

2019

UN Women

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**IMPLEMENTATION
FRAMEWORK FOR
PUNJAB WOMEN
DEVELOPMENT POLICY**
Draft Report

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Abbreviations and Acronyms

BOS	Bureau of Statistics
CEDAW	Convention on the elimination of all forms of Discrimination against Women
DRM	Disaster Risk Management
DRR	Disaster Risk Reduction
E&T	Excise and Taxation Department
EPD	Environment Protection Department
ICISD	Industries, Commerce, Investment and Skills Development Department
LGA	Local Government Academy
MISP	Minimum Initial Service Package
M&E	Monitoring and Evaluation
NDMA	National Disaster Management Authority
PCSW	Punjab Commission on the Status of Women
PCTB	Punjab Curriculum and Textbook Board
PDMA	Provincial Disaster Management Authority
PERI	Punjab Economic Research Institution
PHC	Punjab Healthcare Commission
PHED	Public Health Engineering Department
PITB	Punjab Information Technology Board
PMIU	Programme Monitoring and Implementation Unit
PPC	Pakistan Penal Code
PSCA	Punjab Safe Cities Authority
PSDF	Punjab Skills Development Fund
PSHD	Primary and Secondary Healthcare Department
PSIC	Punjab Small Industries Corporation
PSPA	Punjab Social Protection Authority
PTIC	Punjab Treaty Implementation Cell
PVTC	Punjab Vocational Training Council
PWD	Population Welfare Department
PWDP	Punjab Women Development Policy

PWEP	Punjab Women Empowerment Package
SDGs	Sustainable Development Goals
SED	Schools Education Department
SHCME	Specialized Healthcare and Medical Education Department
SPU	Strategic Policy Unit
SWD	Social Welfare Department
TEVTA	Technical Education and Vocation Training Authority
UN	United Nations
WCCI	Women Chamber of Commerce and Industry
WDD	Women Development Department

Section 1 Introduction and Background

1. Introduction and Background

1.1. Women Development Department

Pakistan actively participated in the First International Conference on Women held in Beijing China in 1995 through a high level delegation and presented an elaborated report. As a follow-up action of the Conference, a Platform for Action was prepared focusing on 12 main areas of women development, elimination of socio-economic disparity, discrimination and violence against women, by way of participatory efforts of all concerned, including civil society, relevant government authorities and other stakeholders.

With this in view, the Provincial Government created a separate and independent Women Development Department (WDD) on Third of November 2009 by bifurcation of the Social Welfare and Women Development Department. The Women Development Department Punjab was established on April 4, 2012 under "Punjab Women Empowerment Package 2012 (PWEP)" announced on International Women's Day on March 8, 2012.

At present, the Women Development Department is functioning at the Secretariat and Directorate level, to look after women related issues at the grass root level by way of planning, and maintain a liaison with various NGOs, and national and international agencies working towards the development of women in the Province. The Women Development Department is also responsible for the implementation of National Plan of Action for Women and various provisions of Convention on the Elimination of all forms of Discrimination against Women (CEDAW).

Since its creation, the department, in a collaborated effort with all other departments, framed Punjab Women Empowerment Initiatives in line with that of 2012 for ensuring women empowerment and equality in true letter and spirit and to attain the following outcomes:

- Provisioning of support services like financial assistance, technical training, social uplift, etc.
- Universal access to justice;
- Preventive measures to curb Violence, in any form, against women
- Working with civil society and communities to eliminate discriminatory behaviors & attitudes.
- Availability of ample opportunities to improve socio-politico-economic status of women
- Achievement of Gender equality and equity in real terms.

1.1.1 Departmental Objectives

1. Increase facilities for providing enabling environment for greater women empowerment.
2. Increase awareness of women's rights and Punjab Government's cross-sectoral women empowerment initiatives.
3. Improving service standards in all government departments/organizations especially for women.
4. Working with civil society and communities to eliminate discriminatory behaviours & attitudes.

1.1.2 Organization

The organizational chart of the department is presented below:

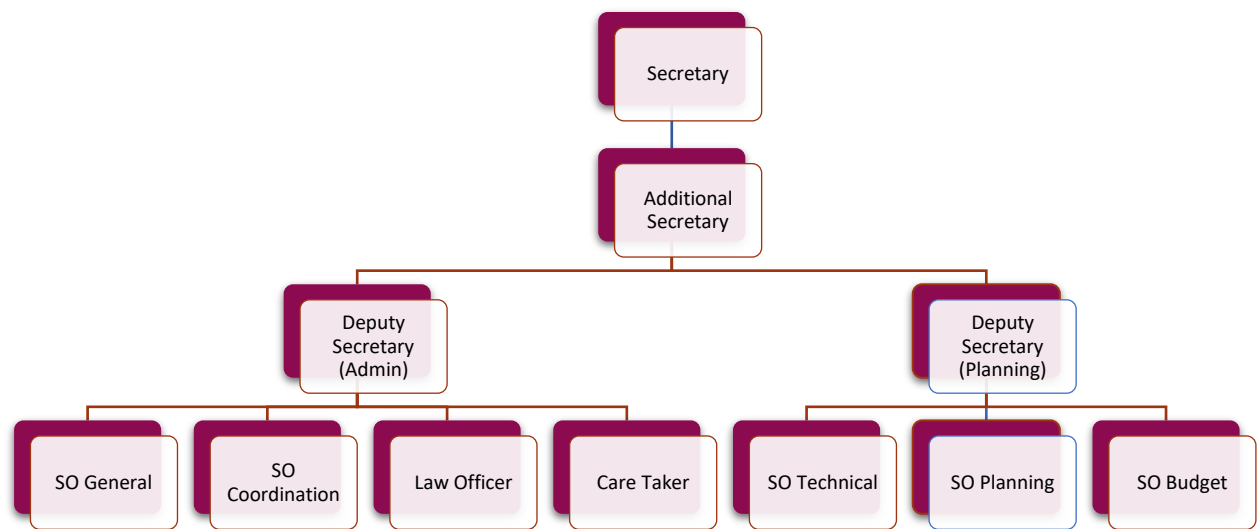


Figure 1: Organogram of the Secretary Office

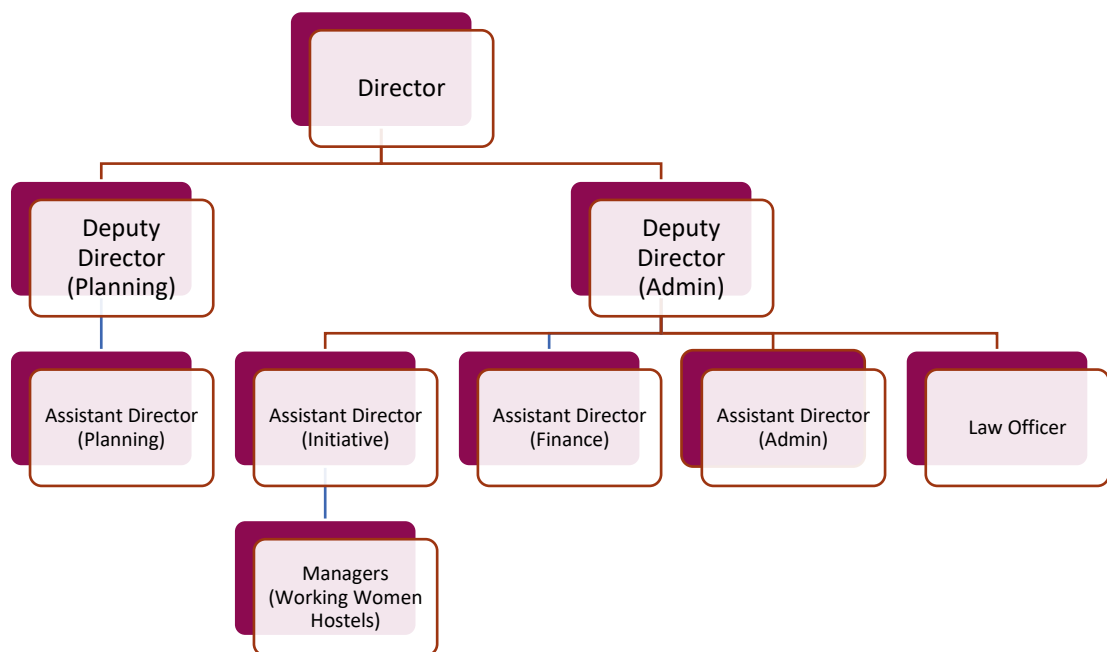


Figure 2: Organogram of Directorate of Women Development Department

1.2. Punjab Women Development Policy 2018

Effective policies can support actions to advance the rights of women and girls to enable their full participation in the society. A strategic approach is needed to identify barriers that prevent women from achieving their full potential and enjoying opportunities at par with men. As opportunities and outcomes can differ for women and girls, a policy is needed to address instances of discrimination and to put forward affirmative action measures for women and girls who may experience particular disadvantages arising from the intersection of gender with other aspects of their identity.

Envisioning a “gender-sensitive” Punjab, the provincial government developed the Punjab Women Development Policy 2018 to systematically eradicate all manifestations of explicit and implicit gender discrimination across all spheres of society and address the whole range of women development concerns and challenges in line with the spirit of the Constitution, Pakistan’s international commitments and priorities of the provincial government to pursue the goal of gender mainstreaming and women empowerment in Punjab.

1.2.1 Goals and Objectives of the Women Development Policy

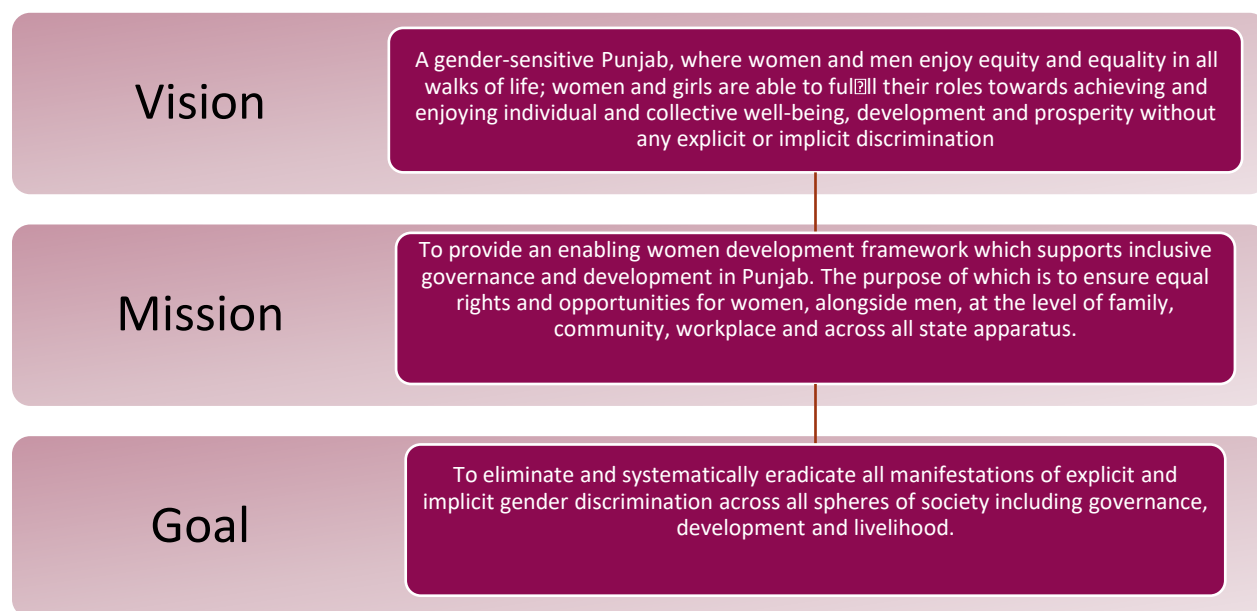


Figure 3: Vision, Mission and Goal of Women Development Policy

To achieve the above vision, mission and goal, the following core objectives of the Punjab Women Development Policy have been identified across priority areas in line with the provincial government's social developmental agenda and roadmap:

- i. Women Related Constitutional, family and Legal Rights are completely honoured
- ii. Ensuring Women's Greater and Effective Political Empowerment and Decision-making
- iii. Women and Economic Empowerment
- iv. Women and Education

- v. Women and Health
- vi. Women and Vulnerability Amelioration
- vii. Gender-based Violence
- viii. Women and Climate Change
- ix. Supporting Gender-Disaggregated Data Generation, Evidence Gathering, Knowledge Dissemination, Advocacy and Reporting

Sectoral Strategies have been developed corresponding to each of the policy priority areas within the provincial institutional architecture. The policy has seven key sectoral strategies each with specific policy objectives and subsequent strategies to achieve the target objective. Figure 4 outlines the strategies and the respective policy objective as it stands.

1: Women's Political Empowerment and Rights-based Governance



The Constitution of Pakistan states that all citizens are equal and prohibits discrimination; Article 25 states that all citizens are equal before the law and that discrimination is illegal. This general provision is supplemented by a number of special Articles. However, all articles allow the state to make special provision for women and children. Therefore, affirmative action can be exercised to enable women and children to obtain equality.

Policy Objective: Ensuring fast track and comprehensive implementation and operationalization of constitutional and legal provisions on gender mainstreaming including the fulfillment of targets on gender mainstreaming as set out in provincial, national and international commitments.

2: Women and Education / Skills Development:



The Punjab Government is pursuing a vision of universal primary enrollment 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. 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.

Policy Objective: 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.

3: Women and Health



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 lowcost, high quality and affordable health services for all.

Policy Objective: 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.

4 Women, Poverty Reduction & Economic Empowerment



The Punjab Government is pursuing a vision of a secure, economically vibrant and industrialized province which is prosperous and competitive. Economic development and growth vision of the province is sought through the creation of an enabling environment for productive and private sectors of the economy to play their role in employment generation, increased income, skill development and high value growth. Inclusion of women is integral to the achievement of this vision. Women have a pertinent role in several sectors including agriculture, livestock and small industries. It is in this context that gender inclusion in terms of provision and utilization of economic empowerment opportunities forms a cardinal pillar of the economic empowerment roadmap of the provincial government.

Policy Objective: To ensure gender balance and equality of access and opportunities for women across all economic empowerment initiatives of the provincial government as well as in informal sectors and to reduce labour market distortions and discriminations against women to enhance Female Labour Force Participation.

5: Gender-based Violence



There are a number of offences which have been defined in terms of violence against women in the Pakistan Penal Code (Punjab Penal Code, Act XLV of 1860). While the provision is gender neutral most of these cases involve women victims. The Punjab Protection of Women Against Violence Act, 2016 provides for a mechanism to protect women who have been subjected to violence through protection, residence and monetary orders. The VAW Act also establishes centers for violence against women which both act to protect battered women as well as bring those to justice who have committed violence against women.

Policy Objective: To minimize and ultimately eliminate all forms and manifestations of Gender Based Violence in Punjab.

6: Women and Climate Change



Government of the Punjab is committed to undertaking measures for ameliorating and minimizing the adverse impacts of climate change in light of the SDG addressing environmental sustainability. To achieve these objectives, the Government is pursuing targeted interventions through several departments including the Environment Protection Department, Forestry, Agriculture and HUD & PHE departments. The Government is fully cognizant of the fact that vulnerable groups of society are more susceptible to adverse impacts of climate change, particularly through erosion of livelihood opportunities for communities residing in marginal ecosystems. The provincial development portfolio aims to protect vulnerable sections of society against the impact of climate change-induced degradations and disasters.

Policy Objective: To enhance gender responsiveness of climate change, environment and natural resources management strategies in the province especially through climate change adaptation and disaster risk reduction initiatives.

