

Most Immediate

GOVERNMENT OF PAKISTAN  
CABINET SECRETARIAT (AVIATION DIVISION)  
PAKISTAN METEOROLOGICAL DEPARTMENT  
MET. HEADQUARTERS, H-8/2, ISLAMABAD

No.GA-1(3)/2019/4085

Dated: 27 December, 2019.

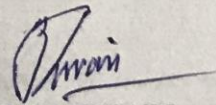
**CIRCULAR**

Subject:- **PETITION / COMPLAINT AGAINST GRIEVANCE(S) / VIOLATION OF HUMAN RIGHTS - - PROVISION OF CONDUCTIVE WORKING ENVIRONMENT TO FEMALE EMPLOYEES**

Reference is invited to National Commission for Human Rights, Islamabad letter No.2(818)-19 Complaint (NCHR) dated 3<sup>rd</sup> December 2019 accompanied by Ministry of Human Rights letter No. 4(50)/2018-AD HR-IV dated 31<sup>st</sup> October, 2019 on above noted subject ( Copies enclosed).

2. The Director General Met. Services has empathically directed to all concerned, especially Controlling Officers of PMD's Regional / Provincial offices to provide conducive working environment to female staff / officers. A common grievance of female staff relates to non-provision of exclusive /separate female toilets & a common room exclusively reserved for female staff / officers. It is therefore, requested to immediately earmark / dedicative exclusive female toilets & common room keeping in view the sanction strength of females. The entry of male officers / staff to such exclusive facilities should be strictly prohibited. Furthermore, immediate steps may also be initiated to set up Day Care Centers for the benefit of married female employees, wherever it is feasible in keeping with actual strength of married female employees.

**Encls:** ( 02 Pages)

  
**(ZAKIR HUSSAIN)**  
Chief Administrative Officer  
for Director General  
Meteorological Services

**Distribution:-**

1. Head Technical Services, Met. Hqrs. Islamabad
2. Chief Meteorologist, NDMC, Islamabad / R&D, Islamabad/ FFD, Lahore/Met Complex, Karachi
3. Director, RMC, Karachi / Lahore / Quetta / Peshawar / Gilgit
4. Director, F&C /IMG /CDPC / Maintenance, Karachi
5. Director, NAMC /NWFC /NDMC /Planning / Seismic / Lai Nullah, Islamabad

**Copy to:**

- ✓ 1. Syed Zeeshan Haider, Programmer (BS-17) NDMC, with the request that the same may be upload on PMD Website.



F.No. 4(50)/2018-AD HR-IV  
GOVERNMENT OF PAKISTAN  
MINISTRY OF HUMAN RIGHTS

R-13/c

9<sup>th</sup> Floor Kohsar Block, Pak Secretariat,  
Islamabad, the 31<sup>th</sup> October 2019

To,  
✓ The Secretary,  
National Commission for Human Rights,  
Government of Pakistan,  
Islamabad.

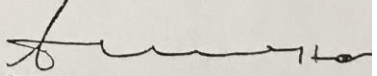
Subject: REQUEST FOR ACTION: APPLICATION OF MST. SHAMS-UN-NISA QUDSIA.

Sir,

I am directed to forward a copy of self-explanatory application / complaint for the redressal of grievance on the subject cited above.

2. In view of the above, the National Commission for Human Rights is requested to initiate action as per law, and a report may be furnished to this Ministry, at the earliest.

Encl: As above:

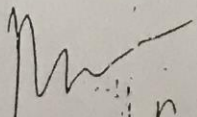
  
(Muhammad Anwar-ul-Haq  
Assistant Director (HR-IV)  
Tel:9206360

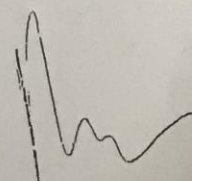
**Copy for information to:**

- (i) APS to the Director General (HR), Ministry of Human Rights, Islamabad.
- (ii) Mst. Shams-un-Nisa Qudsia with reference to her above mentioned application.

Seek report from ICT.

CO

  
19/11

  
4/11