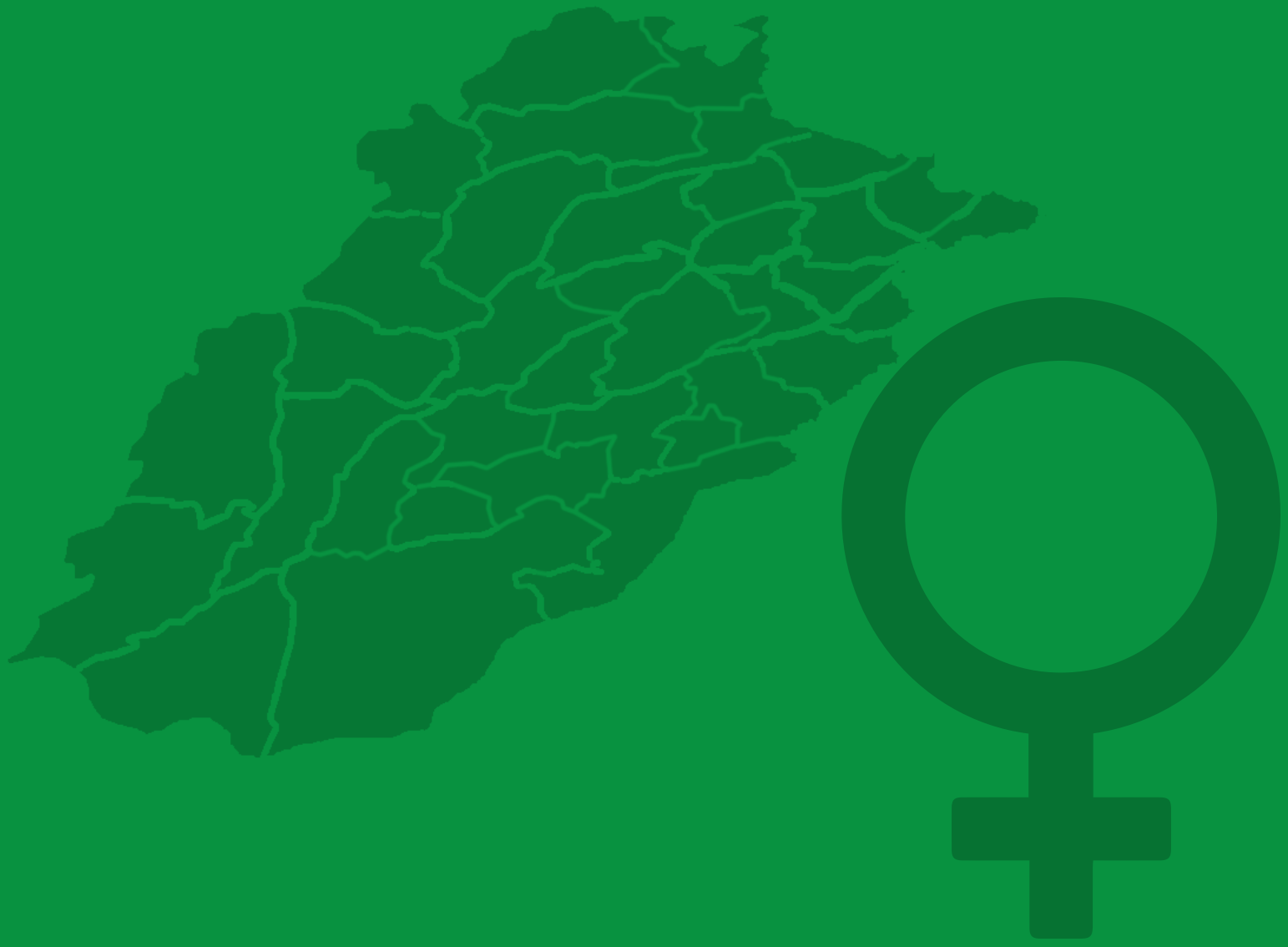
Women Development Department
Government of Punjab

UN WOMEN

PUNJAB WOMEN DEVELOPMENT POLICY

IMPLEMENTATION FRAMEWORK

2020-2024



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Abbreviations

BCC	Budget Circular Call
BHU	Basic Health Unit
BOS	Bureau of Statistics
CBA	Collective Bargaining Association
CBO	Community Based Organisation
CEDAW	Convention on the Elimination of all forms of Discrimination against Women
CEO	Chief Executive Officer
CNIC	Computerised National Identity Card
CSO	Civil Society Organisation
DHQ	District Headquarter
DRM	Disaster Risk Management
DRR	Disaster Risk Reduction
E&T	Excise and Taxation Department
EPD	Environment Protection Department
FP	Family Planning
GCC	Gender & Child Cell
HED	Higher Education Department
HIV/ AIDS	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICISD	Industries, Commerce, Investment and Skills Development Department
ICT	Information and Communication Technology
IT	Information Technology
LGA	Local Government Academy
M&E	Monitoring and Evaluation

MICS	Multiple Indicator Cluster Survey
MIS	Management Information System
MISP	Minimum Initial Service Package
MOU	Memorandum of Understanding
MOV	Means of Verification
MPA	Member Provincial Assembly
MSDS	Minimum Service Delivery Standards
NADRA	National Database and Registry Authority
NCCP	National Climate Change Policy
NCHR	National Commission for Human Rights
NDMA	National Disaster Management Authority
NGO	Non-governmental Organisation
P&DD	Planning & Development Department
P&SHD	Primary and Secondary Healthcare Department
PCSW	Punjab Commission on the Status of Women
PCTB	Punjab Curriculum and Textbook Board
PDHS	Pakistan Demographic and Health Survey
PDMA	Provincial Disaster Management Authority
PECA	Prevention of Electronic Crimes Act
PERI	Punjab Economic Research Institution
PFM	Public Financial Management
PHC	Punjab Healthcare Commission
PGS	Punjab Growth Strategy
PHED	Public Health Engineering Department
PIEDMC	Punjab Industrial Estate Development and Management Company
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
PSLM	Pakistan Social and Living Standards Measurement
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
RHC	Rural Health Centres
SDG	Sustainable Development Goal
SED	Schools Education Department
SHCME	Specialised Healthcare and Medical Education Department
SME	Small and Medium Enterprises
SPU	Strategic Policy Unit
STEMs	Science, Technology, Engineering and Mathematics
SWD	Social Welfare Department
TEVTA	Technical Education and Vocation Training Authority
THQ	Tehsil Headquarter
TOT	Training of Trainers
TVET	Technical and Vocational Education and Training
UIPT	Urban Immovable Property Tax

UN	United Nations
WCCI	Women Chamber of Commerce and Industry
WDD	Women Development Department
WHO	World Health Organization

Message from the Minister for Women Development

The Government of Punjab is leading the movement for equal rights of women in Punjab. Provincial laws and policies have been formulated to uplift the socio-economic status of women of the province, especially those residing in rural areas. These laws and policies are in harmony with international best practices and the Government of Pakistan's international obligations including CEDAW, the Beijing Declaration and Platform for Action, and the Sustainable Development Goals. Despite all these efforts, positive change in the lives of women will be seen once the gap in implementation of various measures taken by the government for improvement in the lives of women is addressed.

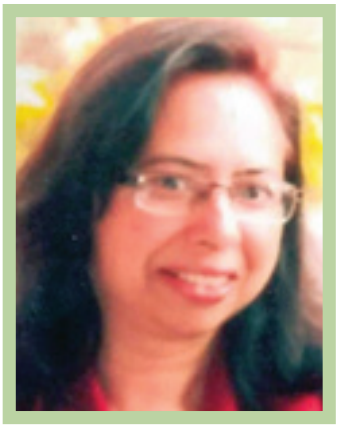
Globally, research and practice has shown that gender equality, women's empowerment and gender mainstreaming are not easily achievable by one department. We can only realise these goals by bringing resources and expertise of all Government departments together. To this end, WDD and UN Women have collaborated to develop a comprehensive Implementation Framework to translate the Punjab Women Development Policy 2018 into reality. The Framework, in which my Department has played a pivotal role, approaches women's empowerment in a cross-cutting manner, to include all relevant stakeholders, including Government departments, international donors and civil society organisations.

I wish my Department the very best in achieving the constituent objectives and outcomes of the Implementation Framework. Through stringent implementation of the framework, we are confident that the lives of women can change for the better.