7 : Women and ICT



Policy Objective: To maximize benefits from Information Technology promotion for women including students, workers and entrepreneurs in Punjab.

Figure 4: Sectoral Strategies of Women Development Policy



1.3. Purpose and Objective of the Assignment

The objective of the consultancy is to develop a costed implementation framework for the Women Development Policy of the Government of Punjab with clearly defined targets, baseline and indicators. The implementation framework will be aligned with international and national developments including, but not limited to, Punjab Growth Strategy, the Agenda 2030 and the Sustainable Development Goals (SDGs), and other International Conventions.

1.3.1 Need for an Implementation Framework

Enactment alone doesn't ensure that a policy will be successful. Additional steps are needed to implement the policy in a way that can increase the likelihood of it to achieve its intended outcomes. There is a wide range of stakeholders that can be involved in implementation, depending on the level of enactment and the type of policy. The Implementation of the Women Development Policy in the Punjab is the responsibility of the Government of Punjab through all government/line departments and district offices. The Women Development Department is the apex body supported by the Planning and Development Department for spearheading the policy.

Policy implementation involves translating the goals and objectives of a policy into an action so that the mission and vision can be achieved. In order to implement the policy, the implementing organization and stakeholders may:

1. Educate the people or organizations affected by the new policy
2. Change pre-existing administrative operations and systems (or create new ones)
3. Monitor and/or enforce the policy as needed

These actions take on the form of strategic activities as part of an implementation framework.

1.3.2. Users of Implementation Framework

The framework will be a guiding document for the policy in terms of the resources required and its monitoring and evaluation as well associated responsibilities. The main users of the implementation framework will be the Women Development Department and the Strategic Policy Unit (SPU). However, since it is the responsibility of the Government of Punjab to implement the policy the all line departments and districts can refer to the framework as and when required especially in reference to their respective responsibilities.

The framework can also be used by other stakeholders such as civil society to be aware of progress of the implementation, any possible barriers—as well as any intended and unintended impacts of the work.

1.3.3 Need for Strategic Policy Unit

The implementation of the Policy framework for Women's Empowerment will necessitate functioning of a strong and revitalized WDD with sufficient human and financial resources so that it can establish itself as the lead technical department in order to play an effective role as catalyst and for coordinating and monitoring. Currently, there is an absence of an effective monitoring mechanism and non-availability of systematic data regarding women related issues from the departments/government organizations. In addition, there is no policy formulation institution/unit in the department.

As a result, as part of the UN Women mandate of guaranteeing women and girls' rights, this consultancy shall provide technical support to the Women Development Department for developing an Implementation Framework including the establishment of a Strategic Policy Unit (SPU) to oversee the implementation of principles of women's empowerment and rights, as espoused in the WDP Punjab. The SPU is established at Lahore and with an independent project team and Gender Monitoring Specialists attached with it. The team is currently being hired for the SPU. At the moment, it does not have any staff members

The objectives of the Strategic Policy Unit (SPU) are as follows:

- To conduct gender analysis on received/ collected data through a structured monitoring mechanism
- Assessment of data at quantitative and qualitative levels pertaining to women related issues for the formulation of future policies
- Monitoring of women related policies and initiatives carried out by different public sector organizations
- To conduct performance audit of various government organizations as per well-defined parameters regarding implementation of Punjab Women Empowerment Initiatives
- To evaluate and implement initiative.
- Develop policies and new initiatives for socio economic empowerment of women.

In this context, the SPU will monitor the progress of the implementation of the policy through the Implementation Framework. The SPU will monitor the activities successfully being complete, if will allow to pre-empt possible challenges and mitigate them.

Section 2 Methodology and Approach

This section focuses on the overall methodology which was adopted to undertake completion of the assignment. It outlines the specific steps as well as details on the key elements of the implementation framework.

2. Methodology

The overall approach for the assignment was conceived keeping in view the various aspects of PWDP, practical intricacies of implementation and government priorities. The methodology was divided into four distinct phases:

- The Inception Phase
- Desk Review and Consultations
- The Development of Implementation Framework
- Validation of the Implementation Framework

2.1. Inception

This phase included developing and sharing a detailed workplan with agreed methodology (in the form of inception report) on the process for developing the Implementation Framework including the SPU and monitoring framework.

As part of the first step initial meetings were held with Women Development Department Punjab and UN Women to understand aims and objectives of the assignment along with the contextual understanding of challenges and practical constraints in achieving gender equality in Punjab. A review of Punjab Women Development Policy was undertaken by the consultants and submitted to UN Women (as a separate document).

The discussions with WDD and UN Women lead to the development of the workplan and finalization of the way ahead and mutual agreement on the methodology. A key decision in this regard was to hold individual initial consultations with all the relevant government organizations (identified in the PWDP and by consultants) in contrast to what was initially mentioned in the assignment TORs. A primary reason for this proposal was to gain in-depth understanding of all organization's functions and future policies and avoid the confusions and lack of interest in a single joint consultation where the intended objectives would not be fulfilled. The proposal by the consulting team was appreciated and accepted by Women Development Department and UN Women. Initial discussion regarding setting up and functioning of SPU were also undertaken where it was decided that based on the implementation plan, an overarching monitoring framework would be developed for SPU.

2.2. Desk Review and Consultations

Background Research

The next phased involved a detailed review of all relevant documents and government policies such as Vision 2025, Punjab Growth Strategy 2023, departmental policies etc. This allowed the team to understand intended objectives and targets as well constraints and challenges which has contributed towards proposing needs based, practical and viable interventions.

The first step was a review of the Women Development Policy. This review included a review of existing policies, structures, institutions and mechanisms relevant for Gender Equality and Women Empowerment and to assess gaps to inform the implementation framework for the policy. The aim was to develop a matrix for the implementation framework showing each task to be undertaken under each thematic areas

or constituent strategy vis-à-vis implementation department(s) of that particular task/strategy. At this point a mapping of stakeholders included in the consultative process was undertaken. The research phase continued till the finalization of prioritization.

Individual Consultations with identified key informers

After mapping of organizations, the consulting team started individual consultations with their key members. Extensive research was done for each government organization along with identifying global best practices and brainstorming interventions to propose to each of them. Aim of each consultation was to assess their current projects or interventions for reducing gender inequalities, their organizational policies and future plans. Multiple consultations were held with several organizations. Individual consultations were held with a total of 30 organizations to discuss various interventions. Regular meetings were held with WDD and UNW to apprise of progress of organizational consultations and the discussed interventions.

Based on the individual consultations, the consulting team developed a mechanism to enable all relevant organizations as well WDD to assess the viability of proposed interventions. A comprehensive and well-rounded framework was developed to understand all dimensions of each intervention such as: SDGs relevant, population impact, strength of evidence, level of data required, financial resource requirement, cost-effectiveness, duration, sustainability, acceptability to stakeholders etc. Since several interventions were discussed with organizations, information in the prioritization framework was given to WDD to identify and prioritize interventions, in case of resource constraints. Prioritization framework was developed for all interventions for all organizations and submitted to UNW and WDD for review and discussion. The prioritization framework also brought to light that:

- Certain tasks which would have to be implemented by more than one department
- There may be the timing difference in the implementation agendas of the concerned organization

Group Consultation with some Government Organizations

After individual consultations were completed, some organizations which could not have been accessed individually were invited for a group consultation. Initial findings from other departments were presented and key interventions were discussed in their respective thematic areas. 6 new organizations were consulted in this discussion. Some other government organizations were also invited given their cross-sectoral expertise such as Bureau of Statistics etc. A summary of all consultations is attached as ANNEX 1.

Stakeholders Consultation

Gender is a cross-cutting area which requires invariably all stakeholders to contribute and collectively make an effort for mainstreaming. To understand various perspectives, grass-roots issues and discuss interventions, next step was an engagement with the key stakeholders i.e. elected representatives (MPAs), women's groups, civil society organizations, non-governmental organizations, community-based organizations and relevant stakeholders at the provincial level. The aim was to identify and find ways to strengthen existing interventions related to Women Development and discuss potential interventions in each thematic area. For this purpose, organizations from a broad spectrum covering each thematic area were requested to participate and contribute. After initial presentation and discussion of PWDP, working

in groups based on thematic areas, stakeholders presented their ideas and interventions. In addition, it resulted in an opportunity to also undertake a gender gap analysis in terms of the functions of the said stakeholders and how WDD could play a role in it.

2.3. Development of Implementation Framework

Preliminary design of Implementation Framework

Based on the individual and group consultations as well as the stakeholder consultation the identification of priority areas for implementation framework (derived from women development policy, literature review; SDGs, departmental policies, existing data/statistics, etc.) and time horizon was done under the strategic guidance of WDD. Time frame, included which constituent strategy shall fall in the shorter, medium and long term, where medium being 2-3 years and long term being 4-5 years.

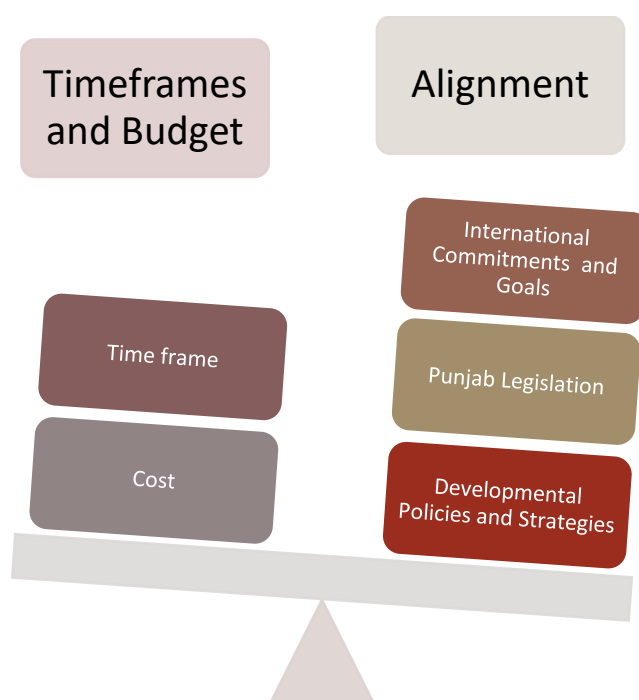


Figure 5: Prioritization Criteria for Interventions for Implementation Framework for Women Development Policy for Punjab

On the basis of the consultations, the consultant prepared the first draft of Women Development Policy Implementation Framework containing the following:

- Timeline: time horizon proposed for each intervention; short or medium or long term
- Ownership & responsibility: Organization(s) involved in the implementation of each intervention
- Resource allocation: Proposed interventions were to be shared with each relevant organization after WDD's input on target numbers for respective organizations. This strategy was decided in the initial inception meetings given WDD's understanding of

government priorities and financial situation of each organization. Since each department takes up the intervention in the ADP cycle which starts after the conclusion of this assignment and since each department have their own costing approach, the total financial resource requirement would be followed up by the SPU team

Validation Consultation

A 4-day validation consultation was held from Aug 20 – 23, 2019 where 27 organizations were invited to send their senior representatives for discussion on the proposed interventions and prioritization. Organizations were assigned specific time slots and were grouped by thematic areas. The consultation proved to be extremely beneficial in fine tuning various interventions, identification of new areas of activities and further alignment of interventions with each organization's goals and priorities. The proposed interventions and prioritization frameworks were validated by all participating organizations. In some cases where relevant personnel could not attend, the information was shared with the organization. Agriculture department gave the feedback that originally proposed interventions would not greatly benefit marginalized women; hence the interventions were revised.

Implementation Framework PWDP for 2019 – 24

The last step in the process was development of log frames for each intervention under all 7 thematic areas. These log frames were developed department-wise and grouped thematically. Log frames with interventions, outcomes, outputs, activities, indicators and means of verification were shared with UNW

2.4. Provincial Launch

The Implementation framework of PWDP was shared with elected provincial representative, government organizations, development partners, NGOs, civil society and local government officials across Punjab during a launch event which was organized on ---. The event was also used as a platform to formally launch the SPU and introduce it with its mandate to the Provincial Government and request for increased collaboration and cooperation from the entire Government of Punjab.

3. Challenges and Limitations

1. Originally a joint multi-stakeholder consultation was envisioned with government organizations. However, after careful review of PWDP and, keeping in mind, the complexity of thematic areas, the consultants proposed individual consultations with organizations. This resulted in a significantly lengthy process of consultations
2. Costed implementation plan cannot be developed since each organization will first determine the target numbers of beneficiaries for interventions and start costing when the ADP process starts which would be beyond the timeline of this assignment. Costing directly depends on target beneficiaries, scope of intervention, duration, staff to be hired etc. Hence the implementation plan would not accompany an estimated cost. SPU will liaise with organizations to develop an estimate of costing for all interventions undertaken by departments.
3. SPU staff was planned to be hired by WDD within the timeframe of the assignment to work with them for a thorough M&E plan and building their understanding of the implementation framework. However, they haven't been hired yet.
4. Change of senior management at WDD could have potentially lagging effects on the uptake of interventions.

Section 3 Situational Analysis

This section briefly highlights the current context of women's empowerment and development in Pakistan, and Punjab specifically, keeping in consideration the seven key thematic areas of the Women Development Policy 2018, Punjab.

4. Situational Analysis

Empowerment and autonomy of women is very important is for achieving sustainable development. Empowerment of women is the process by which women gain power and control over their own lives and acquire the ability to make strategic choices¹. While every woman has the right to exercise her reproductive rights and to be protected from violence and harmful practices, many women in Pakistan lack these basic provisions. Pakistan Vision 2025 has women empowerment as one of its main objectives and includes the following five components: i) activities that promote women's self-worth, ii) right to determine their choices, iii) access to opportunities and resources, iv) right and power to control their lives and v) ability to influence social change.²

4.1. Women's Political Empowerment and Rights-based Governance

Women have the right to participate in political processes that affect them, their families, and their societies. Countries with increased women's participation and leadership in civil society and political parties tend to be more inclusive, responsive, egalitarian, and democratic. When women meaningfully participate in peace processes, they can help to expand the scope of agreements and improve the prospects for durable peace.³

Studies show higher numbers of women in parliament generally contribute to stronger attention to women's issues. Women's political participation is a fundamental prerequisite for gender equality and genuine democracy. It facilitates women's direct engagement in public decision-making and is a means of ensuring better accountability to women.⁴ Increasing the number of women in decision-making positions is one way to improve political accountability to women, however, this would only mark the beginning. In order to promote gender equality in public policy and governance, gender-sensitive governance reforms are required.

In line with the importance of women's political empowerment and rights-based governance, the Constitution of Pakistan provides for formal legal equality between men and women. Following are the related provisions:⁵

1. Article 25 of the Constitution states that all citizens are equal before the law and that discrimination is illegal. This general provision is supplemented by a number of specific Articles.
2. Article 26 of the Constitution prohibits discrimination on the basis of sex with regard to access to public places not intended for religious purposes. However, all articles allow the state to make special provision for women and children. Therefore, affirmative action or discrimination in favour of women can be exercised to enable women and children to obtain equality.

¹ European Institute for Gender Equality

² UNFPA Pakistan. *Women's Empowerment*. Available at <https://pakistan.unfpa.org/en/topics/womens-empowerment>

³ USAID (2019) STRENGTHENING WOMEN'S RIGHTS AND POLITICAL PARTICIPATION. Available at: <https://www.usaid.gov/what-we-do/gender-equality-and-womens-empowerment/addressing-gender-programming/strengthening-womens>

⁴ UN Women Asia and the Pacific (2019) Political Participation of Women. Available at: <https://asiapacific.unwomen.org/en/focus-areas/governance/political-participation-of-women>

⁵ The Constitution of the Islamic Republic of Pakistan (2012) *National Assembly of Pakistan*.

