

CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Sr. #	UN Committee's Concern	Recommendation	Response by Women Development Department
1.	The Committee is concerned that the State party's Constitution or other appropriate legislation does not contain a definition of discrimination in accordance with article 1 of the Convention, nor provisions on the equality of women with men in line with article 2 (a) of the Convention.	The Committee recommends that a definition of discrimination against women in line with article 1 of the Convention, which encompasses both direct and indirect discrimination, and provisions on the equality of women with men in line with article 2 (a) of the Convention be included in the Constitution or in other appropriate legislation.	The concern requires review of definition of discrimination in the constitution in accordance with article 1 of the Convention, or insertion of provisions on equality of women with men in line with article 2 (a) of the Convention by the Federal Government.
2.	Convention has not yet been fully incorporated into the domestic law of the State party and that de jure discrimination against women still persists in a number of laws, including: the Citizenship Act, 1951, which does not allow Pakistani women to pass their nationality to a foreign spouse; the Law of Evidence, 1984 on the value of women's testimony; and the Hudood Ordinances, 1979, in particular those related to "Offences of Zina.	The Committee calls upon the State party to undertake a comprehensive and systematic review and revision of all discriminatory legislation, including the Citizenship Act of 1951, the Law of Evidence of 1984 and the Hudood Ordinances of 1979, without delay and with time-bound targets, in order to achieve full compliance with all the provisions of the Convention and the Committee's general recommendations, in consultation with civil society, including women's organizations.	The subject laws fall in the domain of Federal Government. It is however pointed out that Govt. of the Punjab has successfully enacted new laws for protection of women rights as part of its policy to end discrimination against women. While acknowledging that inordinate delays are caused in partition cases in urban areas in the present scheme of things, Punjab Partition of Immovable Property Act 2012 has been enacted while The Partition Act 1893 has been repealed to curtail delays faced by women joint owners in disposal of partition cases. Realizing further that women are weak co-owners facing discrimination thereby being deprived of their inheritance rights,

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			<p>the Punjab Land Revenue (Amendment) Act 2012 has been enacted. This amendment inter alia makes it mandatory for revenue officers to commence proceedings for partition of land upon sanction of inheritance mutation without application from any of the parties. Punjab Land Revenue Rules 1968 have also been amended in 2012 to ensure that women legal heirs who often face discrimination are correctly reflected in mutation of inheritance. District Enforcement of Inheritance Rights Committee has been constituted in each district of the Punjab to initiate action against delinquent revenue officers.</p>
3.	<p>State party has made some legal reforms to eliminate discrimination against women and promote gender equality; the Committee is concerned that measures are insufficient to ensure the speedy and effective implementation of these new laws, including availability of and access to redress mechanisms. The Committee is concerned that the State party has not taken sufficient concrete action to ensure that judges, magistrates and law enforcement personnel are sufficiently familiar with these legislative reforms.</p>	<p>The Committee requests the State party to provide in its next report, information on actions taken to ensure the implementation of the revised laws and an assessment of their impact in enhancing the practical realization of the principle of the equality of women and men, as called for in article 2 (a) of the Convention. The Committee also recommends that the State party carry out education and training programmes, in particular for judges, lawyers and law enforcement personnel, on the</p>	<p>Government of the Punjab announced Punjab Women Empowerment Package 2012 (PWEP) on 8th March 2012 during a mega event held to celebrate International Women's Day. The package comprises multiple reforms in legal, administrative and institutional spheres aimed at elimination of discrimination against women and promotion of gender equality. It provides new initiatives to safeguard women's rights and is expected to transform the socio-economic status of women by expanding opportunities available to</p>