Ashifa Riaz Fatyana
Minister for Women Development
Government of Punjab

Message from

Secretary, Women Development Department



Punjab Women Development Policy (PWDP) envisions a gender-sensitive Punjab, where women and men enjoy equity and equality in all walks of life; and women and girls are able to achieve and enjoy individual and collective well-being, development and prosperity without any discrimination. The PWDP adopts a multi-pronged approach with constituent strategies spanning across Women's Political Empowerment and Rights based Governance; Women and Education/ Skill Development; Women and Health; Women, Poverty Reduction and Economic Empowerment; Gender-based Violence; Women and Climate Change; Women and ICT.

In line with the aforementioned vision, an implementation framework for the PWDP has been designed, through a rigorous process of consultation with key stakeholders, including Government line departments, civil society, academia, and international development partners. The ensuing document is a robust results-based framework, with clearly defined interventions based on baseline figures and specific targets, supplemented by a Matrix that affixes outputs and outcomes to line departments. Timelines, also derived through mutual consultation with stakeholders, will ensure that the Women Development Department (WDD) can effectively monitor and evaluate progress made by departments and achieve its development outcomes.

The Implementation Framework represents the hard work and diligence of stakeholders striving for a gender-equal Punjab. I would like to appreciate the tireless efforts of WDD Punjab, and UN Women Pakistan in defining the way forward towards this goal. I would also like to acknowledge the support of all Government departments and civil society representatives involved in the thorough consultation and review process of this implementation framework. These strong synergies leave me in no doubt that Punjab is on track to becoming a gender-equal and equitable province.

Ambreen Raza
Secretary, Women Development Department
Government of Punjab

1
Introduction and Context

1.1 Implementation Framework

1.1.1 Objective of the Framework

The objective of developing this Implementation Framework is to define an action plan for the Punjab Women Development Policy (PWDP). The implementation framework addresses major commitments made under international and national developments goals including, but not limited to, the Punjab Growth Strategy (PGS) 2023, the Agenda 2030 and the Sustainable Development Goals (SDGs), and other International Covenants and Conventions.

1.1.2 Need for an Implementation Framework

The formulation of a policy alone does not ensure its success. Additional steps are needed to implement the policy in a way that can increase the likelihood of it achieving its intended outcomes. There is a wide range of stakeholders that can be involved in implementation, depending on the level of adoption and the type of policy. The Implementation of the PWDP is the responsibility of the Government of Punjab through all government departments, allied institutions and district offices. The Women Development Department (WDD) is the apex body supported by the Planning and Development Department (P&DD) 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 organisation and stakeholders may:

1. Educate the people or organisations affected by the new policy;
2. Change, if required, 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.

1.1.3 Users of the Implementation Framework

The framework will be a guiding document for the policy in terms of setting responsibility, allocation of required resources, monitoring of implementation process and evaluation of its impact. WDD will spearhead the implementation, monitoring and evaluation of this framework. Since it is the responsibility of the Government of Punjab to implement the policy, all the line departments and their districts offices will collaborate with WDD in their departmental planning and implementation of tasks adopted by them in this Implementation framework.

The framework envisions a role for other stakeholders including Civil Society organisations (CSOs) to collaborate and support the responsible departments for timely and quality implementation of the interventions. Advocacy by CSOs will be instrumental in ensuring efficacious implementation of the framework.

1.2 Institutional Mechanism for the Implementation of the PWDP

1.2.1 Inception of Women Development Department, Punjab

The Fourth International Conference on Women held in Beijing, China, in 1995 resulted in a Platform for Action focusing on 12 main areas of women development, elimination of socio-economic disparity, discrimination and violence against women. This necessitated the creation of a separate and independent Women Development Department (WDD) for Punjab through the bifurcation of the Social Welfare Department. The WDD Punjab was established on April 4, 2012 under "Punjab Women Empowerment Package 2012 (PWEP)." The announcement came on the International Women's Day in the same year.

At present, WDD is functioning at the Secretariat and Directorate level, to look after women related issues at the grassroots level through liaison with various NGOs and national and international agencies working towards the empowerment of women in the province. WDD has a strong coordination role both within government departments, with CSOs and other development partners. WDD is also responsible for the implementation of the National Plan of Action for Women and various provisions of the 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 the PWEP of 2012 for ensuring women's 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 behaviours and attitudes;
- Availability of ample opportunities to improve socio-politico-economic status of women;
- Achievement of gender equality and equity in real terms.

The objectives of the WDD are outlined below:

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/ organisations especially for women;
4. Working with civil society and communities to eliminate discriminatory behaviours and attitudes.

The organisational chart of the department is presented below.

1.2.2 Organogram of Women Development Department, Punjab

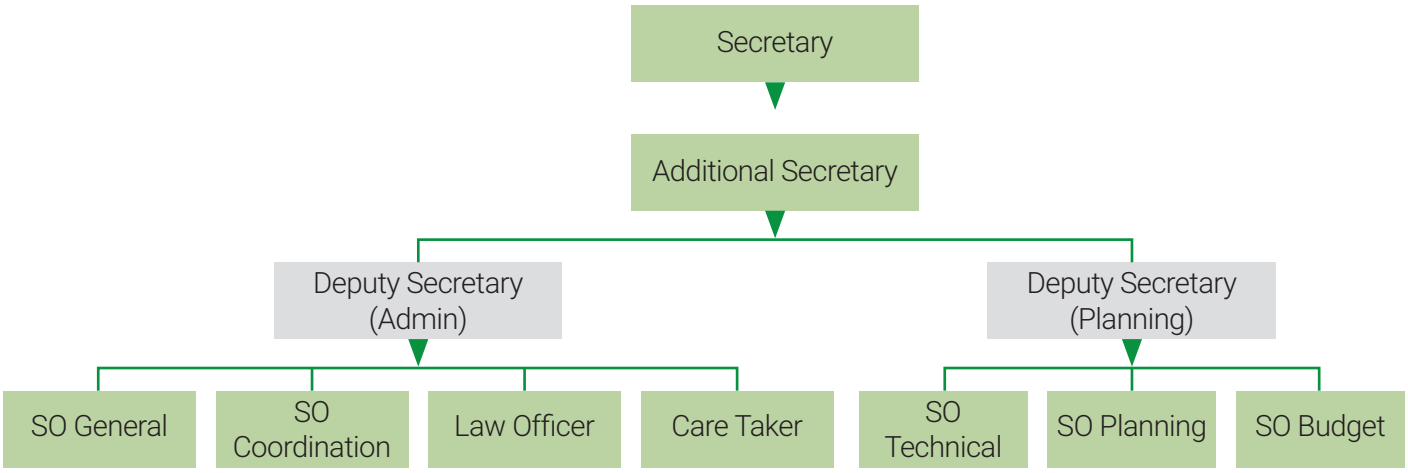


Figure 1: Organogram of the Secretary Office [1]

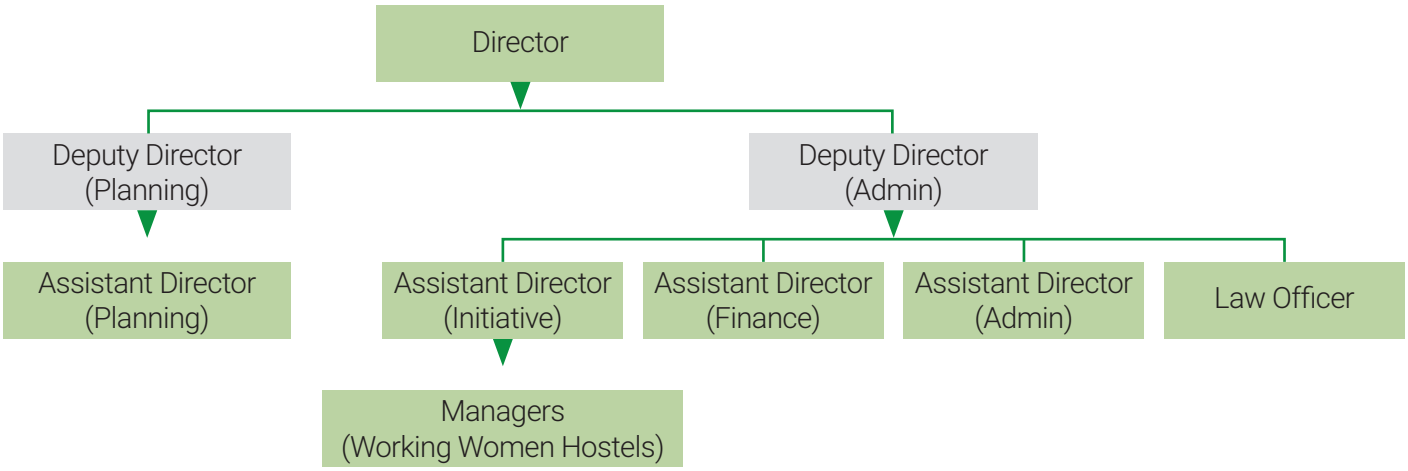


Figure 2: Organogram of Directorate of Women Development Department [2]

