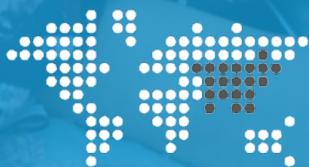




UN WOMEN IN PAKISTAN

Country Profile 2018-2022



Planet 50-50 by 2030
Step It Up for Gender Equality

UN Women is the United Nations organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting the needs of women and girls worldwide.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. UN Women works globally and at the country levels to make the vision of the Sustainable Development Goals a reality for women and girls.

UN Women stands behind women’s equal participation in all aspects of life, focusing on five global priority areas: increasing women’s leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women’s economic empowerment; and making gender equality central to national development planning and budgeting.

UN Women also coordinates and promotes the UN System’s work in advancing gender equality, and in all deliberations and agreements linked to the 2030 Agenda.



UN Women works to position gender equality as fundamental to the Sustainable Development Goals, and a more inclusive world.

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Commitments on Gender Equality and Human Rights

Pakistan's international, national and local commitments on gender equality and human rights are expressed through (but not limited to):

International Commitments

- Universal Declaration of Human Rights (UDHR, ratified 1948)
- Convention on the Elimination of All Forms of Racial Discrimination (CERD, ratified 1966)
- Convention on the Rights of the Child (CRC, ratified 1990)
- Beijing Declaration and Platform for Action (BPfA, adopted 1995)
- Convention on Elimination of all Forms of Discrimination Against Women (CEDAW, ratified 1996)
- International Covenant on Economic, Social and Cultural Rights (ICESCR, ratified 2008)
- International Covenant on Civil and Political Rights (ICCPR, ratified 2010)
- Convention against Torture (CAT, ratified 2010)
- Sustainable Development Goals (SDGs, adopted 2015)

National Commitments

- The Constitution of Pakistan (1973)
- National Policy for Development and Empowerment of Women (2002)
- Protection against Harassment of Women at Workplace Act (2010)
- Acid and Burn Crime Bill (2014)
- Criminal Law (Amendment) (Offences in the name or pretext of Honour) Act (2016)
- Criminal Law (Amendment) (Offences Relating to Rape) Act (2016)
- National Plan of Action on Human Rights (2016)

Local Commitments

- Policy Frameworks on Gender Equality, approved in Pakistan Administered Kashmir (2012), Balochistan (2013), Sindh (2013) and Khyber Pakhtunkhwa (2015)
- Women's Empowerment Packages and Initiatives approved in Punjab (2012, 2014, 2016, 2017) and Khyber Pakhtunkhwa (2017)



THE COUNTRY PROGRAMME
2018-2022

ردیف	نام	تاریخ	مقام
1	محمد علی	15/05/2018	لاہور
2	احمد رضا	20/06/2018	کراچی
3	سید علی	10/07/2018	پشاور
4	محمد اسحاق	05/08/2018	فیصل آباد
5	سید محمد	25/09/2018	راولپنڈی
6	محمد رفیق	10/10/2018	گجرات
7	محمد اسحاق	20/11/2018	سوات
8	محمد اسحاق	10/12/2018	بلتستان
9	محمد اسحاق	20/01/2019	خیبر پختونخوا
10	محمد اسحاق	10/02/2019	سرحد

حکومت پاکستان
وزارت برائے خزانہ
40133-2022/130

2018-2022

2018-2022

The Programme

The proposed programme has been developed in line with the inclusive vision of the Constitution of Pakistan and the United Nations Pakistan Sustainable Development Framework/One Programme III (2018-2022).

UN Women Pakistan's 5-year country programme (2018-2022) is premised on

1. UN Women's corporate strategic plan (2018-2021)
2. International commitments ratified by Pakistan
3. Alignment with national and local government commitments and priorities
4. Past work of UN Women Pakistan including under the United Nations One Programme II (2013-2017)
5. Lessons learned and recommendations from reviews, evaluations, studies and consultations

The 5-year programme comprises of four impact areas, nine outcomes and nine outputs that are fully connected to the corporate strategic plan. The programme is fully aligned with and leverages on a triple mandate (normative, coordination and operational) to implement the 2030 sustainable development agenda in Pakistan.

Guiding Principles

Principles guiding the work of UN Women in Pakistan are

1. A **human rights-based approach** and **leaving no one behind** by: addressing inequalities and discrimination; and involving beneficiaries, including women's organizations, and other agents of change, such as men and boys
2. **National and local ownership** aligned with priorities (based in development plans and strategies), and supporting capacity development
3. Leveraging the **mutually reinforcing benefits** between gender equality and women's empowerment and all dimensions of sustainable development
4. Acting as a **catalyst and promoting United Nations coherence and partnerships** in gender equality and women's empowerment
5. Accountability for **results, transparency and cost effectiveness**

Programming principles, approaches and links to the 2030 Agenda



Pakistan's demographics

The 6th Population and Housing Census 2017 of Pakistan highlights Pakistan's population has increased 57%, from 132.3 million in 1998 to 207.7 million.

Pakistan is now the world's 5th most populous country and the 2nd largest South Asian country.

Men have outnumbered women; men are 51% of the total population, women are approximately 49%.

Only 10,418 have been identified as transgenders in the population which has been disputed by some transgender rights groups who suggest this figure may be up to ten times higher.

Less than a million persons with disabilities were counted, representing 0.48% of the population, which is also considered to be far below the actual figure.

Pakistan is experiencing a demographic youth bulge where two thirds of its population is < 25 years in age.