3. Article 27 prohibits discrimination in appointments in the service of Pakistan on the basis of gender unless a service or post entails performance of duties and functions that cannot be adequately performed by members of another sex.
4. Article 32 requires the State to make special representation for women in local government institutions
5. Article 37 further requires the State to ensure that women and children are not employed in vocations unsuited to their age or sex, and that formal employment includes maternity benefits for women.

Furthermore, Pakistan has committed to various international legal obligations and has ratified a number of major instruments, including the International Covenant on Civil and Political Rights (ICCPR) and International Covenant on Economic, Social and Cultural Rights (ICESCR), which contain general commitments to equal enjoyment of rights, as well as the more specific framework set out in Committee on the Elimination of Discrimination Against Women (CEDAW). Despite these provisions and various efforts, Pakistan performs poorly against a range of internationally accepted governance measures leaving groups such as women and minorities particularly vulnerable. Pakistan's engagement with its obligations to report to the various treaty bodies reveals a lack of coordination, ability and will to supply information on equality issues or to genuinely engage with the implementation of rights.⁶ As a result, Pakistan's obligations to provide equal political participation to men and women and ensure rights based governance, remain unmet.

Pakistan ranks 97 out of 168 countries in terms of political empowerment with a score of 0.127 in the Global Gender Gap report 2018.⁷ Women are under-represented in terms of voter registration and in terms of electoral participation. An accurate picture is difficult to determine as the state does not collect gender-disaggregated data in terms of polling. Also, women's participation in the overall political and governmental structures is low.⁸

4.2. Women and Education/Skill Development

Education is an important factor influencing an individual's knowledge, attitudes, and behavior. It is a tool for achieving demographic and health goals because it enhanced the ability of individuals.⁹ Skills and knowledge are the engines of economic growth and social development of any country. Countries with higher and better levels of knowledge and skills respond more effectively and promptly to challenges and opportunities of globalisation.

Women are particularly disadvantaged when it comes to literacy and attainment. Women make up more than two-thirds of the world's 796 million illiterate people. Improvement in women's educational attainment not only increases their chances of earning higher wages, but also encourages them to marry

⁶ USAID and Aurat Foundation (2014) Gender Equity, Justice and Governance in Pakistan. Available at: <http://af.org.pk/gep/images/deskStudies/Gender%20Equity,%20Justice%20and%20Governance%20in%20Pakistan-%20Executive%20Summary.pdf>

⁷ Global Gender Gap Report (2018) Available at: http://www3.weforum.org/docs/WEF_GGGR_2018.pdf

⁸ USAID and Aurat Foundation (2014) Gender Equity, Justice and Governance in Pakistan. Available at: <http://af.org.pk/gep/images/deskStudies/Gender%20Equity,%20Justice%20and%20Governance%20in%20Pakistan-%20Executive%20Summary.pdf>

⁹ *Pakistan Demographic and Health Survey 2012-13*

later, have fewer children, and leaves them less vulnerable to violence.¹⁰ The educational attainment of the female population is an important indicator of the level of socioeconomic development of a country as several studies show a positive relationship between the education of the workforce and their labor productivity and earnings. In Pakistan, 50.2 percent of the population has never been to school. The percentage is higher for the female population (63.5%) compared with male population (36.4%). Also, global estimates reveal that women's literacy continues to lag behind that of men. The rate of literacy is directly related to women's empowerment, as evidence from Pakistan shows that women with a high level of literacy earned 95 percent more than women with no literacy skills yet there was only a 33 percent differential amongst men.

Since formal educational¹¹ opportunities are not readily available to a large population especially women in developing countries¹², participation of women in non-formal educational opportunities can serve to enhance their economic and social status. In Pakistan, women in particular have limited opportunities to attain professional or technical degrees. This is due to the cultural prescription of gender roles and inadequate number of vocational training and professional institutions for women.¹³ Also, women have different training needs than men, since they are more likely to work as contributing family workers, subsistence farmers, home-based micro entrepreneurs, or low-paid seasonal laborers, in addition to handling their domestic work and care responsibilities. Skills development is a key to improving household productivity, employability and income-earning opportunities for women and also for enhancing sustainable rural development and livelihoods. More recently, efforts are being made to impart skills trainings to women at a greater scale and improve their access to such trainings. Organizations like TEVTA, Punjab Skills Development Fund (PSDF), Women Development Department (WDD), the Institute of Rural Management, KASHF and the UNDP are involved in providing technical and vocational training to women, with a special focus on the development of rural women.

4.3. Women and Health

Health is a key social indicator that is used to measure the wellbeing of a country's population. Evidence suggests that healthy populations form the foundation for sustainable social, economic and environmental development as well as for peace and security, and vice versa.¹⁴ Adoption of the SDGs by

¹⁰ UN Women. Facts and Figures. Available at <http://www.unwomen.org/en/news/in-focus/commission-on-the-status-of-women-2012/facts-and-figures>

¹¹ Formal education refers to systematic, planned and organized educational setup with structured content and methodology, whereas non-formal education is an alternative to formal education. It caters to people of all ages in the form of short courses, trainings and seminars, it does not provide any formal qualification with structured framework (UNESCO UIS, 2013).

¹² Education that is institutionalized, intentional and planned by an education provider. The defining characteristic of non-formal education is that it is an addition, alternative and/or a complement to formal education within the process of the lifelong learning of individuals. It is often provided to guarantee the right of access to education for all. It caters for people of all ages, but does not necessarily apply a continuous pathway-structure; it may be short in duration and/or low intensity, and it is typically provided in the form of short courses, workshops or seminars (<http://uis.unesco.org/node/334726>)

¹³ ADB (2000) Country Briefing Paper – Women in Pakistan. <https://www.adb.org/sites/default/files/institutional-document/32562/women-pakistan.pdf>

¹⁴ Partners in Population and Development (PPD) – Women's Empowerment and Gender Equality. Available at: https://www.who.int/pmnch/knowledge/publications/strategybriefs/sb_gender.pdf

all member states of the UN in 2015 has ushered in a new era of commitment towards gender equality and the right of every citizen to have the highest standards of health and well-being. According to SDG 3, all member states, including Pakistan, will ensure healthy lives and promote well-being for all at all ages.

In 2016, however, Pakistan ranked 149th among 188 countries in the first global assessment of countries' progress towards achieving SDG 3. Results showed that while there have been improvements in terms of expanded health coverage, greater access to family planning services, and fewer deaths of newborns and children under the age of five, other challenges such as prevalence of Hepatitis B need to be addressed more effectively. In the same year, Pakistan was ranked 154th among 195 countries in terms of quality and accessibility of healthcare. It ranked lower than its South Asian counterparts; Bangladesh, India and Sri Lanka, with a Healthcare Access and Quality (HAQ) Index of 37.6.¹⁵

According to the latest WHO data published in 2018 life expectancy in Pakistan is: Male 65.7 years and Female 67.4 and total life expectancy is 66.5 years; ranking Pakistan 133 out of 184 countries in the World Life Expectancy ranking.¹⁶ Apart from life expectancy, the health of women and girls is of particular concern because, in many societies, they are disadvantaged by discrimination rooted in sociocultural factors. For example, women and girls face increased vulnerability to HIV/AIDS. Some of the sociocultural factors that prevent women and girls to benefit from quality health services and attaining the best possible level of health include:¹⁷

1. Unequal power relationships between men and women
2. Social norms that decrease education and paid employment opportunities
3. An exclusive focus on women's reproductive roles
4. Potential or actual experience of physical, sexual and emotional violence.

In recent years, global health efforts have expanded their vision to incorporate health challenges that affect women beyond their reproductive years and also those that are common to both men and women but disproportionately affect women due to biological or other reasons. In Pakistan, lack of attention to women specific health issues like access to quality antenatal and postnatal care as well as diseases like breast cancer and fistula poses a serious threat to the well-being of women.

Women in Pakistan are often subject to physical and psychological abuse that leads to a poor standard of life, diminished health and in some cases even death.¹⁸ Furthermore, while poverty is an important barrier to positive health outcomes for both men and women, poverty tends to yield a higher burden on women and girls' health due to, for example, feeding practices (malnutrition) and use of unsafe cooking fuels (COPD).

¹⁵ Healthcare Access and Quality Index (2016) The Lancet

¹⁶ World Health Rankings. Available at: <https://www.worldlifeexpectancy.com/pakistan-life-expectancy>

¹⁷ WHO (2019) Women's Health. Available at: https://www.who.int/topics/womens_health/en/

¹⁸ Punjab Gender Parity Report 2016

With increased and sustained effort, Pakistan has the potential to improve women's health status. However, effective changes will require:¹⁹

- i. Strong government commitment and decentralized management;
- ii. A shift from a top-down, physician-dominated system to a client-centered model
- iii. Adoption of a reproductive health approach
- iv. Clear goals and indicators, with monitoring and evaluation systems
- v. Participation of nongovernmental organizations, local communities, and women in planning and implementation
- vi. Emphasis on multisectoral linkages.

The interface between national health policy and women's health needs is complex in developing countries like Pakistan. Comparison of the national health policy of Pakistan with women's health needs framework reveals that although policy focuses on women's health through prioritization of gender equity, it is however addressed as an isolated theme without acknowledging the vital role gender inequalities in health and health-related sectors play in defining women's health needs. Moreover, gender equity is translated as provision of reproductive health services to married mothers, ignoring various critical overarching issues of women's life such as sexual abuse, violence, induced abortion, etc.²⁰

4.4. Women, Poverty Reduction & Economic Empowerment

Improving women's economic empowerment is an important contributor towards gender equality, poverty eradication and inclusive growth. Moreover, to achieve sustainable development; women's participation in economic, environmental and social changes is critical.²¹

Globally, labour force participation is lower for females than males in each age category. The major reason this being the tendency of women to leave the labour force during their prime working age to give birth and raise children. However, recently, trends of female participation in developed countries are increasingly becoming similar to that of men.²² According to Asian Development Bank (ADB) female labour force participation in Pakistan is 25 percent, which is lower than other developing countries, despite improved participation in recent years.²³ The low female labor force participation in Pakistan indicates a major loss of potential productivity. Also, it impacts women's empowerment in the country because working women are more likely to play a role in household decision making as compared to non-working women.²⁴

¹⁹ World Bank (1998) Improving Women's Health in Pakistan. Available at: <http://documents.worldbank.org/curated/en/225041468757537910/pdf/multi0page.pdf>

²⁰ Rizvi, N. and Nishtar, S. (2008) Pakistan's health policy: appropriateness and relevance to women's health needs. Available at: <https://www.ncbi.nlm.nih.gov/pubmed/18479774>

²¹ UN Women Asia Pacific. Available at <http://asiapacific.unwomen.org/en/countries/pakistan/wee>

²² ILOSTAT. Available at http://www.ilo.org/ilostat-files/Documents/description_LFPR_EN.pdf

²³ ADB Briefs (2016) Policy Brief on Female Labour Force Participation in Pakistan. Available at: <https://www.adb.org/sites/default/files/publication/209661/female-labor-force-participation-pakistan.pdf>

²⁴ ADB Briefs (2016) Policy Brief on Female Labour Force Participation in Pakistan. Available at: <https://www.adb.org/sites/default/files/publication/209661/female-labor-force-participation-pakistan.pdf>

Employment is an essential indicator in determining economic and social status of women in a society. Having control of their earnings empowers them²⁵ as it puts them in a position to take household spending decisions. SDG 8 supports this and aims to provide full and productive employment for all to achieve sustainable economic growth.²⁶ However, women are at a disadvantage as they face many hurdles preventing access to secure formal employment opportunities. Although gender gaps in employment are decreasing worldwide women are predominantly responsible for domestic work and childcare. Domestic and care work (for child, sick and elderly) is time consuming and its unequal distribution is holding back women and girls from advancing in other areas of their lives.²⁷ The challenges are more pronounced for women because they face more 'time poverty' as compared to men, owing to their household and care responsibilities.²⁸ Caring and providing for the family leads to an excess burden on women which cause a negative impact on them and their children. According to UNDP (2015) data on unpaid care, women in Pakistan spend 10 times as much time in unpaid care work as men.²⁹

Owing to these barriers, most women in Pakistan are engaged in the informal sector, working without any legal protection as domestic workers, home-based workers and piece-rate workers for manufacturing firms.³⁰ Of women working in non-agricultural employment 73.5% work in the informal sector³¹. This type of work is not only underreported but often not perceived as productive economic participation. This leads to women's participation in the economy not being fully recognized.

Furthermore, ownership and control over assets such as land and housing provides various benefits to individuals and households, such as a secure place to live, livelihoods, protection during emergencies, and collateral. Also, several studies have established a link between asset ownership, poverty reduction, and growth.³² In many countries, including Pakistan, women are far less likely than men to own and control assets and this lack of ownership is also increasingly linked to development-related problems, including HIV and AIDS, hunger, urbanization, migration, and domestic violence.³³ Studies suggest that most women are likely to give up their shares or are denied inheritance rights due to the "**cultural code of honor**" enforcing the patriarchal value system.³⁴ However, it is important to note that women are entitled to get inheritance shares from their fathers, husband and sons as well.

²⁵ *Pakistan Demographic and Health Survey 2012-2013*

²⁶SDG 8: <http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-8-decent-work-economic-growth>

²⁷ Overseas Development Institute (2016) Women's work: Mothers, children and the global childcare crisis.

²⁸ FAO (2016) Lightening the load: addressing rural women's work burden and time poverty.

²⁹ Overseas Development Institute (2016) Women's work: Mothers, children and the global childcare crisis.

³⁰ No country for working women; The Express Tribune Available at: <https://tribune.com.pk/story/1655699/6-no-country-working-women/>

³¹ Labour Force Survey, 2014-2015

³² World Bank Research Digest (2008) Gender and Asset Ownership. Available at http://siteresources.worldbank.org/DEC/Resources/84797-1154354760266/2807421-1222979971506/5435009-1222980070537/Gender_and_Asset_Ownership.pdf

³³ ICRW Millennium Development Goals Series (2016) Property Ownership for Women Enriches, Empowers and Protects

³⁴ LEAD Pakistan. Denial of Women Inheritance. Available at:

<http://www.lead.org.pk/hr/attachments/issues/Denial%20of%20Women%20Inheritance.pdf>

According to an International Monetary Fund (IMF) report inclusion of women in the economy can potentially boost Pakistan's GDP by 30 percent.³⁵ The Government of Pakistan also realizes this potential and has documented the expansion of women's economic participation and access to economic opportunities as central to sustained economic and social development in its Vision 2025.

4.5. Gender-based Violence

The phenomenon of violence against women presents a significant challenge towards achieving equality and development. Gender-based violence is a prevalent issue around the globe and estimates by WHO suggest that about 35 percent of women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.³⁶ The 1993 Declaration on the Elimination of Violence Against Women of the United Nations General Assembly defines violence as 'Any act of gender-based violence that results in or is likely to result in physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.' Such violence can affect women's mental as well as physical health.