1.3: Overview of Punjab Women Development Policy 2018

1.3.1 Punjab Women Development Policy 2018

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 *(https://wdd.punjab.gov.pk/organogram)*

2 *(https://wdd.punjab.gov.pk/organogram)*

1.3.2 Goals and Objectives of the Women Development Policy

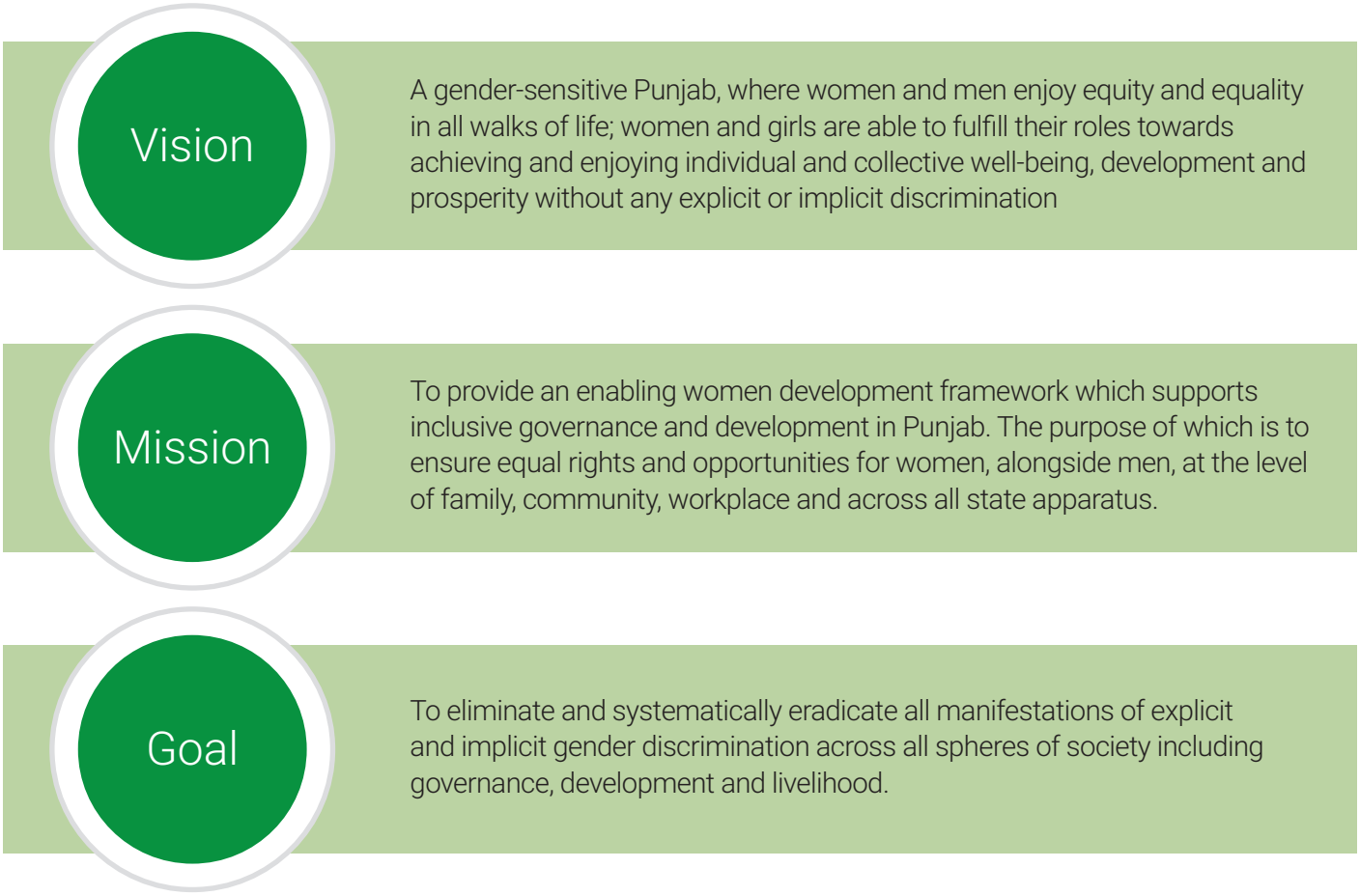


Figure 3: Vision, Mission and Goal of Women Development Policy

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 targeted objectives. Figure 4 outlines the strategies and the respective policy objective as it stands.

Figure 4: Sectoral Strategies of Women Development Policy

1: Women's Political Empowerment and Rights Based Governance	2: Women and Education / Skills Development:	3: Women and Health
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.	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.	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	5: Gender-based Violence	6: Women and Climate Change	7: Women and ICT
Policy ObjectiveL 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.	Policy Objective: To minimise and ultimately eliminate all forms and manifestations of Gender Based Violence in Punjab.	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.	Policy Objective: To maximise benefits from Information Technology promotion for women including students, workers and entrepreneurs in Punjab.

1.3.3 Layout of PWDP

Source: Punjab Women Development Policy 2018. Available at:

https://pcsw.punjab.gov.pk/system/files/RM%20Final%20Punjab%20Women%20Dev%20Policy%20%20%202018%20submitted%20to%20CM%20dated%2029.8.2017.pdf

1.3.4 Strategic Policy Unit

The implementation of the Policy framework for Women's Empowerment will necessitate functioning of a revitalised WDD, supplemented with human and financial resources, so that it can function as the lead technical and coordination department and effectively monitor the implementation process. Currently, there is an absence of an effective monitoring mechanism and non-availability of systematic data regarding women related issues from the departments/ government organisations. In addition, there is no policy formulation unit within the department. A Strategic Policy Unit (SPU) will be established with an independent project team and Gender Monitoring Specialists to take on these key roles.

2
Situational Analysis of Women in Punjab

The empowerment and autonomy of women is very important 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 choices[1]. 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] The PWDP addresses the rights of women under seven thematic areas discussed below:

2.1. 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 that having higher numbers of women in parliament generally contributes 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[4]. Increasing the number of women in decision-making positions is one way to improve political accountability, 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. 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.

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** 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

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.

children to obtain equality;

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 51** allocates reserved seats for women in the parliament;

6. **Article 106** allocates reserved seats for women in the provincial assemblies

7. **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 many 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 the Convention on the Elimination of all forms 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, remains unmet.

Pakistan ranks 93 out of 152 countries in terms of political empowerment with a score of 0.159 in the Global Gender Gap report 2020.[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]

2.2. Women and Education/ Skill Development

Education is an important factor influencing an individual's knowledge, attitudes, and behaviour. It is a tool for achieving demographic and health goals because it enhances the ability of individuals.[9] Human capital equipped with skills and knowledge is the engine 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.

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 (2020) Available at: http://www3.weforum.org/docs/WEF_GGGR_2020.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

Women are particularly disadvantaged when it comes to literacy and educational attainment. Women make up more than two-thirds of the world's 796 million illiterate people.[10] 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% more than women with no literacy skills yet there was only a 33% differential amongst men. Improvement in women's educational attainment not only increases their chances of earning higher wages, but also encourages them to marry later, have fewer children, and leaves them less vulnerable to violence.[11] 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 labour productivity and earnings. In Pakistan, 50.2 % of the population has never been to school. The percentage is higher for the female population (63.5%) compared with male population (36.4%). According to MICS 2017-18, the percentage of out of school children of primary school age in Punjab is 12.9%. This percentage stands at 14.8% for female students in Punjab. However, going up to the higher secondary school level this number increases drastically to 33.9% for all children and 36.3% for girls.[12]

The Punjab Government is pursuing a vision of universal primary enrolment for boys and girls. This includes retention of all enrolled students in age group 5-16, gender parity and improvement in education standards and improved access to quality education. 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.

