

# HARASSMENT AWARENESS VOLUNTEER PROGRAM HAVP

## Seminar on “Protection Against Harassment of Women At Workplace Act, 2010”

February 19, 2015

District Rajanpur



## TITLE OF THE SEMINAR

Protection Against Harassment of Women at Workplace Act, 2010

## ACTIVITY DATE

February 19, 2015

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## VENUE

'MakhdoomRajan Shah Hall', Post Graduate College, Rajanpur

## METHODOLOGIES

Following methodologies were used during the seminar:

- Interactive speeches & Discussion
- Question & Answers

## NAME OF SPEAKERS

1. **Mr. Ghazi Aman Ullah:** Chief Guest (District Coordination Officer, Rajanpur)
2. **Mr. Asim Qureshi:** (Consultant, Office of the Ombudsperson, Punjab, Lahore)
3. **Ms. Bushra Khaliq:** (Executive Director, WISE, Lahore)
4. **Mr. Muhammad Aslam Khan:** (District Adviser, Ombudsman Punjab, Rajanpur)
5. **Prof. Dr. Muhammad Shakil Pitafi:** (Principal, Govt. Post Graduate College, Rajanpur)
6. **Mr. Malik Saifur Rehman:** (EDO Agriculture , DO Planning, Rajanpur)
7. **Mr. Muhammad Asghar Jalbani:** (EDO Community Development, Rajanpur)
8. **Ms. Saba Zohra:** (Incharge, Shelter Home, Rajanpur) Focal Person HAVP Campaign
9. **Ms. Rukhsana Mubarak** (Women Rights Activist)
10. **Ms. JaveriaNiaz:** (Program Officer, WISE, Lahore)

## PROCEEDINGS

Public Seminar was held on February 19, 2015 at 'Makhdoom Rajan Shah Hall', Post Graduate College, Rajanpur. There were more than 350 (male & female) participants from public/ private sector including Police, Rescue 1122, Education, Health, Social Welfare and Labor Departments. The members from civil society, electronic and press media also attended the event. A large number of working women from different walks of life participated in the seminar.

Ms. Bushra Khaliq, welcomed the chief guest, guest of honors, guest speakers and all the participants on behalf of Women Ombudsperson and WISE.

**Ms. Bushra Khaliq:** (Executive Director, WISE, Lahore)

She started with the introduction of Harassment Awareness Volunteers Program (HAVP); she said that although the law against sexual harassment at workplace "The Protection Against Harassment of Women at the Workplace Act 2010" has been passed in 2010 and according to this law all the organizations are bound to adopt the code of conduct against sexual harassment within the 6 months after enactment of this law. However it was observed that the Management of organization doesn't know how to adopt code of conduct and employees are unaware about remedies under this law. The ratio of reported cases



of sexual harassment is quite low as compared to actual number of incidents. So keeping all in view The Office of the Women Ombudsperson has launched “Harassment Awareness Volunteer Program” for the orientation of “The Protection Against Harassment of Women at the Workplace Act 2010”. And today’s seminar is the continuity of this campaign.

During her speech for the better understanding of participants she discussed main features of “The Protection Against Harassment of Women at the Workplace Act 2010”

**Ms. Javeria Niaz:** (Program Officer, WISE, Lahore)

While giving presentation on the campaign activities in Rajanpur, she explained that the Volunteer’s training on “The Protection Against Harassment of Women at Workplace Act 2010” was organized on 17<sup>th</sup> of February 2015. Twenty (20) volunteers (10 male & 10 female) from different parts of district Rajanpur attended the capacity building training workshop. The orientation on the issue of Harassment, Protection Against Harassment of Women at Workplace, Act 2010 were the main topics of the training. After that training, 20 volunteers along with the WISE team members visited 30 workplaces including 10 banks, 05 Hospitals, 05 Colleges, 10 factories/ industries, where the volunteers conducted brief sessions on the topic of the compliance of anti-harassment laws.



**Ms. Rukhsana (Human Rights Activist)**

She expressed her views that efforts to promote gender equality and economic empowerment of women will lead to social justice. She said that the participation of women in public sphere is the key to country progress and development. The Protection Against Harassment of Women at Workplace Act, 2010 will significantly contribute towards women economic and social empowerment, she concluded.

