisdiction to entertain all complaints having a federal character including complaints of transprovincial organizations.

He explained that the provincial ombudsman could not exercise jurisdiction over a federal organization or its officers as they transcend the provincial boundaries and could be transferred out of the province at any time rendering the claim before the provincial ombudsman as redundant.

Representing the Punjab government, Additional Advocate Generals Samla Khalid and Anwaar Hussain contended that jurisdiction vested with the provincial as well as the federal ombudsman. They said the complainant had a choice of forum based on convenience as well as cause of action.

The bench allowed the petitions to the extent of violation of stay orders by the federal ombudsperson and set aside its decisions in the matter. However, the bench did not agree with the arguments of the petitioners against the jurisdiction of the federal ombudsperson.

'Under the circumstances, we hold that if the employer or organization and its workplace falls strictly within the territorial boundaries of the Provincial Ombudsman, then jurisdiction vests with the Provincial Ombudsman and where the employer or organization transcends provincial boundaries such as in this case then jurisdiction vests with the Federal Ombudsman,' rules the division bench in its verdict.

The verdict further said that the complaint moved by the female employee of the bank shall be treated as pending before the federal ombudsman who shall decide the same in accordance with law, expeditiously, after hearing all necessary parties.

The bench also directed all the parties to appear before the federal ombudsman on Oct 4 so as to proceed with the complaint on its merit.

1st October 2018 "DAWN NEWSPAPER"





Islamabad : Majority of sexual harassment cases received by the Federal Ombudsperson Secretariat for Protection against Harassment (FOSPAH) are from government sector.

This was stated by Federal Ombudsperson for Protection against Harassment Kashmala Tariq while talking to the representatives of private companies at the pre- launch event of a branch of UK Immigration Solutions held on Saturday. She said that 80 to 90 per cent cases received by the Ombudsperson Secretariat are from government sector.

“The main reason for this high ratio of reported cases is the job security enjoyed by the government servants which gives women employees a courage to protest against any such behaviour,” said Kashmala while stressing to provide secure environment for women at the work place.

Talking about the general impression that most of the harassment cases reported by women are fake, she said not even a single fake case has been reported since she has joined the Ombudsperson Secretariat.

“We can see women overshadowing men in their performance at the educational institutions. They make more than 50 per cent of our population. Only way to utilize their potential is to provide them secure environment at the workplace,” she added.

Kashmala said that soon, the Ombudsperson Secretariat would initiate surprise visits of different organizations to check whether they have displayed Code of Conduct on Sexual Harassment at a prominent place, as required by the law.

“The organizations found without the display of Code of Conduct would be fined on the spot,” she said. “I wish that by the end of my tenure, everyone becomes aware of legal implications of harassment at workplace that the law harassment at workplace becomes redundant.”

She urged the harassment victim to collect strong evidence against the harassers before filing a case. She said that Ombudsperson is working closely with the cybercrime wing so that harassment at social media could be controlled.

In her introductory remarks, lawyer Samarah Suklaman Albu talked about the facilitation provided by UK Immigration solutions. She said that UK is the top 7 countries where people want to do business. She said that the reason to be in Pakistan is to encourage everybody to go and invest in UK.

“The purpose of this interaction is to empower companies and individuals who have toiled with the notion of moving to the UK or Europe and provide them with tools to make an informed decision as to whether their ideas of moving to UK or Europe are feasible,” said Samarah.

29th October 2018 “THE NEWS”



سرکاری اداروں میں ہراسگی کیسز بڑھ گئے، کشمالہ طارق

90 اسلام آباد (خصوصی نمائندہ) سربراہ وفاقی محتسب برائے خواتین کشمالہ طارق نے کہا ہے کہ 80 سے فیصد ہراساں کرنے والے کیسز سرکاری اداروں سے آتے ہیں، انہیں ملازمت سے نکالے جانے کا ڈر نہیں ہوتا۔ خیالات کا اظہار انہوں نے یو کے ایگریگیشن سے متعلق سیمینار سے خطاب کرتے ہوئے کیا، کشمالہ طارق نے کہا کہ بیرون ممالک کو اب اس بات کا اور اک ہونا ضروری ہے کہ پاکستان خواتین کو تحفظ دینے کیلئے قوانین نہ صرف موجود ہیں بلکہ ان پر عملدرآمد بھی کر رہا ہے، پاکستان میں وفاقی محتسب کا ادارہ خواتین اور مردوں دونوں کو ہراساں کرنے کیخلاف تحفظ فراہم کرتا ہے، انہوں نے کہا کہ مرد ہو یا عورت ہراساں دونوں کو کیا جاتا ہے، یہ بات غلط ہے کہ صرف عورتیں ہراساں ہوتی ہیں، مردوں کے بہت سے کیسز آتے ہیں، عورتوں کی جانب سے اگر مردوں پر بلا جو اہل الزامات لگائے جا رہے ہیں تو یہ ہراساں کرنے کیلئے زمرے میں ہی آتا ہے، ماڈن کا اولین فرض ہے کہ وہ گھروں سے ہی مردوں کی تربیت کریں۔ کشمالہ طارق نے کہا کہ وفاقی محتسب 2010ء میں بنا، خواتین کو مستحکم کرنے کیلئے ابھی بہت سا کام کرنا اس سلسلے میں ساہیو کراؤم کے ادارے کیساتھ بھی ہمارے منصوبے جاری ہیں۔

29th October 2018 "ROZNAAMA EXPRESS"

خواتین

WOMEN خواتین

آئی جی کیلئے سرکاری سٹیج پر ڈرامی ہنسے ہونے والے خواتین کے ساتھ ساتھ ان کے خاندان کے اراکین نے بھی ہنسے۔

ہنسے کے دوران خواتین کے خاندان کے اراکین نے بھی ہنسے۔

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جنسی ہراسانی کا شکار خواتین ہوں یا مرد، خاموش رہنا اسکا حل نہیں

ہراسانی کے دوران خواتین کے خاندان کے اراکین نے بھی ہنسے۔

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وفاقی محتسب برائے آسٹریا اور اسیٹ کشمال طارق سے گفتگو

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INTERNATIONAL THE NEWS



WB vows to work with ombudsperson for protection of workplace harassment

Islamabad : Women overshadowing men in their performance at every spectrum of life, said Federal Ombudsperson Kashmala Tariq at an event organised by the World Bank on workplace ethics and harassment, says a press release.

She spoke about different dimensions of women empowerment while addressing the audience as a guest speaker.

On the occasion she said that after the enactment of Harassment Act 2010, it is the responsibility of every employer of an organisation to ensure implementation of this Act i.e. formation of the internal inquiry committee and display of Code of Conduct at conspicuous place in their organisations.

Kashmala Tariq said that soon, the Ombudsman Secretariat would initiate surprise visits of different organisations to check whether they have displayed Code of Conduct on workplace harassment at a prominent place. The organisations failing to do so will be fined on the spot. She urged the harassment victim to collect strong evidence against the harassers before filing a case.