Since formal educational[13] opportunities are not readily available to a large segment of the population especially women in developing countries[14], participation of women in non-formal educational opportunities can serve to enhance their economic and social status. As per the key findings from the report of the Economic and Social Wellbeing survey, the proportion of female youth of 15-24 years that were not involved in education, employment or training stood at 46.6%.[15] 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 labourers, in addition to handling their domestic work and care responsibilities.

Skills development is a key to improving household productivity, employability and income-earning opportunities

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

11 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

12 https://pcsw.punjab.gov.pk/system/files/Pages.pdf

13 Formal education refers to systematic, planned and organised 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).

14 Education that is institutionalised, 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)

15 https://pcsw.punjab.gov.pk/system/files/Pages.pdf

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. organisations like the Technical Education and Vocation Training Authority (TEVTA), Punjab Skills Development Fund (PSDF), WDD, the Institute of Rural Management, Kashf Foundation and the United Nations Development Programme (UNDP) are involved in providing technical and vocational training to women, with a special focus on the development of rural women.

2.3. 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.[16] Adoption of the SDGs by 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 new-borns 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.[17]

According to the latest World Health Organization (WHO) data published in 2018, life expectancy in Pakistan is 65.7 years for males and 67.4 for females and total life expectancy is 66.5 years. Pakistan ranks at 133 out of 184 countries in the World Life Expectancy ranking.[18] 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 from benefiting quality health services and attaining the best possible level of health include:[19]

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; and
4. Potential or actual experience of physical, sexual and emotional violence.

16 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

17 Healthcare Access and Quality Index (2016) The Lancet

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

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

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 which leads to a poor standard of life, diminished health and in some cases even death.[20] Furthermore, while poverty is an important barrier to positive health outcomes for both men and women, it tends to place a higher burden on women and girls' health due to, for example, feeding practices (malnutrition) and use of unsafe cooking fuels. .

With increased and sustained effort, Pakistan has the potential to improve women's health status. However, effective changes will require: [21]

i. Strong government commitment and decentralised management;

ii. A shift from a top-down, physician-dominated system to a client-centred model;

iii. Adoption of a reproductive health approach;

iv. Clear goals and indicators, with monitoring and evaluation systems;

v. Participation of non-governmental organisations, local communities, and women in planning and implementation; and

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 prioritisation 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.[22]

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

20 Punjab Gender Parity Report 2016

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

22 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

to mainstream and complement the role of public as well as private healthcare sectors for providing low-cost, high quality and affordable health services for all.

2.4. Women, Poverty Reduction and 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 change is critical.[23]

Globally, labour force participation is lower for females than males in each age category. The major reason for 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.[24] According to latest World Bank estimates, the female labour force participation (age 15 and above) in Pakistan is 22% , which is lower than other developing countries, despite improved participation in recent years.[25] The low female labour 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.[26]

Employment is an essential indicator in determining economic and social status of women in a society. Having control of their earnings empowers them[27] 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.[28] However, women are at a disadvantage as they face many hurdles preventing access to secure formal employment opportunities. Women make up a smaller proportion of waged or own-account workers and are over-represented as "contributing family workers", work that is often unpaid. Where women are paid, this is likely to be on a piece-rate basis. This trend has contributed to the prevalence of women in vulnerable forms of employment. Women are clustered in low-skilled, low-paid employment and make up only small percentages of those in professional categories and decision-making positions.[29]

Although the gender gap in employment is decreasing worldwide, women continue to be predominantly responsible for domestic work and childcare. Domestic chores and care work (for children, sick and elderly family members) are time consuming and their unequal distribution holds back women and girls from advancing in other areas of their lives.[30] The challenges are more pronounced for women because they face more 'time

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

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

25 The World Bank Data (2019). Available at: https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS?locations=PK

26 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

27 *Pakistan Demographic and Health Survey 2012-2013*

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

29 International Labor Organization (ILO, 2017) Barriers to pay equality in Pakistan: The gender pay gap in the garment sector

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

poverty' [31]as compared to men, owing to their household and care responsibilities.[32] Caring and providing for the family leads to an excess burden on women which causes 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.[33]

Regardless of education level, women have fewer and less diversified occupational choices than men. An analysis of the Pakistan Labour Force Survey (2017-18) shows that over 50 per cent of women are engaged in unpaid work, primarily driven by the over-concentration in agriculture.[34]

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.[35] According to the Pakistan Labour Force Survey (2017-18), 67.2% of women are working in the Agriculture/ forestry/ hunting and fishing industry. Of those who are working in non-agricultural employment (a minority), 71.8% work in the informal sector[36]. 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 recognised and valued.

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, livelihood, protection during emergencies, and collateral property. Also, several studies have established a link between asset ownership, poverty reduction, and growth.[37] 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 issues, including HIV/ AIDS, hunger, urbanisation, migration, and domestic violence.[38] Studies suggest that most women are likely to give up their shares or are denied inheritance rights due to the "cultural code of honour" enforcing the patriarchal value system.[39] However, it is important to note that women are entitled to get inheritance shares from their fathers, husband and sons as well.

According to an International Monetary Fund (IMF) report, inclusion of women in the economy can potentially boost Pakistan's GDP by 30 percent.[40] The Government of Pakistan also realises this potential and has

31 **Time poverty** is defined as not having enough discretionary time. Discretionary time is important for restorative purposes and for investment in one's health and human capital; it is also important for avoiding social exclusion (Bittman 2002).

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

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

34 World Bank (2018) FEMALE LABOR FORCE PARTICIPATION IN PAKISTAN: WHAT DO WE KNOW? Pakistan Gender and Social Inclusion Platform & Social Protection and Jobs teams.

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

36 Labour Force Survey, 2017-2018

37 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

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

39 LEAD Pakistan. Denial of Women Inheritance. Available at: http://www.lead.org.pk/hr/attachments/issues/Denial%20of%20Women%20Inheritance.pdf

40 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

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.

The Punjab Government is pursuing a vision of a secure, economically vibrant and industrialised 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 utilisation of economic empowerment opportunities forms a cardinal pillar of the economic empowerment roadmap of the provincial government.

2.5. 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 physical and/ or sexual intimate partner violence or non-partner sexual violence in their lifetime.[41] 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 percent of murders of women, globally, are committed by a male intimate partner.[42]

Similarly, in Punjab, the proportion of ever married women and girls aged 15-64 years subjected to psychological violence by a current or former husband stood at 34% in Punjab, physical violence stood at 19.5% and sexual violence stood at 7.8%, according to the key findings report of the Women Economic and Social Wellbeing survey.[43]. 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 enjoyment of their rights and freedoms. This violates their basic 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 women are 2.6 times more likely to experience depression and anxiety.[44] In Pakistan, women's participation in the workforce has increased over the years, and the increased mobility also brings

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

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

43 https://pcsw.punjab.gov.pk/system/files/Pages.pdf

44 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

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 dishonour and threat to masculinity from their working outside the home. Violence and harassment in the world of work affects women regardless of age, location, income or social status. The economic costs of discriminatory social institutions and violence against women (which includes both human and social costs), to the global economy is estimated to be approximately USD 12 trillion annually.[45]

According to the Economic and Social Cost of Violence against Women and Girls (VAWG) for April 2019, national estimates reflected that about USD 19m is spent on violence-related expenditure annually by households in Pakistan. Out of this, IPV accounted for about USD 11.7m, of which about 90% was health-related.[46]

According to WHO, gender-based violence, especially physical abuse, 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/ AIDS as compared to women who had not experienced such violence.[47]

As per the key findings of the Women Economic and Social Wellbeing survey, proportion of women and girls aged 15-64 years subjected to physical or sexual violence since age 15 by a current or former family member other than husband was 11.8%.[48]

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 recognised them 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. Penalties are identified for those found guilty of harassment, varying upon the degree and extent of harassment. It also spells out the procedures for dealing with cases of harassment. It requires all workplaces to set up a committee to deal with such cases and requires the Government to appoint an Ombudsperson to deal with such cases.