The most common form of violence against women is considered to be intimate partner violence. Almost one third of women worldwide, who have been in a relationship, report that they have experienced some form of physical and/or sexual violence by their intimate partner in their lifetime. Also, up to 38.0 percent of murders of women, globally, are committed by a male intimate partner.³⁷ According to a recent survey, 40.0 percent of ever-married women in Pakistan have suffered from spousal abuse at some point in their life.³⁸

Furthermore, violence by perpetrators other than spouse significantly impacts the ability of women to participate in the social sphere hence hindering their ability to be economically productive and enjoy their rights and freedoms. This violates human rights and also leads to serious health issues. A WHO global aggregated study has unveiled that 7% women globally have been sexually assaulted by someone other than a partner and are 2.6 times more likely to experience depression and anxiety.³⁹ In Pakistan, women's participation in the workforce has increased over the years, meaning that women now face a greater risk of being sexually harassed by persons outside their home. Also, if women choose to work, they may also face violence within their households because of perceived dishonor and a threat to masculinity when they work outside the home. Violence and harassment in the world of work affects women regardless of age, location, income or social status. The economic costs (which includes both human and social costs)

³⁵ Women, Work and Economic Growth. International Monetary Fund 2017, Available at: https://www.elibrary.imf.org/doc/IMF071/23146-9781513516103/23146-9781513516103/Other_formats/Source_PDF/23146-9781475579062.pdf?redirect=true

³⁶ World Health Organization (2017) Violence Against Women. Available at <http://www.who.int/news-room/fact-sheets/detail/violence-against-women>

³⁷ World Health Organization (2017) Violence Against Women. Available at <http://www.who.int/news-room/fact-sheets/detail/violence-against-women>

³⁸ The Pakistan Demographic and Health Survey 2012-2013

³⁹ WHO Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence: https://apps.who.int/iris/bitstream/handle/10665/85241/WHO_RHR_HRP_13.06_eng.pdf?sequence=1

of discriminatory social institutions and violence against women, to the global economy is estimated to be approximately USD 12 trillion annually.⁴⁰

According to WHO gender-based violence, especially physical, can cause serious short-term and long-term physical, mental, sexual and reproductive health problems for women. It can have fatal consequences like homicide or suicide, and can also lead to injuries, depression, post-traumatic stress and other anxiety disorders. Furthermore, women who have experienced physical or sexual abuse are more likely to have a sexually transmitted infection and HIV as compared to women who had not experienced such violence.⁴¹

The Government of Pakistan has passed several laws for the protection of women against violence. Below are some of the major ones:

i. **Criminal Law (Amendment) Act, 2004**

This law *introduced the definition of honour crimes within the Pakistan Penal Code (PPC) and recognized it as an offence*. It recognised that killings committed in the name of honour were murders and must be booked and prosecuted as murder and that exemptions will not be given for honour killings or crimes.

ii. **The Protection Against Harassment of Women at the Workplace Act, 2010**

This law *introduced the definition of harassment at the workplace as an offence*. It provides for wide descriptions of the workplace to include premises out of the place of work, where any official work or work activity is being carried out. Harassment is defined within the concept of work. A number of penalties are identified for those found guilty of harassment, varying upon the degree and extent of harassment. It also spells out the procedures where cases of harassment come forward. It also requires all workplaces to set up a committee to deal with such cases. It also requires the Government to appoint an Ombudsman to deal with any such cases.

iii. **Criminal Law Amendment Act, 2010**

This law talks more specifically about the harassment at public places. It also provides a corresponding punishment

iv. **Criminal Law (Second Amendment) Act, 2011**

This law includes provisions within the PPC to *specifically deal with the offence of hurt being caused by acid*, a crime which women are the most common victim of. It makes amendments in the section of hurt to include the effects of acid i.e. disfiguring or defacing.

v. **The Prevention of Anti Women Practices - Criminal Law (Third Amendment) Act, 2011**

This law makes *amendments to the PPC, including within the PPC a number of offences considered to be customary practices*. It expands the existing clause on prohibition on exchange of women for purposes of resolution of a dispute to include prohibition of customs such as Wannī, Swara or any other such custom. New sections added include prohibition of depriving women from inheriting their property; creating an offence for forced marriages of women; and marriage of a woman to the Holy Quran. These amendments

⁴⁰ UN Women. Facts and Figures: Economic Empowerment. Available at: <http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures>

⁴¹ World Health Organization (WHO). Violence Against Women. Available at <https://www.who.int/news-room/fact-sheets/detail/violence-against-women>

target those who force women into such situations, depriving them of their rights or coercing them against their will.

vi. **Domestic Violence (Prevention and Protection) Act, 2012**

The Domestic Violence Bill makes violence against women and children an offence, punishable by time in jail and imposition of fines. The Bill also stipulates that the cases regarding domestic violence be dealt with expeditiously, time lines in this connection have also been given.

Despite these laws and provisions, the challenges still remain. Resources and services for women survivors of gender-based violence (GBV) remain scarce. Health services personnel are inadequately equipped, referral systems are limited, and insufficient training on GBV combined with low investment in human capital enhances the vulnerability of women. These gaps exist on the backdrop of a structurally and culturally patriarchal society, where social norms promote gender-based abuses, disclosure to violence is discouraged and women are often blamed for their abuse.⁴²

4.6. Women and Climate Change

Climate change is a global challenge that burdens all of humanity, but the extent of the burden is not spread equally. It's the world's poorest and those in vulnerable situations, especially women and girls, who bear the brunt of environmental, economic and social shocks. The distinct impacts of climate change on men and women are exacerbated in settings that are also affected by violent conflict, political instability, and economic strife.⁴³

Generally, women and girls are the last to eat or be rescued; they face greater health and safety risks as water and sanitation systems become compromised; and they take on increased domestic and care work as resources become scarce. Furthermore, specific consequences of climate change have a deeper impact on women, for example droughts and soil erosion harm agricultural workers, many of whom are women, and also undermines hygiene and sanitation, affecting maternal health, women's economic productivity, and girls' education.⁴⁴ therefore, women's contribution in humanitarian and climate action is vital due to them being the first responders in crises, entrepreneurs of green energy and decision-makers at home. Building a sustainable future entails harnessing the knowledge, skills and leadership of women in climate action.⁴⁵

⁴² UNFPA Pakistan (2019) Gender-based violence. Available at: <https://pakistan.unfpa.org/en/topics/gender-based-violence-6>

⁴³ Women and Climate Change (2015) Impact and Agency in Human Rights, Security, and Economic Development. The Georgetown Institute for Women, Peace & Security. Available at: <https://giwps.georgetown.edu/resource/women-and-climate-change/>

⁴⁴ Women and Climate Change (2015) Impact and Agency in Human Rights, Security, and Economic Development. The Georgetown Institute for Women, Peace & Security. Available at: <https://giwps.georgetown.edu/resource/women-and-climate-change/>

⁴⁵ UN Women (2019) In Focus: Climate action by, and for, women. Available at: <https://www.unwomen.org/en/news/in-focus/climate-change>

Pakistan's vulnerability to climate change impacts is well documented and acknowledged. In the past decade, recurrent spells of extreme weather events such as floods, droughts, glacial lake outbursts, cyclones, and heat waves have taken a heavy toll on both life and property and adversely affected the country's economic growth.⁴⁶ In relation to this challenge, the Government of Pakistan has established a number of policies and actions to frame its overall objectives toward climate change adaptation and mitigation. The National Climate Change Policy (NCCP) of 2012 is the guiding policy document for the country on climate change, acknowledging the growing risk of future extreme natural hazards due to climate change and providing a detailed picture of vulnerabilities faced by individual sectors, ecoregions and socioeconomic classes.⁴⁷

To achieve the goal of sustained economic development, the NCCP has laid out a set of objectives as stated below:⁴⁸

1. To pursue sustained economic growth by appropriately addressing the challenges of climate change;
2. To integrate climate change policy with other interrelated national policies;
3. To focus on pro-poor gender-sensitive adaptation, while also promoting mitigation to the extent possible in a cost-effective manner;
4. To ensure water security, food security and energy security of the country in the face of the challenges posed by climate change; and
5. To minimize the risks arising from the expected increase in frequency and intensity of extreme weather events such as floods, droughts, and tropical storms.

The policy objectives do consider a gender-sensitive approach, which is a positive step towards building the adaptive capacity of women. This can be possible by mainly addressing the structural deficits such as women's access to knowledge, technology, and credit for agricultural development. NCCP also acknowledges that better socioeconomic gains can be achieved through tackling climate induced-poverty and mainstreaming gender.

4.7. Women and ICT

Women's equal access to and control over resources is critical for the achievement of gender equality, empowerment of women and equitable and sustainable economic growth and development.⁴⁹ For this purpose, SDG 5 aims to achieve gender equality and empower all women and girls and calls for enhanced use of enabling technology – ICTs in particular – to promote the empowerment of women.⁵⁰ Women in many parts of the world continue to face discrimination and have limited access to technologies and services that could reduce their work burdens. This inequality in access to resources makes women more

⁴⁶ Asian Development Bank (2017) Climate Change Profile of Pakistan. Available at: <https://www.adb.org/sites/default/files/publication/357876/climate-change-profile-pakistan.pdf>

⁴⁷ Government of Pakistan, Ministry of Climate Change. 2012. The National Climate Change Policy. Islamabad.

⁴⁸ Asian Development Bank (2017) Climate Change Profile of Pakistan. Available at: <https://www.adb.org/sites/default/files/publication/357876/climate-change-profile-pakistan.pdf>

⁴⁹ World Survey on the Role of Women in Development (2009). UN Department of Economic and Social Affairs.

⁵⁰ International Chamber of Commerce (2017) 3 reasons why ICT matters for gender equality.

vulnerable to poverty and violence.⁵¹ While 30 percent of the global ICT workforce is women, only a small proportion are in the formal ICT sector, indicating that many women are losing out on equal pay, social rights and protection, and promotion possibilities to raise themselves and their children and families out of poverty.⁵²

Women continue to face a technology gap that prevents them from accessing digital tools at the same level as men. Without equal access to technology and the internet, it is challenging for women to participate in the increasing digitizing global community. The gender gap in technology has negative impacts on countries' economic growth and development. According to Intel, if 600 million women were connected to the internet in three years, this would translate to a rise in global GDP of between USD13 billion and USD18 billion.⁵³

Yet technology is an enabler, as for example in the case of women in some developing countries who face mobility restrictions and can not leave the house, usually have cottage businesses and can sell through the Internet. In all the Science, Technology, Engineering and Mathematics fields (so-called STEM) including ICTs, the higher up the ladder, the fewer women there are. Only 6% of the CEOs of the 100 top global technology companies are women, a shockingly low number when all the research demonstrates that women CEOs provide higher and better shareholder value over time.⁵⁴

In line with international commitments and trends, the Government of Punjab has made various interventions to promote girls and women in ICT. Punjab Information Technology Board (PITB) is supporting startups like 'Herself' and launching schemes like the E-Rozgaar scheme, that are likely to contribute to increasing women's access to and their use of technology. There are efforts on part of the private sector as well. For example, the 'WomenInTechPK' initiative, 'She Love Tech' and the Women in Tech programme by Standard Chartered. Furthermore, the Digital Pakistan Policy 2017 plans to design and develop customized programs with a special focus on ICT for Girls programs and initiatives. The aim is to ensure socio-economic uplift of a significant percentage of our demographics, particularly in rural and underserved areas of Pakistan, giving them a stronger voice in their communities and local government, the national and international levels, achieving the "gender equality" goal of UN SDGs.

⁵¹ UN (2009) 2009 World Survey on the Role of Women in Development Women's Control over Economic Resources and Access to Financial Resources, including Microfinance

⁵² UNESCO. Women and ICT - An education perspective. Available at:
<http://www.unesco.org/new/fileadmin/MULTIMEDIA/HQ/ED/images/GWIDanieleCastle.pdf>

⁵³ Plan International. Bridging the Digital Divide. Available at <https://plan-international.org/education/bridging-the-digital-divide>

⁵⁴ UNESCO. Women and ICT - An education perspective. Available at:
<http://www.unesco.org/new/fileadmin/MULTIMEDIA/HQ/ED/images/GWIDanieleCastle.pdf>

Section 4 Implementation and M&E Framework for the Women Development Policy

This section details the implementation framework for the Women Development Policy 2018, including the main interventions, activities, outcomes, outputs and the lead organizations. This is followed by a Monitoring and Evaluation Framework for the same, highlighting the key indicators, means of verification (MoVs) and the frequency of data collection/analysis for these indicators. The section ends with a presentation of the required Institutional Architecture and the Formation of SPU.

5. Punjab Women Development Policy: Implementation Framework 2019 – 24

Interventions	Outcomes	Activities	Responsibility	PWDP Policy	Outputs	Timelines			
Strategy 1: Women's Political Empowerment and Rights-based Governance						Y1	Y2	Y3	Y4
S1.1 Capacity building of government entities on SDGs	SDGs understanding for appropriate systems and reporting	Training module development (in partnership with BOS Punjab)	SDG Unit BOS Punjab	Data collection	Enhanced understanding of Government on and development of SDGs and systems reporting for	√	√		
		Training of Government entities on SDGs understanding and data collection for SDGs (in partnership with BOS Punjab)							
		Development of training module on SDGs for local government officials	SDG Unit LGA Lalamusa	VI	Capacity building of Local Government Academy		√	√	√
		TOT of LGA trainers							
S1.2 Expansion of Ombudsperson Punjab and capacity building of local governments	Reducing the distance barrier to working women's access to justice	Establishment of divisional offices	Ombudsperson Punjab		Easier access for workplace harassment complaint redressal	√	√		
		Hiring of women lawyers and investigation officers							
		Development of Training module	Ombudsperson WDD District Governments	I VI	Increased capacity of local governments for complaint redressal		√	√	√
		Training of local government administration officials							
		Formation of local government committees							
		Data collection, storage and							
				Data collection					

		transmission to Ombudsperson for all complaints							
S1.3 Development of a formal communication channel for regular updates and active liaison for information sharing with WDD	Effective data collation & reporting on International treaties	Activities of PTIC and WDD to be jointly reviewed and aligned	PTIC WDD	IV	Increased capacity of WDD to understand international treaty requirements and improved understanding of PTIC on WDD and PCSW work	√	√		
		MoU to be developed and signed	PCSW						
		Training of WDD and PCSW on digitized reporting mechanism							
S1.4 Review of treaties by TIC and identification of gaps to be addressed	Gaps in women-related international commitments of Pakistan addressed	Department wise commitments to be developed	PTIC WDD	IV	Improved performance of Punjab on women-related internationally ratified treaties by Pakistan	√	√		
		Assessment of all treaties							
		Development of tasks list to be completed by WDD							
S1.5 Capacity building of HR for integrating gender with regard to SDGs in surveys	Enabling Government to develop institutional capacity for gender sensitive data collection & analysis	Training on SDG 5 and 8 to customize data collection	BOS Punjab SDG Unit	IV Data collection	Increased capacity and understanding of Government entities on integrating women empowerment indicators in planning, data collection and analysis	√	√	√	√
S1.6 Inclusion of WDD in all survey steering committee for a gender perspective	Gender sensitive survey planning and data collection	Include WDD in all survey steering committees	BOS Punjab	IV	Gender perspective is ensured in planning, execution and analysis of all surveys	√	√	√	√
S1.7 Changing the Budget Circular Call	Identification of all Government of	Review of BCC form and add a new	Finance Department	III IV	A consolidated understanding and	√			