In his opening remarks the country director World Bank Mr. Illango said that the purpose of organising this week is to explore the link between rights and protection to economically empower disadvantaged and vulnerable individuals and groups. He further said that we need to work on identifying the role of multilateral institutions, non-governmental organisations and the private sector which may play in advancing rights and protection. He also vowed to work with Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH) in future.

He said that 43 per cent workforce comprises of women in the World Bank. Currently they are working on more than 50 projects on ground and they want FOSPAH to work with them.

Ms. Melinda, operations manager of World Bank, Pakistan also emphasised on having a close liaison with FOSPAH to enhance gender sensitivity. The meeting ended at a good note and the participants thanked the venerated guest Kashmala Tariq.

7th November 2018 "THE NEWS"

جنگ



اسلام آباد، وفاقی محتسب برائے انسداد ہراسیت کشمالہ طارق عالمی بینک کے زیر اہتمام تقریب سے خطاب کر رہی ہیں

7th November 2018 "ROZNAMA JANG"



خواتین ٹیچرز ہراسگی: سیکرٹری تعلیم نے نوٹس لے لیا

تعلیمی اداروں میں خواتین کا تحفظ ہر صورت یقینی بنایا جائے، کارروائی کی جائے، ہدایات جاری

راولپنڈی (نامہ نگار خصوصی) سیکرٹری تعلیم نے محکمہ تعلیم کے دفاتر اور بوائز سکولوں میں تعینات خواتین ٹیچرز کو ہراساں کرینگی شکایات کا سخت نوٹس لیتے ہوئے پنجاب کے تمام 36 اضلاع کے تعلیمی افسران کو سختی کیساتھ حکم دیا ہے کہ وہ اپنے دائرہ اختیار کے سکولوں میں ایسی شکایات کا فوری اور سخت نوٹس لیں اور ذمہ دار مختلف سخت کارروائی کی جائے، وزارت تعلیم کی طرف سے اس بابت جاری سرکلر میں کہا گیا کہ حکومت ایسی شکایات کو کسی بھی صورت ٹالوٹس نہیں چاہتی، خواتین کا ہر تعلیمی ادارہ میں تحفظ کو یقینی بنائے جائے، سرکلر میں اس بابت شکایات کو نظر انداز کر نیوالے ضلعی تعلیمی افسران کیخلاف بھی سخت ایکشن لینے کی وارننگ بھی جاری کر دی ہے۔

21st November 2018 "ROZNAAMA EXPRESS"

THE EXPRESS TRIBUNE

Workplace harassment: Creating awareness need of the hour



"We need to stop the act of harassment in itself as well as the taboo which surrounds the victims and stops them from reporting such incidences," Tariq suggesting.

The only way to stop workplace harassment and to make laws against it more effective was by creating greater awareness about those laws.

This was stated by the Federal Ombudsperson on Protection Against Harassment at Workplace Kashmala Tariq while talking on the "Harassment of Women at Workplaces" at the National University of Modern Languages (NUML) on Tuesday.

She said that people must give respect to every element of society.

"We need to stop the act of harassment in itself as well as the taboo which surrounds the victims and stops them from reporting such incidences," Tariq suggesting.

To do this, she said, there was a need to build the public's faith in the redress system.

Tariq also dispelled the misconception that her department only looks after women who are victims of workplace harassment, adding that they also cater to workplace harassment complaints filed by men.

"Discrimination against employees also comes under harassment, regardless of that employee's gender," she explained.

She listed examples where renowned institutes were taken to task by her office.

The ombudsperson said that the display of harassment rules in every organisation was mandatory apart from constituting an in-house harassment committee to cater to these cases.

She lauded the varsity for fulfilling both requirements.

NUML Rector Major-General (retd) Ziauddin Najam stated that there was a time when women were frequent victims of harassment, but now they have a more relaxed working environment as a result of putting rules in place for their protection.

He noted that Islam gives importance to women's safety and well-being and stressed the need to create awareness amongst the masses about the harassment against women.

5th December 2018 "EXPRESS TRIBUNE"



سابقہ اہلیہ کو ہراساں کرنے پر پولیس افسر ملازمت سے برخاست

جنید ارشد 30 روز میں فیصلہ چیلنج کر سکتے ہیں، اسٹیٹسمنٹ ڈویژن کا اعلان

اسلام آباد (تاقب بشیر) سوشل میڈیا پر سابق بیوی کو ہراساں کرنا معطل پولیس افسر جنید ارشد کے گلے پر گیا، انسداد ہراسیت محاسب کشمال طارق کے حکم کے مطابق اسٹیٹسمنٹ ڈویژن نے پولیس افسر کی نوکری سے برخاستگی کا حکم جاری کر دیا۔ اس حوالے سے عملدرآمد رپورٹ گزشتہ روز 18 جنوری کو انسداد ہراسیت محاسب اسلام آباد آفس میں جمع کروائی گئی۔ انسداد ہراسیت محاسب کے حکم کیخلاف پولیس افسر نے صدر پاکستان کے پاس اپیل کی تھی جو مسترد کر دی گئی، پولیس افسر کی جانب سے صدر پاکستان کے پاس نظر ثانی اپیل بھی دائر کی گئی جس پر ایوان صدر کی جانب سے جاری حکم نامے کے مطابق قانونی طور پر صدر پاکستان کے پاس نظر ثانی کی اپیل دائر نہیں کی جاسکتی۔ اسٹیٹسمنٹ ڈویژن کے 16 جنوری کے نوٹیفیکیشن کے مطابق گریڈ اٹھارہ کے سید جنید ارشد کو گورنمنٹ سرونٹ رولز کے تحت فوری طور پر نوکری سے برخاست کیا جاتا ہے تاہم سول سرونٹ رولز 1977 کے تحت پولیس افسر کے پاس برخاستگی فیصلے کو 30 دن کے اندر چیلنج کرنے کا حق حاصل ہے۔ انسداد ہراسیت محاسب کشمال طارق نے ستمبر میں تحریری فیصلہ جاری کیا تھا، محاسب کے فیصلے کے مطابق 10 لاکھ جرمانہ اور سابقہ بیوی کو 5 لاکھ معاوضہ بھی ہوا کرنا پڑے گا، پولیس افسر پر اپنی سابقہ بیوی کی قابل اعتراض تصویریں سوشل میڈیا پر اپ لوڈ کرنے کا الزام تھا۔

18th January 2019 "ROZNAAMA EXPRESS"

DIG Junaid dismissed for harassing ex-wife at workplace

ISLAMABAD: DIG Junaid Arshad has been dismissed from service on the orders of Federal Ombudsperson for Protection Against Harassment Kashmala Tariq on charges of harassing his ex-wife.

The president upheld the decision and Establishment Division implemented the orders for the dismissal of the police officer on Friday.