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

46 https://www.ipsos.com/sites/default/files/ct/publication/documents/2019-07/economic-social-costs-violence-women-girls-pakistan-2019.pdf

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

48 https://pcsw.punjab.gov.pk/system/files/Pages.pdf

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 Vani, 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 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 of domestic violence be dealt with expeditiously, timelines for the resolution of cases have also been given.

vii. Prevention of Electronic Crimes Act, 2016

In 2016, the National Assembly enacted the Prevention of Electronic Crimes Act ("PECA") to provide a comprehensive legal framework to define various kinds of electronic crimes, mechanisms for investigation, prosecution and adjudication in relation to electronic crimes. Section 21 provides that use of electronic means that may result in reputational damage or breach of privacy shall be punishable with imprisonment of up to 7 years or with which may extend up to 5 million rupees or both. Under Section 22, punishment of up to seven years or fine up to 5 million rupees or both has been prescribed for the offence of producing, distributing or transmitting pornographic material showing underage girls engaged in sexually explicit conduct.

viii. Criminal Law (Amendment) (Offense of Rape) Act 2016

A number of amendments were introduced to the Act in 2016 including sections 376, 376A, 53A, 154, 161A, 164A and 164B. Some amendments are as follows:

376: capital punishment and life imprisonment are included to the section in certain cases

376 A: Disclosing the identify of victim is punishable both imprisonment and fine.

53 A: Medical examination of offender can be performed without his consent under the conditions laid down

in the amended Act.

154: Investigation officer must have a female officer or relative or any other person of her choice present for interview of the victim. If victim is unable to come to the station the interview can take place at her residence.

161A: Investigation officer will inform the victim about the investigation and right to legal representation. If the victim requires free legal aid the police officer shall provide the list of lawyers maintained by the Provincial Bar Councils for this purpose.

164A: Medical examination of the victim shall be performed by a registered medical practitioner, in the case of female victim by a female registered medical practitioner-, immediately after the commission of such offence: Provided that in all cases, where possible, the female victim shall be escorted by a female police officer or a family member from a place of her convenience to the place of medical examination. Several other clauses have been included to streamline the medical examination process.

164B: Obtaining DNA sample from both victims and accused under the conditions specified. For further detailed information is available at http://www.na.gov.pk/uploads/documents/1475761256_380.pdf

ix. Criminal Law (Amendment) (Offences in the name or pretext of Honour) Act, 2016

The Act 2016 was introduced to curb honour-related killings. The major change made is that previously under 'fasad-fil-arz' the trial court was empowered to sentence an offender to 10 years imprisonment even if he was pardoned by the legal heirs and now the said sentence has been enhanced to life imprisonment.

The amendments in Act 2016 aim at checking the compromises taking place between offenders and the legal heirs of the deceased in honour related offended.

This Act has amended section 299, 302, 309, 310, 311, 338E and 345.

299: This section refines the definition of **"fasad-fil-arz"**. Fasad-fil-arz includes the past conduct of the offender, or whether he has any previous conviction, or the brutal or shocking manner in which the offence has been committed which is outrageous to the public conscience, or if the offence. is considered a potential danger to the community, or if the offence has been committed in the name or on the pretext of honour;".

302: Nothing in clause (c) shall apply where the principle of fasad-fil-arz is attracted and in such cases only clause (a) or clause (b) shall apply

Section 309 and 310 are amended so that waiver of Qisas or compounding the offence will be subject to the provision of Section 311, where the principle of 'fasad-fil-arz' is attracted.

311: "Where all the wali do not waive or compound the right of Qisas, or if the principle of 'fasad-fil arz' is attracted, the court may, having regard to the facts and circumstances of the case, punish an offender against whom the right of Qisas has been waived or compounded with death or imprisonment for life

or imprisonment of either description for a term which may extend to 14 years as tazir: Provided that if the offence has been committed in the name or on the pretext of honour, the punishment shall be imprisonment for life."".

338E: where an offence under this Chapter has been committed and the principle of fasad-fil arz is attracted, the court having regard to the facts and circumstances of the case shall punish an offender with imprisonment or fine as provided for that offence.

345: No offence shall be waived or compounded save as provided by this section and section 311 of the Pakistan Penal Code, 1860 (Act V of 1860).

For the complete test visit: http://www.na.gov.pk/uploads/documents/1481353572_553.pdf

Specific to the Government of Punjab, following are some of the recent laws around GBV:

i. The Punjab Protection against Harassment of Women at the Workplace (Amendment) Act, 2012

The Punjab Protection against Harassment of Women at the Workplace Act was passed in 2012 to prevent harassment of women at the workplace and encourage reporting of cases of harassment, through the Ombudsperson's office and Inquiry Committees. Under the Act, all Provincial and District Government bodies and authorities, including educational institutes and medical facilities, must constitute Inquiry Committees for harassment at the workplace and display the Code of Conduct for Protection of Women from Harassment at the Workplace in their office premises.

ii. The Punjab Protection of Women Against Violence Act, 2016

The purpose of this Act is to establish an effective system of protection, relief and rehabilitation of women against violence. It specifies specific measures of implementation like the establishment of a universal toll free number for the aggrieved persons; the establishment of Protection Centres and shelter homes; arrangement of wide publicity of this Act and the protection system in Urdu and, if necessary, in local languages; and the establishment of a database and software for timely service delivery and monitoring and evaluation mechanism etc.

There are some offences that 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 centres for violence against women which both act to protect battered women as well as bring those to justice who have committed violence against women.

iii. Punjab Women Protection Authority Act, 2017

The Punjab Women Protection Authority Act provides for a comprehensive system of protection, relief and rehabilitation for female victims of violence. The core objective of setting up this Authority is to facilitate, ensure and oversee the implementation institutional measures stipulated under the Punjab Protection of Women

against Violence Act 2016, including establishment of District Women Protection Committees, Violence against Women Centres and Women Protection Officers. Furthermore, the Act institutionalises periodic sensitisation of public servants on women-related issues.

Despite these laws and provisions, the challenges still remain. Resources and services for women survivors of 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 in 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.[49]

2.6. 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 is 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.[50]

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. [51] 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.[52]

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.[53] In relation to this challenge, the Government of Pakistan has developed 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

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

50 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/

51 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/

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

53 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

by individual sectors, ecoregions and socioeconomic classes.[54]

To achieve the goal of sustained economic development, the NCCP has laid out a set of objectives as stated below:[55]

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 minimise 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. National Climate Change Policy (NCCP) also acknowledges that better socioeconomic gains can be achieved through tackling climate induced-poverty and mainstreaming gender.

The Government of the Punjab is committed to undertaking measures for ameliorating and minimising the adverse impacts of climate change in light of the SDG targets for addressing environmental sustainability. To achieve these objectives, the Government is pursuing targeted interventions through several departments including the Environment Protection, Forestry, Agriculture and HUD & PHE departments. The Government is fully cognisant 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.

2.7. Women and Information and Communication Technology (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.[56] 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.[57] Women in many parts of the world continue to face discrimination and have limited access to technologies and services that could

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

55 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

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

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

reduce their work burdens. This inequality in access to resources makes women more vulnerable to poverty and violence.[58] 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.[59]

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 increasingly digitised 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 USD 13 billion and USD 18 billion.[60]

Yet technology is an enabler, as for example in the case of women who face mobility restrictions and cannot leave the house. A majority of these women run successful cottage businesses because they can sell through the Internet. In all the Science, Technology, Engineering and Mathematics fields (STEMs) 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 research demonstrates that women CEOs provide higher and better shareholder value over time.[61]

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 start-ups 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. Furthermore, the Women Development Department is, through PITB, providing IT training to women entrepreneurs. 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 customised programs with a special focus on 'ICT for Girls' programmes 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 the SDGs.

58 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

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

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

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

3
Methodology And Approach

3.1 Mapping

In the first phase, a mapping of the objectives of the policy under each thematic area with respect to government line departments was conducted. Most of the objectives easily mapped onto the Punjab government departments thereby aiding the process of designing the responsibility matrix. There was, however, some degree of overlap amongst departments in case of cross-cutting objectives and overlapping mandates.

3.2 Desk Review

In order to design interventions to achieve the objectives of the PWDP, availability of data to plan evidence-based interventions was reviewed. In this regard, both survey-based data like MICS, PSLM, PDHS, etc. and institutional/ administrative data was also reviewed. In case data was not available against the respective indicator, the data limitation was stated in the framework. Moreover, an in-depth desk review of all available departmental policies like the Punjab IT policy as well as strategy documents such as Punjab Growth Strategy 2023, and Vision 2025 from a gender-sensitive lens fed into the design process of the framework.