(BCC) to add a new column for women beneficiaries of line department projects	Punjab programs, projects and schemes which have direct and indirect women beneficiaries	column for line departments to mention, direct and indirect women beneficiaries for all projects and schemes			quantification of Government of Punjab spending on women related initiatives				
S1.8 Commission a study on gender budget analysis and train Government officials in collaboration with WDD Punjab	Gender responsive budgeting mainstreaming in Punjab	Review of current tools and practices	Finance Department	III	Enhanced understanding of policy makers and planning officers on gender responsive budgeting	√	√		
		Development of training manual	WDD				√		
		Training sessions					√	√	
	Awareness regarding Government of Punjab spending on women related initiatives	Add a section in Citizen's budget on Gender to showcase all spending which benefits women, directly and indirectly	Finance Department	I	Increased understanding and awareness of Government of Punjab initiatives and spending		√	√	√
S1.9 Gender disaggregated data collection	All data collected by the organizations is online	MIS development by PSCA	PSCA	Data collection	Data of PSCA and Ombudsperson Punjab offices, activities and projects to be centralized through an MIS and gender disaggregated to be used for evidence-based policy making and SDGs reporting	√	√		
		Mapping for data flow and processes for collection, consolidation and reporting	Ombudsperson Punjab			√			
		Customization of forms (for data segregation by the type of complaint, redressal, time for resolution etc.)				√			
S1.10 Awareness and advocacy regarding the PSCA Women's Safety App	Enabling women to seek swift help in case of emergency	Awareness sessions in colleges and universities in Lahore about Safety app	PSCA WDD	I	Increased awareness of Safety app for emergency contact	√	√		

		Aggregate data from 15 complaints	PSCA		Highlighted areas in app based on reported crimes	√	√	√	√
		Highlight areas in map with recent crime reports		Data collection		√			
Strategy 2: Women and Education / Skills Development									
S2.1 Gender focused analysis of the data and customized training programs with counselling and market linkages	Understanding barriers to training for Women and developing needs-based geographically targeted training programs for women.	Gender disaggregated data collection	PSDF		Analyze data to identify barriers and challenges for women towards participating in training	√			
		Conducting studies and surveys on understanding challenges faced by women for training	PVTC						
		Developing customized targeted training programs for various districts/regions	TEVTA	IV		√	√	√	√
					Increased enrolment of women in training programs	√	√	√	√
	Awareness in parents and female students regarding TVET education and career opportunities	Conduct awareness sessions with parents and students in high school regarding TVET education and career opportunities	PSDF		Career counselling of high school students	√	√	√	√
		Document success stories/case studies	PVTC						
		Disseminate IEC materials in high schools	TEVTA	III	Increased awareness of female students regarding TVET education and career opportunities	√	√	√	√
						√	√	√	√
	Wage indiscrimination for demand driven programs	Awareness sessions with employers regarding wage discrimination	PSDF		Ensuring wage parity between female and male employees		√	√	√
			TEVTA	XVII					
			Labour						
	Introduction of non-traditional training programs for women	Awareness sessions with trainees on non-traditional TVET programs	PVTC		Increased enrolment of women in non-traditional training program leading to	√	√	√	√
			TEVTA	XIII					

		Counselling of potential trainees regarding employment and wage opportunities	PSDF		better employment opportunities	√	√	√	√
		Customized non-traditional training programs for women only				√	√	√	√
S2.2 Introduction of non-traditional TVET programs for women	Participation of women in non-traditional and more profitable TVET training programs should be enhanced	Awareness sessions with trainees on non-traditional TVET programs	PSDF	XIII	Increased enrolment of women in non-traditional training program leading to better employment opportunities	√	√	√	√
		Counselling of potential trainees regarding employment and wage opportunities	ICISD			√	√	√	√
		Customized non-traditional training programs for women only	WDD			√	√	√	√
		Soft skills and financial literacy training to be made mandatory for all trainings especially for all women specific training programs				√	√	√	√
S2.3 Departmental gender policy and guidelines to be developed	Documented gender policy leading to specific goals and target and enhanced awareness and understanding of departmental personnel	Training of all staff members of all service providers and Conduct sexual harassment seminars for entire departmental staff	PSDF PVTC TEVTA WDD	IX VIII	Mandatory training of all service providers of PSDF on sexual harassment laws	√	√		
		Develop guidelines for teachers/trainer for			Increased understanding and awareness of PVTC and TEVTA staff on	√			

		interaction with female students			sexual harassment laws				
		Make sexual harassment law training part of training programs for female trainees			Well defined gender policy of organization aligned with Government priorities for future planning	√			
		Develop a comprehensive gender policy for organization				√			
S2.4 Age restrictions to be removed	Women of all ages are able to gain admission in training programs	Lobbying and advocacy with government for age restriction removal	PVTC TEVTA WDD ICISD	I	Women do not face age restriction for enrolment in training programs	√	√		
		Age relaxation or removal for apprenticeship programs too				√			
S2.5 Capacity building of PCTB and curriculum review for inclusive education	PCTB has an inclusive curriculum and staff has increased capacity to remove stereotyping	Review of current curriculum from a gender perspective	SED PCTB	VI IX	Increased capacity of PCTB for developing inclusive curriculum	√			
		Training of PCTB staff				√	√		
S2.6 Create awareness regarding sexual abuse/Stranger Danger – both in parents and students	Parents and students are aware of proper response and issues surrounding sexual abuse/stranger danger	Development of information brochure	SED		Information material available	√			
		Conduct awareness sessions with parents			Increased sensitivity and understanding of parents		√	√	√
		Stakeholder consultation with private schools and non-state education entities			Students have awareness regarding issues of sexual abuse/stranger danger		√	√	
				V XIV	Irrelevant				

				XV XVI					
				II VII X XII	Already undertaken by relevant department(s)				
S2.7 Education incentive to reduce secondary school dropout rate	Transition rate from primary to secondary education increases for young girls	Extension of existing Zeher-e-taleem project	SED PMIU	I	Increased awareness of parents regarding benefits of girls' education				
		Provision of a stipend to girls in grade 6 to 10			Increase in number of female students in secondary education	√	√	√	√
		Transportation improvement in areas with greater school commuting distance			Increased literacy and numeracy skills				
				XI	Not covered				
Strategy 3: Women and Health									
S3.1 Ambulances for maternity care: These ambulances launched by P&SHD do not have Minimum Service Delivery Standards. Development of MSDS to ensure proper level of care reducing risk to the life of mother and child.	MSDS for ambulances developed	Stakeholder consultation for inputs for MSDS development MSDS guidelines development and approval Capacity building of staff members from relevant organizations on the standards	PHC PSHD Rescue 1122	II	Increased safety of patients availing ambulance services	√	√		
S3.2 Abolishment of unlicensed clinics and awareness regarding safe maternity services	Lower risk of maternal and infant mortality	Awareness and advocacy campaigns regarding 1. PHC helpline for complaints and information	PHC PSHD WDD	VI	Increased awareness in population about health and safety issues of unlicensed clinics	√	√	√	

		<p>regarding unlicensed clinics</p> <p>2. Unlicensed clinics providing services to women i.e. maternity services</p> <p>Lobbying with PHC to maintain focus on unlicensed clinics providing maternity services</p> <p>Monitoring of unlicensed clinics by PHC</p>			Lower number of patients accessing services from unlicensed clinics				
S3.3 Female representation in CBOs to made mandatory	Change protocols to made participation of women in CBOs mandatory	<p>Hold awareness sessions with CBOs to reaffirm on the importance of women in decision making process</p> <p>Motivation training with women only to take up the role to influence community plans</p>	PHED	VIII	Participation of women in community decision making process	√	√		
S3.4 Assessment of healthcare facilities for day care and female friendly facilities	Daycares in PSHD facilities and separate washrooms/prayer area etc.	<p>Review of all facilities of PSHD and attached departments, projects and organizations</p> <p>Provision of day cares, separate prayers areas and</p>	PSHD	III	Increased retention and satisfaction of female employees	√	√	√	

		washrooms in all facilities							
S3.5 Advocacy for Family Planning (FP) efforts	Demand increase for FP services and ensuring access to safe and quality services	<p>Advocacy and awareness raising at district and provincial levels</p> <p>Seminars with stakeholders – lawyers, community members at broader level.</p> <p>At district level: several activities which include info seminars, workshops with Ulemas/religious at UC level. Village level get together with LHVs etc.</p> <p>Lobbying with key policy makers on increasing age of marriage to 18 years</p>	PWD WDD	IX	Increased uptake of family planning services	√	√	√	√
S3.6 Patient transportation program – data collection and efficiency improvement	Efficient and safe patient transportation with reduced lead times and increased service delivery in neglected areas	<p>Review of current protocols and recommend improvements</p> <p>Assessment of ambulances and replacements</p> <p>Data analysis to identify least accessible areas with lowest service delivery and</p>	SHCME Rescue 1122	IV	Improved patient transportation program - shifting of pregnant mothers rural & peri-urban areas	√	√		

		Development of district profiles							
S3.9 Departmental gender policy and guidelines to be developed	Documented gender policy leading to specific goals and target and enhanced awareness and understanding of departmental personnel	<p>Conduct sexual harassment seminars for entire departmental staff</p> <p>Make sexual harassment law training part of most training programs for all field staff</p> <p>Develop a comprehensive gender policy for organization</p>	<p>PHED</p> <p>WDD</p>	VI	<p>Increased understanding and awareness of PHED staff on sexual harassment laws</p> <p>Well defined gender policy of organization aligned with Government priorities for future planning</p>	√	√	√	
S3.10 Provision of comprehensive maternity care	Improved comprehensive care, access to facilities and lower rate of maternal and infant mortality	<p>Incentivization of follow up care</p> <p>4 mandatory visits of pregnant women</p> <p>Provision of sufficient services at RHC and BHU – including safe transfer to THQ/DHQ</p> <p>Free of cost checkup and mandatory tests</p> <p>Provision of nutrition packages to pregnant women suffering from malnutrition</p>	<p>PSHD</p> <p>SHCME</p> <p>PSPA</p>		<p>Coordination between PSHD and PSPA for transportation and nutrition allowance for pregnant women</p> <p>Strengthening of RHC/BHU – female staff and facilities</p> <p>Expedited check up and testings</p>				

		Increase in female staff at RHC and BHU Transportation allowance for poor women for comprehensive maternity care							
S3.11 Family planning services in hospitals	Provision of family planning services to women in hospitals	Provide education and awareness regarding family planning Provision of contraceptives and/or treatment Comprehensive check up of pregnant and lactating women for nutrition levels (of mother and child)	PSHD SHCME PWD		Increased understanding of family planning Improved health of mother and child Lower maternal and perinatal mortality rate				
				I	Already undertaken by relevant departments				
				V VII	Not covered				
Strategy 4 Women, Poverty Reduction & Economic Empowerment									
S4.1 Women empowerment through increasing knowledge and capacity for crop diversification	Improved living standards and Food Security of women living in rural areas	Conduct training for agriculture crop diversification Kitchen gardening training Conservation agriculture training	Agriculture Department	VI X	Improved food security and livelihoods of women involved in farming	√	√	√	√

S4.2 Updating knowledge and skills for efficient farming techniques	Improved food production	Conduct training of women in agriculture for effective input use and farming techniques	Agriculture Department	VI X	Women farmers have increased knowledge and skills in crop production.	√	√	√	√
S4.3 Gender disaggregated data collection	All data collected by the organization is gender disaggregated	MIS development Mapping for data flow and processes for collection, consolidation and reporting. For example for Car registrations, Tax payers, Exemptions, Property Tax Assistance to WDD in identification of data gaps for SDGs reporting	Agriculture Department E&T Department ICISD PERI PSIC	I Data collection	Data on all activities, project and attached departments/organizations to be gender disaggregated to be used for evidence-based policy making and SDGs reporting	√	√		
S4.4 Lobbying for increasing scope of exemption claim for divorced women and women with excluded women for UIPT (Urban Immovable Property Tax)	Vulnerable women are aware of the exemptions for UIPT	Awareness sessions regarding exemption claims with general	E&T Department		Increased awareness in women about exemption claims and process	√	√		
	Lobbying with the government to expand the scope of UIPT exemption to divorced women and women with disabilities	Proposal development for increase of scope of UIPT exemption Identification of key stakeholders Briefings and presentations with key policy makers Lobbying meetings with Women's	E&T Department WDD		Political willingness of policymakers to act in support of specified issues and/or policy proposal. Stakeholder mapping for advocacy efforts				

		caucus in Provincial Government							
	Working women hostels exempted from UIPT	Proposal development for extending scope of UIPT exemption for Working women hostels certified by WDD Punjab Advocacy events with stakeholders	E&T Department WDD	XIV	Lobbying and advocacy for Working women hostels exemption	√	√		
S4.5 Core Work in Industrial Estates Development. Quota or special consideration for women business owners	Enhance entrepreneurial activity in the province resulting in higher valued added production and employment	Industrial Estates to have a quota for women owned businesses Expedited registration for women business owners in estates	ICISD	IV XV	Improved facilitation for women business owners	√	√		
S4.6 ICISD should be regularly hold both in and outside Pakistan exhibitions for entrepreneurs and also e-commerce platform with the assistance of WDD and WCCI	Establishment of mechanisms to facilitate women owned SMEs for expansion	Hold exhibitions for women owned and managed businesses. Creation of linkages with other businesses & chambers for support, guidance and opportunities for expansion	ICISD WCCI WDD	IV	Increased linkages of women owned businesses	√	√	√	√
S4.7 Small business owners, women, have faced challenges in interacting with officials from the department. Capacity building and	Context sensitive public service delivery for women in business	Develop training module Training of officials from department and field staff for sensitization and harassment & laws	ICISD	XII	Enhanced facilitation of SMEs for public service delivery	√	√		

sensitization of field formation.		Development of protocols for interaction – to be made part of department guidelines							
S4.8 Industrial policy developed in 2018. It includes women technical training and employment – minorities, people with disabilities and women quotas should be there but there is room for improvement – Women development department can review it.	Special focus and emphasis on vulnerable populations, including women, for ICISD programs	<p>Program development for women which are in line with the departmental policy</p> <p>Review of gender policy to align it with PGS, Vision 2025 & SDGs</p> <p>Exploration of innovative areas of intervention</p> <p>Increase in quota for marginalized population</p>	ICISD	II III	Updated inclusive departmental policy with specific targets and programs for women	√	√		
S4.9 Trade Unions: fair representation of women in unions and CBA	Representation of women in decision making and lobbying bodies	Lobbying with Chambers of Commerce and Industry to advocate for women representation with all its members	Labour Department WDD	VIII	Increase in number of women members of unions and CBAs	√	√		
S4.10 Protection of labour rights such as: maternity benefits: Currently employers tend to avoid hiring married women. A	Protection of working women's rights for positive labour force impact	Training of employers on benefits of retention, diverse workforce and benefits enshrined in law and constitution	Labour Department TEVTA ICISD	IX XIII XIV	Increased awareness of women's rights in workplace and understanding of	√	√	√	√

need for change in mindset		Behaviour change campaigns to encourage hiring of women Lobbying with policy makers for possibility of getting a tax rebates (1%) for employers who hire and retain married and reproductive age women	WDD		employers on worker retention				
S4.11 Review of labour laws especially those pertaining to penalty in case of violating worker's rights and penalties	Updated laws which reasonably protect worker's rights and impose appropriate penalties	Review of current worker's rights laws especially those related to women Review and recommend appropriate penalties for violation Recommendations for enforcement of benefits such as maternity leave etc.	Labour Department WDD PCSW	IX XIII XIV	New legal and policy recommendations for safeguarding worker's rights, especially those of women	√	√	√	
S4.12 Training of all HR and administration staff of all government departments and organizations on harassment laws	Safer work environment for women in public sector	Develop training module Conduct training of HR and admin personnel off all Government of Punjab entities on workplace harassment and rights	Labour Department WDD PCSW	XII	Increased awareness and sensitivity of harassment at workplace issues, rights, laws and penalties	√	√	√	√