Programme Outline

The programme contributes to the following overarching goal:

‘Women and girls have better access to and ability to exercise their rights in Pakistan’

The underpinning Theory of Change for the Pakistan Country Programme is:

If (1) there is a well-coordinated and concerted action to address the multifarious gender equality and women’s empowerment challenges, at both national and local levels; If (2) policies, rules, laws and institutional set-ups of the Federal and Provincial Governments provide the structural framework to institutionalize and implement gender equality and women’s empowerment, as per key global normative and national frameworks; If (3) partner’s and stakeholders’ efforts in delivering gender equality and women’s empowerment results is strengthened, made effective, and demonstrates greater accountability to gender equality and women’s empowerment commitments; And if (4) women’s voice, roles and visibility is mainstreamed in social, economic, legal and political processes; Then (5) women and girls, including the most marginalized in society, will be able to access and fully exercise their basic rights and optimally benefiting from socio-economic development in Pakistan; Because (6):

- i. Government capacities will have been enhanced to ensure an enabling legislative and policy environment (laws, plans and budgets) is in place and translated into action;
- ii. Institutional capacities, mechanisms and structures will have been built and strengthened becoming more accessible to and deliver equally for women and girls;
- iii. Women’s agency, leadership and participation is recognized and facilitated to enable them to benefit equally from governance and justice systems, decent work and income security, and a life free of discrimination and violence;
- iv. Capacities of duty bearers and rights holders is built to strengthen women’s collective voice and action in support of women’s social, economic, legal and political rights;
- v. Favorable political will, social norms, attitudes and behaviours will have been established through the engagement of non-traditional partners, men and the private sector in gender equality and women’s empowerment advancement.

Development Result Areas

National and local stakeholders ensure:

1. An enabling environment is in place to translate, monitor and report on implementation of gender equality and women’s empowerment commitments, aligned to global norms, policies and standards
2. Gender responsive plans, policies and systems of governance are in place with institutions being more accessible to and delivering equally for women and girls
3. An environment where women benefit from decent work, income security and socio-economic development
4. A safe environment where women and girls can live a life free from violence in private and public spaces, and survivors are able to access quality essential services

On the development front, there has been significant political ownership of the Sustainable Development Goals in Pakistan. This was clearly reflected in October 2015, when the country became one of the first in the world to adopt the 17 Global Goals as its own “National Development Goals”

Vision 2025

The Government of Pakistan’s *Vision 2025* prioritises basic rights and gender equality as central tenets of the country’s development - women’s empowerment is an explicit part of its very first Pillar, “People First”.

It highlights the need to end discrimination, while creating an enabling environment in which women and girls can realise their full potential.

Pillar 1 is fundamentally about ensuring the rights of all of Pakistan’s people, in line with the principles of equity and “leaving no one behind”. It conceives of these efforts as vital steps to cement the population’s well-being and harness their potential contribution - especially the contribution of women - to socio-economic development. To this end, one of the key targets of Vision 2025 is to increase female labour force participation from the current 26% to 45% which, if achieved, would contribute immensely to attaining poverty reduction, gender equality and decent work at an accelerated pace.

Country Programme Development Results and Organizational Effectiveness

Women have income security, decent work and economic autonomy

Enhanced coordination, coherence and accountability of the UN System to gender equality and women's empowerment

Strong culture of results-based management, knowledge building, and organizational effectiveness

GOAL: “Women and girls have better access to and ability to exercise their rights in Pakistan”

Women lead, participate in and benefit equally from governance systems

Women and girls live a life free from all forms of violence

Applying global norms, policies and standards on gender equality and women's empowerment



GOVERNANCE AND NATIONAL PLANNING

The Issue

National plans, policies, institutions and budgets are where governments begin to translate commitments to women into practical progress towards gender equality. Too often, however, they overlook measures to ensure that public services respond to women's needs and priorities.

Viewing these dimensions of governance through a gender equality lens means putting aside the conventional assumption that they are gender-neutral. It entails comprehensively assessing gender gaps and identifying actions to close them. Changes to promote gender equality need to be backed by adequate funds, and systematically monitored for progress in reducing gender discrimination.

From the local to the global level, women's leadership and political participation are restricted. Women are under-represented as voters, as well as in leading positions, whether in elected offices, civil service, private sector or academia. This occurs despite their proven abilities as leaders and agents of change, and their right to participate equally in democratic governance.

Structural barriers through discriminatory laws and institutions still limit women in becoming effective leaders.

Norms and standards

Pakistan is signatory to a number of internationally agreed norms and standards relating to governance, national planning and women's leadership. Among the most prominent are:

- The **UN Economic and Social Council Resolution 1990/15** calls to adopt a 30 percent minimum proportion of women in leadership positions, with a view to achieving equal representation
- The **2011 UN General Assembly resolution on women in development (A/RES/66/216)** urges to strengthen the focus and impact of development assistance targeting gender equality and women's empowerment
- The **2012 UN General Assembly resolution on follow-up to the Beijing Platform for Action (A/RES/66/132)** encourages increased efforts to enhance accountability for the implementation of commitments to gender equality and the empowerment of women including by improved monitoring and reporting on progress in policies, strategies, resource allocations and programmes and by achieving gender balance

For a comprehensive overview of the norms and standards and other intergovernmental work on governance and national planning, please visit: <http://www.unwomen.org/en/what-we-do/governance-and-national-planning/global-norms-and-standards>



*Working fearlessly on the roads,
breaking age old social taboos that women are supposed to stay indoors.*

Shabana Habib Tareen - Deputy Superintendent Police - Traffic for Quetta, Balochistan - is known for bringing discipline on the roads, even in the worst of traffic jams, and is an advocate for the 'Strengthening Rule of Law in Balochistan' initiative.

