**PROTECTION AGAINST HARASSMENT OF WOMEN AT WORK PLACE**

**ACT NO-IV OF 2010**

**Introduction**

1. The Government of Sindh under Act No-IV of 2010 has appointed Provincial Ombudsman for “Protection Against Harassment of Women at the Work Place”. His office has been established at 7th floor New Sindh Secretariat building Karachi. The salient features of the Act are annotated in succeeding paragraphs.
2. The women will be provided comfortable working environment in the organization. Their position and entity will be respected at par with male employees.
3. An inquiry committee will be constituted by the organization having 3 members, of which one should be a woman. The composition of the committee will be as under:-
4. One member from senior management.
5. One senior representative of the employees.
6. One women member from management.
7. Senior most member will act as chairperson.
8. A Competent Authority will be designated by the organization.
9. The aggrieved working women may file complaint under Section 8(1) of the act to the Inquiry Committee. The inquiry committee will inquire the complaint and put up recommendations to competent authority. Decision of competent authority will be final.
10. The aggrieved woman can also file complaint directly to Provincial Ombudsman.

1. In case a complaint is made against one of the members of inquiry committee, that member should be replaced by another for that particular case.

**Inquiry Committee and Competent Authority**

1. The members of the inquiry committee of PAF-KIET are as under:-
2. Air Commodore (Retd) M Nizam Uddin – Chairperson
3. Wing Commander(Retd) Ubaid Abbasi - Member
4. Ms Sidra Khalid - Member
5. The President PAF-KIET will be the Competent Authority on the Subject.
6. The code of conduct for “Protection of women against harassment at the workplace” has been incorporated as part of management policy.