3.3 Criteria Matrix

The interventions of the policy were prioritised through a prioritisation framework developed over the course of a four-year period based upon the following criteria:

1. Relevance
2. Impact
3. Sustainability
4. Resources
5. Risk

WDD spearheaded the ranking/ prioritisation of proposed interventions through the following matrix:

Criteria	Weights	Intervention 1	Intervention 2
1. Relevance i. <u>In national context:</u> *how the project is relevant in Pakistan's context?* ***Scoring guide*** *– worse the national level indicators more relevant the intervention higher the score for relevance of intervention.* ii. <u>In provincial context:</u> *how the project is relevant in provincial context?* ***Scoring guide*** *– same as national context.* iii. <u>Strength of evidence base:</u> *Sources of data used to show the relevance (kind of data available, reliability, validation, civil society ownership etc.).*	15%		

2. Impact i. Potential Beneficiaries: *Identify the target segment of the community, its spread in terms of approximate number of beneficiaries.* ***Scoring guide*** *– the greater the number of beneficiaries, the higher the score.* ii. Project duration proposed: *Time required reaching out to potential beneficiaries. Scoring guide – the less time required to implement the project, the higher the score given.*	25%		
3.Sustainability i. Beneficiary level factors: *Ability of the intervention to make long lasting change to the community in terms of practices and mindset; this will depend upon the need of potential beneficiaries plus effective implementation of intervention.* ***Scoring guide*** *– the higher the beneficiary level sustainability, the higher the score given.* ii. Stakeholder level factors: *Ability of relevant line departments to sustain the effective intervention; this can be gauged through past record of the respective line department plus constraints faced by it.* ***Scoring guide*** *– the higher the ability of line departments to sustain the intervention, the higher the score.*	25%		
4.Resources required for implementation i. Types of resources to consider: *mainly two types of resources will be considered i.e. financial resources and human resources* ii. *Levels to consider: Availability and adequacy of resources will be analysed at the following three levels* a) WDD's existing resources: **Scoring guide** – *If sufficient resources are present with WDD to carry out the intervention then highest score will be given to that respective intervention.* b) Partner's existing resources: **Scoring guide** – *If sufficient resources are present with Partners to carry out the intervention then high score will be given to that respective intervention.* c) New resources required: **Scoring guide** – *If new resources are required to carry out the intervention then low score will be given to that intervention.*	30%		

5.Risks involved i. Financial risks: ***Scoring guide*** *– If the financial sources of intervention are secure and stable, then a high score will be given to the intervention.* ii. Socio-economic risks: ***Scoring guide*** *– If no fluctuations are foreseen in the socio-economic situation of the target area then high score will be given to the intervention.* iii. Environmental risks: ***Scoring guide*** *– If environmental risks are not foreseen for a respective intervention than high score will be given to that intervention.*	5%		

Criteria Weights:

- Weights of 25% are allocated to impact and sustainability whereas 30% to resources required for implementation. Main reason of these criteria being relatively highly weighted is because they are directly related to the implementation of interventions and the subsequent results those interventions will produce.
- Relevance and risks involved are given weights of 15% and 10%, respectively. Main reason of these criteria being given smaller relatively smaller weights is because these criteria mainly gauge the surrounding environment that indirectly effects the implementation of intervention and their subsequent results.

Scoring:

Evaluation Criteria		Rating Scale for scoring intervention against each criterion			
1.	Relevance	highly relevant = 3	Relevant = 2	less relevant = 1	Irrelevant = 0
2.	Impact	very impactful = 3	Impactful = 2	less impactful = 1	No impact = 0
3.	Sustainability	most likely = 3	Likely = 2	less likely = 1	Unlikely = 0
4.	Resources required for implementation	WDD's resources sufficient = 3	WDD and partner resources are sufficient = 2	Partner resources are required = 1	New resources need to be generated = 0
5.	Risk involved	Insignificant risk = 3	Moderate risk = 2	Major risk = 1	Severe risk = 0
	All Criteria Combined	**highly successful (HS) = 3**	**successful (S) = 2**	**partly successful (PS) = 1**	**unsuccessful (US) = 0**

3.4 Expert Consultations

A series of one on one and group consultations were held with stakeholders under each thematic area of the PWDP to help: a) apprise us of the administrative data available for assessment from a gender-lens; b) assess the interventions designed by the department and its alignment with the PWDP; c) propose and prioritise additional interventions to ensure that the objectives of the PWDP are met over the course of the four year implementation period.

Engagement meetings/ consultations with key stakeholders at the provincial level, i.e. elected representatives (MPAs), women's groups, civil society organisations, non-governmental organisations, community-based organisations and relevant stakeholders were conducted to generate buy-in as well as support in advocacy efforts to ensure efficacious implementation of the framework.

3.5 Validation Consultation

A 4-day validation consultation was held for discussion on the proposed interventions and prioritisation. The proposed interventions and prioritisation frameworks were validated by all participating organisations. As a result of this validation workshop, log frames for each intervention under all 7 thematic areas were finalised developed department-wise and grouped thematically which included interventions, outcomes, outputs, activities, indicators and means of verification

4
Implementation Framework

Punjab Women Development Policy: Implementation Framework 2020-2024

Strategy 1: Women's Political Empowerment and Rights-based Governance						Timeline			
Interventions	**Outcomes**	**Activities**	**Responsibility**	**PWDP Policy**	**Outputs**	**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 SDGs and development of systems for reporting	√	√		
		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 - Local Govt. Academy situated in Lala Musa	VI	Capacity building of Local Government Academy (LGA)		√	√	√
		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 transmission to Ombudsperson for all complaints		Data collection					
S1.3 Development of a formal communication channel for regular updates and active liaison for information sharing with WDD	Effective data collation and reporting on International treaties	Activities of PTIC and WDD to be jointly reviewed and aligned MoU to be developed and signed Training of WDD and PCSW on digitised reporting mechanism	- PTIC - WDD - PCSW	IV	Increased capacity of WDD to understand international treaty requirements and improved understanding of PTIC on WDD and PCSW work	√	√		
S1.4 Review of treaties by PTIC and identification of gaps to be addressed	Gaps in women-related international commitments of Pakistan addressed	Department wise commitments to be developed Assessment of all treaties Development of tasks list to be completed by WDD	- PTIC - WDD	IV	Improved performance of Punjab on women-related internationally ratified treaties by Pakistan	√	√		
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 and analysis	Training on SDG 5 and 8 to customise 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 (BCC) to add a new column for women beneficiaries of line department projects	Identification of all Government of Punjab programs, projects and schemes which have direct and indirect women beneficiaries	Review of BCC form and add a new column for line departments to mention, direct and indirect women beneficiaries for all projects and schemes	- Finance Department	III IV	A consolidated understanding and 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 - WDD	III	Enhanced understanding of policy makers and planning officers on gender responsive budgeting	√	√		
		Development of training manual					√		
		Training sessions					√	√	
	Awareness regarding Government of Punjab spending on women related initiatives	Add a section in CCB 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 organisations is online	MIS development by PSCA	- PSCA - Ombudsperson Punjab	Data collection	Data of PSCA and Ombudsperson Punjab offices, activities and projects to be centralised through an MIS and gender disaggregated to be used for evidence-based policy-making and SDG reporting	√	√		
		Mapping for data flow and processes for collection, consolidation and reporting Customisation of forms (for data segregation by the type of complaint, redressal, time for resolution etc.)				√			
S1.10 Female representation in CBOs to be made mandatory	Change protocols to make participation of women in CBOs mandatory	Hold awareness sessions with CBOs to reaffirm on the importance of women in decision-making process Motivation training for women to engage in and influence community plans	PHED	VIII	Participation of women in community decision-making process	√	√		

Strategy 2: Women and Education/ Skills Development						Timeline			
Interventions	**Outcomes**	**Activities**	**Responsibility**	**PWDP Policy**	**Outputs**	**Y1**	**Y2**	**Y3**	**Y4**
S2.1 Gender focused analysis of the data and customised 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 - PVTC - TEVTA	IV	Analyse data to identify barriers and challenges for women towards participating in training Increased enrolment of women in training programs	√			
		Conducting studies and surveys on understanding challenges faced by women for training				√	√	√	√
		Developing customised targeted training programs for various districts/ regions				√	√	√	√
	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 - PVTC - TEVTA	III	Career counselling of high school students Increased awareness of female students regarding TVET education and career opportunities	√	√	√	√
		Document success stories/ case studies				√	√	√	√
		Disseminate IEC materials in high schools				√	√	√	√
	Wage non-discrimination for demand driven programs	Awareness sessions with employers regarding wage discrimination	- PSDF - TEVTA - Labour	XVII	Ensuring wage parity between female and male employees		√	√	√
	Introduction of non-traditional training programs for women	Awareness sessions with trainees on non-traditional TVET programs	- PSDF - TEVTA - Labour	XIII	Increased enrolment of women in non-traditional training program leading to better employment opportunities	√	√	√	√