"I am proud of the fact that I have never worked less than men but have always contributed more than my male colleagues. I am the only women police officer trained in the Sihala Police Academy and have won many awards for my performance.

Being one of six sisters with a brother, my father always wanted his only son to join the police force - he didn't. I then decided it will be me who will fulfill my father's dream; now my two daughters are ready to follow in my footsteps.

As a female Police Officer, one question that is always in my mind "would a woman feel safe passing through this area?"

Women officers are not permitted to register a First Incident Report (FIR), a basic performance indicator. We need women reporting centers for women victims as well as for women officers. For women victims because they hesitate in reporting crimes to males and for women officers to register and investigate the case. "

How we will make a difference

Development Impact:

National and local stakeholders ensure gender responsive plans, policies and systems of governance are in place with institutions being more accessible to and delivering equally for women and girls

Underpinning Theory of Change:

If (1) national, provincial and local level frameworks, plans and strategies are in place;

If (2) government Ministries and departments have the capacity to integrate gender into planning and budgeting;

And if (3) capacities of formal and informal justice institutions are strengthened becoming more accessible for women and girls;

Then (4) women will benefit equally from governance systems;

Because (5) women's voice, roles and visibility will be mainstreamed in social, economic, legal and political processes.

1. Gender responsive development plans and budgets

In leaving no one behind in the development agenda and in line with the Government of Pakistan's priority to promote governance and gender equality, whilst mainstreaming its normative work (commitments, observations and actions), UN Women Pakistan will

- a. Continue its technical support and partnerships with the provincial Women Development Departments, national and local women machineries and key institutions to develop, cost and implement national and provincial gender equality and women's empowerment action policies, plans and packages in line with Pakistan's Constitution and international commitments (including CEDAW and the SDGs)

- b. Advocate for development and implementation plans and policies to be more overarching and address the needs of marginalized women and groups
- c. Support women machineries to benefit from increased knowledge and trained on designing evidence based policies and programmes
- d. Build capacities of government officials and parliamentarians to develop and track gender responsive budgets and gender budget statements

2. Evidence-based data, statistics and reports

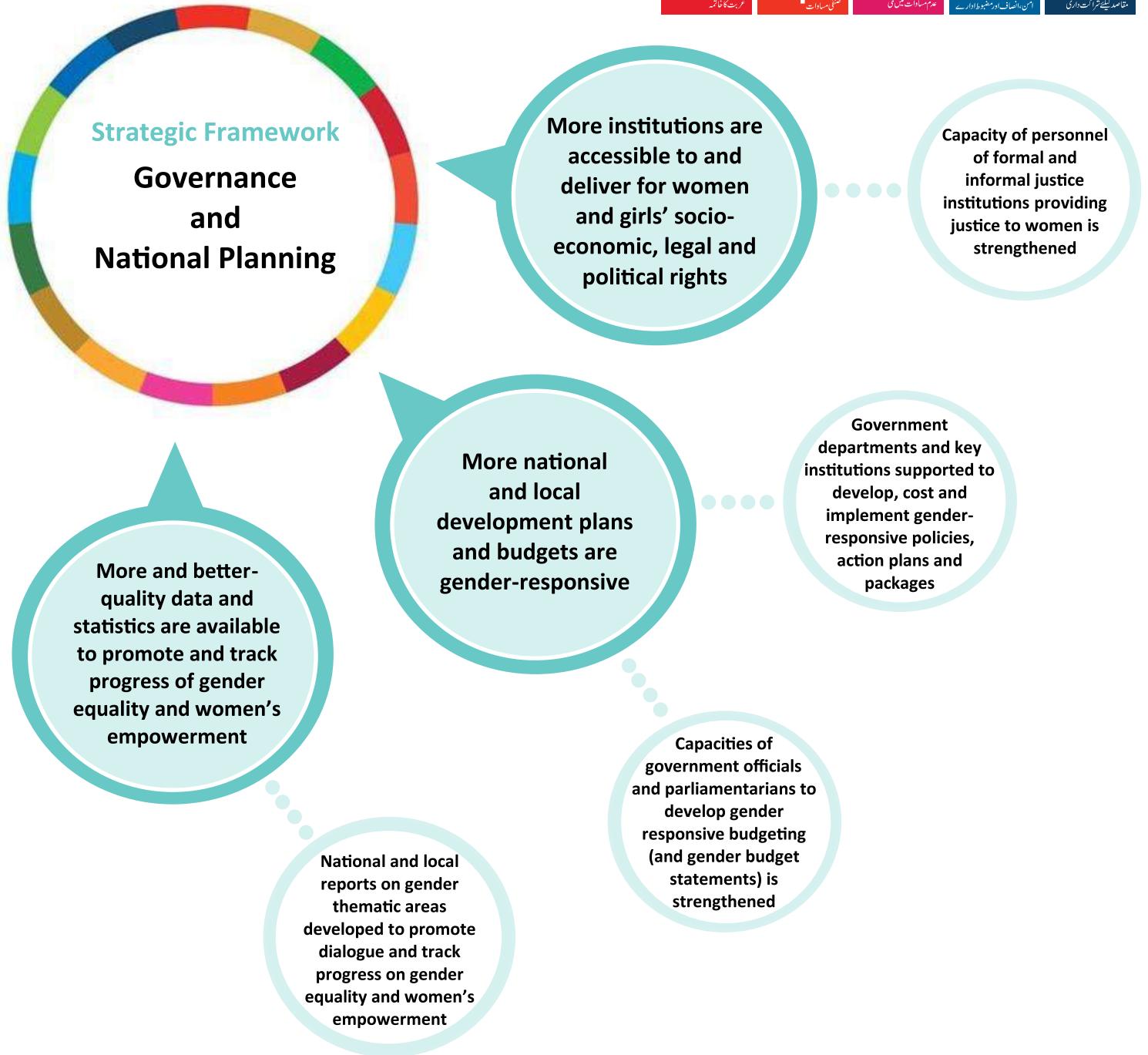
In recognizing the importance of appropriate data for designing policies, programmes and assessing progress towards the goal of gender equality and women's empowerment, UN Women Pakistan will

