

# Report of the Islamic Republic of Pakistan on the implementation of the Beijing Declaration and Platform for Action +25



*Combining the results of the  
2<sup>nd</sup> special session of the UN  
General Assembly 2000*

May 2019

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## Acronyms

<b>A2FS</b>	<i>Access to Finance Survey</i>
<b>AJK</b>	Azad Jammu and Kashmir
<b>ASF</b>	Acid Survivors Foundation
<b>ASR</b>	Applied Socio-Economic Research Resource Centre
<b>BPFA</b>	Beijing Platform for Action
<b>CEDAW</b>	Convention on Elimination of All Forms of Discrimination against women
<b>CNIC</b>	Computerized National Identity Card
<b>CSO</b>	Civil Society Organisation
<b>CSW</b>	Commission on Status of Women
<b>EVAWG</b>	Ending Violence against Women and Girls
<b>FATA</b>	Federally-Administered Tribal Areas
<b>FDMA</b>	Federally-Administered Tribal Areas Disaster Management Authority
<b>GCF</b>	<i>Gender Coordination Forums</i>
<b>GBV</b>	Gender-based Violence
<b>IDP</b>	Internally-dislocated Person
<b>KP</b>	Khyber Pakhtunkhwa
<b>MDG</b>	Millennium Development Goals
<b>MoFA</b>	Ministry of Foreign Affairs
<b>MoHR</b>	Ministry of Human Rights
<b>MoWD</b>	Ministry of Women's Development
<b>NACTA</b>	National Counter Terrorism Authority.
<b>NADRA</b>	National Database and Registration Authority
<b>NPAHR</b>	National Plan of Action for Human Rights
<b>NCSW</b>	National Commission on the Status of Women
<b>NDMA</b>	National Disaster Management Authority
<b>NFIS</b>	National Financial Inclusion Strategy
<b>NGO</b>	Non-Governmental Organisation
<b>NISP</b>	National Internal Security Policy
<b>PCNA</b>	Post-crisis Needs Assessment
<b>PCSW</b>	Provincial Commission on the Status of Women
<b>PDMA</b>	Provincial Disaster Management Authority
<b>SDGs</b>	Sustainable Development Goals
<b>SOP</b>	Standard Operating Procedure
<b>SW-WED</b>	Social Welfare and Women's Empowerment Department
<b>SWD</b>	Social Welfare Department
<b>SWO</b>	Social Welfare Officer
<b>UN Women</b>	UN Entity for Gender Equality and the Empowerment of Women
<b>UNDP</b>	United Nations Development Program
<b>UNHCR</b>	Office of the United Nations High Commissioner for Refugees
<b>UNICEF</b>	United Nations Children's Fund
<b>UNDPKO</b>	United Nations Department for Peacekeeping Operations
<b>UNSCR</b>	United Nations Security Council Resolutions
<b>USD</b>	United States Dollar
<b>VAW</b>	Violence against Women
<b>VTCD</b>	<i>Vocational Training Centres</i>
<b>WDD</b>	Women Development Department
<b>WFC</b>	Women's Facilitation Centre
<b>WFS</b>	Women Friendly Spaces
<b>WPC</b>	Women Protection Center

## INTRODUCTION

1. This National report is a review of the past 5 years in specific and 10 years in general as Pakistan was unable to submit a Beijing +20-year report. The Islamic Republic of Pakistan, under the obligation of its Constitution and international commitments, is committed to ensuring protection of the rights of its citizens and people residing within its borders.
2. As a follow-up of the Fourth World Conference on Women in 1995 in Beijing, the Government of Pakistan committed to implement the Beijing Platform for Action with its first National Plan of Action in 1998, followed by National Policy for Development and Empowerment of Women in 2002. Many administrative and legislative changes have occurred since then, which have enabled institutions and political office bearers to support the cause of women's empowerment and gender equality.
3. Through strong initiatives as reflected in Pakistan Vision 2025, the Sustainable Development Goals and the National Action Plan for Human rights, Pakistan has taken concrete steps to institutionalise policies on gender equality and empowerment. First of the seven pillars of Vision 2025 puts "People First", which aligns with SDG 1 (poverty), 2 (health), 4 (education) and 5 (gender). The +25 Report of Beijing Platform for Action also demonstrates that Pakistan has made progress in strengthening the foundations and provisions for meeting Gender Equality. Pakistan has developed a multitier strategy including the setting up of human rights institutions, the promulgation of pro-women legislation as well as the establishment of comprehensive women related policies creating cross cutting linkages between different ministries in the Government.

## PURPOSE OF THE REPORT

4. As per the guidelines provided by the CSW secretariat, the purpose of this report is to highlight achievements, to report progress and to identify challenges recorded by Pakistan in implementation of the Beijing Declaration and Platform for Action as well as outcomes of the twenty-third special session of the UN General Assembly held in 2000. As per the guidelines this report also correlates reporting between the Beijing Platform for Action Areas of Priority and SDG 5 on Gender Equality. During the preparation of this report a multi-stakeholder analysis and an extensive desk review of reports from relevant government agencies, authorities and departments was conducted with specific inputs from provincial and national departments of relevance.

## STRUCTURE OF THE REPORT

5. The report includes a short introduction and description on methodology along with four sections as described below:
6. **SECTION ONE** provides an analysis of priorities, achievements, challenges and setbacks, focusing on the past four years from 2015 to 2019. The report shall refer to development over a period of 10-15 years to cover for any gaps in reporting. This section also provides a snapshot of new and emerging priorities for the future, both at the provincial and national level.
7. **SECTION TWO** provides a detailed analysis of the measures undertaken to advance gender equality across the twelve critical areas of concern namely: women and poverty, education and training of women, women and health, violence against women, women and armed conflict, women and the economy, women in power and decision-making, institutional mechanisms for the advancement of women, human rights of women, women and the media, women and the environment, and the girl-child. The report endeavours to incorporate concerns of special groups of women including transgender and women and girls with disabilities.

Where available, for each of the areas, there is a concrete example of the measures taken, challenges encountered and achievements accomplished.

8. **SECTION THREE** covers the national machinery and national policy on gender equality and empowerment of women, as well as the formal mechanisms for participation of various stakeholders, especially in its correlation to work underway with the Ministry for Planning and Development that houses the SDG task force and Secretariat.
9. **SECTION FOUR** highlights progress on the availability of data disaggregated by sex and gender statistics while monitoring the implementation of the Beijing Declaration and Platform for Action with gender-responsive implementation of the 2030 Agenda for Sustainable Development.

## SECTION ONE PRIORITIES, ACHIEVEMENTS, CHALLENGES AND SETBACKS

What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

10. The Government is applying a four-pronged strategy for Pakistani women to harness their potential while ensuring protection of their human rights. Pakistan's major achievement and efforts have concentrated in: i) promote women's economic empowerment, ii) eliminate of all forms of violence against women, iii) ensure gender equality in all spheres of social, political, and cultural life, and iv) educate, capacitate and position women within the decision and policy making processes.

### **i. Economic Empowerment Achievements**

11. To empower participation of rural women, the Zarai Taraqiyati (Agriculture Development) Bank had launched agriculture related products/schemes for short & medium terms during the year 2012/13-2015/16. In these schemes women were given the opportunity to avail loans in order to participate in promotion and development of agricultural sector. Special Schemes includes
  - i. Khawateen Rozgaar Scheme (Women's employment Scheme)
  - ii. Asan Qarza Scheme,
  - iii. Shamsi Tawanai Scheme (Solar Energy Pumps),
  - iv. Tawanai Bachat Scheme (Bio Gas Unit),
  - v. Tahafuz-e-Samar Scheme (Dehydration of Fruits & Vegetables),
  - vi. Khushk Ratab Scheme (Product for Dehydration of Dates) (Chuhara),
  - vii. Soghat-e-Shireen Scheme for Gur Making,
  - viii. Agri-Financing Scheme for Cut-Flowers
12. Another important programme that compliments alleviating poverty among rural women with agri-based income is The Benazir Income Support Programme (BISP) initiated in 2008. It is the largest single un-conditional cash transfer programme in Pakistan's history. It acts as a social safety net with targets aligned to meet the SDGs. It has Biometric verification across four provinces in 58 districts. This National Socio-Economic Registry (NSER) is crucial for correctly and transparently identifying the most deserving recipients of BISP's four components on Waseela-e-Rozgar (Technical & Vocational Education) Waseela-e-Haq (Microfinance), Waseela-e-Sehat (Life & health Insurance) and Waseela-e-Taleem (Primary Education). The BISP benefits over 5.7 million women directly while extending indirect benefits to 37 million individuals nationally. Digitization of cash transfer mechanisms has also been a success to note as almost 98 percent of these women access cash transfers through modern technology.
13. BISP Beneficiaries are females belonging to the poorest strata of the society identified through its female member and transfers the income support in her name. BISP prioritizes educating children, specially the girl child and it works to support girl's retention at school. In this manner, it plays a but crucial role in enabling beneficiaries to rise out of poverty. The BISP Punjab itself has enrolled 100,000 plus children in its Waseela-e-Taleem- Programme.



14. Alongside BISP the Pakistan Poverty Alleviation Fund (PPAF) works across 130 districts with 60 percent of its loans to women of which 80 percent are rural based. It works through a community organisation formation, social sector infrastructure development schemes, micro finance and skills enhancement for 416,000 individuals (46 percent women). The Government of Pakistan initiated the Pakistan Poverty Alleviation Fund (PPAF) in 1997, and formulated the Poverty Reduction Strategy Program (PRSP) to track the macroeconomic environment and poverty outcomes and to develop strategies to address it. The “People first” pillar included in Vision 2025 also aims for poverty reduction and enhancement of human capital through quality education and health facilities.
15. Social protection, especially cash transfers to women, has a beneficial effect on women’s participation in public life, mobility and decision-making as evidenced from evaluations of BISP beneficiaries whereby over 5.7 million households benefit through cash transfers made to women and records that women’s status is enhanced in the community as well as at household level.
16. Government run safety nets like Zakat, Pakistan Bait-ul-Mal (PBM) are also contributing to poverty alleviation with a focus on indigent poor, orphans and widows. Baitul Mal, with its range of cash transfers through zakat and other programs such as education stipends, marriage grants etc. also targets the poor but does not rely on measures such as the poverty score card as practised in BISP. Nevertheless, the Zakat and BISP, programs have targeted large number of women and reached 41 percent of the poor population.
17. Adding to the multi-pronged approach to tackle poverty alleviation, the National Financial Inclusion Strategy (NFIS) aims to provide easy access to financial services to at least 50 percent of the adult population and 25 percent of adult women by 2020. Examples are, the Government to people (G2P) services using smart cards such as by BISP, the Prime Ministers National Health Program, the *khidmat* card etc. and some coverage through the mobile wallets such as *easy paisa*, *jazz cash*, point to the ways that women are successfully included as a specific target group.
18. Punjab Chief Minister’s Self-employment Scheme has facilitated 41 percent women and extended small interest free loans to impoverished borrowers including rural women who typically lack collateral, steady employment and a verifiable credit history. The scheme is designed to support entrepreneurship and alleviate poverty amongst rural women. Up to July 2016, 139,087 women beneficiaries have been given interest free loans.
19. The Trade Development Authority of Pakistan (TDAP) has played a strong role in creating platforms for rural women to exhibit their products and in training rural women in packaging and retail of agricultural and organic produce. The annual WEXNET, a solely women’s exhibition brings together several thousand women from all parts of the country. WEXNET, besides providing highly subsidized exhibition stalls, also provides female participants with guidance on product development and export. Participation in international exhibitions are subsidized by 50 percent for all women exhibitors. Many rural women now actively use technology in the drying of fruits and in the distillation of natural oils used for export. Participation of women in TDAP sponsored international exhibitions have risen considerably.
20. Furthermore, connectivity, through roads and communications (internet, mobile phones, and mass media) is generating a demand and positioning women suppliers to provide to a growing population that is both young and versatile in its buying habits.

## **Challenges & Setbacks:**

21. Persistent feudal agrarian structures of rural economy limit land and capital intensive process of industrialized agriculture. Low women's literacy and non-familiarity with ICT approaches also keeps women trapped in less modern ways to tap into diverse enterprises. Changing social norms towards women's participation, education and literacy, protection and income safety / insurances, are therefore an ongoing part of social mobilization and mass communication outreach in all financial empowerment schemes. Easily accessible linkages to information and procedures of protection services related to VAWG are a challenge to women and girls entering diverse and non-traditional fields of economic empowerment.

## **ii. Eliminating violence Against Women:**

22. A National Institute of Human Rights (NIHR) has been established under National Action Plan for Human Rights 2016, budgeted with PKR. 58.70 million. The institute deals with policy and legal interventions for the entire spectrum of human rights framework through capacity building, research and development focusing on government stakeholders at both national and provincial levels. The objective of this program is the capacity enhancement of human rights stakeholders in order to bring greater awareness and a more unified coordination, especially with regard to treaty body reporting and in the development of policies programs and legal frameworks that strengthen democratic institutions including parliamentary committees.
23. An Endowment Fund of PKR 100 million for Free Legal Aid for Poor Victims of human rights violations has been set up to disburse funds and support through district and sessions judges. An amount of PKR 2.7 billion has been proposed for gender and women empowerment including their socioeconomic development. Treaty Implementation Cells (TICs) have also been established at the National as well as at the provincial levels to monitor implementation of core International human rights treaties and conventions ratified by Pakistan. The TICs are headed by the Attorney General of Pakistan and meet on a regular basis in rotation in all the provinces. CEDAW committee at national and provincial also work to ensure the implementation of commitments made by Pakistan after ratification of the CEDAW Convention. The Committees meet regularly to share best practices and to update on progress made for women's development.
24. The National Commission on Status of Women (NCSW) is an independent statutory body that has complete financial and human resource independence and autonomy. NCSW hires its own functionaries independently and its budgetary allocations are granted by the Ministry of Finance as per its own requirements. NCSW examines policies, programs and other measures taken by the Government for women's development and gender equality; it reviews laws rules and regulations affecting the status of women; it monitors mechanisms and institutional procedures for redress of violations of women's rights and individual grievances etc.
25. Gender Crime Centre (GCC) was established in April 2006 in the National Police Bureau, under Ministry of Interior. It is the central repository for data on gender based violence. Linked to police stations throughout the country, GRP focuses on police reforms ensuring that principles of gender equality are systematically integrated throughout all police procedures, protocols, rules and regulations and are reinforced through gender sensitive trainings.
26. The overall objective of the Gender Responsive Policing Project is to enable the National Police Bureau to support the Executive Police to adopt and implement a standardized policy for gender mainstreaming and to develop monitoring and evaluation tools for ensuring rule of law. Implementing partners are the National Police Bureau and police organisations throughout Pakistan. Services of the GRP include gender audit of police organisations, gender

review of police curriculum, formulation of a gender strategy for police and guidelines for equality of opportunity and inclusive participation of women police.

27. Model Ladies Complaint Units (LCUs) and Women Police Stations and Women Complaint Centre have been set up throughout the country as well.
28. Besides several women's shelters throughout the country, the Family Protection & Rehabilitation Centre for Women (FPRCW), has been successfully operating for the last 12 years. Confidentiality and psycho-social counselling, provision of shelter, legal aid and free medical assistance are some of the key services offered under this Centre. **Over the years, 5276 women have been accommodated at this shelter, legal aid has been provided to 1080 women while 2666 women have received medical aid and 28000 women been given counselling.**
29. A 24-hour legal aid helpline (1099) has been established which operates throughout Pakistan and offers free legal advice, redressal and referral mechanisms. With some six lawyers and two psychologists available on call at all times, the helpline has been a strong support system for women in need. **Some 421,300 calls have been received at the Helpline during the period under review. Of these some 7500 concern women's rights.**
30. An inter-Provincial Ministerial Group (IPMG) for women development has been constituted that is working as an advisory forum for women development initiatives in the provinces. The group consists of provincial ministers for women development and the secretaries of women development departments from each province, The IPMG discusses issues related to women at provincial and federal level

### **Challenges and Setbacks:**

31. The government's multi-pronged approach has also been incorporated in supporting legislation and institutional mechanism to protect women and girls from exploitation and abuse. Nevertheless, competing priorities keeps fiscal support to this work at lower than needed for optimal results. Even though careful attention is paid to building capacities for implementation of laws and policies, high staff rotations and turnover has been a barrier to ensuring consistent quality of implementation. Fiscal allocations to women's empowerment and gender equality have been suboptimal.

### **iii. Gender empowered disaster risk reduction and preparedness**

32. The Earthquake Reconstruction and Rehabilitation Authority (ERRA) created a special gender policy for the needs of the most vulnerable groups like pregnant, lactating and menstruating women and adolescent girls. In 2010 the National Disaster Management Act was endorsed and the NDMA Authority established a "Gender and Child Cell" at national and provincial levels. These cells have contextualised gender and child protection strategies, SOPs and guidelines and trained humanitarian response personnel across the country. Mass awareness through World Humanitarian day programmes and events have raised awareness about preparedness, inclusion and protection of affected communities including special provisions for gender and vulnerability considerations. Access of women is promoted by NDMA in guidelines for Cash transfer in Disaster Management, Camp Management minimum standards and in multi-sector initial rapid assessments soon after a disaster strikes. The NDMA has also introduced gender responsive laws and policies for disaster risk reduction, climate resilience and mitigation. These include:
33. Assessment Checklists and tools developed for SRH & GBV in emergencies with provincial consultations held in Baluchistan & KP respectively.

34. Development of Training Manuals on GBV integration into Health, Education in Emergencies, Child Protection and Nutrition Sectors
35. Gender Mapping 2015, an institutionalized approach towards synergizing UN Agencies, International NGOs and National NGOs towards a Gender Sensitive Humanitarian response mechanism.
36. Addressing the needs and Concerns of Groups of Vulnerable Population in Most Disaster-Prone Districts of Pakistan
37. Development of Media Toolkit to provide basic information for journalists, reporting natural and human-induced disasters. It also covers key Disaster Risk Reduction/Management (DRR/M) principles to strengthen their role and contribution in building disaster resilient communities through media.

### **Challenges and Setbacks:**

38. Disaster response is an area dominated by military first responders and male employees at government and district levels. A commitment in recruiting more women into the responder's workforce for rescue and relief provision is vital for mainstreaming gender and ensuring disaster response is geared to addressing needs of women and girls. The gathering of sex and age disaggregated data is another area of challenge for disaster response departments because there are insufficient women data gatherers to interface with affected women and girls especially around queries of violations and gender based violence. Traditional practice of early girl child marriage is used as a coping mechanism by families to reduce mouths to feed, to shift responsibility of safety (and dignity) of young girls in conditions of displacement and to use bride- money as rehabilitation cash for the family. Though laws for a minimum age of 18 -years are under discussion or implementation across the provinces, there is a need for dedicated budget for ensuring services, trained personnel and tracking of this adverse coping practice.

### **Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes?**

#### **i. Equality and non-discrimination under the law and access to justice**

39. In the last 5- 10 years; progress has been made in developing and improving laws for combating discrimination and women's access to justice at national and provincial levels. These laws have included amendments to Criminal Laws which deals with offences in the name or pretext of honour and have been made punishable with life imprisonment. Laws relating to Rape and the disclosure of identity of a rape victim are made stringent, by means of which it is compulsory for investigation officer to record statement of the victim in the presence of a female police officer or other female family member of victim, and it is also compulsory for police to record First Information Report (FIR) of such offence in presence of a female police officer.
40. In the Criminal Law (Amendment) (Offences in the name or on pretext of Honour) Act, 2016, crimes committed in the name of honour now include hurt and abuse. The definition of fasaad-fil-arz has also been included for which the sentence is life imprisonment (25 years) which cannot be waived or compounded. By invoking this principle, the law ensures that there is no chance of a murderer committing the offence in the name of honour to escape penalty. The Judge has been empowered to determine, beyond doubt, if the offence including murder or hurt inflicted, has been committed in the name of honour. The Court has also been granted the discretion to award a penalty in cases where the right of Qisas (retribution) has been waived

or compounded by the families involved. This is expected to serve as a strong deterrent for committing crimes in the name of honour.

41. The main objective of the Criminal Law Amendment Act, (Offences relating to Rape) 2016 is to take measures to protect the right of access to justice of victims of rape. One of the most striking provisions added through the amendment is the inclusion of DNA testing as a form of evidence and the provision of free legal aid to rape victims. Three specific incidents of rape are also made punishable with imprisonment for life (25 years). These include rape of a minor, person with mental or physical disability, and rape by any public servant. A specific provision has also been introduced with penalty of up to three years and fine to anyone who discloses the identity of victims by any means.

## ii. **Punjab**

42. The provisions of Punjab Fair Representation of Women Act 2014 are fully implemented. Punjab first Gender Parity Report, 2016 states that 29 percent district government offices met the 15 percent quota requirement for women while 21.5 percent provincial institutions and bodies met the 15 percent requirement. Some 12 Boards, 17 Committees and 2 Taskforces across Punjab meet the 33 percent quota requirement for representation of women. Some 34 percent district government offices and 33 percent provincial government offices had at least a woman member in their selection and recruitment committees. Furthermore 44,517 women are now serving as office bearers in Executive bodies and trade unions across Punjab. To date, 37 of 153 provincial government departments have also constituted Gender Mainstreaming Committees.
43. To safeguard the rights of female heirs, the Punjab Land Revenue (Amendment) Act 2012 and the Punjab Partition of Immovable Property Act were enacted under which District Committees for Protection of the Rights to Inheritance were constituted to review inheritance mutations. To date, eight delinquent Revenue Officers have been punished and since its establishment till December 2015, a total of 213,350 cases out of 218,772 cases were decided by the Committees. PCSW, Punjab conducted research study and found that 47.6 percent of all inheritance cases in 2015 were filed by women and a total of 248,017 kanals of land were allotted to women. It was further elaborated that women's right to inheritance was barred due to lack of awareness among women, fake documentation and social as well as family pressure to give up inheritance claim. To raise awareness about inheritance rights, massive media campaign has been launched by provincial Government of Punjab.
44. Punjab Protection of Women against Violence Act, 2016 is a significant achievement which aims to protect women from domestic, sexual, psychological and economic abuse by approaching a Court to obtain Interim Protection, Residence or Monetary Orders. The government has appointed Women Protection Officers, who will be accessible via telephone 24/7. Setting up Violence Against Women Centers is a converging point for all essential services to ensure speedy reporting of crimes, registration of cases, timely medical examinations and collection of forensic and other evidences. The first VAW Center has been established in Multan in March 2017.
45. The Punjab Muslim Family Laws (Amendment) Act, 2015 mandates filling in all provisions of the nikahnama, including the column on Right of Divorce and penalizes persons who are not licensed to solemnize a Nikah. In this regard, trainings of Nikah Registrar are being held by PCSW. Penalties for polygamy without permission of the existing wife have been raised.
46. The Punjab Family Courts (Amendment) Act 2015 speeds up litigation and imposes stringent liability upon a defendant for failure to provide maintenance.
47. The set-up of the Federal Ombudsman on Harassment at the Workplace is a step in empowering women and creating a safe working environment for women free from abuse and intimidation.

48. Also of note are enabling and protecting laws for Home based Workers, Domestic Workers, Survivors of acid crimes, Divorce Rights for Christian Women, Amendments in Family Laws & Rules to ensure women's rights in marriage. (Annex 1) While a snapshot of institutional arrangements, policies and programmes are listed below.

#### **Institutional mechanisms for advancement of Women's Rights**

- i. Supreme Court Human Rights cell
- ii. Ministry of Human Rights (Federal & Provincial)
- iii. Parliamentary Committees on Human Rights
- iv. Women's Parliamentary Caucus
- v. Federal Ombudsman For Harassment at the Workplace
- vi. Provincial Women Development Departments
- vii. Treaty Implementing Cells (TICs)
- viii. CEDAW committees
- ix. National/ Provincial Task force on Human Rights
- x. National Commissions on Status of Women (Federal & provincial)
- xi. National Commission on Human Rights (Federal & provincial)
- xii. Shelters/Darul Amans
- xiii. Helplines (National & Provincial)
- xiv. District Legal Empowerment Committees
- xv. Funds for Relief & Legal Aid (MoHR)

#### **Policies/Programs**

- i. Anti- Sexual Harassment Policy
- ii. Women Empowerment Policy Framework 2015 (KP)
- iii. Women Empowerment Policy 2013 (Sindh)
- iv. Sindh Family Planning Policy (universal access to safe and quality reproductive health/family planning services by 2020)
- v. Baluchistan Gender Policy
- vi. National Policy on Gender Based Violence (MoHR)
- vii. Punjab home-based worker's Policy
- viii. Sindh home-based worker's Policy
- ix. Punjab domestic worker's Policy
- x. Women's Empowerment Policy (MoHR)
- xi. Gender Mainstreaming Strategy (Election Commission of Pakistan)
- xii. Population Welfare Policy
- xiii. Youth Empowerment Policy (KP)
- xiv. National Education Policy
- xv. Gender Reform Action Program

#### **Further initiatives for women development**

- a. Mandatory inclusion of women representation on Boards and Committees in the Public sector
- b. Increased participation of women, especially hiring of female inspectors by Labour & Human Resource Department
- c. Set up of provincial Toll Free Women's Helplines where women can register their complaints.
- d. Punjab Working Women Endowment Fund Society

- e. Set up of working women hostels in Sindh, Islamabad (MoHR) and Punjab
- f. Set up of Fund for free legal aid to poor victims of human rights violations.
- g. Set up of endowment fund of PKR 100 million in MoHR for free legal aid for poor women.
- h. Set up a Woman in Distress & Detention Fund in MoHR to provide rehabilitation to women released from incarceration.
- i. Set up of Human Rights Relief Revolving & Relief Fund in MoHR to provide immediate financial assistance to deserving and needy women.