		Information about sexual harassment committees at workplace							
S4.13 Poultry project 5+1 extension must have a dedicated percentage of women beneficiaries	Poor and socially excluded women are able to generate sustenance/income through poultry	Devise a framework for identification of beneficiaries	Livestock Department	X	Increase in number of women poultry owners	√	√	√	√
		Distribute poultry animals to identified beneficiaries							
		Trainings for poultry raising	Livestock Department			√	√	√	√
S4.14 Training of women on livestock management	Women are aware of best practices in livestock management	Trainings on animal care and breeding	Livestock Department	X	Increased understanding and knowledge of livestock husbandry	√	√	√	√
		Training on animal feed							
		Linkages with local veterinary hospitals							
		Trainings on milk testing and preservation	Livestock Department			√	√	√	√
	Women are capable of business management and have awareness regarding markets and finance	Value addition training			Enhanced capacity building on milk production				
		Trainings of business management and financial literacy	Livestock Department	VII X	Better business management and organization				
		Market linkages events							

		Linkages with MFIs							
S4.15 Advocacy & awareness for women related research projects of PERI	Working women and women in higher education and in workplaces are aware of the research on issues and challenges faced by women in Punjab	<p>Awareness sessions in universities</p> <p>Awareness sessions for working women</p> <p>Advocacy campaigns</p> <p>Research reports</p>	<p>PERI</p> <p>WDD</p>	I	Increased awareness in women about challenges and opportunities in various domains and sectors	√	√	√	√
	Increased body of research on issues pertaining to women in Punjab	<p>Research studies taken up</p> <p>Policy briefs developed</p>	<p>PERI</p> <p>WDD</p>	I V	Research produced on prioritized issues identified and requested by WDD	√	√	√	√
S4.16 Increase participation of female artisans and craftsmen in trade exhibitions and explore opportunities for exposure	Exposure and opportunities for income generation created	<p>Increase budget for domestic and international exhibition participation for female artisans</p> <p>Increase number of training for artisans and female craftsmen across province</p> <p>Explore partnerships with private sector, e-commerce and other avenues to increase sales of items</p>	PSIC	IV	Improved and diversified levels and sources of income for artisans and craftsmen – most of whom are women	√	√	√	√
S4.17 Conduct a study on bridging the market gap of artisans and customers	Securing livelihoods and improving income	Conduct research study on establishing a mobile team for collecting products	PSIC	III	Improved income and better connection with customers for market information	√	√		

		from artisans and delivering orders & information Pilot a van in a high demand product area							
S4.18 Connect PSIC shops with e-commerce websites	Improving income using technology	Explore partnerships with e-commerce websites Map the supply chain and identify bottlenecks and inefficiencies Establish linkage with e-commerce websites Establish PSIC shops online Update PSIC website	PSIC	III IV	Improved access to markets and increased income opportunities	√	√		
				XI	not covered				
				XVI	Vague and irrelevant				
				XVII	Irrelevant				
Strategy 5 Gender-based Violence									
S5.1 Centralized MIS for district level shelter homes and Dar-ul-Amans monitoring	Responsive and improved service delivery for vulnerable women	Development of MIS for online reporting Including VAWCs in the MIS for monitoring reporting	SWD	III	Effective performance monitoring of shelter homes and dar-ul-amans	√	√		
S5.2 Data analysis for provision of better-quality services	Appropriate rehabilitation programs	Centralize data of all residents	SWD	VIII	Efficient administration of facilities and	√	√		

		<p>Tracking of repeat cases at same and/or different facilities</p> <p>Assess average duration of stay to customize training programs</p> <p>Review logs from visitor management system for safety⁵⁵</p> <p>Training of all SWD staff on MSDS implementation and M&E systems</p>			appropriate evidence-based rehabilitation mechanisms				
S5.3 Low cost VAWC model to be developed for replication	Integration of facilities for increasing rehabilitation services and cost efficiency	<p>Low cost model development</p> <p>Documentation of cost savings</p> <p>Identification of services integration such as trainings etc.</p> <p>Recommendations for existing VAWC facilities</p>	SWD	III VIII	Cost effective provision of shelter and medico-legal services	√	√		
S5.4 Departmental gender policy and guidelines to be developed	Documented gender policy leading to specific goals and target and enhanced awareness and	Conduct sexual harassment seminars for entire departmental staff	SWD	I II	Increased understanding and awareness of Social Welfare Department staff on sexual harassment laws	√	√		

⁵⁵ Visitors are allowed to meet with court permission

	understanding of departmental personnel	<p>WDD to assist in policy review of SWD</p> <p>SWD to be draft departmental policy and forward for approval</p> <p>Make sexual harassment law training part of most training programs for female trainees</p> <p>Develop a comprehensive gender policy for organization</p> <p>Hiring of Gender Specialist</p>			Well defined gender policy of organization aligned with Government priorities for future planning				
S5.5 Widow homes are old and provide a considerably low stipend – Rethinking the model	Ensuring widow homes are livable and provide decent sustenance	<p>Data collection from current widow homes</p> <p>Assessment of current model with input from Finance Department</p> <p>Identification of gaps and problems</p> <p>Best practices in similar contexts and recommendations</p>	SWD		Revising the widow homes model for effective and functioning service delivery	√	√	√	√

S5.6 Gender disaggregated data collection	All data collected by the organization is gender disaggregated	MIS development Mapping for data flow and processes for collection, consolidation and reporting	SWD	IV Data collection	Data on all Social Welfare Department activities, project and attached departments/organizations to be gender disaggregated to be used for evidence-based policy making and SDGs reporting	√	√		
				II VIII IX	Already being undertaken by relevant departments				
				V	Too broad and vague				
				IV VI VII	Not covered				
Strategy 6 Women and Climate Change									
S6.1 Study and research on climate change impact, especially on women and vulnerable populations	Increased body of research on issues pertaining to climate change and its impact on women in Punjab	Research studies taken up Policy proposals developed for identification of at-risk population and mitigation strategies Mapping of environmental hazards in Punjab with specific data of impact on women	EPD	I II	Research produced on effect of climate change on vulnerable populations Hazard map of Punjab, with emphasis on vulnerable populations including women	√	√	√	√
S6.2 Complaints received from women	Lower negative environmental risk resulting from swift	Institute a system to prioritize complaints from women,	EPD		Increased safety and satisfaction of	√	√		

to be further prioritized for resolution	complaint resolution	especially those affecting children and other vulnerable population Monitor complaint resolution			women complainants				
S6.3 PDMA to identify vulnerable areas/districts. WDD to communicate with NADRA for CNIC facilitation for women in these areas	Disaster affected women area able to receive government support package	Research by PDMA to identify all at-risk or vulnerable areas/districts WDD to coordinate with NADRA for CNIC facilitation for women Information Sharing with NADRA on identified districts	PDMA WDD	VI	Research produced on effect of climate change on vulnerable populations	√	√	√	√
S6.4 Review and update of Gender & Child Cell (GCC) guidelines and Camp management protocols	Inclusive departmental guidelines and policies for DRR/DRM	Review of Gender & Child Cell policies & activities Recommendations for improvement in light of Sendai Framework Improvement of Camp management protocols for women's safety and wellbeing	PDMA	I II	Increased safety of women in disaster affected areas	√	√		
	Awareness to change perceptions and catalyzing change in social norms in regards to role of	Develop training materials on gender and leadership of women in the disaster risks prevention and control and	PDMA	V	Increased awareness and advocacy with communities with regards to role of women in DRR/DRM	√	√	√	√

	women in DRR/DRM	<p>integrated gender issues into other training materials.</p> <p>Awareness sessions in communities by Community Emergency Response Teams</p> <p>Training for members of the community in order to improve capacity and provide them the knowledge on gender</p>							
S6.5 Advocacy for inclusion of MISP in response package by NDMA and adoption by PDMA Punjab	Reduced vulnerability of women in disasters	<p>Advocacy sessions with NDMA for MISP uptake</p> <p>Lobbying with key policy makers for awareness and ownership for MISP uptake</p>	<p>PDMA</p> <p>WDD</p> <p>EPD</p>	IV	Increased institutional capacity to address reproductive health needs and prevent VAW in disasters	√	√		
S6.7 Gender policy and disaggregated data collection	Special focus and emphasis on vulnerable populations, including women, for environmental programs	<p>Review of departmental policy and updating it in line with PGS and government priorities including SDGs</p> <p>Program development for women which are in</p>	EPD	II Data collection	Updated inclusive departmental policy with specific targets and programs for women	√	√		

		line with the departmental policy							
	All data collected by the organization is gender disaggregated	MIS development Mapping for data flow and processes for collection, consolidation and reporting	PDMA EPD SDG unit	II Data collection	Data on all activities, project and attached departments/organizations to be gender disaggregated to be used for evidence-based policy making and SDGs reporting	√	√		
				III	Already being done by relevant department(s)				
Strategy 7 Women and ICT									
Digitization of WDD Day care & Working women's hostel systems	Easy and swift access to public services for women	Develop flowchart for day care process Develop MIS for day care for applicants, processing, review, approval and searchable existing day care facilities Develop flowchart for working women's hostel Develop MIS for working women's	PITB WDD	I	Improved facilitation and transparency for working women, hostel owners, aspiring applicants and prospective beneficiaries	√	√	√	

		hostel for application, processing, communication, public search and monitoring.							
E-rozgar scheme to be expanded		Hold awareness sessions in high schools and colleges for E-rozgar scheme Assist PITB in getting access to transportation from HED	PITB WDD	I	Awareness regarding improving income opportunities for young girls	√	√		
Women only PlanX	Empower women through entrepreneurship to gain incomes and play an active role in the society	Start an intake for women owned and managed start-ups/ideas Allocated women only workspace Develop a customized graduation policy	PITB	I II IV	Women-only start-up cycle	√	√		
Gender disaggregated data collection	All data collected by the organization is gender disaggregated	Mapping for data flow and processes for collection, consolidation and reporting	PITB	Data collection	Data on all PITB activities and projects to be gender disaggregated	√	√		
	All data systems developed by PITB collect gender disaggregated data	Customize PITB policy/guidelines for systems development	PITB	Data collection	Data of all projects with other departments collects gender disaggregated data	√			

		Recommend all departments requesting PITB for systems development to collect gender disaggregated data							
				III	Already being done by relevant department(s)				

6. Monitoring and Evaluation Plan

M&E of Punjab Women Development Policy will be collective responsibility of each organization as shown against each sector strategy. Government has already notified “Departmental Focal Persons” in major Provincial Government Departments for acting as link with Women Development Department.

SPU will develop a reporting format for each of the thematic area, covering all sector-specific strategies/interventions under the policy. Departmental Focal Person in collaboration with SPU will be responsible for collection and sharing of “Policy Adherence” information at periodic intervals (quarterly basis) which shall be compiled and reported. These quarterly compliance and stock-take reports will be used to develop concise and evidence-based annual progress reports covering all aspects of Punjab Women Development Policy. Feedback will also be elicited by WDD from P&D and Finance departments for assessing the level of resource mobilization/utilization against laid down gender-related investments in various sectors. Annual Reports based on M&E system shall be shared with all stakeholders including civil society, NGOs and development partners for sharing progress updates on Punjab Women Development Policy for awareness, advocacy and constant improvement as per national and international commitments.

Data Collection on Progress/Compliance of Punjab Women Development Policy:

Putting in place a robust, reliable and transparent data collection and reporting system will be the key to successful adherence to Punjab Women Development Policy. For this purpose, devising improved data collection strategies alongside plugging existing gender reporting gaps will be crucial. To achieve this objective, WDD will need to play lead role through mutual collaboration and enlisting support of all relevant organizations. To this end, WDD has already started a Strategic Policy Unit. This unit will be the central monitoring hub for all interventions across all government organizations in Punjab. Furthermore, this unit analyse the progress of all interventions and recommend appropriate actions. The data received from all interventions will be shared with PCSW for analysis and reporting for treaties/conventions.

SPU will work with relevant departments to develop M&E reporting templates. Overall SPU M&E framework would be defined by the nature, duration, population impact etc. of the assignment. The log frames developed for each organization clearly state the Means of Verification (MoVs) for various activities and indicators, and the frequency. The M&E Framework has been presented in Table 2.

Table 2 Monitoring and Evaluation Plan

Interventions	Activities	Indicators	MoVs	Frequency of Data Collection/Analysis
Strategy 1: Women's Political Empowerment and Rights-based Governance				
S1.1 Capacity building of government entities on SDGs	Training module development (in partnership with BOS Punjab)	Module developed	Module	Quarterly
	Training of Government entities on SDGs understanding and data collection for SDGs (in partnership with BOS Punjab)	Number of trainings	Training reports	
		Number of departments trained	Attendance sheets	
		Number of trainees		
	Development of training module on SDGs for local government officials	Module developed	Module	Quarterly
	TOT of LGA trainers	Number of TOTs Number of master trainers trained	Training report	
S1.2 Expansion of Ombudsperson Punjab and capacity building of local governments	Establishment of divisional offices	Number of women lawyers hired	HR Data	Biannually
	Hiring of women lawyers and investigation officers	Number of women investigation officers hired		
		Number of complaints resolved by divisional offices		
	Development of Training module on sexual harassment laws	Training module developed	Training reports	Quarterly
	Training of local government administration officials	Number of training sessions	Attendance sheets	
	Formation of local government committees	Number of district committees notified	Committee notifications	
	Data collection, storage and transmission to Ombudsperson for all complaints	Number of districts with data reporting mechanisms established	Meeting minutes Data reports	

S1.3 Development of a formal communication channel for regular updates and active liaison for information sharing with WDD	Activities of PTIC and WDD to be jointly reviewed and aligned	Number of review meetings	Meeting minutes	Quarterly
	MoU to be developed and signed between all implementing partners	MoU developed and signed	MoU	
	Training of WDD and PCSW on digitized reporting mechanism	Number of trainings	Training report	
S1.4 Review of treaties by TIC and identification of gaps to be addressed	Department wise commitments to be developed	Review of treaties completed	TIC Report	Quarterly
	Assessment of all treaties	List of tasks developed and agreed between TIC and WDD	List of interventions	
	Development of tasks list to be completed by WDD	Number of interventions taken up by WDD		
S1.5 Capacity building of HR for integrating gender with regard to SDGs in surveys	Training on SDG 5 and 8 to customize data collection	Number of trainings	Training modules	Quarterly
		Number of departments strengthened	Training reports	
		Number of trainees	Attendance sheets	
S1.6 Inclusion of WDD in all survey steering committee for a gender perspective	Include WDD in all survey steering committees	Number of surveys conducted	Steering Committee Notifications	Annually
		Number Steering committees which include WDD		
S1.7 Changing the Budget Circular Call (BCC) to add a new column for women beneficiaries of line department projects	Review of BCC form and add a new column for line departments to mention, direct and indirect women beneficiaries for all projects and schemes	Amendment in the BCC	Amended BCC and Forms	Annually
S1.8 Commission a study on gender budget analysis and train Government officials in collaboration with WDD Punjab	Review of current tools and practices	Review report of existing gaps	Training reports	Biannually
	Development of training manual	Development of training manual	Attendance sheets	
	Training sessions	Number of trainings WDD	Training manual	