- a. Support national and provincial partners to collect, compile, analyze and disaggregate data by sex, and reflect problems, issues and questions related to women and men in Pakistan's society
- b. Disseminate gender statistics so that policy-makers and development practitioners can address specific issues of women and men, and promote and track progress

3. Institutions are more accessible to and deliver for women and girls

In promoting women's participation and representation in governance institutions, and more so in breaking the barriers faced by women in accessing justice, UN Women Pakistan will

- a. Work with law enforcement agencies and the judiciary to strengthen their capacity to provide legal rights and justice to women, while enhancing national and local capacities to initiate and pursue gender responsive justice procedures
- b. Support government-led nationwide campaigns to address women's participation in political and electoral processes, including under-registration of women as voters and to increase turnout of women voters





ENHANCING WOMEN'S ECONOMIC EMPOWERMENT

The Issue

Investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. Women are key agents for achieving the transformational economic, environmental and social changes required for sustainable development.

Women make enormous contributions to economies, whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home. But they also remain disproportionately affected by poverty, discrimination and exploitation. Gender discrimination means that women often end up in insecure, low-wage jobs, and constitute a small minority of those in senior positions. It curtails access to economic assets such as land and loans and limits participation in shaping economic and social policies. And, because women perform the bulk of household work, they often have little time left to pursue economic opportunities.

Their limited access to credit, health care and education are among many challenges faced, which are further aggravated by food and economic crises, and climate change. Empowering them is key not only to the well-being of individuals, families and communities, but also to overall economic productivity.

Norms and standards

Pakistan is signatory to a number of internationally agreed norms and standards relating to women's economic empowerment. Among the most prominent are:

- The **1966 International Covenant on Economic, Social and Cultural Rights** upholds the equal right of men and women to the enjoyment of all economic, social and cultural rights set forth in it
- The **1979 CEDAW Convention** has provisions on employment (Article 11), economic and social benefits (Article 13) and rural women (Article 14)
- The **1995 Beijing Declaration** promotes women's economic independence, including employment (Para 26) and ensures women's equal access to economic resources including land, credit, science and technology, training, information, communication and markets (Para 35)
- The **1998 ILO Declaration on Fundamental Principles and Rights at Work** offers a number of gender equality conventions

For a comprehensive overview of the norms and standards and other work on women's economic empowerment, please visit:
<http://www.unwomen.org/en/what-we-do/economic-empowerment/global-norms-and-standards>



"Never has a moment been so pleasant for me than the one when we 3 sisters brought our PKR 42,000 monthly salary to a home where there was nothing except starvation."

Shehnaz (26) at one point was stitching clothes from home and if lucky, earned PKR 2,000 (approx. USD 20) in a month.

"My elderly parents are unable to work and my house consists of door-less rooms with no boundary wall.

Me and 2 of my sisters (Mehnaz and Shazia) joined a local company with help from UN Women. This was the first time we worked outside our house. With the factory providing pick and drop, we felt more secure in venturing out from our village to the city. Learning and working in the formal sector has been quite an eye-opener - working alongside men and earning the same as them.

Following job training, and with our collective income increased to PKR 42,000, we have re-paid PKR 25,000 borrowed to meet our urgent necessities. We have added doors to our rooms, plastered our once un-plastered floors and will now build a boundary wall and install an entrance gate. We have also bought a refrigerator and other household essentials.

Our substantial financial contribution to the family income has helped us realize that women can equally assume the responsibility of running a household. This realization has boosted our confidence in our own capabilities and talents."

How we will make a difference

Development Impact:

National and local stakeholders ensure an environment where women benefit from decent work, income security and socio-economic development

Underpinning Theory of Change:

If (1) government departments and key partners have the capacity to develop and implement legal, regulatory and policy frameworks aligned with international standards that create decent work for women;

If (2) capacities and skills of rights holders to participate in the economy, including as entrepreneurs, are strengthened;

And if (3) organizations operationalize gender responsive policies and working environments to increase women's employment opportunities;

Then (4) women will benefit from decent and formal work, income security, social protection services and access to finance;

Because (5) their entry into the job market, labour force participation and professional achievements will be enhanced.