According to the judgement passed by the Federal Ombudsperson, a copy of which is available with The News, Ayesha Subhani, ex-wife of Junaid Arshad, who was a lecturer in a university in Lahore, had filed a complaint against him over harassing her at workplace. She said her ex-husband used to harass her through fake email IDs and profiles on the social media websites LinkedIn and Facebook. She alleged that the defendant also sent a defamatory letter to her workplace which caused her mental torture and harmed her repute. She alleged that the defendant started making frivolous cases against her and her family members using his influence as a police officer and also attempted to expel her entire family from their legitimate house.

The Ombudsperson said several notices were issued to the defendant, but he never appeared before it after which the forum decided to conduct ex-parte proceedings. The complainant provided enough proofs and evidence to the Ombudsperson and the FIA also verified the fake accounts of the accused after which the forum reached the conclusion that the defendant was guilty of harassing his ex-wife at workplace.

Junaid Arshad has been dismissed from service under Section 4 sub-section 4(ii)(d) and (e) of the Act of 2010 along with a fine of Rs1 million out of which Rs500,000 will be payable as compensation to the complainant.

19th January 2019 "THE NEWS"

جنگ

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وفاقی محتسب شمالہ طارق کو تقریب میں ڈائریکٹر سول
سروسز اکیڈمی ذوالفقار یونس شیلڈ پیش کر رہے ہیں

22nd January 2019 "ROZNAMA JANG"

INTERNATIONAL

THE NEWS

Gender policy for higher education institutions to be formulated

Semester system major cause of harassment in universities: Kashmala

Myra Imran
Islamabad

To provide safe, secure and fair environment to women in higher education sector, the National Commission on the Status of Women (NCSW), in collaboration with Higher Education Commission (HEC), will formulate Gender Policy for Higher Education Institutions (HEIs).

In this regard, the first consultative meeting was held in HEC secretariat on Thursday which was chaired by NCSW Chairperson Khawar Mumtaz and Executive Director HEC Lt. Gen (r) Muhammad Asghar. Federal Ombudsman on Protection against Harassment of Women at Workplace Kashmala Tariq also attended the meeting. She gave her feedback on the types of harassment cases reported from the educational institutions.

Federal Ombudsman Kashmala Tariq shared her views on harassment at workplace. She stated that a major cause of harassment in universities is the semester system which makes the teachers/faculty more powerful. "The sexual harassment committees at university level are ineffective due to exceeding the stipu-



ISLAMABAD: Federal Ombudsman Kashmala Tariq sharing her views on harassment at workplace.

lated time limit," she said. She further contended that this issue of harassment can only be dealt with if we give confidence to people to share their experiences with friends, colleagues in order to create witnesses which will make their case stronger. Moreover, she emphasized that we should encourage gender balance, council students if they are har-

assed or troubled, ensure sexual harassment committees are working properly and to facilitate the organisations by training their trainees if they contact FOSPAN.

Representatives of around 13 public and private universities participated in the interactive session which included faculty members, students and administrative staff. "Basic ob-

jective of formulating a gender policy for HEIs is to ensure inclusiveness, equity and end of gender discrimination at all level of higher education sector," said NCSW Chairperson Khawar Mumtaz while talking to The News.

The HEC has already issued 'Policy Guidelines against Sexual Harassment in Institutions of Higher Education' that cov-

ers all aspects of sexual harassments at educational institutions. The policy comprehensively defines sexual harassment and its different types that exist in the HEIs through true examples and describes that mechanism in place to deal with such issues.

Gender Policy would focus on ending gender discrimination and introducing equity and inclusiveness at the campuses of higher education institutions. "More and more women are now studying and working in the HEIs in different capacities. The policy would be a first step in ensuring fair and inclusive environment for women," said NCSW Chairperson.

She said that the consultation organised on Thursday was the first meeting in this regard and more consultative meetings will be organized to identify the gaps that need to be addressed. "Feedback from these meetings will make the basis of the policy," said Khawar Mumtaz.

She said that the objective of these consultations is to achieve ownership of all stakeholders in HEI so that a standardized policy can be formulated. "After consultations, the drafting will be initiated in collaboration with the HEC," she said.

24th January 2019 "THE NEWS"

INTERNATIONAL

THE NEWS

Consultation over women harassment

Lahore: The name of the Sexual Harassment at Workplace Act should be amended to "Protection against Sexual Harassment Act."

It was stated at a roundtable consultation on the roadblocks to implementation of the Act organised by the Asma Jahangir Legal Aid Cell. The participants said the criteria for appointing Ombudsperson for the harassment cases should be uniform and the person should have legal background. Federal Ombudsperson Ms. Kashmala Tariq, who was the keynote speaker, stated that no woman was safe even those belonging to the legal fraternity. Ms. Tariq said that there was a dire need to change the perception towards the victims who come forth with their complaints. Ms. Fauzia Waqar, Ms Anees Haroon, law makers Ms. Bushra Anjum Butt, Ms. Uzma Kardar, Ms. Sadia Sohail recommended that there should be sexual harassment committees in the National Assembly.

148 arrested: Model Town Division, in a crackdown, claimed to have arrested 148 criminals. The police also seized 14 pistols, more than 04kg charas and 161 litre liquor.

26th January 2019 "THE NEWS"

THE EXPRESS
TRIBUNE

PAKISTAN

Federal Urdu University teacher suspended pending 'harassment inquiry'



Federal Urdu University
of Arts, Science and Technology

ISLAMABAD: Federal Ombudsperson for Protection against Harassment of Women at the Workplaces Kashmala Tariq on Wednesday suspended the head of Computer Science Department at Karachi's Federal Urdu University for allegedly harassing a female employee.

In her written order, the ombudsperson said that Professor Mehmood Ashraf, the head of Computer Science Department, would remain suspended till the adjudication on the harassment complaint against him.

She directed the vice chancellor of Federal Urdu University to ensure implementation of the order. Citing reason for the suspension of Ashraf, the ombudsperson stated that it has been done to ensure a fair trial and to provide equal opportunity to the complainant and the defendant.

Islamabad man fined, demoted for harassing female colleague

The ombudsperson also stated in her written order that the vice chancellor has failed to ensure implementation of code of conduct at the university.

She added that implementation of the code of conduct was necessary for a better work environment, such that nobody could harass the employees.

31st January 2019 "EXPRESS TRIBUNE"



Federal Ombudsperson Kashmala Tariq. PHOTO: FILE

ISLAMABAD: Federal Ombudsperson for Protection against Harassment of Women at the Workplaces Kashmala Tariq said on Thursday that usage of words "bastard" and 'Ullo ki Pathi' fall within the ambit of harassment.

Abusive words fall within ambit of harassment: Kashmala Tariq

By Saqib Bashir Published: January 31, 2019

A resident editor of an English newspaper filed an application with the anti-harassment cell against her male colleague.

In her plea, the complainant claimed that her subordinate used the foul language against her when she inquired about the task she had assigned to him.

"He used words "bastard" and "Ullo ki Pathi" in front of entire office staff," the plaintiff said in the application.

Nehal Hashmi in trouble again for using abusive language against judges

The complainant linked the incident to sexual harassment.

However, the respondent in the case refuted all the allegations and challenged the jurisdiction of federal ombudsman.