	Add a section in Citizen's budget on Gender to showcase all spending which benefits women, directly and indirectly	Section on gender developed	Citizen's Budget	Annually	
		Addition in Citizen's budget			
S1.8 Gender disaggregated data collection	MIS development	Departmental policy/guidelines on data collection and systems (including gender disaggregated data)	Data sets	Quarterly	
	Mapping for data flow and processes for collection, consolidation and reporting		Department data collection policy		
	Customization of forms (for data segregation by the type of complaint, redressal, time for resolution etc.)		Project reports		
S1.9 Awareness and advocacy regarding the PSCA Women's Safety App	Awareness sessions in colleges and universities in Lahore about Safety app	Number of awareness sessions	Session Reports	Quarterly	
	Aggregate data from 15 complaints	Application functionality with safety map developed	Mobile application	Quarterly	
	Highlight areas in map with recent crime reports				
Strategy 2: Women and Education / Skills Development					
S2.1 Gender focused analysis of the data and customized training programs with counselling and market linkages	Gender disaggregated data collection	Research reports	Research reports	Quarterly	
	Conducting studies and surveys on understanding challenges faced by women for training	Targeted training plan	Annual training plan with customized proposed trainings		
	Developing customized targeted training programs for various districts/regions				
	Conduct awareness sessions with parents and students in high school regarding TVET education and career opportunities	Number of awareness sessions conducted	Events reports	Quarterly	
	Document success stories/case studies	IEC material developed	Information materials		
	Disseminate IEC materials in high schools	Success stories documented	Success stories		
	Awareness sessions with employers regarding wage discrimination	Number of awareness sessions	Session Reports	Biannually	
		Wage data analysis			
	Awareness sessions with trainees on non-traditional TVET programs	Number of awareness sessions	Session Reports	Quarterly	
	Counselling of potential trainees regarding employment and wage opportunities	Number of women only non-traditional training programs	Training Calendar		
	Customized non-traditional training programs for women only				

S2.2 Introduction of non-traditional TVET programs for women	Awareness sessions with trainees on non-traditional TVET programs	Number of awareness sessions	Session reports	Quarterly
	Counselling of potential trainees regarding employment and wage opportunities	Number of women only non-traditional training programs	Training calendar	
	Customized non-traditional training programs for women only		Training curriculum	
	Soft skills and financial literacy training to be made mandatory for all trainings especially for all women specific training programs	Training curriculum – mandatory part of soft skills and financial literacy		
S2.3 Departmental gender policy and guidelines to be developed	Training of all staff members of all service providers and Conduct sexual harassment seminars for entire departmental staff	Number of awareness seminars	Training reports	Quarterly
	Develop guidelines for teachers/trainer for interaction with female students	Compliance with laws – separate facilities for female employees etc.	Seminar reports	
	Make sexual harassment law training part of most training programs for female trainees		Gender policy	
	Develop a comprehensive gender policy for organization	Departmental gender policy	Teacher/trainer guidelines	
S2.4 Age restrictions to be removed	Lobbying and advocacy with government for age restriction removal	Departmental policy/guidelines on data collection and systems (including gender disaggregated data)	Data sets	Biannually
	Age relaxation or removal for apprenticeship programs too		Department data collection policy	
S2.5 Capacity building of PCTB and curriculum review for inclusive education	Review of current curriculum from a gender perspective	Number of awareness sessions	Curriculum review report	Quarterly
	Training of PCTB staff	Number of training sessions		
			Training of PCTB staff	Training reports
S2.6 Create awareness regarding sexual abuse/Stranger Danger – both in parents and students	Development of information brochure	Number of awareness sessions with parents	Session Reports	Quarterly
	Conduct awareness sessions with parents			
	Conduct awareness sessions with parents	Number of awareness sessions with students	Information Briefs	
	Stakeholder consultation with private schools and non-state education entities			
Strategy 3: Women and Health				
S3.1 Ambulances for maternity care: These ambulances launched by	Stakeholder consultation for inputs for MSDS development	Number of stakeholder consultations	Consultations reports	Quarterly
			Training reports	

P&SHD do not have Minimum Service Delivery Standards. Development of MSDS to ensure proper level of care reducing risk to the life of mother and child.	MSDS guidelines development and approval Capacity building of staff members from relevant organizations on the standards	Approval of MSDS Number of trainings	MSDS developed by PHC	
S3.2 Abolishment of unlicensed clinics and awareness regarding safe maternity services	Awareness and advocacy campaigns regarding PHC helpline for complaints and information regarding unlicensed clinics Unlicensed clinics providing services to women i.e. maternity services Lobbying with PHC to maintain focus on unlicensed clinics providing maternity services Monitoring of unlicensed clinics by PHC	Number of awareness sessions Number of IEC material disseminated Number of monitoring visits Number of unlicensed clinics closed	Session reports Attendance sheets IEC materials	Quarterly
S3.3 Female representation in CBOs to made mandatory	Hold awareness sessions with CBOs to reaffirm on the importance of women in decision making process Motivation training with women only to take up the role to influence community plans	Number of awareness sessions with CBO members Number of motivation training with women	Training reports Attendance sheets	Quarterly
S3.4 Assessment of healthcare facilities for day care and female friendly facilities	Review of all facilities of PSHD and attached departments, projects and organizations Provision of day cares, separate prayers areas and washrooms in all facilities	Number of facilities reviewed Number of facilities in compliance with provincial policies of day care and separate prayers areas and washrooms	Review report Project end report	Quarterly
S3.5 Advocacy for Family Planning (FP) efforts	Advocacy and awareness raising at district and provincial levels Seminars with stakeholders – lawyers, community members at broader level. At district level: several activities which include info seminars, workshops with	Number of advocacy sessions Number of district level seminars Number of workshops with key local actors	Advocacy reports Events reports Number of local influential actors reached	Quarterly

	Ulemas/religious at UC level. Village level get together with LHVs etc.		Number of lobbying workshops	
	Lobbying with key policy makers on increasing age of marriage to 18 years			
S3.6 Patient transportation program – data collection and efficiency improvement	Review of current protocols and recommend improvements Assessment of ambulances and replacements Data analysis to identify least accessible areas with lowest service delivery and recommendation for new ambulances	Number of stakeholder consultations for protocols review Needs assessment Number of areas identified for improved service delivery	Review report Needs assessment report	Quarterly
S3.7 Assessment of healthcare facilities for day care and female friendly facilities	Review of all facilities of SHCME and attached departments, projects and organizations Provision of day cares, separate prayers areas and washrooms in all facilities	Number of facilities reviewed Number of facilities in compliance with provincial policies of day care and separate prayers areas and washrooms	Review report Project end report	Quarterly
S3.8 Gender disaggregated data collection and uptake	Data on all organization's activities, project and attached departments/organizations to be gender disaggregated to be used for evidence-based policy making and SDGs reporting	Departmental policy/guidelines on data collection and systems (including gender disaggregated data)	Data sets Department data collection policy Project reports	Quarterly
	Addition of gender column in the staff member Annex of registration form	Departmental policy/guidelines on data collection and systems (including gender disaggregated data)	Registration form	Biannually
	Map of Punjab based on MICS data for inequality	Number of consultations Mapping exercise	Consultation reports Mapping report	Biannually
	Training of PWD staff and district statistical officers on tools, datasets and reporting Development of district profiles	Number of trainings Number of district profiles	Training reports District profiles	Quarterly

S3.9 Departmental gender policy and guidelines to be developed	<p>Conduct sexual harassment seminars for entire departmental staff</p> <p>Make sexual harassment law training part of most training programs for all field staff</p> <p>Develop a comprehensive gender policy for organization</p>	<p>Number of awareness seminars</p> <p>Compliance with laws – separate facilities for female employees etc.</p> <p>Departmental gender policy</p>	<p>Training reports</p> <p>Seminar reports</p> <p>Gender policy</p>	Quarterly
Strategy 4 Women, Poverty Reduction & Economic Empowerment				
S4.1 Women empowerment through increasing knowledge and capacity for diversification	<p>Conduct training for agriculture crop diversification</p> <p>Kitchen gardening training</p> <p>Conservation agriculture training</p>	<p>Number of Agriculture (Crop and Livestock) production training sessions conducted for women farmers</p> <p>Number of women farmer trainees</p> <p>Number of women who have adopted conservation agriculture techniques</p>	<p>Training modules</p> <p>Training reports</p> <p>Attendance sheets</p> <p>Monitoring reports</p>	Quarterly
S4.2 Updating knowledge and skills for efficient farming techniques	Conduct training of women in agriculture for effective input use and farming techniques	Number of women farmers adopting recommended agricultural practices and technologies in the target areas.	<p>Training modules</p> <p>Training reports</p> <p>Attendance sheets</p> <p>Monitoring reports</p>	Quarterly
S4.3 Gender disaggregated data collection	<p>MIS development</p> <p>Mapping for data flow and processes for collection, consolidation and reporting</p>	Departmental policy/guidelines on data collection and systems (including gender disaggregated data)	<p>Data sets</p> <p>Department data collection policy</p> <p>Project reports</p>	Biannually
S4.4 Lobbying for increasing scope of exemption claim for divorced women and women with excluded	Awareness sessions regarding exemption claims with general	<p>Number of awareness sessions</p> <p>Number of advocacy campaigns</p>	<p>Event reports</p> <p>Campaign reports</p>	Biannually

women for UIPT (Urban Immovable Property Tax)	Proposal development for increase of scope of UIPT exemption	Number of briefings and presentations with stakeholders	Meeting minutes	Quarterly
	Identification of key stakeholders	Number of briefings and presentations with policy makers	Proposal document	
	Briefings and presentations with key policy makers	Types of policy makers reached (women caucus etc.)		
	Lobbying meetings with Women's caucus in Provincial Government	Policy guidelines or proposal development		
	Proposal development for extending scope of UIPT exemption for Working women hostels certified by WDD Punjab	Number of advocacy meetings with key policy makers	Meeting minutes	Quarterly
	Advocacy events with stakeholders	Proposal document	Event reports	
			Proposal document	
S4.5 Core Work in Industrial Estates Development. Quota or special consideration for women business owners	Industrial Estates to have a quota for women owned businesses	Quota established for women business owners in industrial estates	Industrial Estate management guidelines (PIEDMC guidelines change)	Biannually
	Expedited registration for women business owners in estates	Policy change for expediting registration for women business owners	Policy change	
S4.6 ICiSD should be regularly hold both in and outside Pakistan exhibitions for entrepreneurs and also e-commerce platform with the assistance of WDD and WCCI	Hold exhibitions for women owned and managed businesses.	Number of exhibitions	Event reports	Quarterly
	Creation of linkages with other businesses & chambers for support, guidance and opportunities for expansion	Number of networking events	Attendance sheets	
		Linkages creation through ICiSD network of projects (e.g. CDI) and organizations		
S4.7 Small business owners, women, have faced challenges in interacting with officials from the department. Capacity building and	Develop training module	Training module developed	Training reports	Quarterly
	Training of officials from department and field staff for sensitization and harassment & laws	Number of training	Attendance sheets	
		Department guidelines reviewed and updated	Department guidelines document	

sensitization of field formation.	Development of protocols for interaction – to be made part of department guidelines			
S4.8 Industrial policy developed in 2018. It includes women technical training and employment – minorities, people with disabilities and women quotas should be there but there is room for improvement – Women development department can review it.	<p>Program development for women which are in line with the departmental policy</p> <p>Review of gender policy to align it with PGS, Vision 2025 & SDGs</p> <p>Exploration of innovative areas of intervention</p> <p>Increase in quota for marginalized population</p>	<p>Review of department policy</p> <p>Updated guidelines for gender inclusiveness in program development</p> <p>Number of programs with women beneficiaries</p> <p>Number of women beneficiaries in proposed projects</p>	<p>Department policy</p> <p>Women beneficiaries in proposed ADP projects</p>	Biannually
S4.9 Trade Unions: fair representation of women in unions and CBA	<p>Awareness sessions with unions and CBAs regarding the representation laws</p> <p>Information dissemination and encouraging women to be part of the collective bargaining bodies</p> <p>Lobbying with Chambers of Commerce and Industry to advocate for women representation with all its members</p>	<p>Number of awareness sessions</p> <p>Number of lobbying meetings</p>	<p>Sessions reports</p> <p>Attendance sheets</p> <p>Meeting minutes</p>	Biannually
S4.10 Protection of labour rights such as: maternity benefits: Currently employers tend to avoid hiring married women. A need for change in mindset	<p>Training of employers on benefits of retention, diverse workforce and benefits enshrined in law and constitution</p> <p>Behaviour change campaigns to encourage hiring of women</p> <p>Lobbying with policy makers for possibility of getting a tax rebates (1%) for employers who hire and retain married and reproductive age women</p>	<p>Number of awareness sessions</p> <p>Number of behavior-change campaigns</p> <p>Number of lobbying meetings</p>	<p>Meeting minutes</p> <p>Attendance sheets</p> <p>Campaign reports</p> <p>Awareness session reports</p>	Quarterly
S4.11 Review of labour laws especially those pertaining to penalty in case of violating worker's rights and penalties	<p>Review of current worker's rights laws especially those related to women</p> <p>Review and recommend appropriate penalties for violation</p>	<p>Number of laws reviewed</p> <p>Recommendation report on appropriate measures</p>	<p>Reviewed laws for gaps</p> <p>Recommendation report</p>	Biannually

	Recommendations for enforcement of benefits such as maternity leave etc.			
S4.12 Training of all HR and administration staff of all government departments and organizations on harassment laws	<p>Develop training module</p> <p>Conduct training of HR and admin personnel off all Government of Punjab entities on workplace harassment and rights</p> <p>Information about sexual harassment committees at workplace</p>	<p>Training module developed</p> <p>Number of training sessions</p> <p>Number of trainees</p> <p>Number of Government entities covered</p>	<p>Training module</p> <p>Training reports</p> <p>Attendance sheets</p> <p>Information flyers</p>	Quarterly
S4.13 Poultry project 5+1 extension must have a dedicated percentage of women beneficiaries	<p>Devise a framework for identification of beneficiaries</p> <p>Distribute poultry animals to identified beneficiaries</p>	<p>Number of women beneficiaries</p> <p>Number of women beneficiaries who have disabilities</p> <p>Number of poultry animals distributed</p>	<p>Project monthly report</p> <p>Physical field verification report (TPV)</p> <p>Project M&E reports</p>	Quarterly
	<p>Trainings for poultry raising</p> <p>Trainings for basic business skills</p>	<p>Number of beneficiaries trained</p> <p>Number of non-beneficiary women livestock farmers trained</p> <p>Number of technical trainings for poultry</p> <p>Number of basic business skills training</p>	<p>Training reports</p> <p>Training evaluation report</p> <p>Attendance sheets</p> <p>Physical training monitoring</p> <p>Project M&E reports</p>	Quarterly
S4.14 Training of women on livestock management	<p>Trainings on animal care and breeding</p> <p>Training on animal feed</p> <p>Linkages with local veterinary hospitals</p>	<p>Number of trainings held on animal care and breeding</p> <p>Number of trainings on animal feed</p> <p>Number of awareness events regarding veterinary services</p>	<p>Training reports</p> <p>Attendance sheets</p> <p>Training evaluation reports</p> <p>Project M&E reports</p>	Quarterly