1. Policies and plans enhance socio-economic empowerment of women (including from marginalized groups and home-based workers)

In protecting and fulfilling socio-economic rights for informal women home-based workers and other excluded groups (such as religious minority, transgender, disabled and HIV positive) in line with Pakistan's global and local commitments and observations, UN Women Pakistan will

- a. Continue its technical support to government officials and key stakeholders to strengthen the policy and legislative environment for women workers

- b. Support local women machineries, Labour and Human Resource Departments, HomeNet Pakistan and groups advocating for rights for home-based women workers
- c. Advocate and lobby with government officials and key stakeholders to recognize informal women workers with formal worker status as per the law and register them to access social security and other benefits
- d. Support partners to develop and implement provincial policies and action plans to create decent work for informal and rural home-based women workers and women from excluded groups

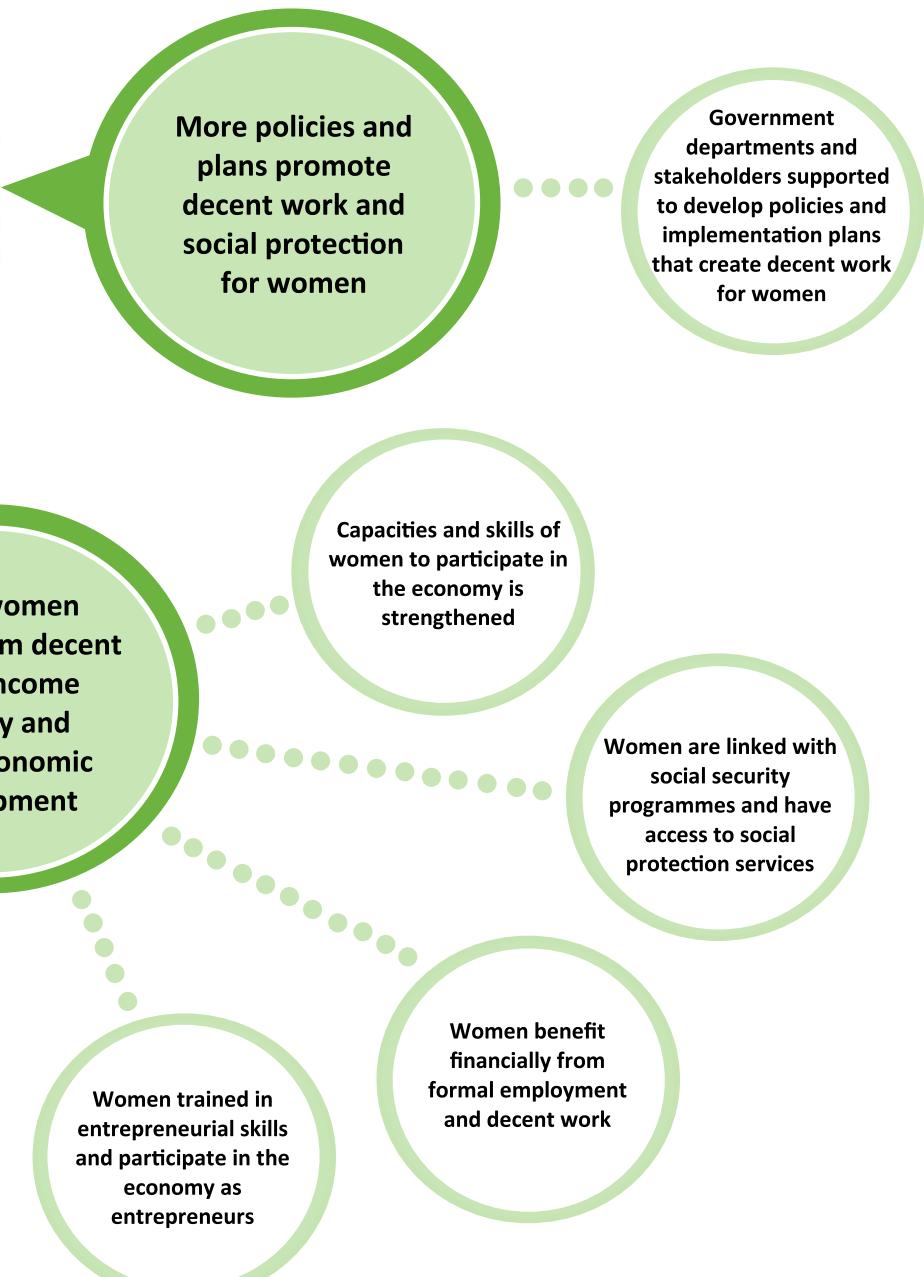
2. Women benefit from decent work, income security and socio-economic development

In addressing informal and rural women's unequal access to education and skills development and barriers faced to secure decent work and income-generating opportunities, UN Women Pakistan will

- a. Support women to access and benefit from strengthened capacities and skills to participate in the local economy - formal employment and entrepreneurship opportunities
- b. Support women to benefit from enhanced knowledge on issues related to their human rights (including violence against women)
- c. Promote women's access to protection services and linkage with social security programmes
- d. Coordinate and support private sector and corporate companies to become signatory to and operationalize the Women's Empowerment Principles within their organizations
- e. Continue its technical assistance and support to companies who are signatory to the Women's Empowerment Principles (as guided by UN Women) to develop and implement gender-responsive work policies



**Strategic Framework
Enhancing
Women's Economic
Empowerment**



More policies and plans promote decent work and social protection for women

Government departments and stakeholders supported to develop policies and implementation plans that create decent work for women

Capacities and skills of women to participate in the economy is strengthened

Women are linked with social security programmes and have access to social protection services

Women benefit financially from formal employment and decent work

Women trained in entrepreneurial skills and participate in the economy as entrepreneurs

Women are linked with micro-finance institutions and access financial services

Government and companies supported to develop and implement gender-responsive work policies and the Women's Empowerment Principles



ENDING VIOLENCE AGAINST WOMEN AND GIRLS

The Issue

Violence against women and girls is a grave violation of human rights. Occurring in public and private places, it has many forms, ranging from domestic and intimate partner violence to sexual harassment and assault, trafficking, sexual violence and gender-related killing.