The defender argued that the allegations do not come under the definition of harassment.

Ombudsperson Kashmala said in her written verdict that as per the available record the said words comes under the ambit of harassment and rejected the respondent's application.

31st January 2019 "EXPRESS TRIBUNE"

INTERNATIONAL THE NEWS

Importance of women in formal, informal sectors highlighted

National | Our Correspondent | February 12, 2019

Islamabad: Inspiration talks, exhibition of the work of women artisans and performance by women folk singers featured the commemoration of National Women's Day at Lok Virsa on Tuesday.

Federal Ombudsman Kashmala Tariq was the chief guest at the event organised by National Institute of Folk and Traditional Heritage (Lok Virsa), Ministry of Information and Broadcasting in collaboration with Federal Ombudsman Secretariat for Protection against Harassment (FOSPAH) and Potohar Organisation for Development Advocacy (PODA). Executive Director Lok Virsa Shahira Shahid, member National Commission for Human Rights Ch. Muhammad Shafique and Kokab Jahan and Zareena Salamat of Pakistan Organization for Development Advocacy (PODA) also attended the event.

While addressing the audience Kashmala Tariq emphasized on the importance of women in formal and informal sectors. Moreover, she talked about the contribution of women towards economic development of the country. She also threw light on the efforts and struggle of the women in the past such as Hazrat Khadejah (RA).

12th February 2019 "THE NEWS"



اسلام آباد، وفاقی محتسب کشمار طارق لوک ورثہ میں عام خواتین کے موقع کی نمائش دیکھ رہی ہیں

خواتین کیساتھ ہراسیت کا معاملہ حساس نوعیت کا ہے، کشمالہ طارق

ہماری خواتین نے جنگوں میں حصہ لیا، اسلام نے حقوق دیے، تحفظ دینا اداروں کا کام ہے

12 فروری کو دن منانے کا مقصد خواتین کو بااختیار بنانا ہے، لوک ورثہ میں ویمن ڈے پر خطاب

اسلام آباد (کنجریل رپورٹر) وفاقی محتسب کی چیئر پرسن کشمالہ طارق نے کہا کہ ہماری خواتین نے جنگوں میں حصہ لیا ہے اسلام نے خواتین کو حقوق دیے، خواتین کو اعلیٰ تعلیم دی جائے، اداروں میں کام کر نیوالی خواتین کو تحفظ دینا اداروں کا کام ہے تعلیم کے ساتھ ساتھ تربیت کی ضرورت ہے، وفاقی محتسب اپنا کردار ادا کرے گا۔ ان خیالات کا اظہار گزشتہ روز وفاقی محتسب وزارت اطلاعات و نشریات کے ذیلی ادارے لوک ورثہ میں میٹنگ ویمن ڈے کے حوالے سے پروقار تقریب کا انعقاد کیا گیا۔ انہوں نے کہا کہ خواتین کے ساتھ ہراسیت کا معاملہ حساس نوعیت کا ہے لیکن خواتین کو اپنے حقوق پر بات کرنی چاہیے، پچاس فی صد خواتین میں سے بارہ فی صد کام کر رہی ہیں، اداروں میں خواتین کے تحفظ کے لئے قانون موجود ہے وفاقی محتسب کو جدید خطوط پر استوار کیا گیا ہے، ملک بھر میں خواتین کو فائز بنائیں جائیں گے، پرائیویٹ اور سرکاری اداروں میں کام کرنے والے خواتین مرد اور خواتین سوا بھی درخواست دے سکتے ہیں، ادارہ برادر درخواست گزار کی شنوائی کریگا۔ لوک ورثہ قومی ادارے کا کردار ادا کرنے میں اہم ترین کردار کر رہا ہے، بارہ فروری کو خواتین کے نام سے دن منانے کا مقصد خواتین کو بااختیار بنانا ہے۔ لوک ورثہ کی ایگزیکٹو ڈائریکٹر شاہیرہ شاہد نے کہا کہ ملکی خواتین نے زندگی کے ہر شعبے میں ملک کا نام روشن کیا ہے، لوک ورثہ ہنرمند خواتین فیبر سرکاری تن عظیم پودا کی چیز پر سن کو کب جہاں یا سین نے کہا کہ خواتین نے اپنے قانونی حقوق کیلئے بے پناہ قربانیاں دی ہیں، عاصمہ جہانگیر مرحومہ نے حقوق کو مہیا کرنے میں اپنا کردار ادا کیا بارہ فروری کو ملک بھر میں خواتین کا قومی دن منایا جاتا ہے۔

12th February 2019 "ROZNAMA EXPRESS"

THE EXPRESS TRIBUNE

Sexual harassment complaint filed
against NA secretariat director



The federal ombudsperson for protection against harassment of women at the workplace, Kashmala Tariq, has issued a notice to an officer of the National Assembly Secretariat who has been accused of sexual harassment by a woman employee, Express News reported.

As per details, the woman submitted a complaint to the Federal Ombudsman Secretariat for Protection Against Harassment of Women at the Workplace.

The complainant has accused Waseem Iqbal Chaudhary, a director at the NA secretariat, of repeatedly sexually harassing her. The complainant maintains that she took up the matter with superior officials but was told to hold her silence.

The complaint states she was repeatedly urged to drop the matter and was warned that it would have consequences for her career ambitions.

Federal Ombudsperson Kashmala Tariq took notice of the complaint and Chaudhary has been given time till February 20 to submit his written reply.

18th February 2018 "EXPRESS TRIBUNE"

PAKISTAN TODAY

Ombudsperson summons NA official in sexual harassment case



ISLAMABAD: The Federal Ombudsperson for Protection Against Harassment at Workplace Kashmala Tariq issued a notice to a National Assembly Secretariat officer who has been accused of sexual harassment by a woman subordinate, a local media outlet reported.

The woman – whose identity has not been revealed yet – lodged a complaint at the ombudsperson’s secretariat in which she accused Waseem Iqbal Chaudhry – a director at the NA secretariat in Islamabad – of repeatedly sexually harassing her.

The complainant also claimed that she took up the matter with officials in the higher echelons but was told to maintain silence.

“I was threatened of consequences,” she said.

Tariq has taken notice of the complaint and directed the accused to submit a formal response before February 20.

18th February 2019 “PAKISTAN TODAY”

INTERNATIONAL THE NEWS

Harassment at work

Editorial February 18, 2019

The order by the Supreme Court to governments to make the law against the harassment of women in the workplace stronger and to simplify the process of lodging complaints is welcome. We all know that harassment is a commonplace phenomenon at all workplaces in our country and also at other places. The SC issued the order after receiving reports about the weakness of the existing law, which dates back to 2010.

Recently, at a meeting attended by the federal ombudsperson for sexual harassment and organised by the Asma Jahangir legal aid cell, it was pointed out that this law was too weak and should be extended to women everywhere, not just those in the workplace. Participants also argued that even in the presence of a weak law, workplaces currently do not do enough to protect women. Legal workplaces were in particular mentioned as places where harassment occurred despite the presence of laws.