	<p>Trainings on milk testing and preservation</p> <p>Value addition training</p>	<p>Number of trainings on milk testing</p> <p>Number of milk testing provided</p> <p>Number of trainings on milk preservation</p> <p>Number of training on value addition of milk products</p>	<p>Training reports</p> <p>Attendance sheets</p> <p>Training evaluation report</p> <p>Project M&E reports</p>	Quarterly
	<p>Trainings of business management and financial literacy</p> <p>Market linkages events</p> <p>Linkages with MFIs</p>	<p>Number of business match-making events</p> <p>Number of business management and financial literacy trainings</p> <p>Number of awareness sessions on access to finance</p>	<p>Event reports</p> <p>Training reports</p> <p>Attendance sheets</p> <p>Project M&E reports</p>	Quarterly
S4.15 Advocacy & awareness for women related research projects of PERI	<p>Awareness sessions in universities</p> <p>Awareness sessions for working women</p> <p>Advocacy campaigns</p> <p>Research reports</p>	<p>Number of awareness sessions</p> <p>Number of advocacy campaigns</p>	<p>Event reports</p> <p>Campaign reports</p>	Quarterly
	<p>Research studies taken up</p> <p>Policy briefs developed</p>	<p>Number of research studies conducted</p> <p>Number of policy briefs</p>	<p>Research reports</p> <p>Policy briefs</p>	Biannually
S4.16 Increase participation of artisans and craftsmen in trade exhibitions and explore opportunities for exposure	<p>Increase budget for domestic and international exhibition participation</p> <p>Increase number of training for artisans and craftsmen across province</p>	<p>Number of artisans sent for exhibitions</p> <p>Number of exhibitions attended</p> <p>Number of exhibitions held</p>	<p>Participation reports</p> <p>Event reports</p>	Quarterly

	Explore partnerships with private sector, e-commerce and other avenues to increase sales of items	Number of events participated in		
S4.17 Conduct a study on bridging the market gap of artisans and customers	<p>Conduct research study on establishing a mobile team for collecting products from artisans and delivering orders & information</p> <p>Pilot a van in a high demand product area</p>	<p>Research study conducted</p> <p>Number of orders placed through van</p> <p>Number of orders collected</p> <p>Average lead time for order fulfillment</p>	<p>Research report</p> <p>Mobile van monthly report</p> <p>Financial reports</p>	Quarterly
S4.18 Connect PSIC shops with e-commerce websites	<p>Explore partnerships with e-commerce websites</p> <p>Map the supply chain and identify bottlenecks and inefficiencies</p> <p>Establish linkage with e-commerce websites</p> <p>Establish PSIC shops online</p> <p>Update PSIC website</p>	<p>Number of companies with whom linkages developed</p> <p>Number of PSIC shops available on E-commerce websites</p> <p>PSIC website updated with shops and products information and linked with E-commerce websites</p>	<p>PSIC Website</p> <p>PSIC Shops on E-commerce portals</p> <p>Financial reports</p> <p>Monthly reports</p>	Quarterly
Strategy 5 Gender-Based Violence				
S5.1 Centralized MIS for district level shelter homes and Dar-ul-Amans monitoring	<p>Development of MIS for online reporting</p> <p>Including VAWCs in the MIS for monitoring reporting</p>	<p>MIS system developed</p> <p>Monthly monitoring reports</p>	<p>MIS reports</p> <p>M&E reports</p>	Quarterly
S5.2 Data analysis for provision of better-quality services	<p>Centralize data of all residents</p> <p>Tracking of repeat cases at same and/or different facilities</p> <p>Assess average duration of stay to customize training programs</p> <p>Review logs from visitor management system for safety</p>	<p>Centralized database developed</p> <p>Number of monitoring reports in a year</p> <p>number of research studies on dataset</p> <p>Number of trainings</p>	<p>Training reports</p> <p>Attendance sheets</p> <p>Research studies</p> <p>Monitoring reports</p> <p>MIS report</p>	Quarterly

	Training of all SWD staff on MSDS implementation and M&E systems			
S5.3 Low cost VAWC model to be developed for replication	<p>Low cost model development</p> <p>Documentation of cost savings</p> <p>Identification of services integration such as trainings etc.</p> <p>Recommendations for existing VAWC facilities</p>	<p>Low cost pilot</p> <p>Low cost model report</p> <p>Recommendation report for existing VAWCs</p>	Research report	Quarterly
S5.4 Departmental gender policy and guidelines to be developed	<p>Conduct sexual harassment seminars for entire departmental staff</p> <p>WDD to assist in policy review of SWD</p> <p>SWD to be draft departmental policy and forward for approval</p> <p>Make sexual harassment law training part of most training programs for female trainees</p> <p>Develop a comprehensive gender policy for organization</p> <p>Hiring of Gender Specialist</p>	<p>Number of seminars</p> <p>Department policy review by WDD</p> <p>Departmental policy developed</p> <p>Gender specialist hired</p> <p>Number of staff training</p>	<p>Training reports</p> <p>Seminar reports</p> <p>Departmental policy</p> <p>Hiring report of Gender Specialist</p>	Quarterly
S5.5 Widow homes are old and provide a considerably low stipend – Rethinking the model	<p>Data collection from current widow homes</p> <p>Assessment of current model with input from Finance Department</p> <p>Identification of gaps and problems</p> <p>Best practices in similar contexts and recommendations</p>	<p>Tools for data collection developed</p> <p>Data from widow homes collected</p> <p>Widow homes review report developed</p> <p>New model recommendation</p>	Review report	Quarterly
S5.6 Gender disaggregated data collection	<p>MIS development</p> <p>Mapping for data flow and processes for collection, consolidation and reporting</p>	<p>Departmental policy/guidelines on data collection and systems</p>	<p>Data sets</p> <p>Department data collection policy</p>	Quarterly

		(including gender disaggregated data)	Project reports	
Strategy 6 Women and Climate Change				
S6.1 Study and research on climate change impact, especially on women and vulnerable populations	<p>Research studies taken up</p> <p>Policy proposals developed for identification of at-risk population and mitigation strategies</p> <p>Mapping of environmental hazards in Punjab with specific data of impact on women</p>	<p>Number of research studies conducted</p> <p>Number of policy proposals</p> <p>Hazard mapping</p>	<p>Research reports</p> <p>Policy recommendations</p> <p>Hazard map of Punjab</p>	Biannually
S6.2 Complaints received from women to be further prioritized for resolution	<p>Institute a system to prioritize complaints from women, especially those affecting children and other vulnerable population</p> <p>Monitor complaint resolution</p>	<p>Number of complaints received from women</p> <p>Policy change for complaint prioritization</p> <p>Monitoring system</p> <p>Average lead time for complaint resolution</p>	<p>M&E reports</p> <p>Complaint reports</p> <p>Surveys (if applicable)</p>	Quarterly
S6.3 PDMA to identify vulnerable areas/districts. WDD to communicate with NADRA for CNIC facilitation for women in these areas	<p>Research by PDMA to identify all at-risk or vulnerable areas/districts</p> <p>WDD to coordinate with NADRA for CNIC facilitation for women</p> <p>Information Sharing with NADRA on identified districts</p>	<p>Risk assessment of areas/districts</p> <p>Number of women facilitated by NADRA</p>	<p>Risk assessment report</p>	Quarterly
S6.4 Review and update of Gender & Child Cell (GCC) guidelines and Camp management protocols	<p>Review of Gender & Child Cell policies & activities</p> <p>Recommendations for improvement in light of Sendai Framework</p> <p>Improvement of Camp management protocols for women's safety and wellbeing</p>	<p>Number of policies reviewed</p> <p>Number of recommendations for improvement</p> <p>Changes in camp management protocols</p>	<p>GCC guidelines</p> <p>Camp management protocols</p>	
	<p>Develop training materials on gender and leadership of women in the disaster risks prevention and control and integrated gender issues into other training materials.</p>	<p>Training manual developed</p> <p>Number of training sessions</p>	<p>Awareness session reports</p> <p>Training manual</p>	Quarterly

	<p>Awareness sessions in communities by Community Emergency Response Teams</p> <p>Training for members of the community in order to improve capacity and provide them the knowledge on gender</p>	<p>Number of awareness sessions</p>	<p>Training reports</p> <p>Attendance sheets</p>	
S6.5 Advocacy for inclusion of MISP in response package by NDMA and adoption by PDMA Punjab	<p>Advocacy sessions with NDMA for MISP uptake</p> <p>Lobbying with key policy makers for awareness and ownership for MISP uptake</p>	<p>Number of advocacy meetings with NDMA</p> <p>Number of lobbying sessions with policy makers</p>	<p>Meeting minutes</p> <p>Lobbying session reports</p>	Quarterly
S6.7 Gender policy and disaggregated data collection	<p>Review of departmental policy and updating it in line with PGS and government priorities including SDGs</p> <p>Program development for women which are in line with the departmental policy</p>	<p>Review of department policy</p> <p>Updated guidelines for gender inclusiveness in program development</p> <p>Number of programs with women beneficiaries</p> <p>Number of women beneficiaries in proposed projects</p>	<p>Department policy</p> <p>Women beneficiaries in proposed ADP projects</p>	Biannually
	<p>MIS development</p> <p>Mapping for data flow and processes for collection, consolidation and reporting</p>	<p>Departmental policy/guidelines on data collection and systems (including gender disaggregated data)</p>	<p>Data sets</p> <p>Department data collection policy</p> <p>Project reports</p>	Biannually
Strategy 7 Women and ICT				
Digitization of WDD Day care & Working women's hostel systems	<p>Develop flowchart for day care process</p> <p>Develop MIS for day care for applicants, processing, review, approval and searchable existing day care facilities</p> <p>Develop flowchart for working women's hostel</p>	<p>Flowchart for Daycare mapped</p> <p>Flowchart for Working women mapped</p> <p>MIS for daycare developed</p>	<p>Project report</p> <p>MIS system</p>	Quarterly

	Develop MIS for working women's hostel for application, processing, communication, public search and monitoring.	MIS for working women's hostel developed		
E-rozgar scheme to be expanded	Hold awareness sessions in high schools and colleges for E-rozgar scheme Assist PITB in getting access to transportation from HED	Number of awareness sessions Number of social media posts Number of advocacy events for information dissemination through stakeholders	Session reports Social media report Event reports Attendance sheets	Biannually
Women only PlanX	Start an intake for women owned and managed start-ups/ideas Allocated women only workspace Develop a customized graduation policy	Number of intakes Number of start-ups applied Number of start-ups accepted Number of start-ups graduated	M&E reports of PlanX Graduation Policy	Biannually
Gender disaggregated data collection	Mapping for data flow and processes for collection, consolidation and reporting	Departmental policy/guidelines on data collection and systems (including gender disaggregated data)	Data sets Department data collection policy Project reports	Biannually
	Customize PITB policy/guidelines for systems development Recommend all departments requesting PITB for systems development to collect gender disaggregated data	Guidelines change	Departmental guidelines	Biannually

7. Institutional Architecture

The Institutional framework below outlines broad and generic roles and responsibilities of various institutions in the province towards meaningful implementation of the Punjab Women Development Policy. Each of the responsible institution will be tasked with performing sector-specific monitoring and reporting roles across various thematic areas of the policy and the Sector Action Plan which will be developed following approval of the Punjab Women Development Policy.

Sr.	Implementing Institution	Roles and Responsibilities
1	Women Development Department – SPU	<ul style="list-style-type: none"> Developing a detailed Strategic Action Plan and establishing relevant structures for the implementation of the policy in consultation with the sector departments Developing a detailed Monitoring and Evaluation Framework and establishing targets and guidelines for achievement of desired results under the policy in consultation with all related departments Coordinating regular collection of gender disaggregated data on all aspects of the policy including implementation and impact evaluation Mobilizing resources and skills necessary for the successful implementation and dissemination of the policy Providing technical guidance and supporting all implementing departments, international development partners, sector NGOs/CSOs for smooth implementation and monitoring of the provisions of the policy Undertake coordination and reporting functions with respect to provisions of the policy at the national level including national, regional and international treaties, conventions and protocols to which Pakistan is a signatory; and Oversee implementation of international commitments
2	The Punjab Commission on the Status of Women	<ul style="list-style-type: none"> Assist WDD in the implementation of Women Development provisions in the policy. Investigating possible violations of rights relating to gender and recommending appropriate redress where rights relating to gender have been violated. Conducting research into issues relating to gender and social justice, and recommending changes to laws and practices which lead to discrimination based on gender.
3	Provincial Administrative Departments	<ul style="list-style-type: none"> Ensuring sector policies and programs are gender responsive and provide technical guidance on integrating gender concerns during planning, sector budgeting, programming, monitoring and evaluation in consultation with WDD.

		<ul style="list-style-type: none"> • Monitoring progress towards implementation and achievement of Women Development policy objectives relevant to respective sectors • Building in-house capacity of HR in respective organizations to ensure systematic integration of gender concerns. • Working closely with Women Development Department for collaboration on adherence to the policy. Collecting and disseminating relevant information of gender statistics in line with the policy. • Providing progress reports to the relevant forums on the implementation of gender policy in their sectors.
4	Provincial Finance and P&D Department	<ul style="list-style-type: none"> • Ensuring that provincial development planning, PFM, budgeting and resource allocation decisions are fully reflective of gender mainstreaming policies of the provincial government
5	International Development Partners	<ul style="list-style-type: none"> • Engage political and administrative leadership in Punjab for collective pursuit of gender mainstreaming and women development through coordinated and consistent provision of donor funding and technical assistance. • Provide and disseminate best practices and evidence to achieve women development in Punjab.

8. SPU

The Strategic Policy Unit will be the primary institutional unit responsible for monitoring the interventions envisioned under the implementation framework. SPU will lobby with organizations to take up the interventions, keep abreast of any new organizational interventions for gender empowerment, provide technical assistance for program review for gender analysis and institute a rigorous monitoring and evaluation plan to ensure goals and objectives of PWDP are achieved

The SPU will be headed by a Project Director and assisted by a team of technical experts and field-based gender monitoring specialists. The SPU team will liaise with gender focal persons nominated by each organization and develop regular reports on the status of interventions.

SPU will also be responsible for coordinating reporting on international treaties and commitments of the Government of Pakistan, regarding gender empowerment. The unit will be the coordinating bridge between PCSW and TIC to ensure that interventions to reduce gender inequalities across all government organizations are reported.

Research prioritization will be a key task of SPU. It will entail identification of gaps in key areas, where there is limited or no evidence available and request PCSW and other relevant research institutions across Punjab to undertake such research for evidence-based policy making. Priority data collection focus shall cover women's political participation, governance, poverty reduction, gender-based violence, health & education etc. with a view to provide evidence of progress and an impetus to policy development.

9. Annex 1

	Stakeholder Consultations	Individual Consultation	Stakeholder Consultation
1	Excise & Taxation Department	x	
2	Primary & Secondary Healthcare Department	x	
3	Agriculture Department	x	
4	Punjab Economic Research Institute	x	
5	Punjab Healthcare Commission	x	
6	Planning & Development Department	x	
7	Punjab Energy Efficiency & Conservation Authority	x	
8	Labour & Human Resource Department	x	
9	Bureau of Statistics	x	
10	SDG Unit Punjab	x	
11	Population Welfare Department	x	
12	Ombudsperson Punjab		x
13	NCHR Punjab		x
14	Punjab Treaty Implementation Cell, Human Rights & Minorities Affairs Department		x
15	Social Welfare Department	x	
16	TEVTA		x
17	PVTC		x
18	Livestock Department		x
19	Industries, Commerce, Investment & Skills Development Department	x	
20	Environment Protection Department	x	
21	Schools Education Department	x	
22	Provincial Disaster Management Authority Punjab	x	
23	Programme Monitoring & Implementation Unit, Schools Education Department	x	
24	Punjab Social Protection Authority	x	
25	UNFPA	x	
26	Punjab Skills Development Fund (PSDF)	x	
27	Punjab Small Industries Corporation	x	
28	Punjab Safe Cities Authority	x	
29	Public Health Engineering Department	x	
30	Finance Department	x	
31	Specialized Healthcare Department	x	
32	PITB	x	
33	Higher Education Department	x	