Its impact spans from immediate to long-term multiple physical, sexual and mental consequences for women and girls, including death. It negatively affects women's general well-being and prevents women from fully participating in society. Violence not only has negative consequences for women but also their families, the community and country. It has tremendous costs, from greater health care and legal expenses, and losses in productivity, impacting national budgets and overall development.

Pakistan has several laws and policies against various forms of violence. Challenges remain however in implementing these measures. Many women still lack access to free or affordable essential services in sectors such as health, police, justice and social support to ensure their safety, protection and recovery. Not enough is done to prevent violence, which is the most challenging but also effective way to eliminate violence in a sustainable way.

Norms and standards

Pakistan is signatory to a number of internationally agreed norms and standards relating to ending violence against women and girls. Among the most prominent are:

- The **1979 CEDAW Convention** does not explicitly mention violence against women and girls, but General Recommendations 12 and 19 clarify that the Convention includes violence against women and makes detailed recommendations to States parties
- The **1993 Declaration on the Elimination of Violence against Women** became the first international instrument explicitly addressing violence against women, providing a framework for national and international action
- The **1995 Beijing Platform for Action** identifies specific actions for Governments to take to prevent and respond to violence against women and girls. Ending violence is one of 12 areas for priority action
- The **2013 Commission on the Status of Women** adopted 'Agreed Conclusions' to eliminate and prevent all forms of violence against women and girls

For a comprehensive overview of the norms and standards and other intergovernmental work on violence against women, please visit: <http://www.un.org/womenwatch/daw/vaw/>



Introducing a Women's Safety Audit Tool in Pakistan to make Public Transport Safe for Women

Local studies reveal that women's movement and their use of public transport is compromised due to the discomfort, social stigma and fear of harassment when they are compelled to sit in close contact with unrelated men.

In making public transportation facilities accessible, 'safe' and 'harassment-free' for women and girls, an internationally recognized 'safety audit tool' was introduced in Pakistan for the first time and piloted in Lahore, Punjab, as part of a 'Safe Cities' Initiative.

The women's safety audit report, based on real-time information - including from over 900 women commuters and 100 bus drivers and conductors - provides statistics on the types and level of threats faced by women and girls availing public transport facilities for economic, social and educational activities. The report also identifies gaps and barriers of transport services to prevent and respond to harassment, and puts forward actionable recommendations for the local government, transport authorities, corporates and other stakeholders to end violence against women travelers in public spaces.

An internationally renowned mobile safety app was also introduced in Pakistan under the 'Safe Cities' Initiative. The 'Women's Safety App' was launched by the Punjab Government and offers: location 'safety' audit; emergency helpline; traffic news, GPS tracking; and a knowledge base on women's issues and rights.

How we will make a difference

Development Impact:

National and local stakeholders ensure a safe environment where women and girls can live a life free from violence in private and public spaces, and survivors are able to access quality essential services

Underpinning Theory of Change:

If (1) legislations and government-led initiatives are adopted or strengthened addressing violence against women and girls in private and public spaces;

If (2) government departments and institutions have the capacity to develop and design gender responsive services and safe public spaces;

And if (3) men and boys recognise women and girls' rights to live lives free from violence;

Then (3) women and girls will be able to lead violence and harassment-free lives;

Because (4) safer public and private environments will be in place to prevent and reduce violence against women and girls.

1. Laws, policies and strategies are adopted and implemented to prevent and respond to violence against women and girls

In creating enabling legislative environments to prevent and respond to violence against women and girls aligned with global guidelines and international commitments and observations, UN Women Pakistan will

- a. Continue its technical support and partnership with government departments, institutions and key stakeholders to develop, review and implement pro-women legislation
- b. Support the National Ending Violence Against Women

and Girls Alliance and its Provincial Chapters in their strategic planning and legislative reviews in line with global policy frameworks and CEDAW legislative guidelines

- c. Support the Ministry of Human Rights to implement the National Plan of Action on Human Rights and roll-out provincial strategies
- d. Support the Ministry of Human Rights to adopt and roll-out national guidelines and implementation plans on violence against women and girls
- e. Assist the Ministry of Human Rights to develop and implement Pakistan's first government-led 'Men Engage Model Programme to prevent violence against women and girls'
- f. Support government departments and institutions to develop national and provincial implementation plans on 'Gender-Based Violence' following global guidelines of the Essential Services Package, and disseminate essential services initiatives for practice, to protect and benefit victims and survivors of violence
- g. Support government partners to strengthen institutional structures as model 'one-stop' service providers to assist women and girl survivors access crisis information and helplines, safe accommodations and legal advice

2. Evidence strategies and initiatives for safe and empowering public spaces for women and girls are adopted and implemented, reflecting global guidelines

In continuing initiatives to make public spaces and transportation facilities accessible, 'safe' and 'harassment-free' for women and girls, including those from marginalized groups and communities, UN Women Pakistan will

- a. Support key partners to implement observations and recommendations of Pakistan's first district level 'safety audits' and baseline study conducted in 2017, and assist in rolling-out safety audits to other districts

**Strategic Framework
Ending Violence
Against
Women and Girls**

Laws, policies and strategies are adopted and implemented to prevent and respond to violence against women and girls

Government and stakeholders supported to develop, review and implement policies, plans and strategies to end violence against women and girls

Institutions strengthened to assist women and girl survivors access crisis information and helplines, safe accommodations and legal advice

Strategies and initiatives for safe and empowering public spaces for women and girls drafted, adopted and implemented

Awareness raising on women's rights to access quality essential services for victims and survivors of violence

Women benefit from safe cities and safe public spaces



SUPPORT TO INTERGOVERNMENTAL PROCESSES

The Forums

In intergovernmental forums at the United Nations, Member States, including Pakistan, come together to debate and seek agreement on global gender equality norms and standards to realize women's human rights.