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		legislative reforms aimed at eliminating discrimination against women and the promotion of gender equality. The Committee recommends that awareness-raising campaigns on the Convention and related laws targeted at women be undertaken so that they may become aware of their rights and avail themselves of redress mechanisms.	them. GRAP is conducting awareness raising campaigns and trainings for law enforcement agencies, on these legislative reforms aimed at eliminating discrimination against women and the promotion of gender equality.
4.	Committee is concerned that the national machinery for the advancement of women does not have enough authority or the human and financial resources to comprehensively carry out its mandate and promote the advancement of women and gender equality. It is also concerned about the limited capacity of the Ministry of Women Development to undertake effective coordination and cooperation with all gender equality mechanisms at the federal and provincial levels, as well as cooperation with women's organizations. The Committee is further concerned about the lack of an effective mechanism to monitor the implementation of the National Plan of Action and the Gender Reform Action Plan based on the	The Committee recommends that the State party strengthen the national machinery by providing it with adequate human and financial resources so as to make it more effective in carrying out its mandate. This should, in particular, include sufficient capacity and authority for coordination of the various gender equality mechanisms to proactively implement the Convention, to act as catalyst for and coordinate the use of the gender mainstreaming strategy across all sectors and levels of Government and for enhanced cooperation with civil society. The Committee also recommends that training and capacity-building measures on gender issues be implemented for public officials at	One of the major initiatives contained in Punjab Women Empowerment Package was the establishment of an independent first ever Women Development Department (WDD) in Govt. of the Punjab with an assigned mandate under Rules of Business to undertake measures for advancement of women and promotion of gender mainstreaming and equality. Women Development Department has been delegated administrative authority as an independent department with sufficient human and financial resources for the time being, to comprehensively carry out its mandate. Despite being the newest addition to the provincial secretariat, Women Development Department has in a short span of time,

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	standards and provisions of the Convention.	the national, regional and local levels. The Committee further recommends that accountability be established for the consistent application of the standards and provisions of the Convention in the implementation of the National Plan of Action and the Gender Reform Action Plan between the federal, provincial and district levels, through the existing coordination mechanism.	displayed its capacity to undertake effective coordination and cooperation with all gender equality mechanisms at the federal and provincial levels, as well as cooperation with women's organizations. Gender Reform Action Plan was placed under the administrative control of Women Development Department in April 2012. A new work plan including bifurcation of weekly, monthly and quarterly targets to achieve stated objectives of GRAP was designed by the department for financial year 2012-13. An effective mechanism for monitoring and evaluation of GRAP activities was also put in place Punjab.
5.	The Committee notes with concern that violence against women and girls persists, including domestic violence, rape and crimes committed in the name of honour. The Committee is especially concerned about the Qisas and Diyat law, which allows for the victim of violence or his/her heir to determine whether to exact retribution (Qisas) or payment of compensation (Diyat) or to pardon the accused, thus providing impunity for perpetrators of	The Committee urges the State party to accord priority attention to the adoption of a comprehensive approach to address all forms of violence against women and girls, taking into account the Committee's general recommendation on violence against women. The Committee calls on the State party to ensure that the Qisas and Diyat law has no application in cases of violence against women, especially crimes committed in	Punjab Women Empowerment Package 2012 provides policy directions to address all forms of violence against women and girls in the province including comprehensive legislation on domestic violence and acid throwing. A committee has been constituted under the chairmanship of Minister for Law to propose legislation against domestic violence within a stated time frame. The committee is also deliberating upon amendment in Poisons Act to

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	<p>violence against women, especially perpetrators of crimes committed in the name of honour. The Committee notes with concern the lack of data on all forms of violence against women in the report</p>	<p>the name of honour, and to adopt the Bill on Domestic Violence, within a clear time frame, in order to ensure that women and girls who are victims of violence have access to protection and effective redress and that perpetrators of such acts are effectively prosecuted and punished. The Committee also recommends gender-sensitive training on violence against women for public officials, in particular law enforcement personnel, the judiciary and health service providers, to ensure they are sensitized to all forms of violence against women and can adequately respond to it. The Committee also calls on the State party to include, in its next report, data on all forms of violence against women disaggregated by rural and urban areas.</p>	<p>discourage acid throwing incidents on women. Govt. of the Punjab has notified that acid throwing shall be dealt with under the anti-terrorism laws. A Provincial Board and Fund for Acid Burns Victims have been established to recommend specialized medical and psychological care for such victims. In order to ensure that women and girls who are victims of violence have access to protection and effective redress and that perpetrators of such acts are effectively prosecuted and punished, Women Crises & Rehabilitation Help Desks and 24/7 toll free help line are being established at district level throughout the province for provision of legal, psychological, health and referral services for victims of all kinds of violence and to maintain data of violence against women disaggregated by rural and urban areas. Punjab Protection against Harassment of Women at the Workplace (Amendment) Act 2012 has been enacted for working women. Women Development Department is continuously engaged in conducting gender-sensitive trainings on this law and violence against women for public sector officials, in particular law</p>