### iii. **Poverty eradication, agricultural productivity and food security**

49. The Government of Pakistan (GoP) follows a progressive and well defined agenda for gender equality, women empowerment and poverty eradication in the country. BISP is Pakistan's social safety net program which has the widest coverage for poverty eradication in Asia, detailed in Q1.
50. An innovative measure by BISP is use of E-commerce in working to help beneficiaries improve their economic condition by promoting their handicraft skills and creating a softer image of the Country. Products prepared by BISP beneficiaries include regional textile, ceramics, and wood, leather, marble mosaic products. BISP signed an agreement with Cheezemall a Chinese vendor, to source BISP beneficiaries as unique vendors in Pakistan. Some 244 products of beneficiaries are already available online.
51. BISP has also signed an MOU with Alibaba in 2017 to discover opportunities that Ecommerce offers in bridging the poverty gap and future cooperation for the welfare of BISP beneficiaries, enabling them to sell their products on a well-known international platform.
52. The Government of KP measure to reduce poverty through Gender mainstreaming by involving poor women in backyard poultry production. Some PKR 42.11 million were allocated and 3,200 women have benefited from the scheme. Besides, two-year Female Veterinary Assistant Course is being offered at a cost of PKR 2.581 million and around 70 women have received the training until now. Furthermore, 13 Livestock Farmer Field Schools (LFFS) have been established at a cost of PKR0.637 million and 188 females have benefited from this programme yet. Besides, more than 200 sessions on GBV have been conducted to raise awareness about gender equality and women's right at rural and urban areas. Government is also running 117 Industrial Training Centers (ITC's) to provide technical/vocational training on cottage industry.
53. The Government of Punjab has taken an initiative to monitor agricultural growth through field visits, plant clinics, framers' training and redressal of farmers' issues through agricultural technology and input management. By December 2016, poultry and cattle were distributed among 1,499,273 rural women in all 36 districts of Punjab. By December 2015, 3,070 rural women were trained in veterinary and livestock care. Punjab Rural Support Programme (PRSP) has constituted 86,980 community organisations out of which 43 percent are for women. Out of total credit disbursed by PRSP of PKR 15.586 Billion, 45 percent i.e., PKR 7.043 billion has been disbursed among women.
54. Govt. of Sindh has recently introduced introducing Benazir Women Agricultural Workers Programme (BWAWP) with the initial investment of Rs500 million for legal recognition and registration of female farmers on top of supporting them to become food-secure and self-sufficient, structured on the lines of BISP, the BWAWP is envisaged to empower women in the marginalised agrarian communities in Sindh.

55. Government of Balochistan has taken steps to enhance food security and nutritional status of women by implementing a number of projects to address the challenges faced by rural communities' dependent on agriculture for livelihood. However, women rely more on off-farm sources of income in Balochistan, as compared with other provinces due to the arid and dessert terrain.

**iv. Eliminating violence against women and girls**

56. Both at federal and provincial levels, CSWs and WDDs have prioritised elimination of VAWG in a concerted and consistent way. Necessary laws, guidelines, policies, campaigns and champions are in place towards this objective. Furthermore, the Government has taken strong initiatives at the institutional and legislative level. These include the following:



<p><b>Federal</b></p>	<ul style="list-style-type: none"> <li>i. Women’s Parliamentary Caucuses (WPC) has been established as <b>consensus-building mechanisms across party lines to promote the adoption of laws, policies and programmes in favour of women and vulnerable groups</b></li> <li>ii. <b>National Commission on the Status of Women and National Institute for Human Rights, National Commission of Human Rights – all working in close coordination with MoHR and their provincial counterparts.</b></li> <li>iii. <b>Projects to support human rights protection include:</b> <ul style="list-style-type: none"> <li>iv. Human Rights Revolving and Relief Funds: <b>to support victims and affectees of human rights violations</b></li> <li>v. Diyat Arsh and Damaan fund: <b>for supporting convicts confined in jail on account of non-payment of compensation to victims</b></li> <li>vi. Helpline: <b>for legal advice</b></li> <li>vii. National Commission on Child welfare: <b>to evaluate and suggest improvements to legislation for safeguarding children’s rights</b></li> </ul> </li> </ul>
<p><b>Balochistan</b></p>	<ul style="list-style-type: none"> <li>i. <b>The Balochistan Domestic Violence (Prevention and Protection) Act 2014</b> has been promulgated. The law defines the protective measures for women, children and other vulnerable persons against domestic violence.</li> <li>ii. <b>Protection Against Harassment Act 2016</b></li> <li>iii. The Balochistan Protection against Harassment of Women at Workplace Act, 2016 has also been promulgated which defines the mechanism to protect women against harassment at workplaces.</li> </ul>
<p><b>Khyber Pakhtunkhwa</b></p>	<ul style="list-style-type: none"> <li>i. <b>Helplines</b> The Government of Khyber Pakhtunkhwa has initiated a Toll Free Helpline for reporting victims of Gender Based Violence with women in a culture of male dominance in December 2016.</li> <li>ii. <b>VAWG Act 2017</b> Violence against women in politics. The law ensures women to cast their votes and highly encourages them to be a part of an enabling and inclusive political sphere for the women on Pakistan. As section 9 of the election act consists of a 10 percent mandatory voting turn out of women for the General election and empowers the Commission to declare polling at one or more polling stations null and void where voting turn out is less than 10 percent</li> <li>iii. <b>Child, early &amp; forced marriages</b> The Khyber Pakhtunkhwa Passed “The Khyber Child Welfare and Protection Commission Act, 2010” on 4th October 2010 to provide for the care, protection, maintenance, welfare, training, education, rehabilitation and reintegration of Children at risk in the Khyber Pakhtunkhwa.</li> </ul>
<p><b>Punjab</b></p>	<ul style="list-style-type: none"> <li>i. <b>Punjab DarulAman</b> In Punjab, women survivors of violence are provided with shelter, welfare and rehabilitation services in women’s shelters (Darulamans) in all 36 districts. A systematic research on shelter homes by the PCSW shows marked improvement in the services being delivered by these Darulamans, including legal, health and psychological services.</li> <li>ii. <b>Safe Cities Punjab</b> In January, 2017 the Government of Punjab launched a ‘Women Safety Smart-phone App’ Project. The user- friendly App offers a one button access to the PCSW’s helpline (1043). It is a joint venture of the Special Monitoring Unit (SMU) in the office of the Chief Minister of Punjab, the Punjab Safe Cities Authority and the Punjab Commission on the Status of Women (PCSW). This initiative is part of the SMU’s ‘Women-on-Wheels’ campaign that aims to prevent and combat harassment or any form of violence against women. It facilitates women’s access to Police Integrated Command, Control and Communication (PPIC3) officials to notify them about any form</li> </ul>

	<p>of harassment that they might be facing at the time along with tracking their exact geographic location. Trained teams of first responder are ready to be dispatched immediately to tackle the situation.</p> <p>iii. <b>Punjab Protection of Women against Violence Act, 2016</b>, Punjab Protection of Women against Violence Act, 2016 is aims to protect women from domestic, sexual, psychological and economic abuse by approaching a Court to obtain Interim, Protection, Residence or Monetary Orders. The government is appointing Women Protection Officers, who will be accessible via telephone 24 /7. Setting up Violence Against Women Centers will be a converging point for all essential services to ensure speedy reporting of crimes, registration of cases, timely medical examinations and collection of forensic and other evidences. The first VAW Center has been established in Multan in March 2017.</p> <p>iv. <b>Help-desks for Women in Police Stations across Punjab</b> There are help desks of women in 696 out of 711 police stations in Punjab. Help/front desks for women are hoped to encourage women to report crimes, and improve sensitivity of police officials towards women.</p> <p>v. <b>Prosecution of Honour Crimes</b> In a move to encourage speedy trials for honour crimes, cases can now be prosecuted under Anti-terrorism laws in Punjab. Punjab Police has also instituted a robust complaints management system with SMS reporting on 8787, telephone complaints at 15, rescue services at 1122 and at reporting of terrorism-related complaints at 0800-111-111. Through this highly interactive system the complainant can view the progress of his/her complaint online and can send feedback online or through SMS.</p> <p>vi. <b>Establishment of Gender-based Violence Court in Lahore</b> In 2017, the Lahore High Court and district judiciary Lahore inaugurated Pakistan’s first Gender Based Violence Court. Conceived as an institution to streamline cases involving female survivors of VAW, it makes provision for extraordinary measures to support survivors, ensure speedy and confidential trials, reduce harassment and provide security against reprisals to survivors. After its inauguration in October 2017, 123 cases involving VAW in Lahore were transferred to the jurisdiction of the Special Court. These cases include inter alia rape, gang-rape, kidnapping/abduction, wrongful confinement, and sexual abuse. In December 2017, cases pending were at different stages of trial and the list of cases reveals inordinate delays and excessive lapse of time since the registration of the FIR.</p>
<p><b>Sindh</b></p>	<p>i. <b>Anti- Rape, domestic violence, and sexual harassment</b> In a concerted move with UN Women, Sindh’s Provincial Assembly adopted a Resolution condemning violence against women and urged the Pakistani government to follow its example. In the aftermath of two major judgments, Salman Akram Raja and another vs. Government of Punjab 2013, and the teenage gang-rape case of Kainat Soomro, the Supreme Court issued directions for procedures to be followed in sexual violence-based case to ensure that victims have access to justice. In the past several years, the Government of Sindh has prioritized and refocused its efforts in tackling the problem of gender-based sexual violence at the multiple and interacting levels of influence that result in the perpetuation of such crimes.</p> <p>ii. <b>Committee for Criminal Justice system handling</b> The Home Department, Government of Sindh, established a Committee consisting of core criminal justice sector actors and subject-matter experts for the implementation of the above-mentioned judgments and amendments to the criminal procedure code (discussed in detail in the next section) in a consolidated manner to create a comprehensive and systemic change.</p>

	<p><b>iii. Forensic protocols for VAWG survivors</b> The Government of Sindh has also made concerted efforts to address legal gaps that prevent victims of gender-based violence from accessing justice. For instance, the Sindh Amendment Act 2017 has now made DNA testing in rape cases mandatory. The DNA testing must be conducted in through laboratories recognized by the Government of Sindh, and such samples must be collected from the victim within 72 hours of the incident and preserved in confidentiality. This Amendment was made in, in part, to address the fact that low conviction rates in rape cases are frequently due to faulty investigations and lack of DNA evidence. While DNA samples of rape survivors were previously sent to laboratories outside the province (which led to extreme delays), there have been concerted efforts within Sindh to establish and maintain laboratories at Karachi University (KU) and Liaquat University of Medical and Health Sciences (LUMHS). In 2018, the Health Department signed a Memorandum of Understanding (MOU) with KU regarding the establishment of such DNA laboratory, which is now in the final stages of receiving certain specialized equipment, and will soon be ready to receive DNA samples for analysis and testing.</p> <p><b>iv. Women Complaint Centres (WCC)</b> Govt of Sindh has established Women Complaint Centres (WCC) and Shaheed Benazir Bhutto Centre for Women through which, during last two years, more than five hundred victims ranging from victims of domestic violence and honour killing rape, acid throwing to child custody and dissolution of marriage have been given legal aid and socio-psychological counselling. They have also provided 154 women with Psycho-social counselling in cases of VAW, 150 women received psycho-therapeutic counselling, 64 received legal counselling and 27 received free legal aid. Besides Seven complaint cells also respond to victims of gender-based violence. In addition, Safe homes and protection centres have also been established at district level under the supervision of the Deputy Commissioners of the districts, to provide shelter and relief to women victims of violence.</p>
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**v. Political participation and representation**

57. Pakistan's first national assembly had just two women in 1951 who presented a charter of demands for equality of status, opportunities and payment for work, which was approved by an overwhelming majority. Women parliamentarians in the 13th National and provincial Assemblies (2013-2018) are at 342 and have demonstrated strong presence in the House. Data from legislative business of both Houses shows that from 2016-2017, percentage of women contribution to parliamentary business was remarkably high in the National Assembly where nearly two thirds (62 percent) business was originated by women individually and three percent in collaboration with their male colleagues. In the Senate, women sponsored 13 percent parliamentary business individually and two percent jointly. The current level of women's representation in the national and provincial legislatures of Pakistan is amongst the top in the region.
58. The Election Commission of Pakistan (ECP) developed a strategic Plan 2014-17 to promote women's participation in politics wherein "gender in electoral processes and the ECP". The ECP also approved the Gender Mainstreaming Strategy in 2013 as result of a lower women voters' turnout in the General Elections of 2013 to bolster women's numbers and bring in enabling process and legislative reform.
59. A "Gender and Disability Electoral Working Group" has also been created in the ECP at the National, Provincial and local levels. The group consists of key stakeholders from the public sector as well as the civil society and it has been actively deliberating on lessons learned and

recommendations made post 2013 elections. This groups regular feedback has helped improve the outcomes of elections for women and other excluded groups in the election 2018.

60. Electoral reforms to encourage women to contest in general elections were introduced by the ECP for 2018 elections. After intensive consultations with key stakeholders, NCSW and the ECP proposed 15 percent quota for women in the allocation of party tickets in general elections. Gender mainstreamed guidelines for ECP staff for effective recording of gender disaggregated results has allowed for gathering extensive data on women's voting behaviours and will feed into future supportive reforms. Gender Sensitization Sessions are to be conducted for the security and polling personnel deputed at polling stations as that remained an area of weakness in the general elections 2018.

vi. ***Gender-responsive disaster risk reduction and resilience building***

61. A series of repeated large scale disasters experienced in Pakistan during the last decade, prompted greater effective measures at the administrative, institutional, legislative and policy levels. The efforts established institutions and infrastructures that could coordinate and augment disaster management effectively and efficiently. A Disaster Management System, and developing National Disaster Risk Management Framework (NDRMF), establishment of the National Disaster Management Authority (NDMA), the establishment of Provincial / Regional Disaster Management Authorities (P/RDMAs) and the setting up of District Disaster Management Authorities (DDMAs) across Pakistan were a concerted effort o deal with large scale and localised disaster. A National Disaster Management Fund created with multilateral support is also a positive development to ensure preparedness. Each of these institutional infrastructures and mechanisms continue to review and introduce policy guidelines, frameworks and SOPs for dealing more effectively with any future disasters and calamities, many of these are adequately gender mainstreamed.

62. The Disaster Management Act of 2010 mandates NDMA, as the executive arm of the National Disaster Management Commission (NDMC), to develop guidelines and standards as well as to frame appropriate regulations and to develop adequate response to disasters, besides working as the lead agency of the country dealing with entire spectrum of disaster management. NDMA is therefore, mandated to focus on prevention, mitigation, preparedness, rehabilitation and reconstruction and to also formulate appropriate policies and guidelines for effective and synergized national disaster response and relief.

63. The efforts have been multidimensional and include special focus on the inclusion of the needs and concerns of the most vulnerable segments of the population including women, children, older persons and persons with disabilities. NDMA has developed training manuals and handbooks for the concerned officials and members of civil society working within the sphere of disaster management which are in synch with international standards and commitments.

64. NDMA created the Gender and Child Cell (GCC) in 2010. GCC aims at prioritizing, mainstreaming gender and integrating the needs and concerns of children and vulnerabilities of poor and marginalized segments of the society in humanitarian response, crisis management and DRR initiatives. Key achievements detailed in Q27

**Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination?**

65. The Government of Pakistan has developed policies and measures to support almost all the categories listed. The most demonstrative work can be seen across the following:

**i. *Women living in remote and rural areas***

66. Recognising the economic contribution of rural women and accounting for the challenges they may face due to their social and physical remoteness, GoP has ensured distinct measures to mainstream rural women into all walks of life. The national and provincial provisions on skill development programmes in traditional and non- traditional sectors in KP, Sindh, Balochistan and Punjab are an extension of these efforts. Recognizing the livestock/poultry assets and agriculture based income of rural women, training in livestock and distribution of poultry and cattle to rural women in provinces is part of many provincial programmes. Rural women are also targeted in safety net programmes of BISP, Zakat, Bait-ul-mal. A comprehensive report of the Status of Rural Women published jointly with NCSW is a comprehensive representation of achievements, challenges and way forward in bringing rural women into the social, legal, political and economic streams. More details in sections below.

**ii. *Women living in disabilities***

67. A Policy Dialogue on ‘Towards a disability-inclusive post-2015 development framework: Pakistan Perspective’. Was released with support from NCSW. This highlighted the issue of disability at national and international level and for advocating inclusion and integration at different forums for specific legislation to address the disability issue.

68. The Ministry of Human Rights has also established a National Committee in November 2016, to facilitate the implementation of the UN Convention on the Rights of Persons with disabilities which also reports for SDGs. It meets quarterly and has high level government participation across all provinces.

69. To highlight the importance of the neglected rights of women living with disabilities NCSW signed an MOU with National Forum of Women with Disability (NFWWD) to promote an enabling environment for women with disabilities at all levels.

70. KP CSW has mobilized 26 all Pakistan tournament for disabled persons.

**iii. *Women with diverse sexual orientations and gender identities***

71. For the first time, The Transgender Persons (Protection of Rights) Bill, 2017 was passed by the national assembly: which provides for recognition of identity as a fundamental right which must be given to a Transgender, as well as the right to self-identification by a Transgender. Right to inheritance as guaranteed by the personal laws. Provision of special facilities like wards in hospitals, bathrooms, transport, quota in employment, technical/professional institutions - much in the same spirit of affirmative action for women and special persons. And also that the State facilitates support to allow transgender to break out of guru-chaila structures – bonded in providing sex-work.

72. The Supreme Court directed the National Database Regulatory Authority to issue national identity cards and passports to the transgender persons.

73. The KP government hospitals have assigned special wards for transgender persons to support their non-discrimination access to health services.

74. KP Government has allocated a special fund of Rs200 million for the welfare of transgender community in budget of 2016/2017 for the first time. The other provinces are also devising practical measures for protection of rights of transgender persons. KP Transgender events on sports also held by KP CSW.

75. ***Younger women***

76. As the largest segment of the burgeoning population of Pakistan, the government has taken special measures at multiple levels:

77. Prime Minister's Youth Program includes Interest Free Loans Schemes, Training Scheme, Youth Skills Development Program, Youth Laptop Program and Fee Reimbursement Scheme.

78. Entrepreneurship and loans facility under this programme provides 50 percent coverage for women.

79. Insurance plan for youth by State Life Insurance

80. Chief Minister Punjab: Self Employment Scheme with small interest free loans – 54.5 percent women borrowers through business facilitation centres

81. Sports has been linked with Health in government's policy

82. At universities young women are provided transportation in KP and in Punjab through Scooties empowering women on wheels

83. ***Older women***

84. A number of policy measures have been taken for safeguarding rights of older persons, including establishment of Pakistan National Centre on Aging and old homes in all provinces,

1. Islamabad Capital Territory "The Maintenance and Welfare of Old Parents and Senior Citizen Bill, 2019", and "The Islamabad Capital Territory Senior Citizens Board Bill 2017"

2. KP Senior Citizen Act, 2014

3. Punjab Senior Citizens Ordinance, 2013

4. Sindh Senior Citizens Welfare Bill, 2014

5. Employees Old Age Benefits Institution (EOBI) provides monetary benefits to old age workers through various programmes.

85. During the period 1st July, 2016 to 31st March, 2017, an amount of PKR 17,921.7 million has been disbursed to 405,460 beneficiaries.

86. There is no single cause of any specific crises. Notwithstanding climate change is emerging as a major threat and is negatively imparting upon the citizens.

## **Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?**

### **YES**

87. According to Global Climate Risk Index (2017) Pakistan ranks at 7th position among the most adversely affected countries by Climate Change. Pakistan's vulnerability to natural disasters is characterized by earthquakes, floods, droughts, cyclones, landslides, sea hazards and a range of complex emergencies. Repeated flooding has occurred in Pakistan since 2010-13 affecting all provinces. In 2013 Balochistan was hit by two powerful earthquakes destroying nearly 20,000 houses. In March and November 2014, Tharparkar district, Sindh was struck with a drought that affected some 260,000 people and caused famine in 5 districts.
88. To manage and mitigate natural disasters, National Disaster Management Authority (NDMA) was created under the National Disaster Management ACT 2010, which is developing and implementing strategic plans to deal with emerging challenges. Gender remains cross cutting in these schemes. National and Provincial Disaster Management Authorities (PDMAs) have established Gender and Child Cells (GCCs) to cater to the needs of vulnerable population. Under their supervision Vulnerable Groups Protection Guidelines, Child Protection Strategy, establishment of better coordination mechanisms, SOPs for unaccompanied and missing children, training workshops on gender mainstreaming and awareness programs on problems faced by women, particularly in post disaster scenarios are now part of DMA's work plan.
89. The women's pre-crisis economic activity is primarily covered by farming, livestock management, and home based work like sewing etc. but these tend to evolve differently post crisis, when women are exposed to diversified non-traditional income generation opportunities, e.g. in Gilgit Baltistan after the sudden onset flash flood due to glacier melt, displaced families from Atabad, submerged due to glacier lake formation, are employing and training women in carpentry skills and selling products to high-end consumers in the capital Islamabad. an endeavour managed by women and production controlled by women.
90. Women displaced in camp settings often find themselves assuming independent roles and even decision-making that indicates their potential for involvement in non-traditional activities including employment as well as reconstruction activities. Women benefit from diversified income earning and skills enhancement schemes supported by CSOs and in coordination with DMAs allow for cash assistance to start up their own enterprises. Improving access to financial capital through micro-credit, loans and cash assistance, especially for women headed households and those with a high number of dependents (children and elderly) is also in place. Enhancing asset ownership through transfer of land, housing or livestock to women living in communities affected by the crisis. The **Sindh Government** Land Distribution program has focused women in flood affected districts which is a practice that other provinces are encouraged to follow. Women friendly spaces created by CSOs in camps after the earthquake of 2005, have been recognized as an essential component of gender responsive relief services. Women and girls can meet here for awareness raising, literacy, skills training, access services etc. Provision of material assistance, including cash transfers to households with young girls vulnerable to early marriage or trafficking is recognized as a preventive measure. Similarly, incentives to enrol girls in schools is provided to affected households.
91. **Balochistan** Gender Equality Policy 2012, also provides for enhancing women's leadership role in humanitarian crisis. While in **KP** with the protracted emergency in **FATA** displaced persons resulted in extensive guidelines and Gender and Child Cell influence in humanitarian response and relief for women headed households. Though the implementation is slow in **KP** but **WDD** and **PCSW** work in close support to **PDMA** to ensure technical support for transparent and accountable action for women and girls affected by the protracted emergency.

**Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes?**

92. The GoP continues to deepen its work in key areas of achievement under the Beijing Platform for Action, but also aims to strengthen essential areas needed for improved women and girl's specific empowerment and equality indicators, these include better data collection and information management and leveraging evidence for improved programmes and plans with sound fiscal allocations.

*i. Equality and non-discrimination under the law and access to justice*

93. Gender equality, non- discrimination under the law and women's empowerment has been a priority. Women constitute about 51 per cent of the total population, but only 22.7 per cent of labour force. This indicates more work needed to strengthen their role as recognised in the constitution, their legal and religious rights. To enable them to contribute in the socio-economic development as an equal partner, their protection, well-being, empowerment and participation will have to be ensured.

94. This Vision 2025 of the Government seek to an end on discrimination against women. Additionally, the rights of women have also been strengthened due to the 18th Amendment, which has devolved the competence of women-specific legislation to the provinces. On the **legislative front**, the Constitution of Pakistan through Article 34 mandates the state to ensure the full participation of women in all spheres of national life with their male counterparts.

*ii. Poverty eradication, agricultural productivity and food security:*

95. The Government of Pakistan's vision is to provide better living standards to every Pakistani irrespective of caste, creed, area, religious or political affiliation by mobilising indigenous resources. All efforts will be made to make every Pakistani better off by 2025.

96. Pakistan envisages a strategic direction for developing a united and equitable society through a balanced development approach, social uplift, and rapid broad-based growth.

97. Pakistan has committed to meet the SDGs Agenda 2030 goals. The indicators that intersect around ending poverty, zero hunger and gender equality are well reported upon and are in line with the Convention for Elimination of all forms of Discrimination Against Women (CEDAW). For reducing gender inequality, discrimination against women and their disempowerment, Pakistan has been implementing the Convention for the last 15 years.