These commitments offer the basis for action by Governments and other stakeholders to achieve gender equality and women's empowerment at the global, regional and national levels. They provide impetus for adopting and enhancing laws, policies and programmes that bring about equality between women and men.

The main intergovernmental forum for addressing gender equality and the empowerment of women for the international community is the UN Commission on the Status of Women. The Commission is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. The Commission adopts multi-year work programmes to appraise progress and make further recommendations to accelerate the implementation of the Platform for Action. These recommendations take the form of negotiated 'Agreed Conclusions' on a priority theme.

The Support

UN Women assists Member States in conducting research, and compiling and providing evidence, including good practices and lessons learned, to inform intergovernmental debates and decisions.

Several international agreements guide the work of UN Women, and include (but are not limited to): (i) CEDAW, a "women's bill of rights" and a cornerstone of all UN Women programmes; (ii) Beijing Declaration and Platform for Action, a document that sets forth governments' commitments to enhance women's rights; and the (iii) Sustainable Development Goals, to end poverty, combat inequalities and promote prosperity while protecting the environment.

UN Women supports Member States to localize negotiated outcomes and agreements from intergovernmental processes and international commitments for inclusion in gender-specific laws and actions. UN Women also supports Member States to prepare a comprehensive and authoritative assessment of progress, gaps and challenges in the implementation of its international commitments.

For a comprehensive overview of our intergovernmental forum, the Commission on the Status of Women, please visit:
<http://www.unwomen.org/en/csw>



*Commission on the Status of Women - Implementing Recommendations
the principal intergovernmental body dedicated to promoting gender equality and women's empowerment*

In implementing recommendations of the 61st Session of the Commission on the Status of Women (2017) under the priority theme “Women’s Economic Empowerment in the Changing World of Work”, UN Women Pakistan continues to work with and strengthen the role of the private sector and their contribution towards the economic empowerment of women.

With more than 38 Pakistani companies (34 local, 3 multi-nationals and the Employers Federation of Pakistan) having signed the Seven Principles of Women’s Empowerment - a joint initiative of UN Women and the UN Global Compact - the companies have taken on a global approach to four key areas: (i) promoting economic development through female entrepreneurship; (ii) championing gender diversity in business and corporate level; (iii) public-private partnerships for advancing women’s economic opportunities; and (iv) providing potential business and investment opportunities through supplier diversity and marketing practices.

As companies have a key role to play as 'change agents' to build a world where gender equality is a reality to achieve Sustainable Development Goal 5, over 220 Chief Executive Officers and Senior Management of Pakistan's Overseas Investors Chamber of Commerce and Industries have pledged to create more inclusive workplaces, and enhance women's workplace opportunities with high-level leadership within a three-year timeframe, commencing 2018.

How we will make a difference

Development Impact:

National and local stakeholders ensure an enabling environment is in place to translate, monitor and report on implementation of commitments on gender equality and women's empowerment, aligned to global norms, policies and standards

Underpinning Theory of Change:

If (1) national and local government institutions have the capacity to institutionalize and promote international commitments on gender equality and women's empowerment;

And if (2) evidence-based dialogue and knowledge sharing on gender equality and women's empowerment commitments is enhanced;

Then (3) the Government and national partners will be able to monitor and report on implementation of key global, national and local normative frameworks more effectively;

Because (4) an enabling institutional and structural environment is in place demonstrating greater accountability on gender equality and women's empowerment commitments.

1. Mechanisms are in place to assess and report on progress of the Government of Pakistan's international commitments on gender equality and women's empowerment

In assisting the Government of Pakistan's conformity to normative gender equality and women's empowerment commitments (implementation, monitoring and reporting) UN Women Pakistan will

- a. Continue its technical support and partnerships to the National and Provincial Commissions on the Status of

Women, key government officials and stakeholders (including the Inter-Provincial Ministerial Group on Women's Empowerment) to deepen their knowledge on Pakistan's international gender equality and women's empowerment commitments (such as CEDAW, UDHR, SDGs, BPfA), and periodical reports and observations from reviews (including disseminate and follow-up on findings from reports and reviews)

- b. Support strengthening of institutional capacity of the Commissions and key partners to increase ownership, enhance synergies across the provinces, implement CEDAW Committee recommendations, make monitoring and reporting at policy and programme level more coordinated and systematic, with strengthened linkages between federal and local level information gathering and reporting mechanisms
- c. Technical support to women machineries to set strategic priorities, and develop and implement plans for ensuring gender equality and women's empowerment

2. Evidence-based dialogue in the context of intergovernmental processes and global policy discussions

With dialogue being an essential element of the development cooperation relationship, UN Women Pakistan will

- a. Provide platforms and support opportunities for Government officials and stakeholders to engage in and benefit from open and inclusive dialogue on intergovernmental processes and global policy discussions, including: (i) to implement gender indicators of the Sustainable Development Goals; (ii) preparation for, and localization of outcomes and recommendations from global sessions of the Commission on the Status of Women and (iii) review and planning sessions of the Beijing Platform for Action



Mechanisms are in place to assess and report on progress of the Government of Pakistan’s international commitments on gender quality

Evidence-based dialogue in the context of intergovernmental processes and global policy discussions

Government and stakeholders supported to monitor and report on the Government’s gender equality and women’s empowerment commitments

National and local statements and recommendations put forward on intergovernmental processes and global policy discussions



UN COORDINATION ON GENDER EQUALITY

How we will make a difference

UN Women has continued to make progress in fulfilling its function of assisting and coordinating the UN System strategies, policies and actions to promote effective system-wide gender mainstreaming.