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			enforcement personnel and health service providers, to ensure that they are sensitized to all forms of violence against women and can adequately respond to it.
7.	The Committee is concerned that informal dispute resolution forums (jirgas) continue to function and take decisions that call for the perpetration of violence against women, despite the ruling of a superior court requiring the elimination of such forums.	The Committee urges the State party to, without delay, implement the judgment of the superior court to eliminate informal dispute resolution forums (jirgas) and to ensure that members of such forums who have participated in decisions that constitute violence against women are held accountable.	Govt. of the Punjab has implemented the judgment of Supreme Court of Pakistan to eliminate informal dispute resolution forums (jirgas).
8.	The Committee is concerned about the lack of accountability for crimes of violence against women within the criminal justice system.	The Committee recommends that the State party take measures to end impunity for acts of violence against women by ensuring prosecution and punishment of offenders. In addition, it calls on the State party to impose sanctions upon its agents who fail to meet their obligations in cases of crimes of violence against women.	Govt. of the Punjab while assigning high priority to eliminate all forms of violence against women is determined to introduce comprehensive legislation to provide assistance to female victims of violence covering all kinds of gender based violence including domestic violence.
9.	The Committee is strongly concerned about pervasive patriarchal attitudes and deep-rooted traditional and cultural stereotypes regarding the roles and responsibilities of women and men in the family, in the workplace and in society, which constitute serious	The Committee urges the State party to increase its efforts to design and implement comprehensive awareness-raising programmes to foster a better understanding of and support for equality between women and men at all levels of society. Such	Gender Mainstreaming Committees have been constituted in every provincial department and each district administration to foster a better understanding of and support for equality between women and men at all levels of public sector and society. Implementation of GRAP

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	<p>obstacles to women's enjoyment of their human rights and impede the full implementation of the Convention. The Committee is also concerned that prevailing trends of fundamentalism, intimidation and violence incited by non-State actors, including through illegal media, are seriously undermining women's enjoyment of their human rights in the name of religion.</p>	<p>efforts should aim at modifying stereotypical attitudes and traditional norms about the responsibilities and roles of women and men in the family, the workplace and in society, as required under articles 2 (f) and 5 (a) of the Convention, and to strengthen societal support for equality between women and men. The Committee also calls on the State party to take prompt action to counteract the influence of non-State actors, which, through the misinterpretation of Islam and the use of intimidation and violence, are undermining the enjoyment by women and girls of their human rights.</p>	<p>activities under thematic area of institutional reforms is aimed at modifying stereotypical attitudes and traditional norms about the responsibilities and roles of women and men in the family, the workplace and in society, as required under articles 2 (f) and 5 (a) of the Convention, and to strengthen societal support for equality between women and men.</p>
10.	<p>The Committee remains concerned that Pakistan is a country of origin, transit and destination for trafficked women and girls. The Committee is further concerned that the Prevention and Control of Human Trafficking Ordinance of 2002 does not adequately address the needs of women and girls who are victims of trafficking, nor does it shield them from prosecution for illegal migration.</p>	<p>The Committee calls upon the State party to amend the Prevention and Control of Human Trafficking Ordinance of 2002 in order to ensure that the human rights of women and girls who are victims of trafficking are protected. The Committee encourages the State party to ratify the United Nations Convention against Transnational Organized Crime and its Supplementary Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially</p>	<p>Amendment of the Prevention and Control of Human Trafficking Ordinance of 2002 in order to ensure that human rights of women and girls who are victims of trafficking are protected and ratification of the United Nations Convention against Transnational Organized Crime and its Supplementary Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children fall under the purview of federal government.</p>

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		<p>Women and Children. It urges the State party to collect and analyse data on trafficking and increase its efforts to prosecute and punish traffickers. It also recommends that the State party take measures for the rehabilitation and social integration of women and girls who are victims of trafficking.</p>	
11.	<p>While appreciating the reservation of 60 seats for women in the National Assembly, 17 seats in the Senate and 33 per cent of seats in local bodies, the Committee is concerned about the continuing low representation of women in government service. The Committee notes with particular concern the low number of women judges in the high courts and the total absence of women judges in the Supreme Court.</p>	<p>The Committee encourages the State party to take sustained measures, including temporary special measures in accordance with article 4, paragraph 1, of the Convention and the Committee's general recommendation 25, to accelerate the increase in the representation of women in elected and appointed bodies in all areas of public and political life. The Committee invites the State party to provide, in its next periodic report, comparative data on the number and ranking of women, compared to men, at federal and provincial levels of government service and in the judiciary and trends over time. It also requests the State party to provide information about women's ability to exercise, without de jure and de facto restrictions, their right to</p>	<p>Govt. of the Punjab through its women empowerment policy has undertaken special sustainable measures to accelerate the increase in representation of women in appointed bodies and all areas of public life. Quota of women for employment in public sector has been increased from 5% to 15%. Special age relaxation upto 3 years has been notified for recruitment of women. of the Punjab. Presence of at least one female as member on every recruitment committee constituted in any govt. organization in the Punjab has been made mandatory. An additional chance of transfer to women has also been provided through notification. PWEP specifically aims to create a critical mass of women in high level decision making positions within the government. For representation of 33% women on all Boards of</p>