98. Launching a new and expanded version of poverty alleviation Ehsaas Programme this year in April, the GoP has committed to extensive poverty reduction with 115 policy actions that reach out across the country and across all administrative and legislative tiers. Ehsaas' poverty reduction strategy is articulated in four pillars and will be expanded through a process of consultations as the program matures. The four pillars include: addressing elite capture and making the government system work to create equality; safety nets for disadvantaged segments of the population; jobs and livelihoods; and human capital development. The Ehsaas program plans at leveraging 21st century tools such as using data and technology to create



precision safety nets; promoting financial inclusion and access to digital services; supporting the economic empowerment of women; focusing on the central role of human capital formation for poverty eradication, economic growth and sustainable development; and overcoming financial barriers to accessing health and post-secondary education

99. Pakistan Poverty Alleviation Fund (PPAF) models around services to the poor, with almost 66 percent women receiving interest free loans under Prime minister's programme, 8.4 million 60 percent availed by women and of the 111,500 ultra-poor accessing productive assets 46 percent are women. Yet a 2018 UN rural women study revealed that only one percent women are entrepreneurs in the country. Support for microenterprises has remained limited to low return skills and enterprises with average loan size of Rs 25,000 per woman which fails to accommodate more women.
100. NCSW aims to strengthen their work around of rural women's livelihoods after an exploratory study in August 2018 for Leveraging Agriculture for Nutrition in South Asia consortium. Recommendations emerged for creating a task force dedicated to work through women's parliamentarians, policymakers, practitioners, activists and researchers to redefining the approach to women's inclusion in agriculture with protection.
101. GOP's National Financial Inclusion Strategy aim's to provide easy access to financial services to at least 50 percent of the adult population and 25 percent of adult women by 2020. Major Challenges to Food Security and Agriculture which will require a multi-faceted approach with multi-stakeholder engagement. Improving dietary diversity as it has a proven link to nutrition and health status of women and girls at household levels will be needed. Improving household purchasing power by enhancing and sustaining women's income to support affordability for nutritious food. It will be essential to work with women's capacity and skills enhancement, entrepreneurial skills and loans, ICT and e-commerce strengthening to mention a few dimensions of intervention for improved food security.
102. Under the land reform programme, additional land will be reclaimed and irrigated for allotment to landless, agri graduates, women haris (farmers) and tenants. A land consolidation programme, where necessary, will be undertaken to create viable units for modern agriculture. Measures will be sought to substantially increase the amounts being provided to small farmers. A high priority to women borrowers in microcredit programmes will also be given.
103. The livestock rearing is the only agricultural activity, which generates daily cash income. The farm-yard manure produced by livestock is a significant source of organic fertilizer for crop production as well as domestic fuel. Thus the sub sector plays an important role in poverty alleviation, gender employment, and stimulation of agricultural growth given its enormous potential for value addition and export.
104. The provinces of Pakistan have their distinct contexts in legislative environment, effects of complex or protracted emergency and disasters. Khyber Pakhtunkhwa is a province that has faced the greatest upheavals in the last decade in terms of disruptions caused by hosting highest number of temporarily displaced persons due to security related emergency and actions. The priorities of reviving livelihood and eliminating poverty is high on their agenda with an emphasis for access of vulnerable segments to basic infrastructure and services of water, sanitation, hygiene, energy, transport and communications. Punjab is the most prosperous and populous province and aims to upscale the successful efforts of agriculture based and value-chain related industry for women's livelihood. The Punjab Women Empowerment Package 2012 will continue to advocate and meet 33 percent recruitment and retention of women in boards and decision-making bodies across business and industry. Punjab is also invested in increasing working women's services provisions with hostels, day

care, pensions and safety nets and interest-free loan schemes. While enhancing their employability, especially youth with micro-entrepreneurship loans schemes, IT training and induction in ICT sector.

105. Sindh, too is a province with prolonged drought impacting household poverty, malnutrition, maternal and infant mortality rates. Measures in this province are around reviving agri-based and home-based incomes with enhanced access to ICT and other skills programs, with an underscore for girl's education and retention through stipends and incentives. Sindh Planning and development Department is implementing a six-year 2016-2021 with a multi-sectoral Sindh Accelerated Action Plan targets stunting and malnutrition from 48 percent to 40 percent by 2021 and impacting maternal and child mortality rates.
106. Coupled with strides in supporting women's leadership in agricultural production and household nutrition and food security, a concerted effort and attention will be devoted to strengthening safety nets for poverty eradication with a greater emphasis on bringing rural women with low literacy into the digitised cash transfer and e-commerce sector. Widening the financial services accessible to rural and urban poor women and bringing greater market access and innovation to their produce and products.

**iii. *Eliminating violence against women and girls***

107. A responsive, inclusive, transparent and accountable system of governance is envisaged through adoption of a holistic approach, from policy to strategy to implementation and delivery, encompassing all administrative levels — federal, provincial, regional, district and local — in a rule-based, result-oriented perspective. The Vision 2025 seeks an efficient and transparent government, which operates under the rule of law and provides security of life and property to its people. The GoP strategy envisages that by 2025 Pakistan shall attain its place in the top 50<sup>th</sup> percentile of the World Bank's Worldwide Governance Indicators – in which political stability, no violence and terrorism and control of corruption is exemplified.
108. The government's strategy is focused on four pronged approach which intersects other areas of priority. MoHR has developed a draft National Policy Framework for promotion and protection of human rights after completing the consultative process at federal and provincial level. The policy covers promotion of women's rights and elimination of discrimination against women and GBV as one of the key priorities. The provincial strategies on human rights are also being formulated by the respective governments.
109. Access to redress and information is key to women's protection, in this light the endeavour of the helpline 1099 for legal advice to the victims of human rights violation and violence against women is a step in the right direction, whereby callers are provided referral services to address their grievances based on the nature of the violation or violence.
110. A model policy on VAWG has been drafted with an aim to highlight the different forms of VAWG during different stages of life and to develop mitigation and protection mechanisms for that purpose. The policy will provide a framework for implementing international conventions and treaties ratified by Pakistan. This will entail the formulation of new domestic laws and policies that cross cut all sectors where women and girls are likely to face discrimination and violence. The policy also aims to bring existing laws in line with the policy in order to address existing direct and indirect discrimination against women and girls.
111. The NCSW Treaty Implementation Cells TICs, Inter Provincial Ministerial Group IPMG and provincial CEDAW committees along with other relevant departments and agencies are playing a vital role at federal and provincial level to combat VAWG.

112. Women's police stations and Women Complaint Centers are to be strengthened for an improved and effective measure providing women relief from a male dominated police station. Twenty women police stations have been established in different cities and women desks are also being established within police stations.
113. As captured in the MOHR Plan for Action 2017, Policy and legal reforms will look at capacity and institutional mechanisms to effectively enforce laws against harassment of women at the workplace; enforcing punishments for violent crimes against women like acid throwing, anti-women practices including early child marriages, emerging areas of concern like trafficking of women. It is therefore, reviewing laws and policies and making legislative and policy recommendations; developing mechanisms for monitoring implementation of women protection laws; establishment of complaints and response mechanisms for violence and threats. The strengthening of the office of the ombudsman at federal and provincial levels is another aspect of focus for GoP with a strong follow up and information management for measuring trends and resolution of complaints.
114. The effective use of media campaign is a primary lesson learnt from the Men Engage research by MOHR will continue to inform behaviour change campaigns. It will include mass level change through communication strategies, educating youth on VAWG, better law enforcement, tailored strategies to local realities with participation of local representation and voices, launch of a coordinated multi-sectoral response to VAWG and monitoring evaluating and reporting response measures.
115. Lastly, the Ministry of Human Rights is also in the process of developing HRMIS system for accurate reporting and data collection of all human rights indicators that would include Gender Based Violence. As changing social norms on women's rights and redress for violations is an ongoing endeavour, social campaigns, programs on different media, are accompanied with Helpline information for women. To strengthen accountability in tracking the nature, frequency and trends of calls on complaints of human rights violations, a complex Human Rights Management Information System (HRMIS) is under development. This HRMIS will be established throughout Pakistan, connecting from the Ministry of Human Rights regional offices to the Headquarters in Islamabad.

**iv. *Political participation and representation***

116. A key responsibility of the state is to create conducive political, legal and regulatory environment for building individual capabilities. Furthermore, effective political and administrative structures and a robust civil society are essential for promoting the democratic governance as these facilitate peoples' participation in economic, social and political activities.
117. Though Pakistan showcases one of the highest percentage of women in parliament in the region, their effectiveness as legislators needs investment in capacity building. Their connection and accountability to constituencies, their influence with in party politics and their advocacy through mass media is an area needing attention and facilitation. Working through NCSW and its provincial and civil society outreach, MoHR and other ministries will support women parliamentarians and local bodies women representatives to work closely through parliamentary caucuses and other women counsellor's networks to bring grass roots issues to the attention of political leaders. Investing in women role models and champions and engaging men as effective catalysts for women's rights and safety will be part of MoHR's approach.
118. The National Database and Registration Authority (NADRA) maintains a country wide census data and electoral roles. A recent evaluation of district wide data gaps on male and female

voters in July 2018 general elections reveals that almost 12.5 million fewer women voters are enrolled whereas they are almost 50 percent of the population. This gap indicates structural inequalities that continue to act as barriers for the vast majority of Pakistani women despite their visible and vocal presence in pushing progressive legislation.

119. With Local Government elections due in 2019 and 2020 provincial election commissions are announcing their LG elections laws. The new Punjab Local Government Bill 2019 is envisaged that under the new local bodies system, the transfer of power had been ensured to the grassroots level and the new district government seats will include general seats and reserved seats for women, peasants, and workers, youth and non-Muslims. While a study conducted for comparison of LG laws in the country across provinces reveals that as in Punjab, the current laws stand as the new reformed law when it pertains to women's contestation and representation whereby they shall be entitled to contest directly and will also have the opportunity for selection in reserved seats. and civil society shall campaign for greater inclusion of women and excluded groups in the selection of representatives for the different tiers at LG level
120. ECP's gender Cell will continue women's voter registration campaign at all stages and will act up on the strong recommendations post 2018 general elections which entail
  - Strengthening polling stations facilities: Polling station in GE 2018 posed challenges to women voters which included missing facilities for water and latrine, lack of female security, overcrowding, behavioural issues of some polling staff towards transgender and persons with disabilities, and difficulty of accessing polling stations for persons with disabilities
  - Strengthen the registration of women as voters through media and ND+ADRA facilitated affirmative action by accessing women in remote areas through Mobile Vans, and increased number of female staff
  - Bolstering the law of minimum 10 percent female voter turnout per constituency and holding penalties and re-vote as demonstrated in GE 2018
  - Strengthening the minimum 5 percent candidature award to women within political party seats and while ensuring women are not filling token seats that are likely to be lost.
  - To begin a well formulated media campaign to target and motivate women to register as voters and leaders through various civil society actors
  - Conduct broad based training of polling staff, security personnel and returning officers to ensure gender responsive and accountable actions are taken
  - The Plan will accord high priority to empowerment of women in social, economic, political and legal fields to move towards a gender balanced society. Participation of women in the national development by recognising their role as the agents of change will be promoted. Accordingly, the gender mainstreaming will provide guidance for taking into account gender specific approach to all policy planning, decision-making and monitoring processes

v. ***Gender-responsive disaster risk prevention, reduction and resilience building***

121. Climate change is likely to affect poor and underprivileged regions, communities and people disproportionately as they are weak and more vulnerable and have the least resources to adapt. Effective mechanism for resilience building of women affected by disasters and emergencies is strengthened under the NDMA ACT 2010. National Disaster Management Authorities have created Gender and Child Cell (GCC) and respective provincial gender and cells, however broader based look at women's role in climate change adaptation has to be ensured.
122. In Pakistan, women are likely to be strongly affected by climate change as the majority of rural women are engaged in the agriculture sector, which is highly climate sensitive. Climate change is expected to increase the work of agriculture production and other subsistence activities such as collecting fuel wood and water, putting extra pressure on women. Further, women are found to be more vulnerable during extreme climate events and disasters. Pakistan fully recognizes that women are powerful agents of change. It is therefore vital to ensure participation of women and female gender experts in all policies, initiatives and decisions relating to climate change. To address the gender aspects of vulnerability from climate change, the Government of Pakistan, in collaboration with other relevant entities including the SDG Unit in Planning, Research and development Ministry whereby the Ministry of climate change reports the highest number of SDG indicators at 50 followed by the Ministry of National Health Service which has 36 indicators. The Ministry shall therefore, take the following policy measures:
- i. Mainstream gender perspectives into climate change efforts at national and regional levels;
  - ii. Take steps to reduce the vulnerability of women from climate change impacts, particularly in relation to their critical roles in rural areas in providing water, food and energy;
  - iii. Recognize women's contribution in the usage and management of natural resources and other activities impacted by climate change;
  - iv. Undertake a comprehensive study of the gender-differentiated impacts of climate change with particular focus on gender difference in capabilities to cope with climate change adaptation and mitigation strategies in Pakistan;
  - v. Develop gender-sensitive criteria and indicators related to adaptation and vulnerability, as gender differences in this area are most crucial and most visible;
  - vi. Develop and implement climate change vulnerability-reduction measures that focus particularly on women's needs;
  - vii. Incorporate an appropriate role for women into the decision-making process on climate change mitigation and adaptation initiatives;
  - viii. Develop climate change adaptation measures on local and indigenous knowledge particularly held by women.

## SECTION TWO: MEASURES TAKEN TO ADVANCE GENDER EQUALITY ACROSS THE TWELVE CRITICAL AREAS OF CONCERN

### Inclusive development, shared prosperity and decent work

**What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?**

*i. Strengthened/enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in public and private sectors, and equal pay legislation.*

123. Embedded in the Constitution, the principle of non-discrimination encompasses all vulnerable groups including women. A number of legislative, policy and programmatic measures have been taken at the national and provincial level to effectively implement its commitments and to promote gender equality, women empowerment and protection of fundamental human rights. Implementation mechanisms are broad-based and have been institutionalized through legislations enacted by Federal and Provincial Governments (Annex 1).

124. An integrated architecture of human rights and women's protection institutions (Annex 2) cater for regular reporting, program implementation and technical support to different stakeholders working towards the same targets. Gender Equality and encouraging employment conditions for women are ensured in the set of laws, including the Constitution, that make up for the Pakistan Labour Law. For example, Article 25 of the Constitution guarantees non-discrimination on the basis of sex and the Article 37(E) ensures that women shall "...not [be] employed in vocations unsuited to their ... sex" and shall have the right to maternity benefits. The Maternity Benefit Ordinance, 1958 allows a paid leave of up to six weeks to women workers on the basis of last pay.

125. There are 10 percent seats are reserved for women in the Civil Service of Pakistan and women can compete for the remaining 90 percent as well. The Punjab Fair Representation Act, 2014 amended the statutes of 66 entities. The Act requires a quota of 15 percent for women in the public sector jobs and aims at facilitating at least 33 percent representation of women on all board and committees of public sector companies and other public entities.

126. In **Punjab** extensive measures are enforced for non-discrimination in employment retention and promotion. Punjab Women Empowerment Package (PWEP), 2012 and Punjab Fair Representation of Women Act, 2014, mandated at least 33 percent representation of women on Boards and Committees of public sector entities. By the end of 2017, data collected from 181 Provincial Departments/Institutions, displayed that 15 members (22 percent) of Boards, 96 members (47 percent) in Committees and 4 members (57 percent) of 7 taskforces were in compliance with the 33 percent quota. Moreover, 109 out of 181 Provincial Departments/Institutions have 498 Committees out of which 341 (68 percent) have at least one woman in their Selection and Recruitment Committees. Furthermore, 276 out of 663 District Offices have 370 committees and out of these, 210 (57 percent) have at least one woman in their Selection and Recruitment Committees. Periodic efforts to increase participation of women are being implemented in **Punjab**, such as the hiring of female inspectors by the Labour and Human Resource Department, and the inclusion of 33 percent women in committees of public sector offices. In **Balochistan**, a Provincial Steering Committee is formulated for each department that meets quarterly to safeguard women's interests under the supervision of Secretary Women Development Department. In December 2018, the **Sindh** chief minister increased the women's job quota in the government sector from **5 percent to 7 percent**. He also announced that the Women Development Department in the province would only be run by women.

*Measures taken to prevent sexual harassment, including in the workplace.*

127. Article 34 of the Constitution states that “Steps shall be taken to ensure full participation of women in all spheres of national life”. Therefore, since the 18th Constitutional Amendment, the provincial governments are taking policy, legislative and administrative measures for protection and promotion of women’s rights as per context and requirement of their province.
128. Protection against the Harassment of Women at the Workplace Act, 2010 is implemented all over Pakistan. A supporting Code of conduct has been displayed in all Government departments and Inquiry Committees have been constituted. Offices of the Ombudsperson have been established at national and provincial levels and procedures for complaints are on the website of the Ombudspersons.
129. Furthermore, in Sindh, Punjab and KP there is also a Provincial Ombudsperson for Protection against Harassment of Women at the Workplace since 2018. Offices of the Ombudsman for Harassment have been established at national and provincial levels. Since 2011, Federal Ombudsman Secretariat, Islamabad has received 480 complaints out of which 311 were related to harassment. Some 462 complaints have been disposed of by the Secretariat after completing all codal formalities, while 20 are under process.
130. National Commission on Status of Women (NCSW) with coordination of ILO Pakistan Office organized a one-day national consultation on April 9<sup>th</sup>, 2019 at Islamabad on the theme “Creating Safer Work Places for Citizens of Pakistan”. The aim of the National Consultation was to create an understanding of the proposed new Convention and to offer concrete recommendations based on the Pakistani context and experience with the aim of effectively representing for incorporation in the final version of the Global Convention.
131. A big achievement has been the promulgation of the Protection against Harassment of Women at the Workplace Act, 2010. The Employers Federation of Pakistan (EFP) reassured their commitment to address sexual harassment at the workplace through implementing the Act (ILO Press release, 2015).
132. In **Punjab** measures have been taken to prevent sexual harassment, both in and out of the workplace. This includes the Harassment Law in Punjab, enacted in 2012. Office of the Punjab Ombudsperson for the Protection of Women against Harassment at the Workplace has an Inquiry Committee within their office handling complaints. In 2017 a helpline was also established to provide legal advice to support women’s access to justice by a) providing legal awareness and guidance through a large legal team, and b) registering complaints under different categories, including workplace harassment.
133. In **KP** a Sexual Harassment Committee has been formed in all government departments and a focal person has also been identified within all departments. An Ombudsperson Office and Director has been assigned to deal with sexual harassment cases across KP. The provincial government has also worked on awareness-raising about the law.
134. In **Sindh**, the Act 2010 has not yet been adapted to law. In **Baluchistan**, Protection against Harassment of Women at Workplace Act, 2016 binds organisations to notify an Inquiry Committee. The establishment of a Provincial Ombudsperson is also underway and Rules 2019 have been enacted after approval from the Provincial Cabinet.

### ***Improved financial inclusion and access to credit, including for self-employed women***

135. Acknowledging the exclusion faced by women in the formal financial system, the National Financial Inclusion Strategy (NFIS) was developed in 2015. Limitations of mobility and social interaction of women was partially addressed by expanding digital financial services. The last two Access to Finance Surveys (A2FS) carried out by the State Bank of Pakistan in 2008 and 2015 have shown a positive trend of financial access among adult women; a 7 percent increase of women having access to banks an increase of 5 percent in women having access to other formal institutions. The proportion of financially excluded women fell from 66 percent to 57 percent, that is by 9 percent. A target was set of providing easy access to financial services to at least 25 percent of adult women by 2015. In November 2018, the Prime Minister approved a 5-year plan for enhanced NFIS in November 2018.

***Table: Change in Financial Access among Adult Females (2008-2015)***

<b>Category</b>	<b>2008</b>	<b>2015</b>	<b>Change</b>
<b>Banked</b>	4	11	+7
<b>Other Formal</b>	1	6	+5
<b>Informal</b>	28	26	-2
<b>Excluded</b>	66	57	-9

Source: State Bank of Pakistan- Access to Finance Surveys, 2008 and 2015

- NFIS Secretariat (housed in SBP) is responsible for implementing and following up on the NFIS. Some of the specific interventions are the following:
- Lines of credit are being extended to MFPs by SBP, funded by the World Bank with a condition that 60 percent of new borrowers should be women.
- Refinance and credit guarantee schemes for women entrepreneurs in under-served areas have been launched by SBP, with the aim of promoting improved access for women entrepreneurs. A maximum financing facility of PKR 1.5 million is available for women entrepreneurs with a tenure of up to 5 years. This amount can be used for setting up of new business or for the expansion of existing ones. Of the outstanding principle, 50 percent is guaranteed by SBP in case of default.
- SBP has also launched a financial literacy campaign implemented through MFPs, commercial banks and DFIs in which special focus on women is incorporated into the campaign.

### ***Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment***

136. Sindh has taken the lead in legal recognition of female farmers and HBWs, comprising mostly of female workers. In May 2018, the Sindh Assembly passed the landmark legislation, Sindh Home-Based Workers Act, 2018 which is the first ever law in Pakistan protecting and recognising the rights and status of HBWs.

137. Sindh government has recently introduced the Benazir Women Agricultural Workers Programme (BWAWP), with an initial investment of PKR500 million, for legal recognition and registration of female farmers. As well as supporting them to become food-secure and self-sufficient, the BWAWP envisages empowering women in the marginalised agrarian communities in Sindh.

138. *Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)*



139. Participation and recruitment of women at high level decision making is demonstrated through the Federal Public Service Commission (FPSC), which has 10 percent quota reserved for all service groups. Besides this, there are also special quotas for both women and men candidates from remote areas, including rural Sindh, Balochistan, Gilgit Baltistan (BG) and Khyber Pakhtunkhwa, with the newly-merged tribal areas. The gender-wise distribution of the gross loan portfolio of SBP shows that only 3 percent of SME loans were granted to women compared to the 97 percent granted to men. Similarly, women took just 19 percent of micro-finance loans while male consumers were given 82 percent. These difficulties hope to be resolved with the inclusion of new women officers in recruitment committees. Almost 25,000 spaces for women in decision-making positions have been created because of amendments in 66 laws under the Punjab Fair Representation of Women Act, 2014. Punjab Working Women Endowment Fund (PWEF) offers an affordable accommodation voucher scheme to provide low cost accommodation to low-income working women. Similarly, to track the female workforce in the informal sector, the Punjab Employees Social Security Institution (PESSI), has issued cards to female workers. About 37,968 women are registered as secured persons in PESSI.
140. In addition to the open merit seats, the Government of Sindh has increased the reserved women's quota for jobs in the public sector to 15 percent. Skill training programs have been designed to provide temporary employment. Income generation trainings have been given to 5000 youth, including females, in the field of entrepreneurship, secretarial skill development, business management, beautician and office management.
141. The WDD Sindh has also launched a “Business Assets Creation for Revolving Fund (Loan Project)” at a cost of PKR131.560 million. The Project provides interest-free loans to help women artisans at the rate of PKR50,000/- payable in 36 easy instalments after a rebate period of 3 months.
142. High level appointment of women to influence social and financial decision making is also seen with the first ever woman Foreign Secretary appointed. Similarly, Pakistan’s Permanent Representative to the United Nations in New York, to the European Union in Brussels are also women e.g. the top 5 multilateral stations were headed by women at the same time (2015-2017).
143. Currently 8 women ambassadors and 39 female officers are serving in Pakistan’s Missions abroad. Total number of women Ambassadors is 10 who have served since 2013. In addition, 13 women officers from various government departments are also serving in Pakistan Missions abroad in different capacities.

**What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?**

144. Pakistan has a patriarchal societal setup where women’s work especially care work is un recognized and unmeasured. A multi-pronged approach is needed to bring women’s formal and informal services into the economy and safeguarding their stats as contributors to economic stability.

***Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)***

145. A time use survey was generated in 2007, as a first of its kind effort in Pakistan. Subsequently, the Federal Bureau of Statistics incorporates the time burden of unpaid activities such as household chores, care of children, sick and elderly performed mostly by women into their data gathering and analysis. The Household Integrated Economic Survey (HIES) now incorporates sex disaggregation and aligns with the SDG reporting across SDG 5 – Gender equality and other SDG indicators.

***Expanded childcare services or made existing services more affordable***

146. As the ratio of Women in mainstream employment sector is on the rise, facilities to ensure their retention and comfort is being ensured in federal and provincial laws and policies. It is also resulting in affirmative action in providing day-care facilities, separate washrooms, prayer rooms, maternity and paternity leaves while also supporting women's out of station work through working women's hostels. For example: At the federal level MoHR supports a hostel and a day care for this purposes. **Punjab** Women Empowerment Initiative of 2014 provides maternity leave and day care facilities while it is supported by a Punjab Day Care Fund Society registered under the society Act for Provision of grants to interested organisation for establishment of Day Care Centers (DCC). So far under the program 115 DCC have been finalized and efforts are underway. Accordingly, three different categories based on the size of the Room/ building and number of children have been created for attracting more organisations to be part of this initiative. More employers and workplaces are opting to have a DCC. 3945 beneficiary children of working women across the province of Punjab are in the process of getting or are receiving quality care. In **Balochistan** a baby day care centre has been established in the civil secretariat Quetta. While in **KP** strengthened labour market strategies now cover for separate day cares and working women hostels. In **Sindh** WDD provides day care centers and has given 3 months 'Baby Child-Care Training' in child growth, nutrition and, health care education to women and girls in all District of Sindh. This project encourages women/girls to set up their own Day care center in homes to support working mothers of the vicinity. During the training, trainees are provided PKR 1500/- per month stipend. Total Cost of the Project is PKR 32.017 million. These measures are improving employer's recognition of women's inclusion into the workforce and bringing greater respect for the care duties they perform. More recently MNA Shazia Marri proposes to table a bill for approval by the parliament for the facility of day care centers in public and private establishments "The Day Care Centers Bill 2019". This is to be tabled in coming days.