We all know that laws alone will not stop harassment. But a law with more teeth would certainly help move towards this. The social situation in our country and the stigma attached to women who bring charges of harassment means that most women who work avoid making charges so as to ward off social victimisation and also criticism from their own families. There is no tally of the number of women who may have given up work or, more commonly,

women who work avoid making charges so as to ward off social victimisation and also criticism from their own families. There is no tally of the number of women who may have given up work or, more commonly, suffered in silence after incidents of harassment by colleagues or those superior to them in their offices, factories or educational institutions. It is also unclear how many have attempted to complain but been silenced. Women need to be made aware that sexual harassment is a crime under the laws of Pakistan. At workplaces, committees to examine it need to be set up and every institution compelled to set up such a body. Strengthening the law will help in this matter. But this must be combined with efforts to empower women and build within all workplaces an understanding that sexual harassment will not be tolerated no matter in which form it comes or by whom it is committed.

21st February 2019 "THE NEWS"

THE EXPRESS
TRIBUNE
Kashmala hosts event on eve of
women's day



Federal Ombudsperson for Protection against Harassment of Women at the Workplaces Kashmala Tariq on Thursday hosted an event celebrating International Women's Day at Aiwan-e-Sadr in Islamabad.

The theme of the event was “Inclusion not Seclusion” and the chief guest was President Dr. Arif Alvi.

The event started with a recitation from the Quran, followed by a presentation by Maryam Siddique. Tariq, in her speech, highlighted the secondary themes of #SilenceNoMore and #HarrassmentNoMore.

Federal Minister for Maritime Affairs Ali Zaidi and Federal Minister for Climate Change Zartaj Gul also spoke on the occasion. The event was followed by a musical performance.

Meanwhile, President Alvi highlighted the importance of women in society.

First lady Samina Alvi and other senior parliamentarians were also present on the occasion.

19th March 2019 “PAKISTAN OBSERVER”

INTERNATIONAL
THE NEWS



ISLAMABAD: President Arif Alvi (center) during an event titled 'Inclusion and Exclusion' organized by Federal Ombudsman Institution for Protection against Harassment, Thursday.

Women work more than men, shows study

South Asia 2nd largest region where majority of women's work goes unpaid; Federal Ombudsman for Protection Against Harassment at Workplace proving effective; more females are coming out of homes to financially support their families; women in rural areas still suffering

Fakhar Durrani

ISLAMABAD: Women work more than men and it's a worldwide trend. A study carried out by Statista has proved that the women in all seven regions of the world work more than men. However, most of work done by women is unpaid in all the regions.

As per the survey of Statista

— an online statistics, market research and business intelligence portal, South Asia is the second largest region in the world where a majority of the women's work is unpaid for most of the time. The survey shows the South Asian women do 7.8 hour unpaid work daily.

The women rights activists however are hopeful that the conditions of women in work-

places are improving with the passage of time. After the recent wave of women activism, the women have started realising about their rights and more and more women have started doing jobs in the formal sectors of urban areas.

According to these activists, the families are now

Continued on Page 2

21st February 2019 "THE NEWS"

THE EXPRESS
TRIBUNE

BISP Lahore DG, director suspended in harassment probe

ISLAMABAD: The Federal Ombudsperson on Harassment has directed to suspend a director general and a director at the Benazir Income Support Programme (BISP) headquarters in Lahore until a complaint against them is disposed of.

This was directed in an interim order issued by the ombudsperson on Sunday.

The order stated that an employee of BISP was working at the Lahore headquarters of the programme. However, the director general of the headquarters — who originally heads the National Socio-Economic Registry (NSER), and a director at the office created a hostile working environment for the complainant.

The complainant further added that the acting director general had coerced staff into giving affidavits against the complainant by virtue of their influential positions.

An affidavit of a driver along with others was presented as evidence.

The complainant further claimed that the director general and director were unduly influencing staff to concoct documents against her.

“The complainant mentioned in the application that there is nothing wrong at her end but artificial and fake documents attained by using the undue influence of respondents, only to prove the complainant guilty,” read the order.

The order noted that affidavits attained forcefully have no weight in the matter since only the human resource department was the relevant authority to verify the attendance of any employee.

The complainant further argued that BISP director had allegedly started a media war, continuously harassing and creating a hostile environment at the workplace, adding that there were several cases pending against both respondents at various forums.

A legal representative of the BISP director general in question appeared before the ombudsperson and contended that there was no element of sexual harassment in the complaint. Moreover, the counsel claimed that the “complainant was using different tactics to fulfil ulterior motives which are only known to her.”

The counsel urged that the “complaint is dismissed on the grounds that it does not fulfil the criteria stipulated in Section 2(h) of the 2010 Act.”

The counsel argued that a case of sexual harassment cannot be made out on basis of the allegations mentioned by the complainant and that the complainant has yet to exhaust the departmental remedy and has instead directly approached the federal ombudsperson with unclean hands.

There was an adjournment on behalf of the BISP director. After hearing the arguments, the ombudsperson decided that in order to avoid any hostile environment at the BISP and to curb any undue influence which the respondent may have over the employees of the department in question to affect proceedings, they may be suspended. “In the interest of justice and fair proceedings, the BISP secretary shall disengage the respondents by substituting the charge to any other director general until the pendency of the instant complaint,” read the order.

18th March 2019 “EXPRESS TRIBUNE”



Education equips women to face challenges in society: Kashmala

By Our Staff Reporter

RAWALPINDI: Federal Ombudsperson for Protection against Harassment at Workplace Kashmala Tariq on Tuesday said education is necessary for women to face challenges in society and play their role in the economic development of the country.

Addressing a function in connection with the World Women Day at the Rawalpindi Chamber of Commerce and Industry (RCCI), Ms Tariq said women should be aware of their rights and should not tolerate injustices.

She said all institutions, offices and organisations should have indoor harassment committees. The organisations must report their status of compliance with the workplace harassment law.

"It is not only sexual harassment that can be reported to the ombudsperson but women can also report any harassment." She said text messages such as 'good morning' to a woman or inviting them to lunch and dinner was also harassment.

Using mobile phones to intimidate or stalk others, posting messages on social media etc., also fall under harassment and must be reported.

Ms Tariq said she received many complaints where naib qasid, security guards and others were accused of harassing women employees.

"Women should stand up for their rights so they would go to work without any fear," she said.

She stressed gender equality, respectful behaviour from employers and asked the participants to create awareness among fellow members about workplace harassment.

She lauded RCCI's efforts for promoting women entrepreneurship and said these women were playing a remarkable role in the economic uplift of the country.

"Women are coming out of taboos and social bars and now we can see professionals in different sectors such as IT and air force etc."

Ms Tariq said the ombudsperson's office was not only for women but men could also lodge their complaints.

Speaking on the occasion, Ambassador of Somalia Khadija Mohammad highlighted women's role and responsibilities.

She said she got support from her mother and husband and also served in Iraq during the war there.