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		<p>participate in all spheres of the public life of the country. It invites the State party to provide information about the impact of measures taken to increase the participation of women, in public and political life, especially at decision-making levels.</p>	<p>statutory organizations, public sector companies and committees as well as special purpose task force and committees, recommendations have been formulated for approval of Chief Minister. Subsequent to approval, all laws of statutory organizations shall be amended. Govt. of the Punjab shall also be in a position to provide, for the next periodic report, comparative data on the number and ranking of women, compared to men, at provincial levels of government service and trends over time besides the impact of measures taken to increase the participation of women, in public life, especially at decision-making levels.</p>
12.	<p>The Committee is concerned about the inadequacy of registration of birth and marriages. While noting the State party's efforts to address the fact that almost 50 per cent of women do not hold a national identity card, the Committee remains concerned that a high percentage of women may be prevented from exercising their right to vote and gain access to government assistance schemes.</p>	<p>The Committee urges the State party to step up its efforts to ensure universal registration of births and marriages and to ensure that all women have national identity cards. It calls on the State party to provide information, in its next periodic report, on the percentage of women, compared to men, who possess national identity cards.</p>	<p>Govt. of the Punjab is actively involved in girl birth and marriage registration in coordination with NADRA through formalized systems. Special training sessions are conducted regularly under GRAP for UC Secretaries and other stakeholders to motivate and encourage communities for registration of girl child birth.</p>
13.	<p>The Committee is concerned about the high illiteracy rate of women,</p>	<p>The Committee calls upon the State party to place high priority</p>	<p>Govt. of the Punjab is striving to reduce illiteracy rate of women, in</p>

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	<p>the low enrolment of girls in schools and their high dropout rate, especially in rural areas. The Committee is further concerned at the persistence of gender-based segregation in educational fields and its consequences for women's professional opportunities. The Committee is also concerned about the persistence of stereotypes in school curricula and textbooks.</p>	<p>on the reduction of the illiteracy rate of women, in particular those who are from rural areas. The Committee urges the State party to enhance its compliance with article 10 of the Convention and to raise awareness of the importance of education as a human right and a basis for the empowerment of women. It encourages the State party to take steps to overcome traditional attitudes that constitute obstacles to girls' and women's education and recommends that the State party implement measures to ensure equal access of girls and women to all levels of education and the retaining of girls in school. It further recommends that women be actively encouraged to diversify educational and professional choices. It requests the State party to undertake a comprehensive review of educational curricula and textbooks to eliminate gender stereotypes and to introduce gender sensitization training for teachers.</p>	<p>particular those who are from rural areas and to raise awareness of the importance of education as a human right and a basis for empowerment of women. Free and compulsory education is being provided up to 16 years by the provincial government. Billions of rupees have been allocated in financial year 2012-13 for development of education sector. The number of girls' primary and middle level schools in the Punjab is far more than boys' schools. Numerous steps have been taken to overcome traditional attitudes that constitute obstacles to girls' and women's education and to ensure equal access of girls and women to all levels of education and the retaining of girls in school through improvement in curricula and mass awareness besides enhancing quota of female primary school teachers. Women are actively encouraged to diversify educational and professional choice via Career Development Centers established in Public Sector Universities and counseling facility in post-graduate colleges. Government of the Punjab shall continue to provide financial support in up-gradation of girls elementary / middle schools to secondary/ high school level.</p>