#### ***Introduced or strengthened maternity/paternity/parental leave or other types of family leave***

147. Social security benefits are only provided to those employed in the formal sector. The benefits include insurance for age, health, disability, death of breadwinner, unemployment and maternity. West Pakistan Maternity Benefit Ordinance 1958, subsequently amended to Punjab maternity Benefit Act 2012 allows for Female employee's entitlement to a maximum of twelve weeks (or 3 months) of maternity leave with full pay. The six-week post-natal leave is compulsory.

148. Health insurance initiatives like the BISP Waseela-e-Sehat, the health protection initiative in KP, the Khidmat card in Punjab, the Pakistan Sehat Card, and the Prime Minister National Health Program (PMNHP) has improved access of such rural poor women to quality for medical services. Through a micro health insurance scheme, the Pakistan Sehat Card and Prime minister's program also provides maternity benefits and four visits to a health care provider during pregnancy.

#### **Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?**

149. The government of Pakistan takes downsizing as last resort. Instead of cutting Development Programme Budget's which can impact transport, industry, fuel, gas, electricity that affect women at the household level and employment sector, savings [are](#) ensured by strictly controlling wasteful expenditure on other heads within the ministries, government departments and corporate sector that often enjoys tax amnesty.

#### **Poverty eradication, social protection and social services**

**What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?**

150. Faced with a young population with few skills and fewer economic opportunities, the government has undertaken steps to overhaul the skill training institutes spread across the country. Religious and cultural norms are often termed as key barriers to women's ability to access services, including that of finance. In Pakistan, financial service providers have used strategies that have allowed them to bring products and processes that are culturally compatible.

***Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures***

151. **Akhuwat** is an Islamic microfinance provider that reaches out to women through the family unit and at places of worship. Its humble beginning was from a loan of 10,000 PKR to a woman in 2001 whereas now its disbursements exceed 13.6 billion PKR catering to almost 800,000 families through a network of 343 branches in 210 cities, operating out of a place of worship of different faiths. 91 percent of the loans are for family enterprise and through them creates joint financial decision making for families giving more weight to the women's choices, also contributing to change in behaviors.
152. **Kashf Foundation:** present in 41 districts works through a direct microfinance outreach to women serving over 215,000 clients across Pakistan. Working through an accessibility model, Kashf has helplines that gather feedback and adapt programs to a changing market while a tracking performance allows them to generate information dashboards.
153. **The National and Vocational Training Center (NAVTC)** has been revamped and technical, vocational education training (TVET) has become the focus of the provincial TVET Authorities, set up to fast track curriculum reform, and create industry linkages and industry demand driven skills trainings for employability. Trainings at Vocational training centers, prisons and establishment of Display Centers and Exhibitions of products of Home Based Workers are regular features all over Pakistan.
154. **The National Skill Strategy (2009)** aimed to provide a policy direction and support to the public and private sectors to develop and implement skill trainings, recognized that trainings offered to women reinforced gender stereotypes and has poor linkages with the formal labour market. Vocational diplomas for women in hand embroidery, knitting and similar skills represent a major proportion of female enrolment. To facilitate TVET for women the National Skill Strategy proposes strategies to increase enrolment of women and girls in traditional as well as non-traditional areas of training, social mobilization and raising awareness among women and girls, their families and communities, increasing the number of training institutes for women and girls, and combining classroom and distance learning.
155. At **Punjab Skills Development Fund (PSDF)** is also engaged in identifying gaps and partnering with private sector organisations to roll out trainings across the province. **Punjab CSW Women Innovation Network WIN2018**, established 2018, to facilitate and support women entrepreneurs and start-ups and model best practices so that other public and private sector entities are encouraged to support and initiate similar incubators across Punjab and in other provinces. WIN was staffed with a dedicated team of lawyers, accountants, business developers and marketing specialists to provide women entrepreneurs with guidance and support through mentorship, online counselling, networking, access to finance and investors, and child care facilities. 14 businesses of women graduated under this program.
156. The **Punjab Prisons Departments** also impart skills, trainings and literacy/education programs to women prisoners. Some 55 skills development trainings were provided to 648 women prisoners in 2015; 566 women were given basic education and 280 women were referred for legal aid facilities at Punjab.
157. At **KP** trainings session to 1000 female domestic and day care workers has been conducted. During the reporting period an amount of PKR 15.609 Million was allocated by Government of Khyber Pakhtunkhwa for 125 Industrial Training Centers (ITC's) through which 6,649

women received vocational education. Skill Optimization Programme (SOPs) for Home Based Workers has also been launched.

158. In **Sindh** the WDD Sindh has also launched a “Business Assets Creation for Revolving Fund (Loan Project)” at a cost of PKR131.560 million. The Project provides interest-free loans to help women artisans at the rate of PKR 50,000 payable in 36 easy installments after a rebate period of 3 months.

159. In **Balochistan** two **Vocational Training Centres (VTCDs)** and 32 Training and Rehabilitation (T&R) centres provide vocational training/skill development to both men and women. Around 80 women get enrolled annually and around 960 women have already been trained thus far. 5 percent quota for women is optimally complied with.

<b>Number of TVET institutes in Pakistan : Rural Women Report 2018 source NAVTTC</b>			
<b>Province</b>	<b>Public</b>	<b>Private</b>	<b>Total</b>
<b>KP</b>	70	529	599
<b>Punjab</b>	620	1197	1817
<b>Sindh</b>	307	278	585
<b>Balochistan</b>	36	89	125
<b>Total</b>	1177	2104	3126

***Broadened access to land, housing, finance, technology and/or agricultural extension services***

160. Land Records Management Information System (LRMIS) launched in 2016 through its transparent and efficient procedures have enhanced woman’s access to land records.

161. Though Pakistani rural women are extensively involved in agricultural activities, their roles ranges from managers to landless labourers. In all farm production, women’s average contribution is estimated at 55 percent to 66 percent of the total labour with percentages, much higher in certain regions.

162. **Punjab** is the only province that has amended and introduced new laws to improve women’s access to inherited urban property and agricultural land. The Government of Punjab’ Katchi Abadi scheme covers approximately 110,000 households across Punjab, wherein both husband and wife have equal share in land/plot. Approximately 1684 households have been granted proprietary rights under the scheme. **Bank of Punjab** has launched a Women Entrepreneurship Financing Scheme to provide loans to women for commercial ventures.

163. The **Trade Development Authority** of Pakistan provides a ‘women-only’ trade platform for rural women to display and sell their products. Some 500 stalls are provided at minimal costs

to women entrepreneurs from rural areas in the annual “Wexnet” exhibition which is attended by over 1.5 m hits daily.

164. To empower rural women, Agriculture Development Bank of Pakistan (**ADBP**) has been supporting women in accessing loans for entrepreneurship in the agriculture sector. Agriculture/ entrepreneurship loans were disbursed to 53,888 women from 2014-2016. Similarly, the **Zarai Taraqiyati Bank** has launched agriculture related products/schemes for short & medium terms so that women were given opportunity to avail loans to participate in promotion and development of agricultural sector. Special Scheme like Khawateen Rozgaar (Employment) Scheme and other schemes includes Asan Qarza (loans) Scheme, Tahafuz-e-Samar Scheme (Dehydration of Fruits & Vegetables), KhushkRatab Scheme (Product for Dehydration of Dates) and Soghat-e-Shireen (sweet products production) Scheme etc. have been launched.

***Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)***

165. BISP has the largest database of poorest of poor families in Pakistan which is the output of the largest and first ever door to door poverty survey. This data is used for the planning of pro-poor development policies and programmes and has been shared through protocols with various international and national organizations for research purposes. Since its inception in 2008, BISP has grown rapidly. It is now the largest single cash transfer programme in Pakistan’s history. To bring transparency, BISP has implemented biometric verification system (BVS) in 58 districts.
166. There are also four well sequenced complementary components, including Waseela-e-Rozgar (Technical & Vocational Training), Waseela-e-Haq (Micro-finance), Waseela-e-Sehat (Life & Health Insurance) and Waseela-e-Taleem (Primary Education).
167. Guzara Allowance and Marriage Assistance was provided to deserving females, under The Khyber Pakhtunkhwa Zakat &Ushr Act 2011 to around 25,950 women. Similarly, about 42,680 women received health care services and 5,536 women were provided marriage assistance.
168. The Tanzeem-e-Lil-Lissail Wal-Mahroom Scheme (2007-2015) provided stipends to deserving students, skill development trainings to widows and orphans in different fields. The scheme has now been merged with the Deserving Widows and Special Persons Foundation through enactment of the Establishment of Lissail-e-WalMahroom Foundation Act, 2015. The scheme has provided PKR 500.00 Million as endowment fund for the Foundation.
169. For women’s Government of Sindh has reviewed Labour Laws to make them gender friendly by inserting clauses of non-discrimination. Major Act includes Sindh Factories Act, 2015, Minimum Wages Act, 2015, Terms and Conditions of Employment Act, 2015, Companies Profit (Worker’s Participation) Act, 2015, Occupational Safety and Health Act, 2015 and Workers Welfare Fund Act, 2015 etc.
170. The Sindh Home Based Workers Policy (HBWP) aims to protect and promote rights and benefits of home-based workers. Under the HBWP, home based workers are classified and their health and wage rights protected under relevant Labour Laws. Similarly, in 2013, Government of Sindh also initiated a pilot project for Women Glass Bangle Home based Workers to register Women Glass Bangle Home Workers in Hyderabad. The WDD, Sindh has also designed a model GRAP (Gender Reforms Action Plan) to promote processes that lead towards equal participation of women at all levels of governance laying the foundation for permanent gender equality in society.

171. The Government of Punjab in 2015, launched a Gender Sensitive Labour Inspection System (GSIS) on pilot basis to track infrastructure support like toilets, prayer areas, recreation facilities, day care, and other facilities in every registered labour-intensive entity across Punjab.

### **What actions has your country taken in the last five years to improve access to social protection for women and girls?**

172. The GoP's 11<sup>th</sup> Five year Plan 2013-18 is a comprehensive document that sets out guiding principles and implementation strategies for national development<sup>19</sup>. An amount of PKR 2.7 billion has been proposed for gender and women empowerment in the Plan. The key aims of the Plan are to ensure women's right to ownership of movable and immovable assets, provide unimpeded access to legal, religious and social rights and resources, protect their mobility and livelihood, especially in backward areas, urgent redressal against unjust and illegal patriarchal customs, such as honour killing and domestic violence and recognition of women's contribution in socio-economic development, promotion of additional benefits in term of flexible working hours, day-care facilities, leave etc

#### ***Introduced or strengthened conditional cash transfers***

173. As mentioned in detail in Q9 conditional cash has a wide uptake among rural and urban women directly and through family based clientele. BISP and other provincial safety nets detailed above. It has been observed

#### ***Introduced or strengthened unconditional cash transfers***

174. Effective interventions could be implemented in conjunction with an unconditional cash transfer programme such as the BISP. Behavioural change messaging that can be delivered to beneficiary women via the medium of SMS has been shown to have positive impacts on child and maternal health. Detailed in question 1 and 9, the unconditional cash transfers are welcomed by the most vulnerable households, especially female headed household. Pakistan Bait-ul-Mal (PBM): PBM is significantly contributing toward poverty alleviation through its various, poorest of the poor focused, services and providing assistance through unconditional cash transfers to destitute, widow, orphan, invalid, infirm and other needy persons, as per eligibility criteria approved by Bait-ul-Mal Board. The following are the ongoing core projects/schemes:

- i. Individual Financial Assistance (IFA): Through individual Financial Assistance (IFA), the poor, widows, destitute women and orphans were supported for medical treatment, education, rehabilitation and general assistance. An amount of Rs 1,453 million has been disbursed during the period July to February FY 2018.
- ii. Special Friends of PBM: PBM has envisioned providing wheel chairs to every disabled person in the country. A family who has two or more special children will be called as Special Family and will have the right to be benefited through this new scheme. Rs 25,000/- are being given to each family annually having two or more disable members and Rs 10,000/- annually for one disable member of a family. An amount of Rs 64 million has been disbursed during July, 2017 to February, 2018 under PBM special friends' programme.
- iii. Child Support Programme (CSP): PBM mobilizes funds from the Government of Pakistan and distributes them as conditional cash subsidy to eligible beneficiaries for sending their children to school aged between 5-16 years to get primary education. Additional cash incentive is being paid to the eligible beneficiaries @ Rs 3600/-per annum to the families with one child and Rs 7200/-per annum to the families with two or more than two children. Presently, the programme is fully active in 13

Districts. A new intervention of disbursing CSP payment subsidy through biometric verification has also been introduced. During July to February of FY 2018, an amount of Rs 71 million has been disbursed under this initiative.

***Introduced or strengthened non-contributory social pensions***

175. The Eleventh Five-year Plan is concerned with “the institutional care and rehabilitation of the poor, vulnerable, marginalized and excluded segments of population, including children, women, persons with disabilities (PWDs) and senior citizens to enhance their capabilities for mainstream socio-economic life,” with interventions on education, health, and income generation, training and skills, technology and other public services. The Plan suggests that indigenous philanthropy could be utilized in the model of Pakistan Baitul- Mal and Zakat funds for social welfare. A host of different public sector programs offer a range of social protection services
176. The **Employees Old Age Benefits Institution (EOBI)** is applicable to all enterprises with 10 or more employees; it aims to provide pensions to workers who earn less than PKR3,000 a month.
177. The main function of EOBI is “to provide financial benefits in terms of pensions/grant to old age and invalid insured persons employed in industrial, commercial and other organisations and to their families
178. After the death of insured persons/ pensioners”. Other initiatives under EOBI include the survivors pension that gives a 100 percent pension to the surviving spouse. Then there is the Invalidity pension that insures incapacitated employees whose earnings have dropped to one third.

***Improved access to women and girls in special humanitarian settings:***

179. The Government of Pakistan cognizant of the challenges faced by women and girls has taken substantive measures including provision of health services, education, temporary/interim food and shelters, psychological counselling, legal aid as well as skill building/vocational trainings to earn their livelihoods and easy access to market, being implemented through public-private partnerships. Details are provided in the relevant sections.
180. A comprehensive Policy Guidelines for vulnerable groups in disasters has also been launched by the National Disaster Management Authority (NDMA) to address needs and concerns of women, children, persons with disabilities, and the elderly (gender disaggregated), during disasters. The NDMA is fully represented and functional at all Federal, Provincial and district levels.
181. Post displacement from natural disasters of complex emergencies, “Let Girls Learn project” is a \$70m project of government partnership with international donors to ensure girl-child education for temporarily displaced communities. The program focuses on education of adolescent girls across Pakistan with one of its key pillars being to bridge the schooling gap in disaster-affected Areas. This is being accomplished through the construction and rehabilitation of schools and providing access to basic education. In **Sindh**, the Government in collaboration with SMEDA is providing vocational trainings for women in camps and their products are provided market access through craft exhibitions. Special trained women psychologists have also been deputed to counsel women and adolescents for post disaster trauma.

**What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?**

***Promoted women's access to health services through expansion of universal health coverage or public health services:***

182. The Health Ministry and State life has signed a land mark contract for provision of Sehat Insaf Card to 15 Million Families this year. The Contract was signed for Implementation of Sehat Sahulat Program (SSP) in all districts of Pakistan in line with vision of Prime Minister's Universal Health Coverage. Through this initiative poor families will be provided with free of cost health insurance to secure indoor health care services worth PKR 720,000/- from empanelled hospitals. The program will provide "Sehat Insaf Card" to 15 million families in the province of Punjab, Balochistan, Sindh, AJK, GB and old districts of FATA through a very transparent and computerized mechanism. The services which are available from Sehat Insaf Card includes open heart surgeries, insertion of stunts, management of cancer, neurosurgical procures, burn management, accident management, dialysis, intensive care management, deliveries, C section and other medical / surgical procedures.
183. The Health policy of Punjab Government has a vision to ensure access to primary, secondary and tertiary healthcare facilities for all. The healthcare system should be effective, efficient and fully catered to the needs of all sections of society. The Provincial government's vision for health sector reforms has been articulated through a policy which ensures equal access to adequate and quality healthcare as a matter of right for every citizen covering preventive, promotive and curative healthcare regime. More specifically, the Punjab health policy seeks to mainstream and complement the role of public as well as private healthcare sectors for providing low-cost, high quality and affordable health services for all.
184. The Policy objective is to transform and reconfigure healthcare system in Punjab as gender sensitive, covering all aspects of promotive, preventive and curative health services for reducing burden of disease for both women and men.
185. National Health Vision (NHV) developed in consultation with provincial governments provides a road map to improve the health of all Pakistanis particularly women and children. It has six thematic areas focusing on: improving access and quality of MNCH; community based primary care services; and investing in nutrition with special focus on adolescent girls, mothers and children. Free medical care and medicines for all diseases are provided to all patients including women in all government hospitals including BHUs. Moreover, facilities of family planning advice and services, mother and child health care (MCH), medical care for general ailment; midwifery services and social education are provided to women without discrimination.
186. Keeping in view the cultural and social norms, Lady Health Workers, Community Midwife Cadre, Family Health Worker, and Community Health Volunteers are providing health services at doorstep. Female Wards have also been established and female staff has been appointed to take care of female patients.
187. Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services:
188. Various dedicated Projects and Programs for Mother and Child care are underway at national and provincial level to enhance the coverage and integration of four vertical programs inter alia, Mother Neo-natal & Child Health Program, Lady Health Workers Program, Expanded Program of Immunization and Nutritional Programs.



189. Mother and Child Health has remained under focus in KP through mega-projects like MNCH, Lady Health Worker's program, expanded Program of Immunization, HIV/AIDS and Hepatitis Control Program.
190. In KP special health initiatives continue to support mother and child health requirements through cash in the province. Separate Women & Children hospitals in Charsadda, Mardan and Peshawar have been established. Minimum Health Services Deliver Package (MHSDP) is being implemented, which focuses on Maternal, Newborn and Child health. Under the MNCH/Reproductive Health Program, 05 new-born units have been established at District Headquarter Hospital (DHQ) at D.I.Khan, Swat, Malakand, Bannu, and Karak while 02 new-born units at DHQ Hospital in Upper Dir and Chitral are in process. Moreover, 1,440 CMWs have been deployed to increase child delivery by Skilled Birth Attendants.
191. The Government of Punjab has employed 45,486 lady health workers and 1,544 lady health visitors. Moreover, 1,833 Family Welfare Centers, 132 Family Health Clinics and 115 Mobile Health Units across Punjab cater for reproductive health problems of women who reside in remote and inaccessible areas.

***Provided gender-responsiveness training for health service providers:***

192. One-year basic training is imparted to LHWs and 18 months pre-service training is given to Community midwife cadre. Family welfare workers also receive training on counselling and provision of family planning services.
193. The government further provides Technical Education to females in 3 Regional Training Institutes (RTIs) and at RHS-Training Center, Peshawar. Apart from a full-fledged Girls Medical College, there are multiple nursing and Lady Health Visitors (LHVs) schools. During 2015, 1,083 female nurses were recruited on regular basis and 875 nurses on ad-hoc basis in 2016. The Government has expanded and regularized LHW Program through LHW Program and Employees Act 2014. PKR 212 million was spent in D.I.Khan, Buner, Lakki Marwat, Karak, Nowshera and Haripur in up scaling phase to improve mother and child specific indicators, ante-natal care and immunization. The Government has allocated an amount of PKR 22.807, 25.237 and 21.576 Million during 2013-14, 2014-15 and 2015-16 respectively for the health sector.
194. Further, 1,440 CMWs have been deployed to increase child delivery by Skilled Birth Attendants. 42 ENC trainings have been imparted and 1,008 Health Care Providers (HCPs) were trained. 90 teaching facilities are available in Punjab. Community Midwives of the Department of Health, Sindh are focusing on trainings in postpartum family planning (PPFP) and provision of services.

**What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?**

***Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes:***

195. Hostel and transport facility to female students is being provided in women colleges and universities in line with their needs and requirements across Pakistan. Allama Iqbal Open University (AIOU), Islamabad provides distant education facility to women all over Pakistan who due to any reason are unable to attend regular schools and colleges. Total numbers of 740,603 women have been enrolled during Year 2013-16.

196. The Punjab Government is pursuing a vision of universal primary enrolment for boys and girls. This includes retention of all enrolled students in age group 5-16, gender parity and improvement in education standards and improved access to quality education.
197. The Punjab Government earmarked 60 percent of Punjab Education Sector Reforms Program (PESRP) for provision of missing facilities for girls' schools, including toilet, boundary walls. About 70 percent jobs in primary education have been allocated to female teachers. 362 girls' colleges and universities are currently registered with the Higher Education Department, Punjab. About 20,181 institutions for non-formal education have been established across Punjab and 2,124,300 learners study in these centers, 90 percent teachers and more than 50 percent students in these institutes are female.
198. A special scheme in Punjab ensure 100 percent enrolment of children by providing stipend of PKR 1,000/- per month to girl students. The Punjab Education Sector Reform Programme also offers stipends to girls of grades (6-10) to improve enrolment, retention and reduce gender disparity. During FY 2013-14, the program distributed stipends worth PKR1.5 billion among 411,000 girls in 16 districts of Punjab. Similarly, during FY 2014-15, the stipends support was extended to 659 rural government schools. Punjab has 414,000 female students in colleges, maintaining Gender Parity Ratio at 1.86. Punjab Education Endowment Fund awarded 13,175 scholarships to girls in 2014 and scholarships for 25,217 girls are currently in process.
199. In KP there has been an increase in the budget for girls' school infrastructure and enrolment initiatives. The Education Policy has been modified to specifically focus on girls and women's education.<sup>1</sup> The Government of KP disbursed PKR 1,100 million at the rate of PKR 200/month among 442,030 girls students in 2014-15 which resulted in an increased enrolment of girls by 2 percent. Out of 27,506 schools in Khyber Pakhtunkhwa, 39 percent schools belong to females. Education Sector Reform Unit (ESRU), KP has brought numerous reforms to attract female teachers and to increase the enrolment ratio of female students in far-flung areas.
200. Girls Community Schools (GCSs) program serve out-of-school children whose families are not able or willing to send their daughters to unfamiliar, distant government schools. These schools are located within the community and teachers are sourced from respected members of the local community who follows the primary school curriculum. Government provides free textbooks, teaching resources, and teachers' salaries.
201. The Sindh Education Policy, 2016 emphasizes strengthening education management and governance, enhancing gender equity, public private partnerships, social cohesion, education in emergencies as well as enhancing use of ICT for learning and monitoring. Sindh has also built 3,500 classrooms and provided about 5,000 missing facilities in different schools. The Government also disbursed 7.5 million text books from class 1-12 and provided stipend to 420,000 Girls and amount was increased from PKR 1,000 to PKR 2,500 and PKR 2,400 to PKR 3,500 at DSP Talukas. Sindh Government's Education and Literacy Department has formally launched a gender unit with the aim to encourage and promote girl's education across the province.
202. Balochistan has also refurbished educational facilities and provided missing facilities instead of focusing only on building new schools. The refurbishing includes provision of clean drinking water, toilets, restoration of electricity, provision of furniture and necessary infrastructure. Moreover, 10,000 primary schools have been declared as 'gender free' as against 2,500 schools that were girls' primary schools.

***Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education***

203. The Government of Pakistan Ministry of Education Curriculum Wing National Textbook and Learning Materials Policy and Plan of Action calls for improvement in the quality of education at all levels through better quality textbooks at affordable prices and other learning materials for promoting Pakistan as a knowledge-based society.
204. Federal and provincial Governments are reviewing existing curricula to address negative stereotyping of women and to ensure that negative assumptions do not limit women and girls' choices and opportunities. School curricula of KP and Punjab have already been revised to portray true potential of girls and women in all spheres of life. Furthermore, effective measures and a communication strategy is being put in place to ensure negative societal attitudes towards girls and women in education are addressed.
205. NCSW in collaboration with HEC (Higher Education Commission, Pakistan) organized a Consultation in Islamabad in January 2019 to brainstorm on a gender policy framework. The framework/tool for the consultation was developed and forwarded to HEC, who now plan to take this forward.
206. In Punjab the Education Sector Policy includes "gender-based parity" as one of its over-arching pillars while several policy objectives are also geared towards ensuring gender mainstreaming through improved educational outcomes. The policy places equal emphasis on boys and girls as students as well as teachers. The Policy objective is to ensure equal access to boys and girls in school education opportunities, retention at all levels of schooling for improved learning outcomes and placing equal emphasis on female teachers in "teacher capacity" enhancement interventions.

