Terms of Reference, Composition and a copy of rules regarding appointment termination and remuneration of member of Women’s Grievance Redressal Committee.

A division bench of the Honorable High Court delivered a milestone judgment (14 May 2009) by issuing certain directives in the form of guidelines to be treated as law and strictly complied by educational institutions and employers in the public as well as private sectors with immediate effect. The verdict is monumental in the context of promotion of gender equality in Bangladesh in as much as it aims to create a safe and secure working environment for women. The Honorable High Court made this judgment as mandate to formulate **`complain committee’** in their respective organization as per Article 9 of the guideline.

In response to the Honorable High Court judgments andsubsequently following the service rules of PKSF and other international policy related to sexual harassmentthe Governing Body of Palli Karma-Sahayak Foundation (PKSF) has formed a `**complain committee’** for receiving complain, investigating and recommending against sexual harassment at workplace. The committee consists of five members of which three members are selected from PKSF officials and the restof the two members are included from outside organizations working on the elimination of gender inequalities and sexual harassment. PKSF employees receive no financial incentive for participating in the committee meetings while members from outside organizationseach might get remuneration Tk 5000/- (five thousand) for every meetingupon approval of the PKSF management. In consultation with the Chairman of PKSF Managing Director may reform the committee if necessary.