



# FEDERAL OMBUDSPERSON SECRETARIAT FOR PROTECTION AGAINST HARASSMENT OF WOMEN FOSPAH



**QUARTERLY  
NEWSLETTER**  
JANUARY - MARCH 2026

# #FOSPAH

Together for safer  
workplaces & equal  
rights for women

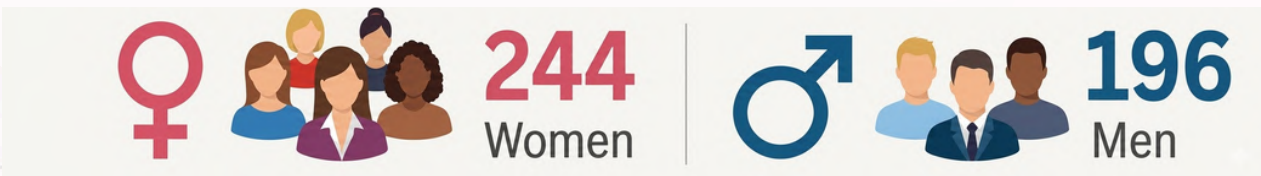
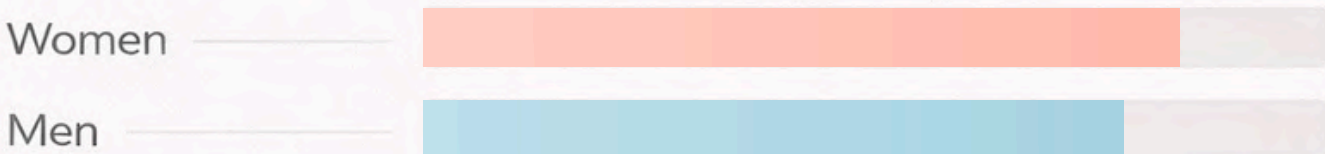


# Case Statistics & Impact Overview

JANUARY - MARCH 2026



## Gender Distribution of Complainants



### Digital Reach Highlight

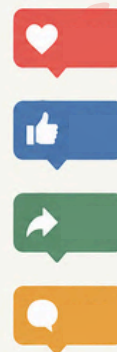
Our content continues to spark important conversations and drive awareness on workplace rights and gender equality.



Our International Women's Day post crossed

**1M+**

**VIEW**





## Message from the Federal Ombudsperson, Ms. Fauzia Viqar

As we progress through the first quarter of 2026, I am encouraged by the continued strides made by FOSPAH in addressing workplace harassment. Our efforts have focused on strengthening institutional responsiveness, ensuring effective redressal, and expanding our outreach across the country.

A key priority this year has been the digitisation of our processes to enhance accessibility, efficiency and responsiveness for complainants. We have developed a comprehensive complaints management system to enable end-to-end digital handling and coordination of cases. At the same time, public awareness has been strengthened through sustained engagement across print, digital, and broadcast media platforms. FOSPAH has issued several important decisions during this period, contributing meaningfully to public discourse on workplace harassment and gender equality. Notable decisions included declaring discriminatory housing restrictions against women unconstitutional, removal of a sitting Vice Chancellor following harassment findings, recognition of paternity leave as a legal right for fathers and directions against structural barriers affecting women's pension and retirement benefits. These efforts reinforce the imperative of safe, equitable and inclusive work environments while advancing the broader agenda of women's empowerment and economic security.

This quarter, we have further deepened collaboration with Ombuds institutions both within Pakistan and internationally, including through the OICOA Sub-Committee, the Forum of Pakistan Ombudsmen (FPO) and bilateral engagements, to exchange institutional knowledge and best practices. As we move forward, we remain committed to strengthening our digital systems, expanding outreach and ensuring timely and effective redressal for all.

# QUARTER AT A GLANCE

Key Highlights January - March 2026



**Ombudsperson Ms. Fauzia Viqar Met with Honourable Chief Justice Aminuddin Khan, Federal Constitutional Court of Pakistan**



Briefed the Chief Justice on FOSPAH’s mandate and recent initiatives.



Emphasised workplace harassment as a constitutional issue impacting dignity and equality.



Reinforced the need for stronger judicial collaboration to advance women’s rights and safe workplaces.

- Federal Ombudsperson, Ms. Fauzia Viqar joined distinguished speakers including representatives from UN Women Pakistan, Malala Fund and other leading institutions to discuss advancing women’s economic inclusion.
- She highlighted gaps between education and employment, particularly in informal sectors, and emphasised the need for integrated reforms linking skills, digital access, and labour protections.
- The discussion collectively underscored the importance of coordinated, system-level action to strengthen women’s participation in the economy.