***Provided gender equality and human rights training for teachers and other education professionals***

207. MOHR regularly imparts trainings and raises awareness at schools and universities through sensitization seminars, workshops, symposiums and consultative meetings on a regular basis on gender equality and human rights.

**Freedom from violence, stigma and stereotypes.**

**In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?**

208. Violence against Women and Girls (VAWG) has been one of the top priorities of successive governments of Pakistan. After the passage of the 18th Constitutional Amendment the provincial governments have taken more responsibilities of taking measures against VAWG.
209. Following are the priorities areas for different provinces:

National	Domestic violence Sexual harassment at the workplace and public places Child Marriages
Punjab	Domestic violence Sexual harassment at the workplace and public places Child Marriages Violence against women and girls facilitated by technology

Khyber Pakhtunkhwa	Domestic violence Violence against women in Politics Child Marriages
Sindh	Domestic violence Sexual harassment at the workplace and public places Child Marriages
Balochistan	Domestic violence Sexual harassment at workplace and public places Child Marriages

210. Forms of violence against women and girls prioritized for action:

211. Nationally/ Federally: NCSW held a consultation with male and female youth and mothers in June 2018 on Ending Early Age Marriages. They were made aware about the laws and the adverse effects of early marriage.

- The primary measures taken by the provincial governments are the following:
- Punjab: Punjab Protection of Women against Violence Act, 2016 is a significant achievement which aims to protect women from domestic, sexual, psychological and economic abuse by approaching a Court to obtain Interim, Protection, Residence or Monetary Orders. The government is appointing Women Protection Officers, who will be accessible via telephone 24 /7. Setting up Violence Against Women Centres will be a converging point for all essential services to ensure speedy reporting of crimes, registration of cases, timely medical examinations and collection of forensic and other evidences. The first VAW Centre has been established in Multan in March 2017.
- The offences of cyber harassment, online stalking and non-consensual sharing of intimate images fall within the ambit of offences covered in the Prevention of Electronic Crimes Act, 2016, enforcement of which has been entrusted to the Federal Investigation Agency (FIA). However, this is merely one of the many functions of the FIA, one that has been neglected due to limited funds, manpower and understanding of the many ambits of sexual harassment. Furthermore, FIA followed a 3-pronged verification process for complaints of cybercrimes, which was not kept confidential, thus resulting in women victims resisting, and refusing cooperation for prosecution of offenders. Since 2018, Punjab Commission on the Status of Women registers complaints of cyber harassment, stalking and other cybercrimes reported by women across Punjab. It not only refers these complaints to FIA but also closely follows on these cases, resulting in speedier disposal of cases, pending cases being dealt with in a time sensitive manner, and effective redress for women victims of cybercrimes and harassment.
- In Punjab, women survivors of violence are provided with shelter, welfare and rehabilitation services in women’s shelters (Dar-ul-amans) in all 36 districts. A systematic research on shelter homes by the PCSW shows marked improvement in the services being delivered by these Darulamans, including legal, health and psychological services. In January, 2017 the Government of Punjab launched a ‘Women Safety Smart-phone App’ Project. The user- friendly App offers a one button access to the PCSW’s helpline (1043). It is a joint venture of the Special Monitoring Unit (SMU) in the office of the Chief Minister of Punjab, the Punjab Safe Cities Authority and the Punjab Commission on the Status of Women (PCSW). This initiative is part of the SMU’s ‘Women-on-Wheels’ campaign that aims to prevent and combat harassment or any form of violence against women. It facilitates women’s access to

Police Integrated Command, Control and Communication (PPIC3) officials to notify them about any form of harassment that they might be facing at the time along with tracking their exact geographic location. Trained teams of first responder are ready to be dispatched immediately to tackle the situation.

- Khyber Pakhtunkhwa: Ensuring women's participation in the electoral process has been an important issue in KP. Khyber Pakhtunkhwa CSW played a rigorous role in monitoring the participation of women in General Elections, 2018. Under the threat of violence many women could not exercise their right to vote.
- In KP legislation has been put in place to prevent and ban harmful practices and prevent sexual harassment. The Government of Khyber Pakhtunkhwa has also initiated a Toll Free Helpline for reporting victims of Gender Based Violence with women in a culture of male dominance in December 2016.
- KP passed "The Khyber Child Welfare and Protection Commission Act, 2010. The Child Welfare and Commission has drafted amendments in the Child Marriage Restrain Act and forwarded to Law department for vetting. Ending child marriages enable girls and women to effectively contribute to the global human development.
- The Khyber Pakhtunkhwa Commission on the Status of Women has recently conducted a research on Internal Women Trafficking, which will be soon finalized. The Women Parliamentary Caucus, Khyber Pakhtunkhwa also notify a Committee for legislation on Internal Women Trafficking.
- Sindh: Sindh's Provincial Assembly adopted a Resolution condemning violence against women and it is currently in the process of preparing a comprehensive Sexual Violence Response Framework (SVRF), which hopes to provide a detailed breakdown of actions and interventions necessary for the successful implementation of the recent legislation. The Government of Sindh has also made concerted efforts to address legal gaps that prevent victims of gender-based violence from accessing justice. For instance, the Sindh Amendment Act 2017 has now made DNA testing in rape cases mandatory.
- The government of Sindh has established Women Complaint Centres (WCC) and Shaheed Benazir Bhutto Centre for Women through which, during last two years, more than five hundred victims of domestic violence and honour killing, rape, acid throwing, child custody and dissolution of marriage have been given legal aid and socio-psychological counselling. They have also provided 154 women with Psycho-social counselling in cases of VAW, 150 women received psycho-therapeutic counselling, 64 received legal counselling and 27 received free legal aid. Besides Seven complaint cells also respond to victims of gender-based violence. In addition, Safe homes and protection centres have also been established at district level under the supervision of the Deputy Commissioners of the districts, to provide shelter and relief to women victims of violence.
- Balochistan: In Balochistan a fair amount of legislation has been put in place to end violence against women and girls and this has been a cross cutting theme. The Balochistan Domestic Violence (Prevention and Protection) Act 2014 defines the protective measures for women, children and other vulnerable persons against domestic violence. The law provides for counselling of victims and protection against eviction by the accused. The law also provides for establishment of Protection Committees in every Tehsil to raise awareness among women about their rights and assist the victims.
- The Balochistan Protection against Harassment of Women at Workplace Act 2016 defines the mechanism to protect women against harassment at workplace. It binds all the organisations to take measures to prevent sexual harassment at workplace. An

Ombudsperson is also appointed under this law. The Balochistan Protection against Harassment of Women at Workplace Rules, 2019 have been enacted after approval from the provincial cabinet.

### **What actions has your country prioritized in the last five years to address violence against women and girls?**

- A number of legislative, policy and programmatic measures have been taken at the national and provincial level to effectively implement its commitments and promote gender equality, women empowerment and fundamental human rights in the country. Implementation mechanisms are now broad-based and have been institutionalized. A number of laws protecting women have been introduced and strengthened which are currently being implemented across Pakistan. A list of these laws is mentioned in the Annexures.
212. The Parliament of Pakistan has been passing resolutions to reaffirm the commitment to end discrimination and violence against women on annual basis to commemorate international and national women's days. These resolutions urge the federal and provincial governments to facilitate equal opportunities, ensure safety and welfare of women, pursue policies, and promote meaningful and significant participation of women in every aspect of public life.
- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations)
213. Gender Sensitization trainings of Judges in Punjab are a regular feature. From 2012 to 2015, 7 comprehensive trainings have been conducted for Judges, which were attended by 184 females and 238 males. The Punjab Bar Council has 8,393 registered female advocates which is 12 percent of the total, a significant increase over the years. Out of the 8,393 registered female advocates, 2,082 (24 percent) are licensed to appear before the High Court. Punjab Bar Council's Legal Aid Society provides legal aid to marginalized men and women and has 774 registered Advocates, including 49 women.
214. Women Police Stations have been established in different cities all over the country. Women Help desks and complaint cells have also been established at large number of police stations throughout Pakistan to provide relief to women who feel reluctant to approach male dominated police stations.
215. A fund for free legal aid to poor victims of human rights violations has been set up at the MOHR. An endowment Fund of PKR. 100 million has been allocated by the Prime Minister for free legal aid to poor women. In order to revamp the legal aid mechanism by establishing a statutory body, having its facilities at Provincial, District and Tehsil level to ensure its wide reach to the vulnerable sections of society, a bill for establishment of Legal Aid Authority in Pakistan titled Legal Aid and Access to Justice Bill, 2018 is prepared and forwarded to the Law & Justice Division. SOPs include the set-up of district committees headed by a District & Sessions judge and disbursement of money by MOHR.
216. In March 2019, the chief justice established model courts at district level in the district judiciary of Khyber Pakhtunkhwa for providing expeditious justice through time-bound criminal trial regimen, trial management and scheduling mechanism.
217. The first ever mobile court in Pakistan has started functioning in Peshawar, KP by hearing case, after it was formally inaugurated by Peshawar High Court (PHC) Chief Justice Dost Muhammad Khan. The mobile court aims at providing speedy justice to the people at their doorsteps, who usually have to face hurdles and long waits to get any justice. This court will

keep moving in different parts of the province to provide justice by hearing cases of petty nature and give instant decisions for resolution of disputes.

***Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)***

218. A Women in Distress and Detention Fund has been established to provide rehabilitation to women released from incarceration and shelters/crisis centers. An amount of PKR. 46 Million is available with MOHR for disbursement. Furthermore, the MOHR is also operating a Human Rights Relief and Revolving Fund to provide immediate financial assistance of up to PKR 50,000 to deserving and needy women. Financial assistance of PKR. 6.22 million has been provided to 358 victims during last four years including women and children, minorities and senior citizens including Persons with Disabilities (PWDs). Diyat, Arsh and Daman Fund are operational as well.

***Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)***

219. Pakistan has designed and executed Men Engage Model Program to eliminate Gender Based Violence (GBV), which falls under the ambit of MOHR's National Action Plan. It aims at engaging men to challenge discriminatory norms and stereotypes that prevent women's participation in all spheres of life. A national survey on Men's perceptions towards GBV has been completed in 10 districts of the country and is to be replicated in other districts as well.
220. Pakistani Media is playing its role to raise awareness and highlight issues which affect women and girls, especially discriminatory societal norms and values. Thus the media is helping build a gender sensitive narrative for all national policies. Pakistani TV dramas are also taking responsibility in speaking out against existing discriminatory norms, such as pre-marital and post-marital situations, conditions of both domestic and workingwomen and gender based violence.
221. Pakistan is firmly committed to the promotion and protection of women's rights and has a free media, independent judiciary and a vibrant civil society—all of which play an important role in strengthening democracy.

**What strategies has your country used in the last five years to prevent violence against women and girls?**

***Public awareness raising and changing of attitudes and behaviours:***

222. The 16 Days of Activism against Gender Based Violence is an international campaign to challenge violence against women and girls. The campaign runs from 24th Nov to 10th December as International Day for the Elimination of Violence against Women. NCSW in collaborations with stake holders launch every year "16-Days Activism against Gender Based Violence" various media campaign in the whole country as "International Day for the Elimination of Violence against Women". This includes seminars, posters, banners, media messages, radio and TV programmes and SMS messages (in thousands).
223. In 2017, Punjab Commission on the Status of Women (PCSW) to advocate for greater women's rights and promote gender equality, spearheaded a number of awareness raising campaigns. These include:

- In 2017, 102 awareness events were conducted under the “16 Days of Activism against Violence against Women” campaign in collaboration with district and provincial departments.
- To spread awareness about Punjab Women’s Helpline, a total of 42,159 stickers were posted in buses, on bus stations as well as in colleges/universities and public offices, across Punjab. A youth-based campaign was launched by PCSW in 33 Catholic Schools in Lahore to raise awareness about women-related issues among 9th and 10th grade students.
- Thus far, awareness sessions have been conducted in 30 schools in district Lahore. In addition to the above, regular legal awareness seminars are conducted by PCSW with students at Lahore College for Women University, Punjab University and TEVTA Colleges in Lahore, on rights of women in Punjab, and redress mechanisms set up by the Government.
- PCSW has also set up district-level Youth Leaders Networks, consisting of female youth leaders from 50 female colleges in Punjab. In addition, 50 legal awareness seminars have been conducted in girls’ and boys’ colleges in Punjab.
- In 2016-17, WDD initiated establishment of career counselling centres in Government Colleges from Women for guidance of upcoming students in line with future needs of Industry.
- So far, in collaboration with Higher Education Department 202 career counselling centers are working in female colleges. During 2016-17 Domestic Workers Training has been imparted to girls aged between 16-25 years. 1,600 Girls have been benefitted from this training. This not only enhanced their capacity to work but also improved their livelihood.

224. In Sindh there has been a focus on creating awareness among communities about laws and women’s rights pertaining to legal aid clinics in major districts of Sindh and to disseminate the knowledge and awareness against gender based violence, right to inheritance, family court matters, child and forced marriages, harassment, rape and acid crime and to mobilize communities to develop their linkages with legal and social protection institutions. As well as to sensitize policy makers and law enforcement agencies about GBV and identify partners for future campaigning on GBV and to mobilize media houses for media education and training on sensitive coverage of GBV.

### ***Grassroots and community-level mobilization:***

225. Capacity building programmes have been initiated in KP to improve the law and order situation. Law enforcement agencies including police, prosecutors, judges and other government officials have been trained on laws protecting women and girls.
226. Mass media campaigns run on Radio and Television sending out public service messages on various protection laws and policies available for the promotion and protection of women and girls. NCSW has consistently championed for minimum age of marriage for girls as 18 years. It has enacted awareness on this issue through posters, TV spots and Radio Programmes. It also held seminars on the issue. “(Maintaining Adolescents Access to Reproductive Health Information and Rights: Identifying challenges and solution. “(2013). NCSW Chair was co-opted members of Supreme Court framed Task Force on Population (2018). The Task Force recommended the Age of Marriage for girls at 18 years (endorsed by Supreme Court) as well as recognizing reproductive health as a fundamental right.



227. NCSW developed and produced a training module and reference manual for Nikah Khawans (Nikah Registrar) to ensure the legal obligations of age of marriage as well as other protective measures. Punjab PCSW used these as basis for training over 40,000 nikah registrar in province. NCSW engaged with CII on issues of Age of Marriage & Provided evidence from Muslim countries on the issue including opinions of Scholars (2018).

***Shifting the representation of women and girls in the media:***

228. One of the landmarks shows titled “Qanoon bolta hai” (The Law Speaks) is being telecast on Pakistan Television (PTV) to provide legal awareness to women under the supervision of highly qualified lawyers. Moreover, Pakistan Television has dedicated 30 percent of its time to gender-based advocacy through advertisements, sit-comes/dramas and talk shows. Private Television and Radio channels also broadcast special programmes in varied languages to discourage parochial, racial, tribal, sectarian and prejudice attitude among citizens. Awareness programmes on different subjects including law, economic, social, cultural rights with different participants; social activists, scholars, educationists, advocates, law makers and journalists are broadcast in local languages to give people a better understanding of their rights. Moreover, advertisements regarding family laws, prevention of child and forced marriage, women right, birth registration processes and sexual harassment at workplace run on public and private media channels.

**What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?**

**Introduced or strengthened legislation and regulatory provisions:**

229. The offences of cyber harassment, online stalking and non-consensual sharing of intimate images, fall within the ambit of offences covered in the Prevention of Electronic Crimes Act, 2016, enforcement of which has been entrusted to the Federal Investigation Agency (FIA). However, this is merely one of the many functions of the FIA, one that has been neglected due to limited funds, manpower and understanding of the many ambits of sexual harassment against women. Furthermore, FIA followed a 3-pronged verification process for complaints of cybercrimes, which was not kept confidential, thus resulting in women victims residing, and refusing cooperation for prosecution of offenders.
230. Since 2018, Punjab Commission on the Status of Women registers complaints of cyber harassment, stalking and other cybercrimes reported by women across Punjab. It not only refers these complaints to FIA but also closely follows on these cases, resulting in speedier disposal of cases, pending cases being dealt with in a time sensitive manner, and effective redress for women victims of cybercrimes and harassment.
231. The National Assembly passed the 2016 Prevention of Electronic Crimes Act (PECA), which contains specific provisions targeting gender-based online threats. PECA also criminalizes the creation, use, and dissemination of child pornography, and the intentional exhibition of sexually explicit imagery and the superimposition of persons’ faces on such images and videos. It also criminalizes the dissemination of such images to exact revenge. While the law has faced criticism from some quarters for vagueness and over breadth, passing this legislation is the first important step towards recognizing and curbing the proliferation of cybercrimes against vulnerable members of society such as women and children. Since the inception of the law, the Federal Investigation Agency has revealed that a large number of complaints come from women, who previously has no means of redressal.

***Implemented awareness raising initiatives targeting the general public and young women and men in educational settings***

232. MOHR regularly imparts trainings and raises awareness at schools and universities through sensitization seminars, workshops, symposiums and consultative meetings on a regular basis.

233. A National Policy on Ending Violence against Women has been finalized to address all forms of discrimination and violence against women. It comprises four basic components, which includes prevention, response, protection and rehabilitation.

**What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?**

234. Women's role in media is enhanced with equal pay policies, inclusion in decision making processes and ending objectification of women on media. Law enforcement agencies must adopt non-discriminatory recruitment policies that provide equal opportunities to both men and women to join the force.

***Changing negative social norms and gender stereotypes***

235. Across the five areas where Pakistan has demonstrated great impetus, changing negative social norms and gender stereotypes has been a consistent and cross cutting effort of national media's outreach across a range of mediums. Especially in the last decade with a rise in use of mobile technology and digital media of digital media is recorded at a peak in Pakistan, gender distinct messaging on safeguarding, protection, prevention, compliant to human rights and to United nations commitments are routinely disseminated to reinforce women and girls' empowerment and protection across all spheres. National television and it over 100 private channels all join forces on celebrating international days. CSOs and local feminist activism have joined hands in this period with women human rights defenders (WHRD) rising to public attention as role models, celebrated by the government with awards while also facing challenges of being a target for hate crimes like honour killing, acid throwing, threats and murder for raising a voice for the rights of women and girls. More recently WHRD are facing trolling and abuse on digital media and their activism has raised the profile of this new form of abuse pervading women's liberties.

236. An extensive survey of over 1,250 married and unmarried men and married women (not couples) of ages 18 to 49 years, was concluded in early 2018 which highlighted encouraging aspects of men's attitudes towards gender equality while guiding on ways to support MOHR's campaign and work around changing stereotypical behaviours among women and men both towards women's empowerment.

***Introduced binding regulation for the media, including for advertising***

***Supported the media industry to develop voluntary codes of conduct***

237. Various efforts were put forward in the reporting period to capacitate and train media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media by government institutions. This also led towards forming voluntary code of conduct by PEMRA and private media channels, especially electronic media (the largest media watched by public masses in Pakistan).

238. Media campaigns in national and local languages are being conducted. The Pakistan Television has dedicated 30 percent of its time on gender based advocacy through advertisements, sit-comes/dramas, and talk shows.

***Promoted the participation and leadership of women in the media***

239. As part of the overall considerations to increase number of women as managers and women in decision making positions, change in numbers of women in the media and entertainment industry is also visible. Today Pakistan has over 50 privately owned TV channels, 170 FM radio stations, and more than 250 newspaper publications. In addition, 80 million use internet and approximately 138 million use mobiles. Women play a key role in media with many key TV anchors of popular programs are women. Women actively participate in talk shows

highlighting societal problems and thus help build a gender sensitive narrative for all national policies. Pakistani TV dramas shoulder a big responsibility in speaking out against existing discriminatory norms. Today's dramas focus on issues such as; pre-marital and post-marital situations, conditions of both domestic and working women, gender based violence etc.

***Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media***

240. NCSW facilitated piloting of the Pakistan Women's Media Complaint Cell (PWMCC) in Feb 2014 to promote and ensure gender responsiveness within media houses and the journalistic endeavours; the aim of the exercise was to increase gender responsiveness in media houses. The complaint cell was a platform for the public to raise their concerns and complaints against any gender insensitive content in print and electronic news media. The pilot has been used to develop the feasibility for a permanent unit in NCSW. Increased levels of social media freedom allowing space for constructive critique and accountability calling out bias and gender discrimination.

***Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media***

241. **Punjab**, PCSW became a member of Pakistan Electronic Media Regulatory Authority (PEMRA) and began submitting complaints regarding stereotypical and discriminatory content aired on various channels. Since 2016, Chairperson PCSW has as, "Member" of PEMRA, taken the opportunity to report instances of discriminatory, stereotypical and negative content regarding women's perception in society. Furthermore, PCSW also takes notice of television dramas that depict incorrect legal information, and attempt to correct information provided in television dramas.

242. To raise awareness about women's rights and to discuss issues of women at national and provincial level, special efforts are made to commemorate international and national days on media by telecasting special shows which include International and national Women Day, Mother's Day, Girl Child Day, Int. Human Rights Day, 16 days of Activism to end violence against women and National Working Women Day.

243. Private Television and Radio channels also broadcast special programmes in varied languages to discourage parochial, racial, tribal, sectarian and prejudice attitude among citizens. Awareness programmes on different subjects including law, economic, social, cultural rights with different participants; social activists, scholars, educationists, advocates, law makers and journalists are broadcast in local languages to give people a better understanding of their rights. Moreover, advertisements regarding family laws, prevention of child and forced marriage, women right, birth registration processes and sexual harassment at workplace run on public and private media channels.

244. The Global Media Monitoring Project (GMMP), an extensive research on gender in the news media coordinated by the World Association for Christian Communication (WACC), was released on November 23. In Pakistan, the report showed, the visibility of women in news increased from 27 per cent in 2010 to 36 per cent in 2015. The number of female reporters across media also increased from 11 per cent in 2010 to 16 per cent in 2015.

245. Federal and provincial Governments are reviewing existing curricula to address negative stereotyping of women and to ensure that negative assumptions don't limit women's choices and opportunities. School curricula of KP and Punjab have already been revised to portray true potential of girls and women in all spheres of life.

246. Significantly different and ground breaking TV program like "Qanoon bolta hai" (The Law Speaks) is being telecast on Pakistan Television (PTV) to provide legal awareness to women

under the supervision of highly qualified lawyers. Another move in the positive direction is that Pakistan Television has dedicated 30 percent of its time to gender based advocacy through advertisements, sit-comes/dramas and talk shows.

**Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?**

**Yes**

247. The government of Sindh has established Women Complaint Centres (WCC) and Shaheed Benazir Bhutto Centre for Women (SBBCW) through which, during last two years, more than five hundred victims of domestic violence and honour killing rape, acid throwing, child custody and dissolution of marriage have been given legal aid and socio-psychological counselling. They have also provided 154 women with Psychosocial counselling in cases of VAW, 150 women received psychotherapeutic counselling, 64 received legal counselling and 27 received free legal aid. Besides Seven complaint cells also respond to victims of gender-based violence. In addition, Safe homes and protection centers have also been established at district level under the supervision of the Deputy Commissioners of the districts, to provide shelter and relief to the women victims of violence.
248. Government of KP has also established four Female Shelter Homes in district Peshawar, Mardan, Swat and Abbottabad while two more shelter homes in Haripur and Mansehra are also being made functional. The residents are provided with food, clothes, vocational and religious education.
249. In Punjab, women survivors of violence are provided with shelter, welfare and rehabilitation services in women's shelters (Darulamans) in all 36 districts. A systematic research on shelter homes by the PCSW shows marked improvement in the services being delivered by Darulamans, including legal, health and psychological services.
250. In addition, twenty (20) Women Police Stations have also been established in different cities all over the country. Furthermore, women help desks and complaint cells have been established at large number of police stations to provide relief to women who feel reluctant to approach male dominated police stations. More than 900 survivors of GBV have been provided free psycho-social support and mediations by the Police and District Administration in Peshawar city. Women Desks has been facilitated by two psychologists and trained Lady Police Constables at KP. Help desks for women have been established at 696 police stations of Punjab. The Punjab Police has also instituted a robust complaints management system with SMS reporting on #:8787, telephone complaints at #: 15, rescue services at #: 1122 and reporting of terrorism-related complaints at #: 0800-111-111. Through this highly interactive system, the complainant can view the progress of his/her complaint online and can send feedback online or through SMS.
251. Sindh Home Based Workers Policy (HBWP) aims to protect and promote rights and benefits of home-based workers. Under the HBWP, home-based workers will be classified and their health and wage rights would be protected under relevant Labour Laws.
252. Punjab Protection of Women against Violence Act, 2016 is a significant achievement which aims to protect women from domestic, sexual, psychological and economic abuse by approaching a Court to obtain Interim, Protection, Residence or Monetary Orders. The government is appointing Women Protection Officers, who will be accessible via telephone 24/7. Setting up Violence Against Women Centers will be a converging point for all essential services to ensure speedy reporting of crimes, registration of cases, timely medical examinations and collection of forensic and other evidences. The first VAW Center has been established in Multan in March 2017.
253. A number of past and recent interventions to support survivors of VAW have been put in place. Women's police stations or women's desks in police stations have been set up, to

facilitate women in reporting and registering cases of VAW. Capacity of staff to sensitively deal with cases and general poorly resourced police stations remain a problem.