		Counselling of potential trainees regarding employment and wage opportunities				√	√	√	√
		Customised 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 - ICISD - WDD	XIII	Increased enrolment of women in non-traditional training program leading to better employment opportunities	√	√	√	√
		Counselling of potential trainees regarding employment and wage opportunities				√	√	√	√
		Customised non-traditional training programs for women only				√	√	√	√
		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 targets and enhanced awareness and understanding of departmental personnel	Training of all staff members and service providers. 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 Increased understanding and awareness of PVTC and TEVTA staff on sexual harassment laws Well defined gender policy of organisation aligned with Government priorities for future planning	√	√		
		Develop guidelines for teachers/ trainers for interaction with female students				√			
		Make sexual harassment law training part of training programs for female trainees				√			
		Develop a comprehensive gender policy for organisation				√			
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 Increased sensitivity and understanding of parents Students have awareness regarding issues of sexual abuse/ stranger danger	√			
		Conduct awareness sessions with parents					√	√	√
		Stakeholder consultation with private schools and non-state education entities					√	√	
S2.7 Education incentive to reduce secondary school dropout rate	Transition rate from primary to secondary education increases for young girls	Extension of existing Zever-e-taleem project	- SED - PMIU	I	Increased awareness of parents regarding benefits of girls' education Increase in number of female students in secondary education Increased literacy and numeracy skills	√	√	√	√
		Provision of a stipend to girls in grade 6 to 10							
		Transportation improvement in areas with greater school commuting distance							

Strategy 3: Women and Health						Timeline			
Interventions	**Outcomes**	**Activities**	**Responsibility**	**PWDP Policy**	**Outputs**	**Y1**	**Y2**	**Y3**	**Y4**
S3.1 Ambulances for maternity care: These ambulances launched by PSHD 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 organisations 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 regarding unlicensed clinics 2. Closing unlicensed clinics providing services to women i.e. maternity services	- PHC - PSHD - WDD	VI	Increased awareness in population about health and safety issues of unlicensed clinics Lower number of patients accessing services from unlicensed clinics	√	√	√	

		Lobbying with PHC to maintain focus on unlicensed clinics providing maternity services Monitoring of unlicensed clinics by PHC							
S3.3 Assessment of healthcare facilities for day care centres and other female friendly facilities	Day care centres in PSHD facilities and separate washrooms/ prayer area etc.	Review of all facilities of PSHD and attached departments, projects and organisations Provision of day care centres, separate prayers areas and washrooms in all facilities	- PSHD	III	Increased retention and satisfaction of female employees	√	√	√	
S3.4 Advocacy and awareness-raising for Family Planning (FP) efforts	Demand increase for FP services and ensuring access to safe and quality services	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 Ulemas/ religious leaders at UC level. Village level get together with LHVs etc.	- PWD - WDD	IX	Increased uptake of family planning services	√	√	√	√

		Lobbying with key policy makers on increasing age of marriage to 18 years							
S3.5 Patient transportation program – data collection and efficiency improvement	Efficient and safe patient transportation with reduced lead times and increased service delivery in neglected areas	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	- SHCME - Rescue 1122	IV	Improved patient transportation program - shifting of pregnant mothers from rural and peri-urban areas	√	√		
S3.6 Assessment of healthcare facilities for day care centres and female friendly facilities	Day care centres in SHCME facilities and separate washrooms/ prayer area for women etc.	Review of all facilities of SHCME and attached departments, projects and organisations Provision of day care centres, separate prayers areas and washrooms in all facilities for women	- SHCME	III	Increased retention and satisfaction of female employees	√	√	√	
S3.7 Gender disaggregated data collection and uptake	All data collected by the organisation is gender disaggregated		- PHED - PSHD - PWD - SHCME - SDG Unit	Data collection	MIS development Mapping for data flow and processes for collection, consolidation and reporting	√	√		

		Addition of gender column in the staff member Annex of registration form	- PHC		Gender disaggregated data on staff members of organisations registered with PHC	√			
	Map of Punjab based on MICS data for inequality	Stakeholder consultation for key indicators Mapping of Punjab	- PHED - BOS Punjab - PSHD	III VIII	Identification of worst performing areas	√			
	Capacity building of PWD to utilise research and survey reports and generate district profiles	Training of PWD staff and district statistical officers on tools, data sets and reporting Development of district profiles	- PWD - SDG Unit - BOS Punjab		District level profiles on PWD indicators	√	√		
S3.8 Health Department gender policy and guidelines to be developed	Documented gender policy leading to specific goals and targets and enhanced awareness and understanding of departmental personnel	Conduct sexual harassment seminars for entire departmental staff Make sexual harassment law training part of most training programs for all field staff Develop a comprehensive gender policy for organisation	- PHED - WDD	VI	Increased understanding and awareness of PHED staff on sexual harassment laws Well defined gender policy of organisation aligned with Government priorities for future planning	√	√	√	
S3.9 Provision of comprehensive maternity care	Improved comprehensive maternity care, access to facilities and lower rate of maternal and infant mortality	Incentivisation of follow up care 4 mandatory visits of pregnant women to health facilities	- PSHD - SHCME - PSPA		Coordination between PSHD and PSPA for transportation and nutrition allowance for pregnant women	√	√		

		Provision of sufficient services at RHC and BHU – including safe transfer to THQ/ DHQ Free of cost check-up and mandatory tests Provision of nutrition packages to pregnant women suffering from malnutrition Increase in female staff at RHC and BHU Transportation allowance for poor women for comprehensive maternity care			Strengthening of RHC/ BHU – female staff and facilities Expedited check-up and testing				
S3.10 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	√	√	√	√

Strategy 4: Women, Poverty Reduction and Economic Empowerment						Timeline			
Interventions	**Outcomes**	**Activities**	**Responsibility**	**PWDP Policy**	**Outputs**	**Y1**	**Y2**	**Y3**	**Y4**
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 organisation is gender disaggregated	MIS development Mapping for data flow and processes for collection, consolidation and reporting. For example, for Car registrations, Taxpayers, Exemptions, Property Tax, etc. Assistance to WDD in identification of data gaps for SDG reporting	- Agriculture Department - E&T Department - ICISD - PERI - PSIC	I Data collection	Data on all activities, project and attached departments/ organisations to be gender disaggregated to be used for evidence-based policy-making and SDG reporting	√	√		

S4.4 Lobbying for increasing scope of exemption claim for divorced women and women with disabilities which are excluded from UIPT (Urban Immovable Property Tax)	Vulnerable women are aware of the exemptions for UIPT	Awareness sessions regarding exemption claims	- E&T Department						
	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 caucus in Provincial Government	- E&T Department - WDD		Political willingness of policymakers to act in support of specified issues and/ or policy proposal. Stakeholder mapping for advocacy efforts				
	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 value-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 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 and chambers for support, guidance and opportunities for expansion	- ICISD - WCCI - WDD	IV	Increased linkages of women owned businesses	√	√	√	√
S4.7 Women Small business owners have faced challenges in interacting with officials from the ICISD department. Capacity building and sensitisation of field formation.	Context sensitive public service delivery for women in business	Develop training module Training of officials from department and field staff for sensitisation and harassment and laws Development of protocols for interaction – to be made part of department guidelines	- ICISD	XII	Enhanced facilitation of SMEs for public service delivery	√	√		

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	Program development for women which are in line with the departmental policy Review of gender policy to align it with PGS, Vision 2025 and SDGs Exploration of innovative areas of intervention Increase in quota for marginalised population	- 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 Collective Bargaining Association (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 need for change in mindset	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 Behaviour Change Campaigns to encourage hiring of women Lobbying with policy makers for possibility of getting a tax rebate (1%) for employers who hire and retain married and reproductive age women	- Labour Department - TEVTA - ICISD - WDD	IX XIII XIV	Increased awareness of women's rights in workplace and understanding of employers on worker retention	√	√	√	√
S4.11 Review of labour laws especially those pertaining to penalty in case of violating workers' rights and penalties	Updated laws which reasonably protect workers' rights and impose appropriate penalties	Review of current workers' rights laws especially those related to women Review and recommend appropriate penalties for violations 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 organisations on harassment laws	Safer work environment for women in public sector	Develop training module Conduct training of HR and admin personnel of all Government of Punjab entities on workplace harassment and rights Information about sexual harassment committees at workplace	- Labour Department - WDD - PCSW	XII	Increased awareness and sensitivity of harassment at workplace issues, rights, laws and penalties	√	√	√	√
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 Distribute poultry animals to identified beneficiaries	- Livestock Department	X	Increase in number of women poultry owners	√	√	√	√
		Trainings for poultry raising Trainings for basic business skills	- Livestock Department		Increased capacity of women livestock farmers for poultry raising	√	√	√	√
S4.14 Training of women on livestock management	Women are aware of best practices in livestock management	Trainings on animal care and breeding Training on animal feed Linkages with local veterinary hospitals	- Livestock Department	X	Increased understanding and knowledge of livestock husbandry	√	√	√	√
		Trainings on milk testing and preservation Value addition training	- Livestock Department		Enhanced capacity building on milk production	√	√	√	√