**Ms. Saba Zohra:** (Incharge, Shelter Home, Rajanpur) Focal Person HAVP Campaign

While speaking, she talked about the challenges working women faced. She appreciated the enforcement of the law, establishing legal mechanisms and concrete steps for the protection of women at their work places. Also she suggested extending and ensuring measures for the protection of women from different forms of discrimination and gender based violence. While explaining she gave examples from the cases her institution deals with every day.



**Mr. Muhammad Asghar Jalbani:** (EDO Community Development, Rajanpur)

While addressing the seminar he appreciated the efforts of Women Ombudsperson for the promotion of anti harassment law. He said that working women are now in all fields and professions and this is our

responsibility to provide and ensure safe and encouraging working environment for the progress. In order to create a balanced society, women be treated as equal and our administration would extend all solidarity toward the achievement of our common goals.

**Mr. Malik Saifur Rehman:** (EDO Agriculture, DO Planning, Rajanpur)

During his speech Saifur Rehman appreciated the efforts of Punjab Government, Office of the Woman Ombudsperson and WISE for organizing the comprehensive campaign against sexual harassment at workplace in district Rajanpur. He said that District Government Rajanpur has already put the agenda of women development into its priority and overall district plans. By establishing and taking new initiatives like girls colleges, and setting up public parks for women is an indicator of the women friendly places in district. The District Government Rajanpur believes on women empowerment and will also ensure the implementation of “Protection Against Harassment of Women at Workplace Act, 2010” in real meanings.



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**Prof. Dr. Muhammad Shakil Pitafi:** (Principal, Govt. Post Graduate College, Rajanpur)

The Principal opined that women development and empowerment is an important area of our concern. This would be achieved only once the whole society pay attention to the problems and issues women face at public and work places. He also explained the importance of girls education and their mainstreaming for a balanced society. While sharing his institution contribution with regards to the education, said that the Post Graduate College has established new departments where the female students are getting education in different disciplines. He appreciated the campaign initiatives and made commitment to extend all solidarity for the implementation of the Act in letter and spirit.



**Mr. Asim Qureshi:** (Consultant, Office of the Ombudsperson, Punjab, Lahore)

He comprehensively told the participants about the role and powers of Women Ombudsperson

**Role of Ombudsperson:**

1. To receive direct complaints from employees of all organizations
2. To hear appeals where the accused or complainant are not satisfied with decision of Inquiry Committee of an organization
3. Any employee shall have the option to file a complaint either to the inquiry committee or the Ombudsperson



**Powers of Ombudsperson:**

1. Summoning and enforcing the attendance of any person and examining him on oath;
2. Compelling the production of evidence; Receiving evidence on affidavits;
3. Issuing commission for the examination of witnesses
4. entering any premises for the purpose of making any inspection or investigation, enter any premises where the Ombudsperson has a reason to believe that any information relevant to the case may be found; and

5. The Ombudsperson shall have the same powers as the High Court has to punish any person for its contempt.
6. Ombudsperson shall while making the decision on the complaint may impose any of the minor or major penalties



**Compliance of Code of Conduct:**

He also highlighted the steps for the code of conduct compliance

1. Incorporate of Code of Conduct for "Protection Against Harassment of Women at Workplace Act, 2010" as a part of Management, HR and Gender Policies
2. Constitution of 3 Member Standing Inquiry Committee
3. Designation of a competent Authority
4. Display the code of conduct
5. Orientation to all the staff members including support staff



**Mr. Ghazi Aman Ullah:** Chief Guest (District Coordination Officer, Rajanpur)

While addressing to the seminar, the chief guest appreciated the efforts of Women Ombudsperson for the promotion of anti-harassment laws. He also highlighted the importance of “Protection Against Harassment of Women at Workplace Act, 2010 while sharing already established mechanisms at the district level. However he recommended to all departments to constitute inquiry committees and display the poster of Code of Conduct. He showed strong

commitment for the strict implantation.



**Media Coverage:**

The local media was engaged throughout the campaign in the district and issued press news with the good coverage of seminar and training of volunteers, and by publishing the promotional message of the Ombudsperson in mainstreamed newspapers.