Earlier, RCCI President Malik Shahid Saleem said the aim of celebrating the women day was to acknowledge the role and contribution made by women in uplifting the socio-economic condition of the country.

He said no nation could develop without the progress of women.

The RCCI has established an incubation centre for businesswomen to provide them an equipped place to display their products and hold meetings to promote their businesses, he added.

20th March 2019 "DAWN NEWSPAPER"



راولپنڈی چیمبر آف کامرس میں تقریب کے دوران کشمالہ طارق کو صدر شاہد سلیم اور سبیل الطاف شیلڈوسے رہے ہیں

20th March 2019 "JANG NEWSPAPER"



اسلام آباد خواتین کے عالمی دن پر تقریب میں خاتون اول شہینہ عارف علوی اور دیگر شریکین
وفاقی مکتبہ انسداد ہراسیت کشمال طارق خطاب کر رہی ہیں (جنگ فونو)

خواتین کو صلاحیتوں کے اظہار کیلئے ماحول فراہم کرنا ضروری ہے، شہینہ علوی

خواتین مردوں سے کم نہیں، کشمال طارق، عالمی یوم خواتین پر بریک فاسٹ کی تقریب سے خطاب

اسلام آباد (کامرس رپورٹر) عالمی یوم خواتین کے موقع پر سرینا ہوٹل اسلام آباد میں مختلف شعبہ زندگی سے تعلق رکھنے والی خواتین کے اعزاز میں بریک فاسٹ کا اہتمام کیا گیا۔ اس موقع پر خاتون اول شہینہ عارف علوی مہمان خصوصی تھیں، وفاقی مکتبہ انسداد ہراسیت خواتین کشمال طارق کے علاوہ سلاطین کیوٹی، بین الاقوامی ایجنسیوں، سرینا انسٹیٹیوٹس، سرینا پرنٹس کونسل شراکت دار، وزارت امور خارجہ کے نمائندگان شریک ہوئیں، خاتون اول شہینہ عارف علوی نے خطاب کرتے ہوئے کہا کہ خواتین بہت مضبوط ہیں اور انہیں ایسا ماحول فراہم کرنے کی ضرورت ہے جہاں وہ اپنی صلاحیتوں کو منوان سکیں، ایسی اسپنہ دور کی خواتین کو سٹیوٹ کرنا چاہیے کیونکہ ہم میں سے ہر ایک معاشرے میں اہم کردار ادا کر رہی ہے۔ اس موقع پر کشمال طارق نے کہا کہ خواتین مردوں سے کم نہیں اور یہ اعتراف ہے کہ ہمیں ترقی کے مساوی مواقع فراہم ہوں تاکہ ہم اپنا کردار ادا کریں، ہمیں آگے بڑھنے اور ترقی کیلئے اپنی صفحہ 4 نمبر 1

8th March 2019 "ROZNAMA JANG"

THE EXPRESS
TRIBUNE



Dr Abbas displays her 'Pensive Nature'

ISLAMABAD: Pakistan National Council of the Arts (PNCA) organised an exhibition by Dr Masooma Abbas titled as 'Pensive Nature'. The event was inaugurated by Federal Ombudsperson for Protection against Harassment of Women at the Workplace Kashmala Tariq. While looking at Dr Abbas's work she admired the use of nature as a metaphor defining life and its transition taking refuge in colors.

Dr Abbas is a renowned visual artist, research scholar and art historian, post-doctoral fellow of the Metropolitan Museum of Art, New York. She studied at Lahore College for Women University (LCWU) and has a Master of Fine Arts (Silver Medalist) LCWU. She also has a

PhD in Fine Arts.

Dr Abbas participated in almost 20 painting and calligraphy group shows at the national level since 1996. Her "Passion for Freedom" a 10 days residency programme, was held at The Institute of Visual Arts and Design LCWU in May 2014.

Moreover, she also performed seven national solo exhibitions showing diversity of colors in her work of art. The solo exhibition reflected the artist's contemplative nature which she expresses through her indigenous natural surroundings in rich acrylic tones.

26th April 2019 "EXPRESS TRIBUNE"

Pakistan OBSERVER

TMUC holds graduation ceremony of UH, Pearson UK students



The Millennium Universal College (TMUC) H-11/4, Islamabad organized the Graduation Ceremony of University of Hertfordshire (UH), and BTEC Pearson (UK) students to honor the hard work of the graduates, faculty and staff last day, says a press release. The ceremony held in the TMUC Islamabad Auditorium, was an effort to celebrate and acknowledge the hard work of graduating Business, Fashion, Computing, Hospitality and Media students.

Ms. Kashmala Tariq, Federal Ombudsperson for Protection against Harassment of Women graced the occasion as the Chief Guest. Also attending the ceremony as guests of honor were Head of Academics Pearson Mr. Faisal Mehmood and marketing manager University of Hertfordshire Mr. Akif Khan. Parents of the graduating students, eminent figures from media, academia and industry were also amongst the distinguished guests at the ceremony.

Founder & Chief Executive TMUC Pakistan, Chaudhry Faisal Mushtaq TI, in his opening speech, congratulated the proud parents of the graduating batch while applauding the efforts of the TMUC staff and faculty.

Sharing her thoughts at the occasion Chief Guest Ms. Kashmala Tariq congratulated CEO Faisal Mushtaq on offering quality international education to the youth in Pakistan while advising the students to believe in the choices they make for their future. She congratulated the young Millennials by saying, "You have demonstrated resilience, determination, perseverance, organization and succeeded with one of the most rigorous programmes in the world".

Four of the outstanding graduates, Tayyaba Aslam, Fatima Azam Khan, Jehanzeb Ahmed and Osama Qamar also spoke at the occasion, sharing their extraordinary experience in pursuing an international qualification in Pakistan commending the rich academic and extracurricular opportunities they were provided at TMUC.

1st May 2019 "PAKISTAN OBSERVER"

DEFINITIONS



**AT THE END OF THE DAY ALL YOU NEED IS
HOPE AND STRENGTH**

CHAPTER NO. 06

6.1 Some important definitions as defined in the Act 2010:

i. Organization:

Definition of the term “Organization” as defined in section 2(l) of the Protection against Harassment of Women at Workplace Act 2010:

“Organization” means a Federal or Provincial Government Ministry, Division or department, a corporation or any autonomous or semi-autonomous body, Educational Institutes, Medical facilities established or controlled by the Federal or Provincial Government or District Government or registered civil society associations or privately managed a commercial or an industrial establishment or institution, a company as defined in the Companies Ordinance, 1984 (XLVII of 1984) and includes any other registered private sector organization or institution.

ii. Harassment:

The “Protection against Harassment of Women at Workplace, Act 2010” defines **harassment** as:

any unwelcome sexual advance, request for sexual favors or other verbal or written communication or physical conduct of a sexual nature or sexually demeaning attitudes, causing interference with work performance or creating an intimidation, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made condition for employment.