UN Women Pakistan will build on its current and past partnerships with UN Agencies with greater emphasis on joint programming and promotion of pooled-financing under the One UN Pakistan Sustainable Development Framework (2018-2022) comprised of 10 Outcome areas. Towards this, UN Women Pakistan will be the lead agency for Outcome 8 on 'Gender Equality and Dignity', and will provide technical support and guide the remaining 9 Outcome groups on integrating gender within their activities.

UN Women Pakistan will continue its support to the UN Country Team and sister UN Agencies to coordinate and promote joint advocacy efforts and joint programmes that promote gender equality and women's empowerment.

UN Women Pakistan will guide planning and monitoring, and enhance accountability of the UN's work on gender equality and women's empowerment through UN inter-agency and humanitarian groups.

UN Women Pakistan will also leverage on provincial coordination mechanisms to support system-wide accountability on gender equality and women's empowerment.

In linking its UN coordination role on gender equality to delivering country-level development results, UN Women Pakistan will continue to work closely, through joint programmes and initiatives, with multiple sister Agencies on areas including (but not limited to): (i) governance (rule of law) and national planning; (ii) women's leadership and representation in political and electoral process; (iii) expanding livelihood restoration, land rights and human security for rural women and their families; and (iv) ending violence against women and girls and women's human rights.

UN Women Pakistan will continue its role as a permanent co-chair of the Inter-Agency Gender and Development Group (INGAD) along with a rotating co-chair. Under this forum, UN Women Pakistan will facilitate strategic dialogue and joint advocacy on issues related to gender equality and women's empowerment in the development and humanitarian sectors, and interagency coordination in Pakistan.





RESULTS-BASED MANAGEMENT, KNOWLEDGE BUILDING AND ORGANIZATIONAL EFFECTIVENESS

How we will make a difference

UN Women Pakistan believes that to effectively implement its Country Programme (2018-2022) and achieve its overarching goal there must be strong management of financial and human resources in pursuit of its development and organizational results.

In practicing results-based management, including strong strategic planning, monitoring, reporting and evaluation practices, UN Women Pakistan will

- a. Build capacity in results-based management (of both staff and implementing partners) to translate programme and project planning, monitoring and reporting into quality results-based application
- b. Ensure availability of good and quality reliable baseline data and conduct regular review of indicators and targets
- c. Ensure regular monitoring and results-oriented progress reporting of all its projects and programmes

In contributing to, and drawing down on national and global knowledge, innovation practices, and knowledge and evidence generation, UN Women Pakistan will explore research needs and commission thematic reports on gender equality and women's empowerment.

UN Women Pakistan will continue to support government partners and stakeholders in raising awareness for social and behavioral change under UN Women's priority (and emerging) development areas, and support civic education and public engagement initiatives to 'leave no one behind'.

In enhancing reach and visibility of Pakistan's development agenda, programmes and results, UN Women Pakistan will through its various platforms, continue linking its partnership building, advocacy and communications to its thematic priorities and emerging areas.

UN Women Pakistan will continue to provide spaces for public engagement in campaigns such as HeForShe, UNiTE to End Violence against Women and "Planet 50-50 by 2030: Step It Up for Gender Equality".

Strategic Framework

**Results-Based
Management,
Knowledge Building
and Organizational
Effectiveness**

Strategic partnerships with major stakeholders, including men and boys, youth, women's groups, civil society and private sector

Partners supported to promote gender equality and women's empowerment

Enhance outreach and visibility on Pakistan's development agenda, programming and results

Knowledge and information sharing products developed, supported and disseminated through various platforms

High quality of programmes through knowledge, innovation, results-based management and evaluation

Improved management of financial and human resources in pursuit of results

Office has operational capacity and resources to implement the Country Programme

Contribute to and draw information from knowledge and evidence products and platforms

Results-based management practiced, including strong strategic planning, monitoring, reporting and evaluation



STRATEGIC PARTNERSHIPS

UN Women Partnerships in Pakistan

Government and Parliamentary Partners include:

- Women Development Departments
- National and Provincial Commissions on the Status of Women
- Women Parliamentarian Caucus
- Ministry/Departments/Directorates of Human Rights
- Human Rights Commission and Departments
- Ministry/Departments of Finance
- Departments of Labour and Human Resources
- Planning and Development Departments
- Pakistan and Provincial Bureau of Statistics
- Offices of the Provincial Chief Ministers
- Other Ministries, Departments and Government Institutions

Other Major Partners include:

UN Agencies and Inter-Agency Groups, International Financial Institutions, International and National Non-Government Organizations, Women's Networks and Organizations, Civil Society, Community Based Organizations, Disability and Age Organizations, Transgender Alliances, Youth Groups, Men and Boys, Academia and Experts, Religious Scholars, Judiciary and Police, Chambers of Commerce and Small and Medium Enterprise institutions, Private Sector, Celebrities and Social Influencers, and the Mass Media

Funding Partners include:

- United States Department of State - Bureau of International Narcotics and Law Enforcement Affairs
- Royal Norwegian Embassy
- United Kingdom Department for International Development
- Swiss Agency for Development Cooperation
- Australian Aid
- Australian National Committee for UN Women
- Benetton Group
- Proctor and Gamble
- One UN Fund in Pakistan



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Planet 50-50 by 2030
Step It Up for Gender Equality

