

Implementation on the Protection against Harassment of Women at the Workplace Act, 2010 of Social Welfare, Special Education and Women Empowerment Officers of Khyber Pakhtunkhwa

Community Research &Development Organization-CRDO
House # B2 New Arbab
Colony Abdara Road Peshawar
Ph# 091-5852202
Website: www.crdo.org.pk
Email: crdogen15@gmail.com

Contents:

1: Executive Summary4
2: Background 5
3: Participation 6
4: Objectives..... 7
5: Context of PaHWW.....7
6: Challenges of PaHWW for DICSW 8
7: Methodology & Resources 9
8: Training Sessions.....9

Annexure:

- Annexure 1: Role play while Practicing District Inquiry Committee
- Annexure 2: Handouts
- Annexure 3: Result of analysis
- Annexure 4: Schedule of Training

Executive Summary

GIZ, through its *Support to Good Governance Programme*, is supporting the Social Welfare, Special Education and Women Empowerment Department (SW, SE & WED), government of Khyber Pakhtunkhwa (KP) since 2011. The work package includes implementation of laws relating to prevention of violence against women. The planning workshop in 2014 was the venue where it was agreed that GIZ will support the implementation of “Protection of Women against Harassment at Workplace Act, 2010” through a roll out process in district Mardan, KP.

The technical cooperation of GIZ was planned with the objective of providing ToT to District Inquiry Committee (DIC) and other line departments in district Mardan, along with supporting the training of Social Welfare department employees, providing orientation sessions to the civil society organizations in the district and facilitation of the process of clarification of the division of labor between DIC and Social Welfare department for effective implementation of the PaHWW act, 2010.

The training workshop was conducted on 11th and 12th May 2016 in Shelton Restaurant Mardan, while the orientation session for Civil Society Organizations of Mardan took place on the 13th May, 2016 in the office of District Welfare Office, Mardan. The training were conducted by an NGO named “Community Research and Development Organization (CRDO),” which has extensive experience in training and capacity building in context of PaHWW act, 2010. 39 trainees (30 male and 9 female) participated in a two-day workshop while 20 participants attended the one day orientation session for the civil society organizations.

On the first day of the training workshop, after recitation from Holy Quran and introduction of participants, the objectives of the workshop were introduced and a pre-assessment test was conducted. The trainers then explained the theme of gender based violence and sexual harassment from the constitution and legal framework of Pakistan. Later on whole PaHWW Act, 2010 was introduced to the participants. The questions of participants were answered before the lunch break on day one. After lunch and prayers break, the “role of Management, DIC and Ombudsperson” were explained in detail by the facilitators of the workshop and at the end GIZ also distributed posters on Code of Conduct to be displayed in all the line departments that participated in the training workshop. A question answer session was also conducted at the close of day one.

On day two of the workshop, the participants were briefed about the different kinds of procedures that can be adopted to file a complaint under PaHWW act, which include (a) informal procedure, (b) formal procedure, (c) direct complaint to ombudsperson (d) complain to police, and (e) complaint to first class Magistrate. Moreover, the definition of “competent authority” was given under the 2010 act and the process of designation of competent authority was explained to the participants.

After the training contents were completely delivered, a “role play” exercise was conducted where a female worker registers a complaint about her supervisor and driver about different acts of harassments and the pursuing discussion and Q&A session of the role play clarified the role of DIC to all the participants. At the end of day two, the participants were given a brief on the punishments in the PaHWW act, 2010, which included minor penalties as well as major penalties. Mr. Moeed Shah, the

district Social Welfare Officer of Mardan concluded the session and praised the efforts of trainers in making many issues clear to the staff of line departments as well as members of DIC.