254. The Social Welfare department in each province operates shelters for women (Darul Aman) that have been supported by various donor-funded projects for capacity enhancement in order to provide needed services to women. They lack sufficient space, staff and resources. Shelter staff lack training and sometimes discriminate against women in shelters, on the assumption that the woman is of ill repute if she fled her home. Women's movement was severely restricted at the shelters and they were pressurized to return to their families, potentially putting them at risk of future abuse.
255. There are also the model government funded crisis centers across Pakistan that provide temporary 24-hour shelter, legal and medical aid and psychosocial counselling. These act as the first response centers. The government of Punjab has recently set up a one-stop model center in Multan to provide reporting, registration of complaint, forensic testing, legal and psycho-social counselling and redressal to survivors. Similar centers are to be set up in other cities.
256. An important intervention has been the toll free helplines that now operate in each province, some even at District level. The helplines provide a range of counselling and information services. This is an important and needed intervention, which benefits those rural women who have access to a phone. However, media campaigns have created awareness of the helplines.
257. There are lessons to be learned from global efforts to end GBV and spousal violence, most notably focused on economic empowerment, with a view to enhancing women's bargaining power and ability to leave abusive partners. Increasing women's right to property, access to land, formal education, microcredit is some of the initiatives taken. Increasing women's political representation and participation has also been seen as an important step in preventing GBV.

### **Participation, accountability and gender-responsive institutions**

#### **What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?**

##### ***Taken measures to prevent, investigate, prosecute and punish violence against women in politics***

258. NCSW and ECP in preparation for 2018 election held key stakeholders meeting including civil society representatives to generate a dialogue and collect recommendations on special measures needed to close the gender gap in the electoral rolls. These include:
  - Improving women's turn out by creating a national campaign for creation of women's CNICs and registration of their votes- NADRA to collaborate in ensuring access to remote areas through mobile vans and facilitation with female staff in process
  - Campaigns to improve family interest and support for women's exercise of their right to vote
  - Peaceful conditions to be ensured throughout the process of polling by training of male and female staff in combined or women's specific polling stations
  - Accessible to women with disabilities, elderly, pregnant and lactating women with water and toilets ensured
  - Non-partisanship of security and polling staff
  - Respect and dignity of transgender voters
259. **Recommendations in Law:** The law ensures women to cast their votes and highly encourages them to be a part of an enabling and inclusive political sphere.

- As section 9 of the election act consists of a 10 percent mandatory voting turn out of women for the General election and empowers the ECP to declare polling at one or more polling stations null and void where voting turnout is less than 10 percent
- Minimum 5 percent of political party seats should be offered to women candidates as a pre-condition to awarding of election symbol

260. Necessary measures have been taken for the dissemination of “Harassment of Women at Work Place Act 2010” in all the field and HQ offices of Election Commission Pakistan (ECP) throughout Pakistan so that all the male and female employees become aware of their rights and obligations towards each other. A committee to deal with the cases of Harassment at ECP has also been constituted under the chairpersonship of ADG (GA).

***Collected and analyzed data on women’s political participation, including in appointed and elected positions***

261. ECP and civil society organisations supported by NCSW and MoHR draw up analysis of various levels of participation, progress and impediments to women’s representation and leadership in political decision making.

**What actions has your country taken in the last five years to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?**

***Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership***

262. Information Communication Technology education is relatively new area in Pakistan, however, there has been seen considerable performance in this field. Despite the socio-cultural barriers towards education of girls and women, Government of Pakistan has progressed towards induction of women and girls into field of ICT with number of women also increasing in management of ICT companies.

263. Programs like BISP and National Vocational Training programs contributed towards technical and formal education of girls in areas of ICTs. However, the number of women registered with vocational and ICT education is considerably less than men. Only 11 percent women receive technical education compared with 32 percent men. Government of Pakistan has launched specialized programs for girls in the field of ICT like ‘ICT for Girls’ in collaboration with Microsoft.

***Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field***

264. Initiatives like Waseela-e-Taleem and Waseela-e-Rozgar under BISP targeted women from rural and semi-urban women’s access to ICT education, training and using these skills in business. On other hand, specialized departments are established at provincial levels like Punjab Information Technology Board (PITB) to enhance participation and career development of women in the field of ICT. launched specialized programs for girls in the field of ICT like ‘ICT for Girls’ in collaboration with Microsoft. In Sindh and Balochistan, TEVTA has set up information and ICT literacy programs at provincial levels. Software Technology Parks (STPs) are established to induct and train young women in the field of ICTs. In Punjab, Wi-Fi- public spots are set up for free to encourage use of ICT.

***Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis***

265. Access to information and business related services is very important for women as most of women entrepreneurs face a lack of information pertaining to markets, business plans, marketing and the legal framework. Disparities in education also restrict women's access to information and entrepreneurial activities, financial management and record keeping. Government of Pakistan has brought in practices to promote use of technology and capacity building of businesses to provide opportunities for women at businesses. Private sector and CSOs are also working for enhancing young girls' capacities to use technology. 'Innovative Rural Interventions' Founded in 2009 by Maria Umar, the Women's Digital League is a social enterprise providing Digital Livelihood trainings to educated women in urban areas as well as in predominantly rural districts and introducing computer based work so that they can become financially empowered through freelancing from home Digi-skills program, launched recently by the government aims to equip one million youth with digital skills that can generate online employment opportunities enabling them to earn US \$200 - 300 per month. The project is managed by Ignite, the national technology fund. An Innovation Hub has been launched in Punjab, Layyah in February 2018 by Chief Minister's Special Monitoring Unit (SMU), to impart soft and market-led technical skills to 1,270 young women and men between the ages of 15-24 years, with different educational and literacy levels. Seventy will be trained as master trainers, and 22 trainees will be given entrepreneurship opportunities by linking them with Micro-Finance Institutions (MFIs) and 66 mentors, while 200 trainees will be given job opportunities by using linkages with private and public sector enterprises. Another 200 trainees will be given start up packages for agriculture related activities and the remaining individuals will be given skills training in different fields as per their interest, such as farming, livestock, computer skills and entrepreneurship.

**Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

- Please provide information on the specific areas in which these resources have been invested as well as reflections on achievements and challenges encountered in making budgets gender responsive.
- A tracking system was developed by the Federal Government and other provinces in the past, but this system is not tracking information at present and on regular basis. For example, as per this study carried out in 2015-16, in federal Government, the distribution of the budget showed that the majority of budget (90 percent) was allocated for gender-blind budget heads. Under such heads, the Federal Government was undertaking initiatives where the gender of beneficiaries is not identifiable or taken into account. E.g. Interest payment, building a dam or road etc.

266. Budget targeted at women was 4 percent of the total budget of Federal Government as compared to 6 percent specifically for men. Higher budget for men was largely attributable to budget allocated to security and defence functions. The women related budget pertained to provision of girls only schools and health facilities (e.g. family Planning Services) in the federal territories including Azad Jammu and Kashmir and Gilgit Baltistan.

267. Similarly, a study undertaken in early 2017 for KP, showed that the province spent 11 percent of its total recurrent budget and 4 percent of its annual development programme, (ADP) specifically on rights of women and girls.

268. This was in addition to certain spending units and schemes where beneficiaries can both be men and women (categorised as gender blind) e.g. a hospital.

**As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?**

Not applicable

## Does your country have a valid national strategy or action plan for gender equality?

Yes.

269. The Ministry of Human Rights is implementing a National Action Plan on Human Rights ([http://www.mohr.gov.pk/index.php/home/report\\_details/4](http://www.mohr.gov.pk/index.php/home/report_details/4)) with special focus on women rights. Policy Framework for promotion and protection of human rights has also been drafted which includes promotion and protection of women rights as one of its key priority areas.
270. Pakistan has a Strategy and a National Action Plan for Human Rights, which includes gender equality. This was developed by Pakistan through extensive consultations with all stakeholders and approved in February 2016 at a cost of PKR 750.00 million. The plan envisages activities at federal and provincial levels for promotion and protection of human rights with special focus on women rights. An amount of PKR 400.00 million has been allocated for human rights education, sensitization, awareness raising, research and communication; PKR 250 million for establishment of a human rights institute and PKR 100 million endowment fund for free legal assistance for poor victims of human rights violations.
271. The National Action Plan covers the period from 2016 onwards. Its priorities are the six thematic areas:
- i. Policy, Legal Reforms;
  - ii. Access to Justice;
  - iii. Implement Key Human Rights priorities;
  - iv. International/UN Treaty implementation;
  - v. Establish & strengthen National Human Rights Institutions;
  - vi. Implement & Monitor mechanism for the Action Plan;
272. A National Task Force under the Chairmanship of Federal Minister for Human Rights with representation of Federal Ministries and Provincial Law/Human Rights Departments for implementation of the Action Plan shall have oversight and monitoring in this regard.
273. The National Action Plan is aligned with the 2030 Agenda for Sustainable Development, including the targets under SDG5. Pakistan has prioritized the Sustainable Development Goals, which will enable us to join the league of upper middle class countries by 2030. Pakistan was the first country to adopt SDGs 2030 agenda through a unanimous resolution of parliament. The seven pillars of Vision-2025 are fully aligned with the SDGs, providing a comprehensive long-term strategy for achieving inclusive growth and sustainable development. At the federal level, a SDGs Monitoring and Coordination Unit, in coordination with UNDP, is being set up to serve as a national coordinating entity with similar units in the provinces.
274. In order to fully align itself with the 2030 Agenda for Sustainable Development, including the targets under SDG 5, Pakistan is striving hard to work towards:
- i. Ending all forms of discrimination against women and girls
  - ii. Empowering women and girls
  - iii. Ensuring Gender equality & Gender parity
  - iv. Ensuring women have equal access to jobs
  - v. Addressing sexual violence and exploitation
  - vi. Ensuring women equal rights to economic resources such as land and property
  - vii. Ensuring access to sexual and reproductive health
  - viii. Promoting and encouraging women leaders for greater gender equality



275. The Roles and Responsibilities of Punjab Women Development Department (Under the Punjab Government Rules of Business, 2011) include:

- i. Legislation, policy formulation and sectoral planning for women development;
- ii. Transformation of the government into an organisation that actively practices and promotes gender equality and women empowerment;
- iii. Implementation of administrative and institutional reforms and departmental restructuring for promoting gender equality;
- iv. Mainstreaming gender equality perspective across public policies, laws, programs, and projects by departments and agencies of the government with a focus on women empowerment;

276. The Roles and Responsibilities of Punjab Commission on the Status of Women (Under the Punjab Commission on the Status Women Act, 2014) includes:

- i. Examining policies, programs and other measures taken by the Government to materialize gender equality;
- ii. Undertake measures to integrate gender mainstreaming actions and activities within existing institutional frameworks of provincial government departments, especially in the areas of planning, budgeting and performance monitoring (All Provincial Government Departments, led by WD Department);
- iii. Identify and include requisite actions in ADP and regular departmental budgets for supporting fulfilment of all constitutional, legal and policy stipulations and obligations related to education promotion for all without any sex-based discrimination (SE Department, P&D Department).

***The national action plan been costed and have sufficient resources been allocated to its achievement in the current budget***

277. Yes, the National Action Plan has been costed with the following resources being allocated under each head including:

- i. PKR400 million has been allocated for Awareness, Sensitization, Education, Research and Communication;
- ii. PKR 250 million for NIHR;
- iii. PKR 100 million for Endowment Fund for free legal aid to poor victims of violations;
- iv. A PSD Project of PKR 59 million on implementation of the National Action Plan;

**Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?**

**Yes.**

278. MoHR and NCSW are primary entities responsible for reporting on Human Rights situation in the country. An independent National Commission for Human Rights (NCHR) has also been established through an Act of the Parliament in 2015. It works with powers of a civil court to address human rights violations and to advise Government on human rights issues and policies. At present 5 out of 9 members are women. Provincial CEDAW implementation Committees and Treaty Implementation Cells (TICs) at the national and provincial levels monitor the implementation of the Convention.

279. The **Punjab** Provincial Commission on the Status of Women established in 2014 facilitates and monitors implementation of Pakistan’s international commitments, as well as instances of violation of women’s rights. It has authority to solicit required information from Government Departments. Similarly, the Government of Khyber Pakhtunkhwa established the Provincial Commission on the Status of Women (PCSW) in 2009 to examine government policies and projects for women empowerment, gender equality, and to review laws and serve as a monitoring body for various gender programs. The Commission has now been given financial autonomy under Women Empowerment Policy, 2015. Sindh Commission on the Status of Women Act, 2015 strengthens the monitoring of women development framework; facilitates work on the promotion of socio-economic, political and legal rights of women.
280. Government of **Khyber Pakhtunkhwa’s** Women Empowerment Policy Framework, 2015 mainstreams gender issues in development across public and private sectors. The framework is based on the principles of non-discrimination and gender equity. It prioritizes needs of poor women in rural as well as urban areas and recognizes their value in economic, social and political development etc.
281. Government of **Sindh** launched the Women Empowerment Policy in 2013 to promote gender equality. Sindh Family Planning Policy aims at achieving universal access to safe and quality reproductive health/family planning services by 2020.
282. The Government of **Balochistan** is in the process of developing a gender policy in collaboration with key line departments and stakeholders. The Government of Punjab introduced Punjab Women Empowerment Package 2012 and initiatives for 2014 and 2016. The provincial Women Development Departments are playing an important role in mainstreaming gender equality across policies, laws and programs. They are coordinating and monitoring execution of provincial policies on gender reforms and women development; collection of quantitative and qualitative data on the status of women, building partnerships with key line departments and civil society organisations to facilitate women’s access to legal and justice systems.

**Is there a national human rights institution in your country? YES/ NO**

283. **MoHR:** Establishing and strengthening necessary institutional mechanisms for protection and promotion of human rights as enshrined in the Constitution of Pakistan, the Universal Declaration of Human Rights and the international Human Rights Conventions and Covenants ratified by the Government of Pakistan. With the thematic areas of

- |                       |  |
|-----------------------|--|
| (a) Thematic Area-I   | Policy and Legal Reforms                                   |
| (b) Thematic Area-II  | Implementing Key Human Rights Priorities                   |
| (c) Thematic Area-III | Cross cutting Interventions for Protection of Human Rights |
| (d) Thematic Area-IV  | International/UN Treaty Implementation                     |
| (e) Thematic Area-V   | Institutional Interventions                                |
| (f) Thematic Area-VI  | Implementation and Monitoring Mechanism                    |

284. **Units working under MOHR:**

- i. Family Protection and Rehabilitation Center (FPRC) /Shaheed Benazir Bhutto Centre for Women
- ii. National Commission for Child Welfare and Development (NCCWD)
- iii. Implementation of National Plan of Action on Children (INPAC)
- iv. National Child Protection Centre (NCPC)
- v. Human Rights, Regional Office, Lahore

- vi. Human Rights, Regional Office, Karachi
- vii. Human Rights, Regional Office, Peshawar
- viii. Human Rights, Regional Office, Quetta
- ix. Help Line for Legal Advice on Human Violations, Islamabad

285. **NCSW** : National Commission on the Status of Women (NCSW) is a statutory body, established in July 2000. It is an outcome of the national and international commitments of the Government of Pakistan

- NCSW examines policies, programs, and other measures taken by the government for women's development and gender equality.
- Review laws, rules, and regulations affecting the status of women
- Monitor mechanisms and institutional procedures for redressal of violations of women rights and individual grievances

286. Develop and maintain interaction and dialogue with NGOs , experts and individuals in society at national, regional and international level

287. Other functions assigned by the Federal Government

288. **NCHR** : National Commission of Human Rights is an independent human rights institution established under the Paris Principles with powers to take up suo moto notices and investigate human rights violations cases in Pakistan .

- The primary functions and powers of the NCHR include, among others, to conduct investigations into allegations of human rights abuse(s), either on petitions filed by individuals or institutions, or through suo-moto action; review existing and proposed legislation in relation to human rights principles; carry out research and advise on policy matters pertaining to the situation of human rights in Pakistan; contribute to national human rights awareness-raising and advocacy initiatives in the country; review and report on the Government's implementation and monitoring of the state of human rights; make technical recommendations and follow up on the implementation of treaty obligations and develop a national plan of action for the promotion, protection and fulfilment of human rights in Pakistan.

### **Peaceful and inclusive societies**

**What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?**

289. The women, peace, and security (WPS) agenda—an effort rather than a formal program—calls for women's participation in decision making and incorporating a gender perspective in response to protracted emergency and crisis. Recognizing that women and girls are the most vulnerable segment of society when emergency strikes.

290. An analysis of history of emergencies in Pakistan shows how human insecurity has proliferated in the country. Statistics from the South Asia Terrorism Portal reveal that approximately sixty thousand people have been killed in various incidents of terrorism since the start of Pakistan's fifteen-year "war on terror." The economic cost of war till to date, the Economic Survey of Pakistan estimates, is over \$118 billion. LEAs in Pakistan have taken all possible steps to protect women and children, the most vulnerable segment of society. In Pakistan. For example, populace including women and children were evacuated to safer areas

before commencement of any military operation in FATA area. These evacuated families were treated as TDPs and were provided all possible assistance through various government initiatives and in line with the UN Humanitarian guidelines that underscore gender responsive and protection ensured mechanisms for vulnerable groups.

***Adopted and/or implemented a National Action Plan on women, peace and security***

291. As the United Nations took steps to institutionalize WPS concerns, many member states developed National Action Plans (NAP). There have also been serious efforts by civil-society in Pakistan to influence the peace and security agenda through the lens of good governance, creating social cohesion and stability. National Commission on the Status of Women (NCSW), has a fundamental role in strengthening women's role in peace and security by advising and examining policies, programs and other measures taken by the Government for women's development and gender equality. Review laws, rules and regulations affecting the status of women. Monitor mechanisms and institutional procedures for redress of violations of women's rights and individual grievances. Encourage and sponsor research to generate information, analysis and studies relating to women and gender issues. Develop and maintain interaction and dialogue with NGOs, experts and individuals in society at the national, regional and international level.

***Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms.***

292. Over the decade since the Mega floods 2010, NDMA and its respective provincial DMAs have demonstrated greater ability and prowess in disaster response coordination and relief. With the Gender and Child Cell in place since 2010 created out of an MoU with UNICEF and UN Women, NDMA now also partners with a range of actors including UNFPA to bolster the gender responsiveness of its work. The Multi-Hazard Early Warning System (EWS) provides advance warning to both decision makers and communities. It has a people centred and gender sensitive approach to ensure the life, livelihood and property of affected communities can be saved. Similarly, the tools of risk assessment and heat mapping are gender sensitized to ensure women and girls distinct vulnerabilities, mitigation and protection for GBV, access to essential services including relief and evacuation information, women friendly spaces and psycho social care are accessible, with reporting desks for child protection.

***Other: Protection of Women and children in Peacekeeping Missions***

293. The United Nations Security Council (UNSC) and its related course work, as required by UN Integrated Training Service (ITS) New York, is conducted at the Centre of International Peace and Stability (CIPS) inaugurated by ex-Secretary General Mr. Ban-ki-Moon in Aug 2013, at National University of Science and Technology (NUST) for Pakistan's peacekeeping contingents prior to their mission area deployment. The university is unique as it caters to the capacity building of Troops, Military Experts on Mission and Staff Officers of National and International participants as Pakistan stands among the largest contributor/ contingent of peacekeepers. This centre has a distinction of being the only institute where female international students also come for training on compliance, reporting, monitoring and adherence to Resolution 1325 and related provisions in conflict affected countries of the world. Pakistan formally recognizes the UN Department for Peace Keepers Organisation (UNDPKO) guidelines for increased number of women peacekeepers in Pakistan's contingent and takes affirmative action to ensure women are encouraged to join contingents with an incentive for a 2 monthly paid home leave whereas male counterparts are required to complete a year in deployment prior with a month leave sanction

***Used communication strategies, including social media, to increase awareness of the women, peace and security agenda***

294. Mass media plays a unique and important role in shaping societal norms and values. Pakistan has an open, independent and modern media. Today Pakistan has over 50 privately owned TV channels, 170 FM radio stations, and more than 250 newspaper publications. In addition, 80 million use internet and approximately 138 million use mobiles. Women play a key role in

media. Many key TV anchors of popular programs are women. Women actively participate in talk shows highlighting societal problems and thus help build a gender sensitive narrative for all national policies.

295. To raise awareness about women's rights and to discuss issues of women at national and provincial level, special efforts are made to commemorate international and national days on media by telecasting special shows which include International and national Women Day, Rural Women's Day, Girl Child Day, Int. Human Rights Day, 16 days of Activism to end violence against women and National Working Women Day.
296. MOHR also imparts trainings and raises awareness at schools and universities through sensitization seminars, workshops, symposiums and consultative meetings on a regular basis.
297. Awareness programmes on different subjects including law, economic, social, cultural rights with different participants; social activists, scholars, educationists, advocates, law makers and journalists are broadcast in local languages to give people a better understanding of their rights. Moreover, advertisements regarding family laws, prevention of child and forced marriage, women right, birth registration processes and sexual harassment at workplace run on public and private media channels.

**What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peace building, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?**

- Integrated a gender perspective in humanitarian action and crisis response
298. Following the 18th Constitutional Amendment, 18 Federal Ministries and 47 subjects including women rights were devolved to the provinces to legislate and support the challenges faced by women. Leadership, representation and participation of women in decision making at all levels. PKR 2.7 billion has been proposed for gender and women empowerment in the Plan. The key aims of the Plan are to ensure women's right to ownership of movable and immovable assets, provide unimpeded access to legal, religious and social rights and resources, protect their mobility and livelihood.
  299. Of the areas in Pakistan that have been impacted by protracted security crisis, FATA now merged into KP province has been an area of particular focus to enhance women's role in social cohesion building and peace processes.
  300. The Post Crisis Needs Assessment (PCNA) for KP and FATA was conducted in 2010 by the Asian Development Bank, European Union, World Bank and United Nations, in collaboration with the provincial Government of KP and the FATA Secretariat with oversight by the Government of Pakistan with strong gender mainstreaming recommendations across administrative, social and economic spheres for women. International Crisis Group reports that even before it the merger of KP and FATA gathered steam, FATA's youth groups, including women, were demanding the region's merger with Khyber Pakhtunkhwa with full political and constitutional rights, and challenging the authority and legitimacy of *maliks* perceived to be "pro-Frontier Crimes Regulation". Protracted emergency-induced displacement has played a role in mobilising FATA civil society. Some displaced FATA youth formed or joined community-based organisations. Women TDPs participated more in the socio-economic mainstream, obtaining national identity cards and opening bank accounts for the first time to benefit from assistance packages. [Government is undertaking dedicated efforts to increase their](#) access to health care, skills training and credit so that they can earn independent livelihoods and participate in local public life. New LG guidance from ECP also mandates the same quota for women in administrative areas of what was previously FATA. the architect of the Fata-KP merger was a democratic government, in consensus with the

military. Following successful military operations in the area, the constitutional amendment to merge Fata with KP may finally bring relief to its people. The 31st Amendment will bring legal and administrative changes and alter the territorial, demographic and political dynamics of the area under direct administrative control of KP which has seen its total area increased to 101,741 square kilometres and population size to 32 million.

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements
301. Pakistan has increased the number of female staff members and Military Experts on Mission in United Nations peacekeeping missions to 15 percent, meeting a benchmark set by the United Nations. Pakistan is also sending female peacekeepers with infantry Battalions to act as "Female Engagement Teams" as per UN requirement of Gender Balancing among the deployed troops
  302. Pakistan has set a clear target of 20 percent female police deployments by 2020.
  303. Women police force in Pakistan is also on the rise steadily. At present 2 percent women constitute total police force of Pakistan. Government is determined to increase the percentage in coming years.
  304. Protected civil society spaces and women's human rights defenders
  305. Protection against Harassment of Women at the Workplace Act (2010) is implemented all over Pakistan.
  306. A Code of conduct has been displayed in all Government departments and Inquiry Committees have been constituted. Offices of the Ombudsman for Harassment have been established at national and provincial levels.
  307. Since 2011, Federal Ombudsman Secretariat, Islamabad has received 480 complaints out of which 311 were related to harassment. Some 462 complaints have been disposed of by the Secretariat after completing all codal formalities while 20 are under process.
  308. In addition, twenty (20) Women Police Stations have also been established in different cities all over the country. Furthermore, Women Help desks and complaint cells have been established at large number of police stations throughout Pakistan to provide relief to women who feel reluctant to approach male dominated police stations.
  309. National Policy on Ending Violence against Women has been finalized to address all forms of discrimination and violence against women. It comprises four basic components which includes prevention, response, protection and rehabilitation.
  310. Family Protection & Rehabilitation Centre for Women (FPRCW), Islamabad works under the MOHR and provides counselling and legal/medical aid/help to women. A set of SOPs have been developed to ensure effective implementation of FPRCW objectives and services. Services available at the Centre include psycho-social, and legal counselling.
  311. In Balochistan, three Shaheed Benazir Bhutto Centres for Women (SBBCW) are functional at Sibi, Khuzdar, and Quetta and three more centres are being established at Ketch, Loralai, and Naseerabad districts. In addition, Dar-ul-Aman shelters are also facilitating hundreds of women each year. Besides, a 50-bed old home for women is also under construction in Balochistan.
  312. Similarly, the government of Sindh has established Women Complaint Centres (WCC) and Shaheed Benazir Bhutto Centre for Women through which, during last two years, more than five hundred victims of domestic violence and honour killing rape, acid throwing, child custody and dissolution of marriage have been given legal aid and socio-psychological

counselling. They have also provided 154 women with Psycho-social counselling in cases of VAW, 150 women received psycho-therapeutic counselling, 64 received legal counselling and 27 received free legal aid. Besides Seven complaint cells also respond to victims of gender-based violence. In addition, Safe homes and protection centres have also been established at district level under the supervision of the Deputy Commissioners of the districts, to provide shelter and relief to women victims of violence.