Harassment covers a wide range of behaviors of an offensive nature. It is commonly understood as behavior that disturbs or upsets, and it is characteristically repetitive. In the legal sense, it is behavior that appears to be disturbing or threatening. Sexual harassment refers to persistent and unwanted sexual advances, typically in the workplace, where the consequences of refusing are potentially very disadvantageous to the victim.

iii. Workplace harassment:

- The offensive, belittling or threatening behavior directed at an individual worker or a group of workers.
- The odious dealing through pitiless, malevolent, hurtful or embarrassing attempts to undermine an individual worker or groups of workers.

Recently, matters of workplace harassment have gained interest among practitioners and researchers as it is becoming one of the most sensitive areas of effective workplace management. In developed countries, it attracted lots of attention from researchers and governments since the 1980s, because a significant source of work stress is associated with aggressive behaviors in the workplace. Third world countries are far behind the developed countries in that there are limited efforts to investigate the questions on workplace harassment. Under occupational health and safety laws around the world, workplace harassment is identified as being core psychosocial hazards.

iv. Jurisdiction:

Jurisdiction means a particular authority granted to a legal body to administer justice within a defined field of responsibility. Jurisdiction is very important because it limits the power of a court to hear certain cases.

The Jurisdiction of the Federal Ombudsman is not limited to the federal capital area, rather the Federal Ombudsman has jurisdiction in relation to all employers, organizations, institutions and workplaces which have a federal character or are established under a federal law or are directly consequent to an international obligation under an international treaty or convention. The Federal Ombudsman jurisdiction cannot be limited to the federal capital area and can be exercised all over Pakistan over a federal employer, institution, organization or workplace.

v. Inquiry Committee:

The structure, regulations and other procedures related to the Inquiry Committee are as under:

- Each organization shall constitute an Inquiry Committee within thirty days of the enactment of “Protection against Harassment of Women at Workplace, Act 2010” to enquire into complaints under this Act.
- The Committee shall consist of three members, amongst whom at least one member shall be a woman. One member shall be from senior management and one shall be a senior representative of the employees or a senior employee where there is no Collective Bargaining Agent (CBA). One or more members can be co-opted from outside the organization if the organization is unable to designate three members from within as described above. A Chairperson shall be designated from amongst them.
- In case a complaint is made against one of the members of the Inquiry Committee that member should be replaced by another for that particular case. Such member may be from within or outside the organization.

- In case where no competent authority is designated the organization shall within thirty days of the enactment of this Act designate a competent authority.
- The Inquiry Committee shall submit its findings and recommendations to the Competent Authority within thirty days of the initiation of inquiry.

Competent Authority is legally responsible to implement the orders within stipulated time period and in case of failure to do so, the Ombudsman possesses power to punish for contempt as provided in the Contempt of Court Ordinance, 2003 (Act V of 2003).

This Secretariat has already constituted Internal Inquiry Committee under sub-section (1) of section 3 of the Protection against Harassment of Women at Workplace, Act 2010.

vi. Complaint handling:

a) Procedure:

All complaints that are filed at the Federal Ombudsman Secretariat against Harassment are dealt with in accordance with the provision of Protection against Harassment of women at workplace Act 2010. Any woman or man can file a complaint under section 8 of the above mentioned act. The complaint can be registered with the Registrar at the Federal Ombudsman Secretariat. It can also be sent by post or submitted online via www.fospah.gov.pk. It can either be written in English or Urdu.

b) Requirement:

While filing a complaint, the complainant is required to have a comprehensive statement containing all the facts regarding the incident identified as harassment. With their statement all relevant evidence should be attached. The complainant should also provide a list of all witnesses along with their computerized National Identity Cards, addresses and contact numbers.

The complainant is also required to submit an affidavit verifying the authenticity and truthfulness of the complaint lodged. While filing a complaint a power of attorney may also be required along with the addresses of the complainant and respondent. The Registrar may request further relevant documents.

vii. Appeal handling:

a) Procedure:

Under section 6 of Protection against Harassment of Women at Workplace Act 2010, any party that may feel discontented / aggrieved by

the decision of the inquiry committee constituted under the said Act of 2010 is eligible to file an appeal before the Federal Ombudsman Secretariat within 30 days of the decision. Given that a major or minor penalty was imposed on the appellant, which they seek to redress.

b) Requirement:

Any party aggrieved by the decision of the competent authority may appeal under Section 6 of the Protection against Harassment of Women at Workplace Act 2010 in his / her own name. The appeal shall contain all the relevant material, statements and arguments relied upon by the appellant. The appeal shall not be accusatory and derogatory. The appellant is required to file the appeal directly with the Registrar at the Federal Ombudsman Secretariat. It is important that the content of the appeal be verified by the aggrieved party to be true to his / her knowledge and belief. The appeal must be signed the appellant or affixed with a thumb impression.

The appellant authority may on consideration of appeal and any other relevant material, confirm, set aside, vary or modify the decision within 30 days in respect of which such appeal is made. It shall communicate the decision both to the parties and the employer.

viii. Employer:

In relation to an organization, “Employer” means any person or body of persons whether incorporated or not, who or which employs workers in an organization under a contract of employment or in any other manner whosoever and includes:

- an heir, successor or assign, as the case may be, of such person or, body as aforesaid;
- any person responsible for the direction, administration, management and control of the management;
- the authority, in relation of an organization or a group of organization run by or under the authority of any Ministry or department of the Federal Government or a Provincial government, appointed in this behalf or, where no authority is appointed, the head of the Ministry or department as the case may be;
- the office bearer, in relation to an organization run by or on behalf of the local authority, appointed in this behalf, or where no officer is so appointed, the chief executive officer bearer of that authority;
- the proprietor, in relation to any other organization, of such organization and every director, manager, secretary, agent or office

bearer or person concerned with the management of the affairs thereof.

- a contractor or an organization of a contractor who or which undertakes to procure the labour or services of employees for use by another person or in another organization for any purpose whatsoever and for payment in any form and on any basis whatsoever; and
- office bearers of a department of a Division of a Federal or a Provincial or local authority who belong to the managerial, secretarial or directional cadre or categories of supervisors or agents and those who have been notified for this purpose in the official Gazette;

ix. Responsibility of the Employer:

It shall be the responsibility of the employer to ensure implementation of Act of 2010, including but not limited to:

- i. incorporation of the Code of Conduct for protection against harassment at the workplace as a part of their management policy
- ii. Formation of Inquiry Committee referred to in section 3
- iii. Designation of a competent authority referred to in section 4.

The management shall display copies of the 'Code of Conduct' in English as well as in language understood by the majority of employees at a conspicuous place in the organization.

On failure to comply with the provisions of this section (display copies of 'Code of Conduct'), every employer shall be liable to a fine which shall not be less than twenty-five thousand rupees.

The purpose of the 'Code of Conduct' is to create awareness about the "Protection against Harassment of Women at Workplace, Act 2010" and to make every employer or employee acquainted with the definitions of harassment as defined in the Act.

CODE OF CONDUCT

Under Protection against Harassment of Women 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

Types of Harassment:

1. Abuse of Authority, meaning:

A person in authority while exercising his power demands sexual favours from a subordinate, in order for the subordinate to keep or obtain job benefits.