**Honourable Ombudsperson Ms. Fauzia Viqar Invited as Panelist on Women’s Economic Inclusion at Pakistan Governance Forum 2026**



## 16th Meeting of National Assembly Special Committee on Gender Mainstreaming Held at FOSPAH Secretariat, Chaired by MNA Dr. Nafisa Shah



- 16th Meeting of National Assembly Special Committee on Gender Mainstreaming was attended by Senators Rubina Qaim Khani, Khalida Ateeb, MNAs Shahida Rehmani, Shahida Begum and officials from FOSPAH and MoHR.
- FOSPAH briefed the NA Special Committee on its mandate, legal framework, performance, and challenges in timely justice under anti-harassment laws, stressing stronger coordination and resources.
- Members called for a policy review to strengthen accountability, victim protection, and institutional responsibility, urging HEC, PEMRA and other relevant bodies to reinforce oversight of anti-harassment mechanisms.

Honourable Federal Ombudsman, Ms. Fauzia Viqar, held a meeting with the DC Islamabad, Irfan Nawaz Memon, Director Law and DG Law in connection with the mandate and implementation of the Proper Rights Act, 2020, focusing on institutional coordination and effective enforcement of rights based mechanisms.

# Visit of Tanzanian Delegation to FOSPAH



**A 20 member Tanzanian delegation led by Hon. Erastus Viecent Mtui, Tax Ombudsman of Tanzania, facilitated by Hon. Almas Ali Jovindah, Advisor Legal at Federal Tax Ombudsman and Executive Secretary OICOA & FPO, visited FOSPAH for exchange on governance and redress systems.**

- The delegation met Honourable Federal Ombudsperson, Ms. Fauzia Viqar, Federal Ombudsperson, along with FOSPAH officials, and was briefed on FOSPAH's mandate on workplace harassment (covering men, women, and transgender persons) and women's property rights, alongside its continued efforts to advance gender equality, economic security, and women's empowerment.
- Tanzanian Tax Ombudsman expressed interest in FOSPAH's model, indicating an intent to adopt a similar Ombudsperson framework.



## FOSPAH's Collaborative Engagements



Honourable Ombudsperson Ms. Fauzia Viqar, along with Communications Officer Ms. Yumna and Assistant Registrar Ms. Shaza, met Dr. Luay Shabaneh, **UNFPA** Representative in Pakistan and team, to enhance women's workforce participation and address gender-based violence and harassment.



Honourable Ombudsperson Ma'am Fauzia Viqar met the Chairperson and team of **NCSW** during their visit to FOSPAH Secretariat to strengthen collaboration on women's empowerment.



As part of a week-long engagement in Karachi, Ombudsperson Ms. Fauzia Viqar met Syed Mumtaz Ali Shah, Federal Insurance Ombudsman, to strengthen institutional cooperation.



FOSPAH hosted **Samuel Rizk**, the **Resident Representative of UNDP** Pakistan, at its Head Office to strengthen collaboration on gender equality and the SDGs framework.



**HRCP** delegation, including Council Member **Farhatullah Babar**, visited FOSPAH Head Office for discussions on the promotion of human rights, safeguarding constitutional protections, and enhancing inclusion of vulnerable groups.



# AWARENESS SESSIONS

Visual Highlights of the Quarter



Awareness session at Rawalpindi Chamber of Commerce and Industry (RCCI)



Awareness session at National Defence University (NDU)



Awareness session at Overseas Investor Chamber of Commerce and Industry (OICCI), Karachi





**Federal Ombudsperson Ms. Fauzia Viqar delivered a lecture to young diplomats on harassment & professional conduct at Foreign Service Academy.**

**Awareness session at Transparency International, Karachi**



**Awareness session at Rotary Club, Karachi**

**Awareness session at Islamic Relief Centre, Quetta Office**



**Federal Ombudsperson, Ms. Fauzia Viqar delivering lecture to mid-career management professionals from police service of Pakistan and NAB.**