313. In January, 2017 the Government of Punjab launched a ‘Women Safety Smart-phone App’ Project. The user- friendly App offers a one button access to the PCSW’s helpline (1043). It is a joint venture of the Special Monitoring Unit (SMU) in the office of the Chief Minister of Punjab, the Punjab Safe Cities Authority and the Punjab Commission on the Status of Women (PCSW). This initiative is part of the SMU’s ‘Women-on-Wheels’ campaign that aims to prevent and combat harassment or any form of violence against women. It facilitates women’s access to Police Integrated Command, Control and Communication (PPIC3) officials to notify them about any form of harassment that they might be facing at the time along with tracking their exact geographic location. Trained teams of first responder are ready to be dispatched immediately to tackle the situation.
314. Punjab Women’s Helpline provides information and referral services and lodges complaints of denial of women’s rights.
315. Punjab has taken initiatives to implement the Prevention of Anti-Women Practices Act 2011 (Criminal Law (Third Amendment) Act 2011) and as per Punjab Women’s Helpline, denial of inheritance is among the top 3 complaints.

**What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?**

**Implemented legal and policy reform to redress and prevent violations of the rights of women and girls**

316. A comprehensive Policy Guidelines for vulnerable groups in disasters has also been launched by the National Disaster Management Authority (NDMA) to address needs and concerns of women, children, persons with disabilities, and the elderly (gender disaggregated), during disasters. The NDMA is fully represented and functional at all Federal, Provincial and district levels.
317. The ‘Let Girls Learn project’ is a \$70m project of government partnership with international donors to ensure girl-child education for temporarily displaced communities. The program focuses on education of adolescent girls across Pakistan with one of its key pillars being to bridge the schooling gap in disaster-affected Areas. This is being accomplished through the construction and rehabilitation of schools and providing access to basic education.
318. The Government in collaboration with SMEDA is providing vocational trainings for women in camps and their products are provided market access through craft exhibitions. Special trained women psychologists have also been deputed to counsel women and adolescents for post disaster trauma.
319. The Benazir Income Support Programme (BISP) also addresses poverty of women in far-flung areas. “Sisters in Success” is a BISP initiative to encourage idea generation to motivate the underprivileged women to break the shackles of poverty and emerge empowered in true sense. According to an Impact Evaluation Study conducted by the Oxford Policy Management in 2016, BISP has changed the way women are viewed in the household. Out of 5.2 million BISP beneficiaries, 157,633 belong to Federally Administered Tribal Area (FATA). Currently, the BISP is committed to update National Socio Economic Registry (NSER) that covers whole of

the country. The pilot project aims at assessing women in 15 districts (including all regions of FATA, Turbat) and Mohmand Agency as well as Charsada district of KP.

320. Another major initiative includes issuance of Computerized National Identity Cards (CNICs) for women during displacement. This initiative has assisted women to access relief such as food, non-food items, health care and education. A total of 2,200 women from KP and FATA have so far benefitted from these emergency CNICs, while more progress is made during the election 2018, no updated records yet of the numbers increased.
321. The government also extends support to local civil society organisations in taking various measures to help temporarily displaced women.
  - Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
322. Women make 0.94 per cent of the total police force in Pakistan as compared to 7.4 per cent in the Maldives, 6.11 per cent in India and 4.63 per cent in Bangladesh. Among the total police force of 425,978 in Pakistan, the number of women was 4,020. The percentage was highest in Gilgit-Baltistan with 3.1 per cent followed by Islamabad and Punjab with 1.55 and 1.2 per cent respectively. The lowest number is in Balochistan where women make only 0.31 per cent of the total force. The Federal Intelligence Agency (FIA) topped the list with 10 per cent of the force being women. The report considered the overarching patriarchal mindset of society, lack of political will and workplace harassment as some major reasons for low enrolment of women in police.
323. On the upside, the first batch of 35 women commandos graduated from Nowshera Elite Force Training School in KP and Erum Awan, a female police superintendent, was appointed as the first spokesperson for the Sindh police. At ICT level Twenty (20) Women Police Stations have also been established in different cities all over the country. Furthermore, Women Help desks and complaint cells have been established at large number of police stations throughout Pakistan to provide relief to women who feel reluctant to approach male dominated police stations.

#### **Taken measures to combat trafficking in women and children**

324. Human trafficking is prohibited in line with the Constitution as well as Prevention and Control of Trafficking Ordinance, 2002. Federal Investigating Agency (FIA) takes cognizance of crimes related to international trafficking in collaboration with relevant authorities. Besides, section 369 (A), 370 and 371 of the PPC deal with the internal trafficking and falls under the jurisdiction of police at federal and provincial level.
325. There are also check-posts of Law Enforcement Agencies (LEA) at airports, dry ports as well as at other entry and exit points to check valid travel documents of persons entering and leaving the country. Additionally, National Database and Registration Authority (NADRA) has also conducted stringent screening exercise to block illegal National Identity Cards. The victims of trafficking are also assisted in returning to their countries of origin after investigation.
326. Trafficking in Persons Especially Women and Children Bill, 2016 and Smuggling of Migrants by Land, Sea and Air Bill, 2016 have been reviewed from the women's perspective and under consideration by relevant authorities.

#### **What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?**



- Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children
327. A considerable amount of work including legislative, administrative and programmatic measures have taken place at the Federal and Provincial levels to combat negative and social norms and practices and further to raise awareness on the potential of the girl child. The National Commission for Child Welfare and Development, and the Ministry of Human Rights is mandated to coordinate implementation of the United Nations Convention on the Rights of the Child (UNCRC).
328. Section 25 of the Pakistan Constitution guarantees equality of its citizens including no discrimination on the basis of sex alone; and the allowance of special provision for the protection of women and children. Further, Section 35 states “The State shall protect the marriage, the family, the mother and the child”. Pakistan has ratified UN Convention on the Rights of the Child (UNCRC) and the Convention on the Elimination of all forms of Discrimination against Women (CEDAW).
329. The provisions of the UNCRC and concluding observations of the UN Committee on the Rights in Pakistan periodic reports are being implemented in letter and spirit. Pakistan has also ratified the Optional Protocol to the UNCRC on the Prohibition on the Sale of Children, Child Prostitution and Child Pornography. These have been facilitated and their provisions are being implemented by undertaking legislative and programmatic interventions by the Federal and Provincial Governments.
330. The National Commission on Rights of the Child 2017 has been established to provide support and protection for children of Pakistan. The Commission plays a major role in policy and legislative initiatives for child welfare and development, including the girl child. Furthermore, the Standing Committee has passed ICT child Protection Bill 2017 on Human Rights.
- Strengthened girls’ access to quality education, skills development and training
331. The ICT Right to Free and Compulsory Education Act 2012 has been enacted to provide free and compulsory education to every child between the age of 5 to 16 years.
332. The Punjab Free and Compulsory Education Act 2014 was promulgated to provide free and compulsory education to every child between the age of 5 to 16 years. Curricula are being revised to include gender equality and human rights. About 70 percent jobs in primary education have been allocated to female teachers. Further to encourage girls’ attaining higher education in Punjab, Career Development Centres and counselling facilities have been set up in all public-sector women universities and post-graduate colleges. All girls’ schools in Punjab have been directed to ensure provision of toilets and boundary walls. In order to encourage birth registration, the Punjab Government waived the birth registration fee for girls in 2012. Special schemes have been put in place to encourage and promote girls’ education and enrolment as well as reduce gender disparity. Punjab has 414,000 female students in colleges, maintaining Gender Parity Ratio at 1.86. Punjab Education Endowment Fund awarded 13,175 scholarships to girls in 2014, and 25,217 scholarships for girls are in process.
333. The Sindh Government has promulgated the Sindh Rights of Children to Free and Compulsory Education Act 2013. According to the law, all children whose parents cannot afford to pay for education, or have become victims of terrorism shall be enrolled for free in private schools, where they will form 10 percent of the total class. The Sindh Education Policy 2016 emphasizes strengthening education management and governance, enhancing gender equity, public private partnerships, social cohesion, education in emergencies as well as enhancing use of ICT for learning and monitoring.
334. Khyber Pakhtunkhwa has enacted the Right of Children to Free and Compulsory Education Act 2017. The Act envisages that all 5 to 16 year-old children residing in the province of KP

are entitled to get free and compulsory education. Out of 27,506 schools in KP, 39 percent schools are for females. Education Sector Reform Unit (ESRU), KP has brought numerous reforms to attract female teachers and to increase enrolment ratio of female students in far-flung areas. KP spent PKR 96,312.54 million i.e 24.43 percent of the total budget on school education during fiscal year 2014-15. In 2015-16 PKR 104,252.5 million was allocated. The total budget for Higher Education for the financial year 2014-15 was PKR 11,964.237 million and for the financial year 2015-16 PKR 15,468.213 million was allocated. KP Government disbursed PKR 1.100 million at rate of PKR 200/month among 442,030 girl students in 2014-15, which resulted in an increased enrolment of girls by 2 percent. In 2015-16 allocation was increased and stipend was disbursed among 465,000 girl students. 3,000 scholarships were given to girls' students of Torgar and Kohistan Districts, where enrolment was especially low. Policy measures have also been taken to give special incentives to female teachers in disadvantaged districts.

335. The Balochistan Compulsory Education Act 2014 has been promulgated and is making serious efforts to overhaul the education system in the province to suit the needs of the time. A guiding document, Balochistan Education Sector Plans (BESP) has been prepared to improve the state of education in the province and some of the most innovative ideas have been introduced to facilitate implantation of these plans. The Education Management Information System (EMIS) is one of the many initiatives being taken by the Balochistan government with the technical and financial support from UNICEF. The system aims to enhance the institutional capacity for provision of education with improved planning and monitoring using information technology. Balochistan has also refurbished educational facilities including provision of clean drinking water, toilets, restoration of electricity, provision of furniture and necessary infrastructure. Further, 10,000 primary schools have been declared as "gender friendly" as against 2,500 schools that were girls' primary schools.
336. Girls Community Schools (GCSs) program serves out-of-school children whose families are not able or willing to send their daughters to unfamiliar, distant government schools. These schools are located within the community and teachers are sourced from respected members of the local community who follow the primary school curriculum. The Government provides free textbooks, teaching resources and teachers' salaries.
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage
337. Legislation has been put in place across Pakistan in all 4 Provinces to eradicate child, early and forced marriage. Some of the legislation to date includes:
- i. The Punjab Marriage Restraint Act 2015
  - ii. The Sindh Child Marriage Restraint Act 2013
  - iii. The KP Elimination of Custom of Ghag Act 2013
  - iv. The Balochistan Domestic Violence (Prevention & Protection) Act 2014
  - v. The Islamabad Capital Territory (ICT) Child Protection Act 2018
  - vi. National Commission on the Right of the Child Act 2017
338. The above laws protect the girl child from early and forced marriage. The Child Welfare and Protection Commission in KP has drafted amendments in the Child Marriage Restraint Act, which has been forwarded to the Law department for vetting. The Bill is currently in process and would be tabled in the KP Provincial Assembly soon. KP hopes to unanimously pass a resolution to raise the minimum marriage age to 18 years.
- Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices

339. The Parliament of Pakistan has been passing resolutions to reaffirm the commitment to end discrimination and violence against women and girls from 2016-2017, women members sponsored 30 resolutions individually and 14 jointly, in the National Assembly with their male/female counterparts, of which 18 were adopted by the House. Similarly, eight resolutions were tabled by women lawmakers individually and five jointly in the Upper House, of these 10 were adopted.
340. National Policy on Ending Violence against Women has been finalized to address all forms of discrimination and violence against women and girls. It comprises four basic components, which includes: prevention, response, protection and rehabilitation.
341. Men Engage Model Program has been designed and implemented to eliminate Gender Based Violence (GBV). It aims at engaging men to challenge discriminatory norms and stereotypes that prevent women and girls' participation in all spheres of life.
342. Complaint cells have been put in place to respond to victims of gender-based violence. Safe homes and protection centres have also been established at district level under the supervision of the Deputy Commissioners of the districts, to provide shelter and relief to women and girl victims of violence.
343. Punjab Protection of Women against Violence Act, 2016 is a significant achievement, which aims to protect women and girls from domestic, sexual, psychological and economic abuse by approaching a Court to obtain Interim, Protection, Residence or Monetary Orders. The government is appointing Women Protection Officers, who will be accessible via telephone 24 /7.
344. The Domestic Violence (Prevention and Protection) Acts have been enacted by Governments of Sindh and Balochistan in 2013 and 2014 respectively for which Rules of Business have also been notified.

### **Environmental conservation, protection and rehabilitation**

#### **What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?**

345. Supported women's participation and leadership in environmental and natural resource management and governance

#### ***NDMA Women Participation in Trainings/Workshops***

346. Twelve days training on "International on Disaster Risk Management and Climate Change Adaptation for Government Officials of Pakistan" Asian Disaster Preparedness Centre (ADPC), Bangkok, Thailand (10-21 December, 2018)
347. Four Days Workshop on "Care, Protection & Participation of Children in Disaster" September 04-07, 2018 at SAARC Disaster Management Centre (IU) Gandhinagar, Gujrat, India.
348. Five days training for Women to take Leadership roles in Humanitarian Response conducted by OXFAM in collaboration with NDMA and NHN, Islamabad (March 5th-9th, 2018).
349. Three days Training Program on "Community Based Approaches to Flood Management" 25-27 October, 2017 at SAARC Disaster Management Centre (IU) Gandhinagar, Gujrat, India.

350. 3rd International Training Conference on Managing Risk in the Face of Climate Change, Bangkok, Thailand Mar 28th- Apr 8th, 2016 that aims to enhance the capacity of stakeholders in development for adapting to changing climate-related hazards and improving resilience and disaster preparedness.

***Initiatives taken by NDMA to create Awareness about vulnerability of women and girls to the impact of environmental degradation and disasters***

**Workshops/Trainings**

- i. Two days training programme on “Gender in Emergencies”, Islamabad April 17-18, 2019.
- ii. Training of Trainers (TOT) was conducted in KP & ICT on December, 2018 regarding GBV integration into Health, Education in Emergencies, Child Protection and Nutrition.
- iii. National Teacher’s Consultative Workshop on Gender-Based Violence (GBV) and Mental Health under Pakistan School Safety Framework (PSSF) November 10<sup>th</sup>, 2018, Islamabad.
- iv. A Consultative Workshop for implementation of School Safety was conducted on March, 28<sup>th</sup>, 2018.
- v. Three days Workshops on Preparedness for Gender Based Violence in Emergencies September 18-20, 2017.
- vi. With the support of the Asian Disaster Preparedness Centre (ADPC), various trainings were conducted of PDMA’s, DDMA’s and representatives of key Ministries/departments in KP, Punjab, Sindh and Balochistan on “Child Centred Disaster Risk Assessment & School Safety Guidelines”.

**Documentaries**

- vii. A documentary has been developed on “Resilient Pakistan”.
- viii. A documentary has been developed on “Vulnerable Groups” to create awareness.
- ix. A documentary has been developed on “Pakistan School Safety Framework (PSSF)”.

**What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?**

351. Both at national and provincial levels disaster management and climate change have been a collective discourse. For disaster response coordination the DMAs have been placed under the PM/CM secretariat while longer term preparedness and disaster mitigation plans are closely linked with the Ministry of Climate Change plans

**Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation**

352. Guidelines have been developed titled “Cash Transfer in Disaster Management (CTiDM)”. Well targeted or multi-purpose cash transfers guidelines make vulnerable persons affected by disasters less likely to fall into poverty. These guidelines ensure the separate registration desks and beneficiary Facilitation Centers for the Vulnerable Groups (affected females/Women Headed Households).

353. Guidelines have been developed namely “Minimum Standards of Relief in Camp”. The main objective of these guidelines are to make SOPs relating to provision of minimum standards of relief to the disaster affected persons according to their needs specially focus on Vulnerable Groups. Camp Management shall make arrangements for dedicated counter for vulnerable groups enabling them to collect relief aid/food without any difficulty.
354. Guidelines have been developed for Multi-Sector Initial Rapid Assessment (MIRA) that provide a quick snapshot of humanitarian situation in a holistic way specially focus on Vulnerable Groups issues.
355. Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

### **National Disaster Management Authority**

356. Following are Books, Guidelines and Checklist that have been developed to strengthen and implement the Gender Responsive Laws and Policies related to DRR, Climate Resilience and mitigation
  - i. National Policy Guidelines on Vulnerable Groups in Disasters 2014
  - ii. GBV Guidelines and SOPs to Prevent, Mitigate and Response in Humanitarian Settings
  - iii. Policy Guidelines Implementation Matrix to standardized measures that are required to maintain the consistency in the application of Policy Guidelines
  - iv. Integrating Gender Based Violence Prevention Intervention in Pakistan School Safety Framework
357. Checklist for Rescue and Relief Workers on VG in Disasters 2015
358. Gender Mapping 2015 that is actually an institutionalized approach towards synergizing UN Agencies, International NGOs and National NGOs into a Gender Sensitive Humanitarian response in Pakistan.
359. Needs and Concerns of Groups of Vulnerable Population in the Most Disaster Prone Districts of Pakistan 2016
360. Media Toolkit is developed to provide basic information for journalists, reporting natural and human-induced disasters. It also covers key Disaster Risk Reduction/Management (DRR/M) principles to strengthen their role and contribution in building disaster resilient communities through media.
361. Climate Change Adaptation (CCA) Tools have been developed with a focus on key priority areas of solid waste reduction, water management, energy efficiency and natural resource management.
362. Assessment Checklists and tools developed for the SRH & GBV in emergencies and provincial consultations held in Baluchistan & KP on October 18th & 23rd respectively.
363. Training Manuals have been developed on GBV integration into Health, Education in Emergencies, Child Protection and Nutrition Sectors

### **Policy Objective and strategies of Government of the Punjab:**

364. Stock take and gender audit of provincial climate change and natural resources management policies and strategies to identify policy and implementation gaps for enhancing participation and benefit sharing for women (Environment Department, Forestry & Wildlife Department, WDD).
365. Undertake and institutionalize knowledge development and research for collecting gender disaggregated data and gender profiling to inform planning and development processes. This will facilitate the design and implementation of interventions of climate change resilience for vulnerable sections of society including women (P&D Department, Environment Department, Forestry and Wildlife Department, WDD, PCSW).
366. Capacity building of government organisations, civil society, NGOs and media for ensuring gender mainstreaming across all provincial level climate change policies, programs and interventions (Environment Department, P&D Department, WDD).
367. Ensure National Climate Change Policies and reporting systems fully incorporate and cater to gender concerns in Punjab with reference to international climate change related treaties and protocols to which Pakistan is a signatory (Environment Department, P&D Department, WDD).
368. Ensure maximum participation of vulnerable communities without gender discrimination for equitable benefit sharing from sustainable development and natural resource management interventions and opportunities (P&D Department, WDD).
369. Enhancing equitable resilience of women and men living in vulnerable ecosystems against climate change-induced disasters through employment of gender responsive disaster risk reduction and resilience mechanisms (PDMA, P&D Department, WDD)

### **SECTION THREE: NATIONAL INSTITUTIONS AND PROCESSES**

**What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.**

370. Working in close collaboration with the MoHR, the National Commission on Status of Women (NCSW) is the national lead gender equality entity and is an independent statutory body that has complete financial and human resource independence and autonomy. NCSW hires its own functionaries independently, and its budgetary allocations are granted by the Ministry of Finance, as per its own requirements.
371. Similarly, Provincial Commissions on the Status of Women access required budgets for their respective programs and plans. The initiatives undertaken by the NCSW and PCSWs are given in relevant sections of the report. In addition, Commissions also access funds from National and International donors.
372. The WDDs at provincial level are also working as independent government departments for women empowerment in-line with their respective prioritized policies, programs and plans. They undertake legislative, policy measures and many programmes are initiated in public-private partnerships. WDDs work closely with MoHR and other related federal and provincial ministries and departments.

**373. In Pakistan the National Human Rights Institutions include:**

- i. Ministry of Human Rights (MOHR)
- ii. National Commission for Human Rights (NCHR)
- iii. National Commission for Child Welfare and Development (NCCWD)

374. **National Commission on the Status of Women (NCSW):** National Commission on the Status of Women Act, 2012 that replaced the earlier NCSW Ordinance 2000 provided for a financially and administratively autonomous body with the objective of promoting social, economic, political and legal rights of women as guaranteed in the Constitution of Pakistan and in accordance with Pakistan's international obligations as embodied in various conventions, covenants and declarations.

375. NCSW's mandate as prescribed in the Act is very comprehensive from review and assessment of laws, government policies, programmes and measures and their implementation to making recommendations to achieve gender equality and women's empowerment and eliminate discrimination. It is also mandated to recommend signing and ratification of international instruments for protection of human rights, undertake and encourage research and data generation for policies and action, interact with non-governmental organisations, experts and individuals develop active associations with other similar institutions in other countries.

376. The Commission also has powers to seek and receive information, data or documents from any official source and powers of a civil court to enforce attendance of any person and production of documents. It can also visit any jail or sub-jail and intervene for redress of women's rights.

377. Further, the Government of Pakistan through the Ministry of Human Rights under its National Action Plan on Human Rights is working as machinery for gender equality and the empowerment of women.

**Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?**

**YES**

378. SDG coordination mechanism involves three levels of committees at the national, provincial and sector specific levels. To support the national coordination committee, Planning Commission works through the National SDG Support Unit. At the provincial and sector specific levels, the planning and development departments work through provincial SDG Support Units.

379. In the reporting period the NCSW has provided the following support to SDG unit

380. Establishment of an inter-agency coordination mechanism on gender statistics (e.g technical working group, inter agency committee)

381. Guiding SDG unit and related reporting bodies on use of more gender sensitive data in the formulation of policy and implementation of programmes and projects

382. Re-processing of existing data (e.g censuses and surveys) to produce more disaggregated and new gender statistics and consolidate Women's Economic Empowerment Index.

383. Conduct of new surveys to produce national base line information on specialized topics (e.g time use, gender based violence, asset ownership, poverty, disability)

- 384. Greater utilization and improvement of administrative based or alternative data sources to address gender data gaps
- 385. Production of knowledge products on gender statistics (e.g user friendly reports, policy briefs, research papers)
- 386. Building form the national committees' feedback to the Federal Cabinet Committee, the parliamentary Secretariat on SDGs and the Provincial Cabinet Committees also work with provincial SDG focal groups.
- 387. The National Commission on The Status on Women and its related CSWs interact at national and provincial levels and mobilize expert and civil society support for thematic coordination.

**Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?**

YES

**Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?**

YES

- 388. SDGs oversight is carried out at various levels. Parliamentary Task Force on SDGs include women parliamentarians. Further, Ministry of Planning, Development & Reform (MoPD&R) has proposed constituting a National Advisory Committee which includes a representative of NCSW as its member.

**Beijing Declaration and Pfa**

Civil society organisations  
 Women's rights organisations  
 Academia and think tanks  
 Faith-based organisations  
 Parliaments/parliamentary committees  
 Private sector  
 United Nations system  
 Other actors, please specify.....

**2030 Agenda for Sustainable Development**

Civil society organisations  
 Women's rights organisations  
 Academia and think tanks  
 Faith-based organisations  
 Parliaments/parliamentary committees  
 Private sector  
 United Nations system  
 Other actors, please specify.....

**b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?**

Yes

**Please describe how stakeholders have contributed to the preparation of the present national report.**

- 389. Ministry of P&D SDG Unit Chief contributed to information gathering process for the various report's development.

**Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?**

Yes



390. Gender equality and the empowerment of all women and girls is included as a key priority in the national plan/strategy for SDG implementation as illustrated in the National Action Plan for Human Rights 2016.
391. Pakistan has prioritized the Sustainable Development Goals, which will enable us to join the league of upper middle class countries by 2030. Pakistan was the first country to adopt SDGs 2030 agenda through a unanimous resolution of parliament.
392. The government conducted discussions on post-Millennium Development Goals (MDGs) with all stakeholders for coordinating and strengthening efforts at federal and provincial levels to achieve Pakistan's sustainable development and poverty reduction targets. The consultation process emphasized the need for national categorization of SDGs, improved data collection and enforcement of monitoring mechanisms, he said.
393. The seven pillars of Vision-2025 are fully aligned with the SDGs, providing a comprehensive long-term strategy for achieving inclusive growth and sustainable development. At the federal level, a SDGs Monitoring and Coordination Unit, in coordination with UNDP, is being set up to serve as a national coordinating entity with similar units in the provinces.

