

**GOVERNMENT OF PAKISTAN  
NATIONAL SECURITY DIVISION  
PRIME MINISTER'S OFFICE  
ISLAMABAD**

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F.No. NSD.26(12)/2024-Admn

Islamabad the 26<sup>th</sup> April, 2024

**SUBJECT:- COMPLIANCE WITH THE PROVISIONS OF THE PROTECTION AGAINST HARASSMENT OF WOMEN AT THE WORKPLACE ACT, 2010**

Reference Federal Ombudsperson Secretariat's letter No.3(13)/11/Admin-Vol-II/317 dated 18<sup>th</sup> April, 2024 on the subject. The status vis-à-vis the performance of the subject Act are as under:-

S.No.	Information asked for	Action taken by NSD
I.	Confirmation of Constitution of Inquiry Committees in your Ministry/Division along with in Attached Departments, Autonomous Bodies/Regulatory Authorities, Commissions or any other Entities /Offices working under the control of your Ministry/Division as mandated by the 2010 Act.	National Security Division (NSD) constituted an inquiry committee on 9 <sup>th</sup> November, 2021 which has been re-constituted recently (copy enclosed). Furthermore, National Security Division has no Attached Department, Autonomous Body / Regulatory Authority, Commission or any other Entity / Office etc.
II.	Details about the composition of these Inquiry Committees, including the names and the designation of the respective committee members. The names of the committee members along with their contact information should also be displayed at prominent places in the respective offices as well as on the website.	Details of the Inquiry Committee are given in the enclosed Office Order. The composition of the Committee along with contact numbers has been circulated to all the offices of NSD and also uploaded on website of NSD.
III.	The Reporting Mechanisms and Procedures available within your Ministry/Division along with in Attached Departments, Autonomous Bodies / Regulatory Authorities Commissions or any other Entities/Offices for reporting incidents of harassment.	The complainant, if any, shall report for her complaint to any member of the Committee who shall be responsible to place the same before the Committee for examination / redressal.
IV.	The roles and responsibilities of each member of the Inquiry Committee along with the measures being taken to ensure confidentiality and to prevent any form of retaliation against the complainant.	All members of the committee have been made duty bound to ensure confidentiality and prevent any form of retaliation against the complainant.

V.	Confirmation about the display the Code of Conduct in all key languages in visible and public places in the office.	NSD is housed in premises of Prime Minister's Office. However, the code of conduct has been circulated among all offices of NSD for awareness.
VI.	Confirmation about the incorporation of the Code of Conduct in Management policies.	Complied.
VII.	Details about the annual reporting mechanism through which the Ministry/Division and its Attached Departments, Autonomous Bodies/Regulatory Authorities, Commissions or any other Entities/Offices inform relevant authorities about the progress and outcomes achieved by the Inquiry Committees.	Complain of harassment against any female employee of this Division is neither reported nor under progress.
VIII.	Name and contact details of a <b>focal person</b> , preferably a female officer, for liaising with this Secretariat.	Ms. Hifza Batool, Section Officer (BS-17) Cell: 0312-5956951 Office: 051-9203383
IX.	Tentative dates for organizing awareness seminars for the employees of your Ministry/Division along with those of Attached Departments, Autonomous Bodies/Regulatory Authorities, Commissions or any other Entities/Offices on the Provisions of the 2010 Act.	Tentative dates are as under: 15 <sup>th</sup> May, 2024 28 <sup>th</sup> August, 2024 24 <sup>th</sup> December, 2024



(Hidayat Ullah Baittani)  
Deputy Secretary (Admn)  
Ph:051-9216313

**Mr. Arif Karim**  
**Secretary (FOSPAH),**  
**Federal Ombudsperson Secretariat**  
**For Protection Against Harassment of Women at the Workplace,**  
**Islamabad.**

**Copy to:**

Ms. Hifza Batool, Section Officer / Focal Person, National Security Division,  
Islamabad.