



**MOST IMMEDIATE**

Office of the  
**Auditor General of Pakistan**  
Constitution Avenue, Islamabad

No. 438-Dir(L)/11-423/Policy-Harassment/2023

Dated: 20 -05-2024

1. **The Director General (IT),**  
Local.
2. **The Director General (HRM),**  
Local.
3. **The Director General (B&A),**  
Local.

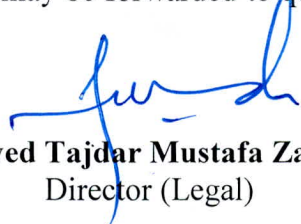
Subject: **Compliance with the Provisions of the Protection against Harassment of Women at the Workplace Act, 2010.**

Kindly refer to Finance Division (Coord Wing's) U.O. F.No.8(8)/Coord-I/2024 dated 24-04-2024 and Federal Ombudsperson Secretariat's letter F.No.3(13)/11/Admin-Vol-II/317 dated 18-04-2024 on the subject cited above.

2. The Auditor-General of Pakistan has been pleased to approve the following actions to be taken by the respective Wings in compliance with provisions of the Protection against Harassment of Women at the Workplace Act, 2010:

| S.No. | Instructions of Federal Ombudsperson Secretariat   | Action required   | Action to be taken by |
|-------|--|---|-----------------------|
| i.    | The names of the committee members alongwith their contact information should also be displayed at prominent places in the respective offices as well as on the website. | Office Order dated 05-12-2023 regarding constitution of Inquiry Committees to inquire into complaints of harassment is required to be uploaded on DAGP website. (copy enclosed) | DG (IT)               |
| ii.   | To display the Code of Conduct/Management Policies for protection against harassment at the workplace.   | Displaying Code of Conduct/Management Policies for protection against harassment at the workplace in all key languages in visible and public places in the office.              | DG (B&A)              |
| iii.  | To organize awareness seminars for the employees on the provisions of the Protection against Harassment of Women at the Workplace Act, 2010                              | Tentative dates for organizing awareness seminars on the provisions of the 2010 Act.  | DG (HRM)              |

2. It is, therefore requested that requisite action may please be completed at the earliest under intimation to this wing, so that a compliance report may be forwarded to quarters concerned.

  
(Sayed Tajdar Mustafa Zaidi)  
Director (Legal)



Office of the  
**Auditor General of Pakistan**  
Constitution Avenue, Islamabad

No. <sup>285</sup>-Dir(L)/11-423/Policy-Harassment/2023

Dated: 05-12-2023

**OFFICE ORDER**

In compliance of Section 3(1) of "Protection against Harassment of Women at the Workplace Act, 2010" following Inquiry Committees are constituted to inquire into complaints of harassment in the Pakistan Audit Department, as and when received:

**a) For BS 17 to 22**

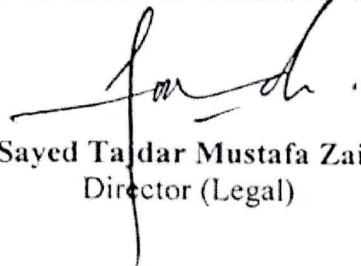
|      |  |                  |
|------|--|------------------|
| i.   | Additional Auditor General, H/Q  | Chairman         |
| ii.  | Director General (HRM)   | Member           |
| iii. | A lady officer of BS-19, named by the Deputy Auditor General (A&C) on case to case basis | Member/Secretary |

**b) For BS 01 to 16**

|      |   |                  |
|------|---|------------------|
| i.   | Director General (B&A)  | Chairman         |
| ii.  | Director (Establishment)  | Member           |
| iii. | A lady officer of BS-18 Departmental Cadre, named by the Deputy Auditor General (A&C) on case to case basis | Member/Secretary |

2. Auditor General of Pakistan shall be the Competent Authority for officers in BS 17 to 22 and Deputy Auditor General (QAIM) shall be the Competent Authority for officials in BS 01 to 16 in terms of Section 3(4) of the Act.

3. Office Order No.1227-Dir(A)/11-66/Policy File dated 09-05-2018 is withdrawn with immediate effect.

  
(Sayed Tajdar Mustafa Zaidi)  
Director (Legal)

**Copy for Information to:**

- i. All Deputy Auditors General.
- ii. Director General (HRM), O/o AGP, Islamabad.
- iii. Director General (B&A), O/o AGP, Islamabad.
- iv. Director (Establishment), O/o AGP, Islamabad.
- v. All Directors General/A.Ar.GI (P), Local
- vi. P.S. to Auditor General
- vii. P.S. to Addl. Auditors General (H/Q) & (Operations)