## SECTION FOUR: DATA AND STATISTICS

### **What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?**

395. Pakistan has made progress towards most of the areas listed in the BPfA questionnaire, however the top three areas where the considerable progress is made are:

- Area 1- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Area 2- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Area 5- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)

396. The top three areas were well consulted with a group of experts from various government organisations and validated with questions and reasoning. Besides these three top areas of progress, area 7 was also well achieved in producing knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers); fed into area 5 as both complemented the national statistics and provided support for improving gaps.

### **Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?**

397. The areas that are marked as top priorities for Pakistan are mostly cross cutting and linked with each other. The context of country makes it imperative to work on followings areas while they link and complement various other areas;

398. Area 3- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects linking this with Area 6- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps

399. Area 4- Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics this links with Area 7- Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)

400. Area 8- Development of a centralized web-based database and/or dashboard on gender statistics which links with Area 10- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars).

### **Have you defined a national set of indicators for monitoring progress on the SDGs?**

**Yes, please see annex 3**

**If YES, how many indicators does it include and how many of those are gender-specific<sup>2</sup>?**

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<sup>2</sup> The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are

401. Pakistan has defined and monitored progress towards SDGs through SDG units at federal and provincial levels. In addition to this, Beijing Platform for Action set of indicators is a reporting framework that monitors and evaluate set of given indicators. The Annex 3 has compared SDG gender specific indicators with BPfA reporting indicators

**Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?**

Yes

402. Data collection and compilation on SDG has been documented under Data Gap Report on SDGs. The data reporting gap exercise was initiated in 2017, with an initial assessment exercise conducted in collaboration between UNDP and the Planning Commission. The objectives of the exercise were to examine data availability for each indicator; examine data availability at the disaggregated level and develop a fact sheet for each indicator at the possible disaggregated level.
403. The data against SDG 5 (Gender Equality) has been gathered and reported by Bureau of Statistics of Pakistan, Ministry of Human Rights through NCSW, National Institute of Population Studies, Ministry of Law and Parliamentary Affairs on indicators:

5.1.1: Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex

5.2.1: Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age

5.2.2: Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence

5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location

5.5.1 Proportion of seats held by women in national parliaments and local governments

5.5.2 Proportion of women in managerial positions

5.6.1: Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use

5.a.1: (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure

404. The challenges of data collection and compiling are that Pakistan is still in its early stages of reporting and frequencies of data collection are irregular. These irregularities are well coped by establishing a well-coordinated institutional mechanism amongst government institutions though in last 5 years.

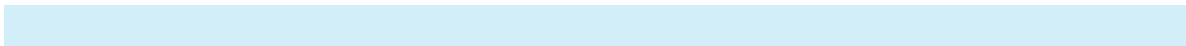
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specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

10 As specified in A/RES/70/1, with the addition of education and marital status

Which of the following disaggregation is routinely provided by major surveys in your country?

Regularity pattern/Indicator	Always	Sometimes	Never
Geographic location	✓		
Income		✓	
sex		✓	
Age		✓	
Education		✓	
Marital Status	✓		
Race/Ethnicity		✓	
Migratory Status		✓	
Disability			✓
Other (religion)	✓		
Other (Sexual Orientation)			✓



## ANNEXURES

Annex 1: Existing Legislation Relevant to Women in Employment

Annex 2 Human Rights Architecture

Annex 3. Pakistan Statistic Bureau: Main Functions & Activities

Annex 3: Indicators in Different Surveys of Pakistan Bureau of Statistics

Annex 4: Data on Minimum Set of Gender Indicators

## Annex 1

### Existing Legislation- Analysis of MoHR Action Plan

406. Pakistan has progressed towards laws protecting and promoting human rights of women and girls. The historical Pakistan Penal Code of 1860 that provided basis for constitutional rights and legislation towards women and girls rights has widely been restructured to fill gaps considering current geo-political and socio-cultural needs of rights. The current restructuring and amendments came into shift in the period onwards 2010 and is influenced by conventions like CEDOW, ILO, human rights treaties under UN charters. Pakistan has ratified major human rights conventions that focus on human rights of women and girls.
407. Human Rights Ministry has framed a policy on Violence Against Women and Girls (VAWG) that aims to provide a framework on how to implement the international conventions and treaties ratified by Pakistan that speak of its commitment to protecting fundamental human rights and to eliminate gender based violence. In order to implement and put into action the commitments made on various international platforms, the Government of Pakistan recognizes that it is imperative that new domestic law and policies are incorporated across relevant sectors to help bring to life conventions ratified on paper. It is also the aim of the Government of Pakistan to bring existing law in line with this policy in order to address the already existing direct and indirect discrimination that exists against women and girls.
408. In 2016, a dedicated joint committee comprising of federal and provincial government and civil society organisations was constituted with responsibility to identify gaps and review discriminatory legislation on Human Rights in lines with constitutional fundamental rights and international commitments. It aimed at enactment/review and enforcement of following legislation in line with fundamental rights enshrined in constitution and UN conventions ratified by Government of Pakistan. The committee developed plan known as National of Action for Human Rights (NPAHR) in 2016. The NPAHR proposed actions (immediate enactments and enforcements). The immediate enactments called for implementation of bills and amendments of PPC clauses and sections relevant to women and girls including i) Torture and Custodial Death (Prevention and Punishment) Bill, 2013, ii) Criminal Law Amendment Bill (2014) (Child Protection), iii) Domestic Violence (Prevention and Protection) Bill 2013, iv) Hindu Marriages Bill, 2014, v) Christian Marriages Amendment Bill 2014, vi) Divorce Amendment Bill, 2014 (Christian), vii), National Commission on the Rights of Children Bill 2014, viii) Compulsory Immunization Bill 2012, ix) Reproductive Health Care and Rights Bill 2013, x) Prohibition of Corporal Punishment Bill 2013, xi) Anti Rape Law (Criminal Laws Amendment Bill 2014), xii) Women in Distress and Detention Fund (Amendment) Act 2014, xiii) Cost of Litigation Bill 2014. The action plan called for effective enforcement of i) Bonded Labour System (Abolition) Act 1992, ii) Protection Against Harassment of Women at Workplace Act 2010, iii) Criminal Law (2nd Amendment) Act 2011 (Acid Control and Acid Crime Act), iv) Criminal Law (3rd Amendment) Act 2011 (Anti Women Practices Act), v) Section 194 and 211 of PPC to ensure the punishment for false accusation of blasphemy Law after incidents of killing of minority women in cases of blasphemy. The NPAHR committee reviewed Child Marriage Restraint Act 1929, Prevention and Control of Human Trafficking Ordinance 2002 and Human Smuggling Ordinance 2002.
409. At federal and provincial levels, effective legislative actions have taken place including Right to Free and Compulsory Education Act, 2012, The Investigation for Fair Trial Act, 2013, Criminal Law (Second Amendment) Act, 2016, Anti-Rape Law, 2016, Anti-Honour Killing Law, 2016, Hindu Marriage Act, 2017, Climate Change Act, 2017.
410. In Punjab, various acts came into place and implemented over reporting period that included; i) Punjab Land Revenue (Amendment) Act and Rules, and the Punjab Partition of Immovable Property (Amendment) Act, 2012, ii) Punjab Protection against Harassment of Women at the Workplace Act, 2012, iii) Punjab Commission on the Status of Women Act 2014, iv) Punjab Free and Compulsory Education Act, 2014, v) The Punjab Fair Representation of Women Act

2014, vi Punjab Marriage Restraint (Amendment) Act of 2015, vii) Punjab Sound System (Regulation) Act, 2015, viii) Punjab Muslim Family Laws (Amendment) Act, 2015, ix) Punjab Family Courts (Amendment) Act, 2015, x) The Punjab Protection of Women Against Violence Act, 2016, xi) Punjab Restriction on Employment of Children Ordinance, 2016, xii) Punjab Prohibition of Child Labour at Brick Kilns Act, 2016, xiii) Punjab Protection Authority Act, 2017.

411. Sindh also brought legislative measures to improve the situation of human rights of women and girls, these included acts like i) Sindh Child Marriage Restraint, Act, 2013, ii) Sindh Human Rights Commission, 2013, iii) Sindh Domestic Violence (Prevention and Protection) Act, 2013, iv) Sindh Rights of Children to Free and Compulsory Education Act, 2013, v) The Sindh Child Marriage Restraint Act, 2013, vi) Sindh Bonded Labour System (Abolition) Act, 2015, vii) Sindh Hindu Marriage Act, 2016, viii) The Sindh Prohibition of Corporal Punishment Act, 2016

412. Khyber Pakhtunkhwa government framed various legislative measures including i) Youth Policy, 2016, ii) Khyber Pakhtunkhwa Enforcement of Women Ownership Act, 2012, iii) Khyber Pakhtunkhwa Payment of Wages Act, 2013, iv) Right to Information Act, 2013, Khyber Pakhtunkhwa, v) Khyber Pakhtunkhwa Workers Compensation Act, 2013, vi) Khyber Pakhtunkhwa Industrial & Commercial Employment (Standing Order), 2013, vii) Khyber Pakhtunkhwa Minimum Wages Act, 2013, viii) Khyber Pakhtunkhwa Elimination of Custom of Ghag Act, 2013, ix) Khyber Pakhtunkhwa Maternity Benefit Act, 2013, x) Khyber Pakhtunkhwa Deserving Widows and Special Persons Foundation Act, 2014, xi) KP Right to Free and Compulsory Education Act, 2014, xii) Khyber Pakhtunkhwa Senior Citizen Act, 2014, xiii) The Khyber Pakhtunkhwa prohibition of employment of children act, 2015, xiv) Lissail-e-Wal Mahroom Foundation Act, 2015, xv) Khyber Pakhtunkhwa Bonded Labour System Abolition act, 2015, xvi) Khyber Pakhtunkhwa Prohibition of Employment of Children Act, 2015, xvii) Khyber Pakhtunkhwa Shops and Establishment Act, 2015 and xviii) Khyber Pakhtunkhwa Provincial Commission on the Status of Women Act, 2016.

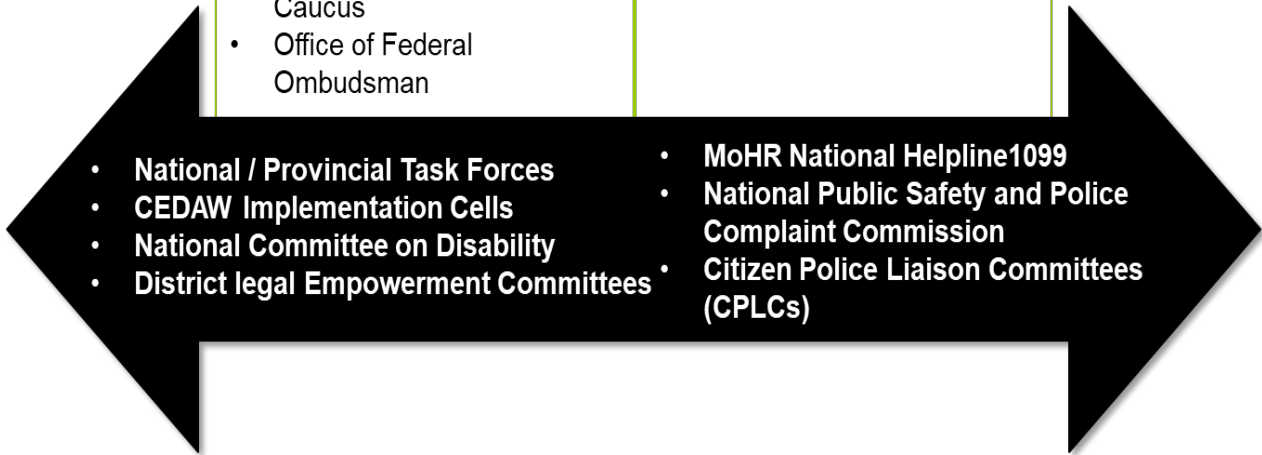
413. Baluchistan has framed and implemented i) The Baluchistan Domestic Violence (Prevention and Protection) Act 2014, ii) Baluchistan Protection and Promotion of Breast-Feeding and Child Nutrition Act 2014, iii) The Baluchistan Compulsory Education Act, 2014, iv) Baluchistan Food Authority Act, 2014, v) Baluchistan Harassment of Women at Work Place Act, 2014, vi) Child Protection Act, 2016, vii) Senior Citizen Act, 2017 and viii) Person with Disability Act, 2017.

## Annex 2- Institutional Mechanism and Human Rights Architecture

# MoHR Operates through a federal and provincial architecture

## HUMAN RIGHTS ARCHITECTURE

FEDERAL	PROVINCIAL
<ul style="list-style-type: none"> <li>• Supreme Court HR Cell</li> <li>• Ministry of Human Rights</li> <li>• Treaty Implementation Cells</li> <li>• National Assembly Standing Committee</li> <li>• Senate Functional Committee</li> <li>• National Commissions: NCHR, NCSW, NCRC, NCM</li> <li>• Women Parliamentary Caucus</li> <li>• Office of Federal Ombudsman</li> </ul>	<ul style="list-style-type: none"> <li>• High Court HR Cell (Balochistan, KP)</li> <li>• Provincial Departments</li> <li>• Treaty Implementation Cells</li> <li>• Provincial Assembly Standing Committee</li> <li>• Provincial Commissions: NCHR, SCHR, PCSWs</li> <li>• Office of Provincial Ombudsman</li> </ul>





### Annex 3

#### Sustainable Development Goals- Pakistan BPfA Indicators related to women & Gender Justice

Target Code	Indicator Description	Sources	Steps taken in period towards the goal /Target
T5.1	5.1.1: Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	MoHR, NCSW, PSCWs  Women Development Department	Links with BPfA indicator 6, 13, 14, 18 1. - Protection Against Harassment of Women at Workplace Act 2010 2. Acid throwing amended PPC 1860 3. Land Revenue (amendment) Act 2012 4. Nikah form filling 5. Child Marriage Restraint Act 2015 6. Representation in committees as part of Harassment of women in workplace Act 2012 7. Punjab Women Economic Package (PWEF)
T5.2	5.2.1: Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age	NCSW,  PCSWs  Women Development Department  No data for the period is available	Links with BPfA indicators 18, 28, 29  Criminal Law Amendment Act 2016   Honour Crimes   Acid Survivors & Others  Child Marriage Restraint Act 2015  <i>Cases are being reported through different complaint mechanisms recording them as complaints, those that have been addressed, those that are still in process, those exonerated, withdrawn and still on file.</i>
T5.2	5.2.2: Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	As above	As above

T5.4	5.4.1: Proportion of time spent on unpaid domestic and care work, by sex, age and location	MOHR, NCSW, PCSWs, Human Rights and Minority Affairs depts. MoF Women Development Department	Links with BPfA indicators 06, 07, 29  The Punjab Domestic Workers Act 2018 PWEF 2012
T5.5	5.5.1 Proportion of seats held by women in national parliaments and local governments	Election Commission of Pakistan,  NCSW, PCSWs  Women Development Department	Links with BPfA indicators 19, 27,  ECP gender and disabilities task force ECP GDTF Strategic plan Women and transgender voters’ registrations Women voting rights 10 percent women votes as minimum criteria for polling
T5.5	5.5.2 Proportion of women in managerial positions	Labour force survey, Bureau of statistics NCSW, PCSWs Women Development Department	Links with BPfA indicators 17, 20, 27, 30  Pakistan Women Media Complaints Cell (PWMCC) BISP- under Waseela-e-Rozgar National And Vocational Training centers (NAVTC) Cyber Security Workplace Harassment bill Gender equality policy approved in 2012 by PGoB to enhance leadership role of women in humanitarian crisis and ending violence against women
	5.6.1: Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use	Bureau of Statistics  Women Development Department	Child Marriage Restraint Bill

	<p>5.a.1: (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure</p>	<p>Bureau of Statistics. NCSW, PCSWs</p>	<p>Links with BPfA Indicator 06,  Inheritance rights in Land Revenue ACT through an amendment in 2018 Punjab Women's Economic Initiative 2014  Punjab Land Revenue (amendment) Act 2012</p>
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## Annex 4

### Data on Minimum Set of Gender Indicators

#### I. Economic structures, participation in productive activities and access to Resources

Source: [http://www.pbs.gov.pk/sites/default/files//Labour percent20Force/publications/lfs2017\\_18/Annual percent20Report percent20of percent20LFS percent202017-18.pdf](http://www.pbs.gov.pk/sites/default/files//Labour%20Force/publications/lfs2017_18/Annual%20Report%20of%20LFS2017-18.pdf)

Sr.	Indicator Name	BPFA +20	2012/13	Latest 2017/18
1	Average number of hours spent on unpaid domestic work by sex; Note: Separate housework and childcare if possible	C.2, F.1, H.3	N/A	N/A
2	Average number of hours spent on paid and unpaid domestic work combined (total work burden), by sex	F.1, H.3	N/A	N/A
3a	Labour force participation rate for persons aged 15-24, by sex	F.1, H.3	F: 21.1 M: 64.5	F: 23.3 M: 84.6
3b	Labour force participation rate for persons aged 15+, by sex	F.1, H.3	F: 24.3 M: 81.1	F: 24.7 M: 96.1
4	Proportion of employed who are own-account workers, by sex	F.2	F: 15 M: 38	F: 19.5 M: 39.1
5	Proportion of employed who are contributing family workers, by sex	H.3	F: 60.5 M: 16.5	F: 51.9 M: 12.9
6	Proportion of employed who are employers, by sex	F.1	F: 60.5 M: 16.5	F: 0.1 M: 1.7
7	Percentage of firms owned by women, by size	F.1, F.2	N/A	N/A
8a	Percentage distribution of employed population in agricultural sector, by sex	F.5, H.3	F: 75.7 M: 34.5	F: 67.2 M: 30.4
8b	Percentage distribution of employed population in industrial sector, by sex	F.5, H.3	F: 10.7 M: 15.4	F: 16 M: 16.1
8c	Percentage distribution of employed population in service sector, by sex	F.5, H.3	F: 13.3; M: 40.0	F: 18 M: 47.4
9	Informal employment as a percentage of total non-agricultural employment, by sex	F.2, H.3	F: 71.7 M: 73.8	F: 71.8 M: 72
10	Youth unemployment rate for persons aged 15- 24, by sex	F.1	F: 11.45 M: 7.49	F: 15.2 M: 10.5

11	Proportion of population with access to credit, by sex	F.1, F.2	N/A	N/A
12	Proportion of adult population owning land, by sex	A.1, A.2	N/A	N/A
13	Gender gap in wages	F.1, F.5	61.456	59.0
14	Proportion of employed working part-time, by sex	F.5	N/A	N/A
15	Employment rate of persons aged 25-49 with a child under age 3 living in a household and with no children living in the household, by sex	F.6	N/A	N/A
16	Proportion of children under age 3 in formal care	F.6	N/A	N/A
17	Proportion of individuals using the Internet, by sex	F.3	N/A	11.7 percent F / 19.7 percent M
18	Proportion of individuals using mobile/cellular telephones, by sex	F.3	N/A	N/A
19	Proportion of households with access to mass media (radio, TV, Internet), by sex of household head	F.3	N/A	N/A

## II. Education

Sources:

[http://www.pbs.gov.pk/sites/default/files//pslm/publications/PSLM\\_2014-15\\_National-Provincial-District\\_report.pdf](http://www.pbs.gov.pk/sites/default/files//pslm/publications/PSLM_2014-15_National-Provincial-District_report.pdf)

[http://www.finance.gov.pk/survey/chapters\\_18/10-Education.pdf](http://www.finance.gov.pk/survey/chapters_18/10-Education.pdf)

[http://www.pbs.gov.pk/sites/default/files//pslm/publications/hies15-16/write\\_percent20up\\_percent2015-16-HIES-final\\_0.pdf](http://www.pbs.gov.pk/sites/default/files//pslm/publications/hies15-16/write_percent20up_percent2015-16-HIES-final_0.pdf)

<http://uis.unesco.org/country/PK>

Sr.	Indicator Name	BPFA 20+	2012/13	Latest 2017/18
20	Youth literacy rate of persons (15-24 years), by sex	B.2, L.4	F:65 M:79	F: 51.8 M: 72.5
21	Adjusted net enrolment rate in primary education by sex	B.1, L.4	F 0.65 M 0.79	F: 51 M: 56
22	Gross enrolment ratio in secondary education, by sex	B.1	F:0.30 M:0.40	F: 53 M: 60
23	Gross enrolment ratio in tertiary education, by sex	B.1	F: 0.08 M:0.09	F: 9.4 M: 10.8

24a	Gender parity index of the gross enrolment ratio in primary education	B.1, L.4	0.82	0.88
24b	Gender parity index of the gross enrolment ratio in secondary education	B.1, L.4	0.73	0.87
24c	Gender parity index of the gross enrolment ratio in tertiary education	B.1, L.4	0.91	0.82
25	Share of female science, engineering, manufacturing and construction graduates at tertiary level	B.3, B.4, L.4	N/A	N/A
26	Proportion of females among tertiary education teachers or professors	B.4, L.4	N/A	N/A
27	Adjusted net intake rate to the first grade of primary education, by sex	B.1	N/A	N/A
28	Primary education completion rate (proxy), by sex	B.1	F: 0.59 M:0.74	F: 75.1 M: 79.3
29	Gross graduation ratio from lower secondary education, by sex	B.1	F:30.8 M:42.3	F: 43.2 M:54.2
30	Effective transition rate from primary to secondary education (general programs), by sex	B.1	F:0.73 M:0.72	F: 86.6 M: 85.9
31a	Educational attainment (primary) of the population aged 25 and older, by sex	B.1	Data not available	Data not available
31b	Educational attainment (lower secondary) of the population aged 25 and older, by sex	B.1	Data not available	Data not available
31c	Educational attainment (upper secondary) of the population aged 25 and older, by sex	B.1	Data not available	Data not available
31d	Educational attainment (post-secondary) of the population aged 25 and older, by sex	B.1	Data not available	Data not available
31e	Educational attainment (post-secondary) of the population aged 25 and older, by sex	B.1	Data not available	Data not available

### III. Health and related services

Sources:

[https://www.nips.org.pk/abstract\\_files/PDHS\\_percent20-percent202017-18\\_percent20Key\\_percent20indicator\\_percent20Report\\_percent20Aug\\_percent202018.pdf](https://www.nips.org.pk/abstract_files/PDHS_percent20-percent202017-18_percent20Key_percent20indicator_percent20Report_percent20Aug_percent202018.pdf)

Sr.	Indicator Name	BPFA 20+	2012/13	Latest 2017/18
32	Contraceptive prevalence among women who are married or in a union, aged 15-49	C.1, C.2	29	37 percent
33	Under-five mortality rate, by sex	C.1	F: 82.1 M: 89.5	No data available
34	Maternal mortality ratio	C.1	260	178/100,000 births
35a	Antenatal care coverage, at least one visit	C.1	69	86 percent
35b	Antenatal care coverage, at least four visits	C.1	37	51 percent
36	Proportion of births attended by skilled health professional	C.1	55	76 percent
37	Smoking prevalence among persons aged 15 and over, by sex	C.2	N/A	WHO report F: 2.3 M: 29.5
38	Proportion of adults who are obese, by sex		N/A	Linked to diabetes (WHO study) F: 6.4 M: 4.8
39	Women's share of population aged 15-49 living with HIV/AIDS	C.3	0.29	FSW: 0.6 MSW: 1.6
40	Access to anti-retroviral drug, by sex	C.3	F:15 M:13	No data available
41	Life expectancy at age 60, by sex	C.1, C.2	F:17.8 M:17.1	F: 17.8 M: 17.1
42a	Adult mortality 15-34 years by cause	C.1, C.2	N/A	N/A
42b	Adult mortality 35-59 years by cause	C.1, C.2	N/A	N/A

### IV. Human rights of women and girl children

Sources:

<http://www.mohr.gov.pk/reports/book-1.pdf>

Sr.	Indicator Name	BPFA 20+	2012/13	Latest 2017/18
48	Proportion of women aged 15-49 subjected to physical or sexual violence in the last 12 months by an intimate partner	D.1, D.2	N/A	Urban: 63 percent Rural 58 percent (no data for last 12 months)
49	Proportion of women aged 15-49 subjected to physical or sexual violence in the last 12 months by persons' other than an intimate partner	D.1, D.2	N/A	Mother in law 12 percent No data for last 12 months)
50	Prevalence of female genital mutilation/ cutting (for relevant countries only)	I.2	N/A	N/A
51	Percentage of women aged 20-24 year's old who were married or in a union before age 18	L.1, L.2	2.8 percent	21 percent (2012 DHS)
52	Adolescent birth rate	L.1, L.2	8 percent	8 percent

## V. Public life and decision-making

Sr.	Indicator Name	BPFA 20+	2012/13	Latest 2017/18
43	Women's share of government ministerial positions	G.1	10	
44	Proportion of seats held by women in national parliament	G.1	22.5	20.5
45	Women's share of managerial positions	F.1, F.5, G.1	N/A	N/A
46	Share of female police officers	I.2	N/A	N/A
47	Share of female judges	I.2	N/A	9.8 percent



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