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14.	<p>The Committee expresses concern at the discrimination faced by women in the formal employment, as reflected in their higher unemployment rates, the gender wage gap and occupational segregation. It is also concerned about the situation of women engaged in the informal sector, especially the home-based workers who do not enjoy protection under the labour laws.</p>	<p>The Committee urges the State party to ensure equal opportunities for women and men in the labour market, in accordance with article 11 of the Convention. The Committee calls on the State party to provide, in its next report, detailed information about the situation of women in the field of employment, in both the formal and informal sectors, about measures taken, including legislation, programmes, monitoring mechanisms and remedies, and their impact on realizing equal opportunities for women. The Committee also calls upon the State party to ratify the International Labour Organization (ILO) Convention No. 177 on Home Work.</p>	<p>Both in the formal and informal sectors, the provincial government under its policies is committed to ensure equal opportunities for men and women in the labour market. The status of women in the formal sector has been elevated on account of changes in rules pertaining to recruitment. In the informal sector, equal remuneration to both male and female employees is being ensured under Wage Laws and Rules in accordance with ILO convention No. 100. Government of the Punjab has formulated a policy for Home Based Workers covering strategies, plans and programs for protection and promotion of rights and benefits of Home Based Workers who mostly comprise females which has been approved conceptually by the Chief Minister.</p>
15.	<p>The Committee is concerned about women's lack of access to health care, in particular to sexual and reproductive health services, especially in rural areas, and the link between the rate of abortion and low contraceptive use. Clandestine abortions being a major cause of maternal mortality, the Committee is deeply concerned that abortion is a punishable offence</p>	<p>The Committee calls on the State party to take concrete measures to enhance women's access to health care, in particular to sexual and reproductive health services, in accordance with article 12 of the Convention and the Committee's general recommendation 24 on women and health. It requests the State party to take measures aimed at</p>	<p>Substantial allocations amounting to billions of rupees in FY 2012-13 have been made for the welfare of mother and child. Punjab Government has scaled up the Chief Minister's Health initiative for Attainment and Realization of MDGs (CHARM program) all across Punjab. First phase includes basic EmONC services to additional 20 districts having poor health indicators.</p>

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	<p>under Pakistani law, which may lead women to seek unsafe, illegal abortions, with consequent risks to their life and health.</p>	<p>the prevention of unwanted pregnancies, including by making a comprehensive range of contraceptives and family planning methods more widely available and affordable, without any restrictions, and by increasing knowledge and awareness about family planning among women and men. The Committee also calls on the State party to reduce maternal mortality rates by identifying and addressing causes of maternal death. It further calls on the State party to take measures to ensure that women do not seek unsafe medical procedures, such as illegal abortion, because of lack of appropriate services in regard to fertility control. The Committee recommends that the State party review the laws relating to abortion with a view to removing punitive provisions imposed on women who undergo abortion, providing them with access to quality services for the management of complications arising from unsafe abortion and reducing maternal mortality rates, in accordance with the Committee's general recommendation 24 on women</p>	<p>Government of the Punjab has been implementing this program in 7 flood affected districts of Southern Punjab under which Health Department provides round the clock Emergency Obstetric and Neo-Natal Care (EmONC) services at selected BHUs and all the RHQs, THQ and DHQs to decrease the Maternal Mortality Ratio. The provincial Government has also undertaken a comprehensive Nutrition Program for Mother and Child that ensures availability of medicines and supplements to pregnant and lactating women at BHU level and calcium tablets for older women.</p>

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		<p>and health and the Beijing Declaration and Platform for Action. Noting the improvement in the indicators of women's health where the Lady Health Worker programme is being implemented, the Committee recommends that steps be taken to expand this programme to the rural and other areas where they are most needed. The Committee encourages the State party to seek international assistance from the specialized agencies of the United Nations system, including the United Nations Development Programme, the United Nations Population Fund and the World Health Organization, in order to implement measures to enhance women's access to health care.</p>	
16.	<p>The Committee is especially concerned about the situation of women in rural areas, who often lack access to health care, education, clean water and sanitation services and to the means and opportunities for economic survival, including access to land. The Committee regrets the lack of information on women with disabilities and measures taken to address the situation.</p>	<p>The Committee urges the State party to pay special attention to the needs of rural women, ensuring that they are empowered in participating in decision making processes and have access to health care, education, clean water and sanitation services and the means and opportunities for economic survival, including access to land. The Committee further requests the State party to provide, in its</p>	As above.

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		next report, detailed information on the situation of women with disabilities and of measures taken to address their situation.	