2. Creating hostile environment, meaning:

An environment where the Complainant feels uneasy, abused and intimidated, which interferes with the Complainant's work performance.

3. Retaliation, meaning:

Refusal to grant a sexual favour resulting in limiting promotion, generating gossip or distorting evaluation reports etc.

Complaint at organization:

- It is mandatory for every organization to have an inquiry committee constituted under the Protection against Harassment of Women at Workplace Act 2010.
- The inquiry committee is to be composed of 3 members of whom at least one member shall be a woman.
- Complaint to be made to a member of the inquiry committee.
- The employer should display the names and contact number of the members of inquiry committee at visible spots within the building.
- Adjustments should be made by the employer, such as:
 - (i) Complainant and the Accused shall not be required to meet for official business.
 - (ii) Extra charge should be taken away which may give one party excessive power over the other.
 - (iii) Retaliation should be strictly monitored.

Appeal at FOSPAH:

- If the Complainant or Accused is not satisfied with the decision of the inquiry committee in the organization, then an appeal can be filed at FOSPAH.
- Appeal is to be filed within 30 days.

Complaint at FOSPAH:

- A fresh complaint can be filed before the Federal Ombudsman.
- Complaint can be either submitted online, by post or in person.

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

FOSPAH IS EMPOWERED TO PROTECT AND SECURE THE RIGHT OF OWNERSHIP OF WOMEN IN THE PROPERTY

You can now file a complaint at FOSPAH under the "Enforcement of Women's Property Rights Act 2019" The Act, 2019, empowers FOSPAH to deal with all the complaints related to **women's property rights including moveable or immovable property.**

- FOSPAH can entertain a matter if a complaint is brought before it by the aggrieved woman or anybody on her behalf.
- The Ombudsman can even take a **Suo Moto Notice** in such like cases.
- The complaint will be decided within 60 days.
- FOSPAH can even entertain the matter if it is pending before a court of law and in such matters, FOSPAH will submit a report for assessment of the Court, after a complete investigation.
- On conclusion of the proceedings, the Ombudsman may deliver possession of the property as well as ownership and title to the Complainant.
- The Ombudsman may adopt all the necessary means for implementation of its orders.

Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAH)

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ضابطہ اخلاق

جائے کار پر خواتین کو ہراساں کرنے سے تحفظ کیلئے ضابطہ اخلاق ایکٹ، ۲۰۱۰

جدول (دفعات ۲ (ج) اور ۱۱)

چونکہ یہ قرین مصلحت ہے مقام کار پر ہراساں کرنے کے خلاف تحفظ دینے اور حفاظت کے لیے ضابطہ اخلاق وضع کیا جائے جو ذیل میں دیا گیا ہے

ہراسیت کی تین نشانیاں ہیں:

- ۱۔ اختیارات کا غلط استعمال: کوئی بھی بااختیار آفیسر 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: وہ دفتری ماحول جہاں درخواست گزار خود کو غیر محفوظ محسوس کریں اور اپنا کام صحیح طریقے سے نہ کر سکیں۔
- ۳۔ انتقام: اگر ماتحت اپنے کسی بھی افسر کے غیر اخلاقی تعلق سے انکار کرے اور وہ افسر انتقامی طور پر ماتحت کی ملازمت میں رکاوٹ بنے۔

محکمہ میں شکایت:

- ہر محکمہ پر یہ لازم ہے کہ وہ "تحفظ برائے ہراسیت خواتین بہ مقام کار ایکٹ ۲۰۱۰" کے تحت انکوائری کمیٹی بنائے۔
- یہ انکوائری کمیٹی (۳) افراد پر مشتمل ہوگی جن میں سے ایک خاتون کا ہونا لازم ہے۔
- محکمہ میں شکایت کمیٹی کے کسی بھی فرد کو کی جاسکتی ہے۔
- ادارے کی ذمہ داری ہے کہ وہ انکوائری کمیٹی کے ممبران کے نام اور رابطہ نمبر دفتر میں نمایاں مقامات پر آویزاں کرے۔
- شکایت کے دوران وہ فرد (جس نے شکایت کی ہو اور جس کے خلاف شکایت ہوئی ہو) آپس میں نہیں ملیں گے اور کوئی اضافی اختیار (اگر دیا گیا ہو) واپس لے لیا جائے گا۔
- انتقامی کارروائی زیر نظر رکھی جائے گی۔

FOSPAAH میں اپیل:

- اگر کوئی بھی شخص (شکایت کنندہ یا ملزم) کمیٹی کے فیصلے سے متفق نہ ہو تو وہ FOSPAAH کو بذریعہ اپیل رجوع کر سکتا ہے۔
- اپیل ۳۰ دن کے اندر کی جائے گی۔

FOSPAAH میں شکایت:

- محکمہ کے علاوہ وفاقی محتسب برائے افسر اور ہراسیت کے پاس بھی شکایات درج کروائی جاسکتی ہیں۔
 - FOSPAAH میں شکایت آن لائن یا بذریعہ ڈاک یا بدست خود بھی جمع کروائی جاسکتی ہے۔
- ہر ادارے کی ذمہ داری ہے کہ وہ اپنے ملازمین کو ہر قسم کے خوف و ہراس سے پاک اور محفوظ ماحول فراہم کرے۔

FOSPAAH اب حقوق وراثت خواتین بابت جائیداد کا بھی محافظ ہے

اب آپ "نفاذ حقوق جائیداد برائے خواتین ایکٹ ۲۰۱۹" کے تحت شکایات بابت حقوق وراثت جائیداد (متعلق منقولہ وغیر منقولہ) بھی وفاقی محتسب میں درج کروا سکتے ہیں۔

- متاثرہ خاتون بدست خود یا بذریعہ نمائندہ شکایت دائر کر سکتی ہے۔
- اس بابت وفاقی محتسب کے پاس از خود نوٹس لینے کا بھی اختیار ہے۔
- شکایت پر ۶۰ دن کے اندر فیصلہ ہوگا۔
- FOSPAAH ان مقدمات میں بھی انکوائری کر سکتا ہے جن کے بابت پہلے سے عدالت دیوانی میں کوئی کارروائی زیر سماعت ہو۔ اور بعد ازیں انکوائری رپورٹ متعلقہ عدالت میں جمع کی جائے گی۔
- بعد از فیصلہ، وفاقی محتسب با اختیار ہے کہ وہ متاثرہ خاتون کو جائیداد متعلقہ کا قبضہ دلوائے اور کاغذات مال میں بھی اندراج کرائے۔
- وفاقی محتسب با اختیار ہے کہ وہ اپنے فیصلے کو عملی جامہ پہنانے کے لیے ہر ممکن تدبیر اختیار کرے۔

وفاقی محتسب برائے افسر اور ہراسیت بہ مقام کار

لوکل گورنمنٹ، وہی ترقی کپلیکس، سروس سٹیشن، سکٹر ۲/G-5، اسلام آباد

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