**Awareness session at State Bank of Pakistan, Peshawar Office**



**Awareness session at Islamabad Chamber of Commerce & Industry (ICCI)**



**Awareness session at GIZ, Islamabad**



**Awareness session  
at SZABUL**



**Awareness session at  
Multan Institute of  
kidney Disease,  
Multan**

**Awareness session at  
Govt. Holdings  
(Private) Limited,  
Islamabad**



**Awareness  
session at ILMA  
University**



**Seminar “Youth & Future of Pakistan”  
at Quaid e Azam  
University**



**Awareness session  
at Jinnah University  
of Women, Karachi**



**Awareness session at  
Bahria University,  
Islamabad**



**Awareness session at  
Punjab University,  
Law College**



# Noteworthy Cases

Highlights of the Quarter



## **“NO BACHELORS/SINGLES”: HOUSING PRACTICE DECLARED UNCONSTITUTIONAL**

**FOSPAH OUTLAWES DISCRIMINATORY “NO BACHELORS” HOUSING PRACTICES**

FOSPAH declared housing restrictions such as **“No Bachelors/Singles”** illegal and void from inception, holding that denial of residence based on marital status or gender violates fundamental rights to equality, dignity and freedom of residence. The decision strengthens protections for single professionals particularly women, ensuring fair access to housing and reinforcing FOSPAH’s commitment to an inclusive and harassment-free environment.



## **VICE CHANCELLOR REMOVED OVER HARASSMENT FINDINGS**

**FOSPAH ORDERS DISMISSAL FOLLOWING PROVEN MISCONDUCT AND ABUSE OF AUTHORITY**

FOSPAH ordered the removal of a sitting **Vice Chancellor of Health Services Academy** after finding him guilty of sexual harassment and abuse of authority. A counter-complaint alleging “honey trapping” was dismissed as evidence substantiated the female complainant’s claims. The verdict reinforces accountability, institutional integrity and FOSPAH’s commitment to safe and dignified workplaces and learning environments.



## **PATERNITY LEAVE DECLARED A LEGAL RIGHT FOR FATHERS**

**FOSPAH DIRECTS GRANT OF 30 DAYS’ PATERNITY LEAVE FOR FATHERS AND POLICY COMPLIANCE**

In a landmark judgment, FOSPAH held that denial of paternity leave is unjustified, declaring that childcare is a shared parental responsibility. The Forum ordered that the complainant officer be **granted 30 days paid paternity leave** and imposed a **fine of PKR 500,000** on the State Bank for non-compliance. It further directed the formulation of policy under the **Maternity and Paternity Leave Act 2023**, reinforcing child welfare and gender equality in the workplace.



## **EARLY RETIREMENT AGE NOT A BARRIER FOR WOMEN**

**FOSPAH DIRECTS EOBI TO ALLOW CONTRIBUTIONS BEYOND 55 YEARS**

FOSPAH held that the prescribed retirement age for women is a **facilitative provision, not a restriction** on continued employment. It directed EOBI to accept pension contributions from women employees beyond **55 years**, declaring refusal to do so discriminatory. The decision affirms women’s right to work, ensures equal treatment and removes structural barriers in pension contributions and employment continuity.

# Media Visibility and Outreach



Highlights of the Quarter

## 1 SOCIAL MEDIA VISIBILITY



101,490 M Reach

FEDERAL OMBUDSPERSON SECRETARIAT FOR PROTECTION AGAINST HARASSMENT OF WOMEN FOSPAPH

**INVOICE**  
The Hidden Cost of Workplace Harassment Against Women

- Unwelcome comments
- Career stagnation
- Workplace intimidation
- Sexual harassment
- Abuse of authority
- Legal opportunities
- Mental stress
- Stigma under pressure
- Lost leadership potential
- Forced resignations
- Fear of reporting

TOTAL: Gender Inequality  
PAYMENT DUE: Safe workplaces  
STATUS: **Overdue**

FOSPAPH - Protection Against Harassment at Workplace  
GRAND TOTAL: 101,490 M Reach

Helpline: 03444 367 367  
@fospah  
complaints@fospah.gov.pk

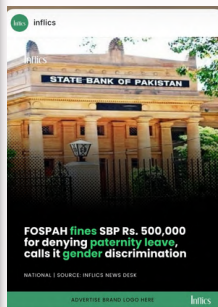
High Visibility Digital Content



helopakistan The Federal Ombudsman for Protection Against Harassment has ruled that fathers are legally en...



mangoobaz Under the Maternity and Paternity Leave Act 2023 in Pakistan, male employees are entitled to 30 day...



inflics The Federal Ombudsman for Protection Against Harassment (FOSPAPH) has issued a decisive ruling reinf...



nichellestyle The Federal Ombudsman for Protection Against Harassment (FOSPAPH) has imposed a fine of...

## 2 PRINT MEDIA COVERAGE



divamagazinepakistan



### FOSPAPH holds awareness seminar on protection against harassment at workplace

Our Staff Reporter Newspaper, Regional, Karachi March 10, 2026

KARACHI - Federal Ombudsman for Protection Against Harassment of Women at the Workplace, Fauzia Viqar, on Monday urged the women to raise their voice against any form of harassment, abuse or discrimination assuring that state is there to safeguard them.

She was addressing a seminar organised by Federal Ombudsman Secretariat for Protection Against Harassment (FOSPAPH) in collaboration with Liaquat National Hospital Karachi with objectives of spreading awareness about the FOSPAPH, laws dealing with cases of

ISLAMABAD: The State Bank of Pakistan (SBP) has been fined Rs500,000 for unlawfully denying paternity leave to an employee after a decision by the Federal Ombudsman for Protection Against Harassment Fouzia Waqar. The case was filed by Syed Basit Ali, an officer serving as OG-1 at the SBP Banking Services Corporation (BSC).



ای او بی آئی خواتین ملازمین کی 55 برس کی عمر کے بعد بھی پینشن میں شراکت تسلیم کرے، وفاقی محتسب وفاقی محتسب برائے انسداد پر اسٹیٹ فزیوہ و قار نے ای او بی آئی کی خواتین ملازمین کے لیے بڑا فیصلہ جاری کیا ہے

بچے کی پیدائش پر والد کو چھٹی نہ دینے پر اسٹیٹ بینک پر 5 لاکھ روپے کا جرمانہ

تازہ ترین | قومی خبریں | 16 فروری، 2026  
وفاقی محتسب برائے انسداد پر اسٹیٹ نے بینک افسر کو بچے کی پیدائش پر چھٹی نہ دینے پر اسٹیٹ بینک پر 5 لاکھ روپے کا جرمانہ عائد کر دیا۔  
30 دن پیدائشی رخصت نہ دینے پر وفاقی محتسب برائے انسداد پر اسٹیٹ فزیوہ و قار نے حکم دیا ہے کہ اسٹیٹ بینک جرمانے کی رقم میں سے 4 لاکھ شکایت گزار افسر سید باسط علی کو ادا کرے۔  
وفاقی محتسب برائے انسداد پر اسٹیٹ نے مکمل تخواہ کے ساتھ 30 دن کی پیدائشی رخصت دینے کا بھی حکم دیا ہے۔

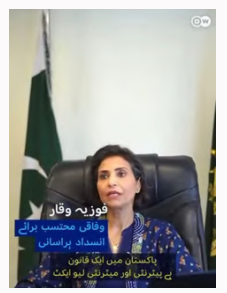
Through dynamic media engagement and digital outreach FOSPAPH continues to amplify awareness, and drive meaningful impact across social platforms.

# Media Visibility and Outreach

Highlights of the Quarter



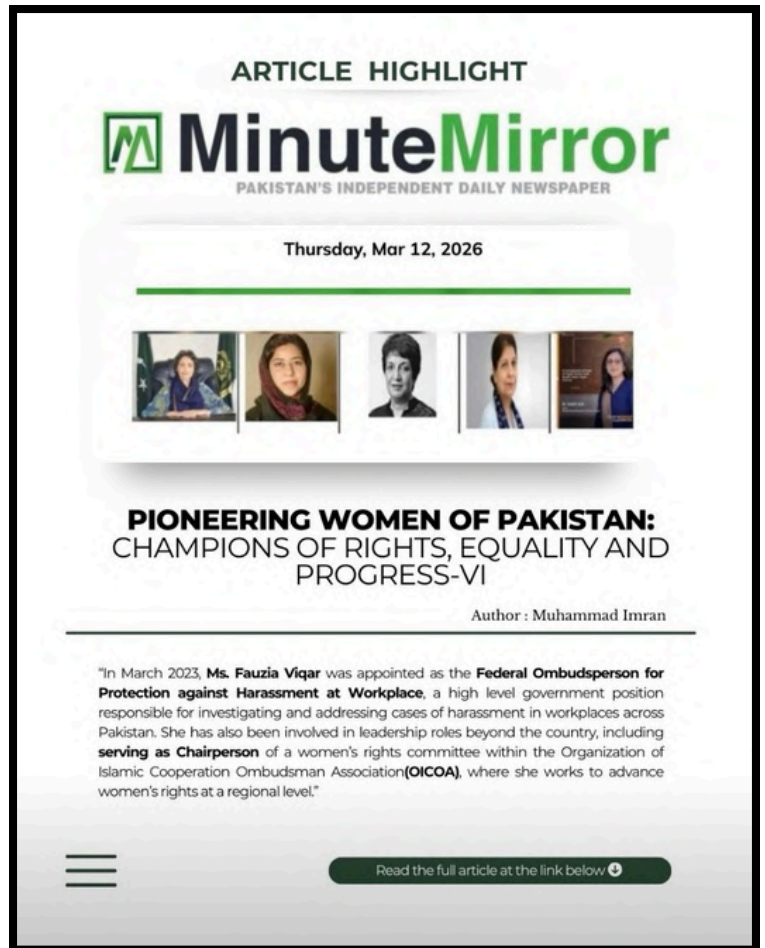
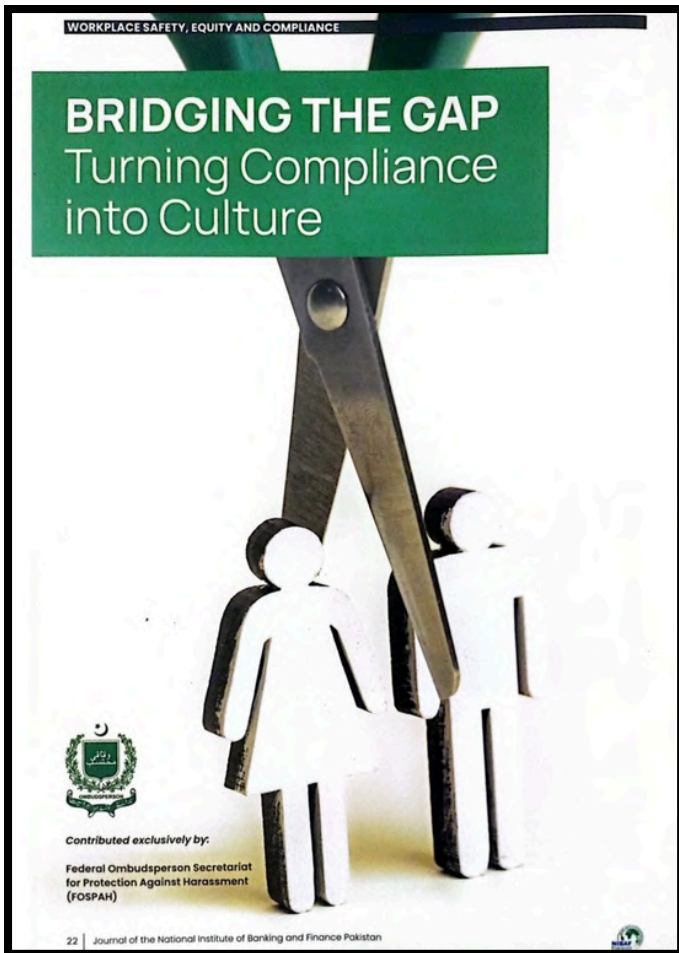
## 3 BROADCAST MEDIA COVERAGE



Through dynamic media engagement and digital outreach FOSPAH continues to amplify awareness, and drive meaningful impact across social platforms.



# Publications & Featured Articles



**"Real compliance belongs not in documents or paperwork, but in a culture where representation is lived through participation and policy is felt through protection."**

FOSPAH's study on workplace safety, equity and harassment prevention has been published in the Journal of the National Institute of Banking and Finance (NIBAF), Pakistan. Titled "Bridging the Gap: Turning Compliance into Culture," the study examines institutional mechanisms and the gap between compliance frameworks and their effective implementation, highlighting the need to translate policy into practice through stronger accountability and workplace culture. The article also provides practical, evidence-based recommendations to strengthen institutional responses to harassment and promote safer, more inclusive work environments.

Honourable Federal Ombudsperson featured in Minute Mirror, the article highlights the contributions of **Ms. Fauzia Viqar**, recognising her leadership in advancing women's rights, equality, and safer work environments in Pakistan and beyond.



**REGISTER YOUR  
COMPLAINT ONLINE**



FOR LODGING WORKPLACE HARASSMENT  
COMPLAINTS, CONTACT US

**03444 367 367**

FROM FILING TO  
CONCLUSION IN JUST  
**90 DAYS**



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