	Women are capable of business management and have awareness regarding markets and finance	Trainings of business management and financial literacy Market linkages events Linkages with MFIs	- Livestock Department	VII X	Better business management and organisation				
S4.15 Advocacy and 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	Awareness sessions in universities Awareness sessions for working women Advocacy campaigns Research reports	- PERI - WDD	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	Research studies taken up Policy briefs developed	- PERI - WDD	I V	Research produced on prioritised 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	Increase budget for domestic and international exhibition participation for female artisans Increase number of training for artisans and female craftsmen across province	- PSIC	IV	Improved and diversified levels and sources of income for artisans and craftsmen – most of whom are women	√	√	√	√

		Explore partnerships with private sector, e-commerce and other avenues to increase sales of items							
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 from artisans and delivering orders and information Pilot a van in a high demand product area	- PSIC	III	Improved income and better connection with customers for market information	√	√		
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	√	√		

Strategy 5: Gender-based Violence						Timeline			
Interventions	**Outcomes**	**Activities**	**Responsibility**	**PWDP Policy**	**Outputs**	**Y1**	**Y2**	**Y3**	**Y4**
S5.1 Centralised 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	Centralise data of all residents Tracking of repeat cases at the same and/ or different facilities Assess average duration of stay to customise training programs Review logs from visitor management system for safety Training of all SWD staff on MSDS implementation and M&E systems	- SWD	VIII	Efficient administration of facilities and appropriate evidence-based rehabilitation mechanisms	√	√		
S5.3 Low cost VAWC model to be developed for replication	Integration of facilities for increasing rehabilitation services and improving efficiency	Low cost model development Documentation of cost savings Identification of services inte-gration such as trainings, etc. Recommenda-tions for existing VAWC facilities	- 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 targets and enhanced awareness and understanding of departmental personnel	Conduct sexual harassment seminars for entire departmental staff WDD to assist in policy review of SWD SWD to draft departmental policy and forward for approval Make sexual harassment law training part of most training programs for female trainees Develop a comprehensive gender policy for the organisation Hiring of Gender Specialist	- SWD	I II	Increased understanding and awareness of Social Welfare Department staff on sexual harassment laws Well-defined gender policy of organisation 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 liveable and provide decent sustenance	Data collection from current widow homes Assessment of current model with input from Finance Department Identification of gaps and problems Best practices in similar contexts and recommendations	- SWD		Revising the widow homes model for effective and functioning service delivery	√	√	√	√

S5.6 Gender disaggregated data collection	All data collected by the social welfare department 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/ organisations to be gender disaggregated to be used for evidence-based policy-making and SDG reporting	√	√		
S5.7 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	I	Increased awareness of Safety app for emergency contact	√	√		
		Aggregate data from 15 complaints	- WDD	Data collection	Highlighted areas in app based on reported crimes	√	√	√	√
		Highlight areas in map with recent crime reports				√			

Strategy 6: Women and Climate Change						Timeline			
Interventions	**Outcomes**	**Activities**	**Responsibility**	**PWDP Policy**	**Outputs**	**Y1**	**Y2**	**Y3**	**Y4**
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 to be further prioritised for resolution	Lower negative environmental risk resulting from swift complaint resolution	Institute a system to prioritise complaints from women, especially those affecting children and other vulnerable population Monitor complaint resolution	- EPD		Increased safety and satisfaction of 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 are 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 and activities Recommen-dations for improvement in light of Sendai Framework Improvement of Camp manage-ment protocols for women's safety and well-being	- PDMA	I II	Increased safety of women in disaster affected areas	√	√		
	Awareness to change perceptions and catalysing change in social norms with regard to the role of women in DRR/ DRM	Develop training materials on gender and leadership of women in the disaster risk prevention and control and integrate gender issues into other training materials.	- PDMA	V	Increased awareness and advocacy with communities with regard to the role of women in DRR/ DRM	√	√	√	√
		Awareness sessions in communities by Community Emergency Response Teams	- PSCA						
		Training for members of the community in order to improve capacity and provide them knowledge on gender							

S6.5 Advocacy for inclusion of MISP in response package by NDMA and adoption by PDMA Punjab	Reduced vulnerability of women in disasters	Advocacy sessions with NDMA for MISP uptake Lobbying with key policy makers for awareness and ownership for MISP uptake	- PDMA - WDD - EPD	IV	Increased institutional capacity to address reproductive health needs and prevent VAW in disasters	√	√		
S6.6 Gender policy and disaggregated data collection	Special focus and emphasis on vulnerable populations, including women, for environmental programs	Review of departmental policy and updating it in line with PGS and government priorities including SDGs Program development for women which are in line with the departmental policy		II Data collection	Updated inclusive departmental policy with specific targets and programs for women	√	√		
	All data collected by PDMA, EPD, SDG Unit 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/ organisations to be gender disaggregated to be used for evidence-based policy-making and SDG reporting	√	√		

Strategy 7: Women and ICT						Timeline			
Interventions	**Outcomes**	**Activities**	**Responsibility**	**PWDP Policy**	**Outputs**	**Y1**	**Y2**	**Y3**	**Y4**
S7.1 Digitisation of WDD Day care centres and Working Women's Hostel systems	Easy and swift access to public services for women	Develop flowchart for day care centres process Develop MIS for day care centres for applicants, processing, review, approval and searchable existing day care facilities Develop flowchart for Working Women's Hostels Develop MIS for working women's hostel for application, processing, communication, public search and monitoring.	- PITB - WDD	I	Improved facilitation and transparency for Working Women Hostels and Day Care Centres owners, aspiring applicants and prospective beneficiaries	√	√	√	
S7.2 E-rozgaar scheme to be expanded		Hold awareness sessions in high schools and colleges for E-rozgaar scheme Assist PITB in getting access to transportation from HED	- PITB - WDD	I	Awareness regarding improving income opportunities for young girls	√	√		
S7.3 Women only Plan-X	Empow-er women through entre-preneurship 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	- PITB	I II IV	Women-only start-up cycle	√	√		

		Develop a customised graduation policy							
S7.4 Gender disaggregated data collection	All data collected by the organisation (PITB) 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		- PITB	Data collection	Data of all projects with other departments collects gender disaggregated data	√			

5
Monitoring & Evaluation Plan

5.1 Monitoring and Evaluation Mechanism

Monitoring & Evaluation of the PWDP will be the collective responsibility of each department/ organisation as shown against each sector's strategy. The Government of Punjab has already notified "Departmental Focal Persons" in major Provincial Government Departments for acting as a link with the WDD.

The SPU will develop a reporting format for each of the thematic areas, 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 (on a 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 the PWDP. Feedback will also be elicited by the WDD from P&D and Finance departments for assessing the level of resource mobilisation/ utilisation 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 the PWDP for awareness, advocacy and constant improvement in line with national and international commitments.

5.2 Data Collection on Progress/ Compliance with PWDP

Putting in place a robust, reliable and transparent data collection and reporting system will be the key to successful adherence to the PWDP. 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 the lead role through mutual collaboration and enlisting support of all relevant departments/ organisations. To this end, WDD will set up SPU. This unit will be the central monitoring hub for all interventions across all government organisations in Punjab. Furthermore, this unit will 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.

The 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 department/ organisation clearly state the Means of Verification (MoVs) for various activities and indicators, and the frequency.

5.3 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 Number of trainings conducted Number of departments trained Number of staff trained	Module Training reports Attendance sheet	Quarterly
	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	Module developed Number of TOTs conducted Number of master trainers trained	Module Training reports	Quarterly
	TOT of LGA trainers			
S1.2 Expansion of Ombudsperson Punjab and capacity building of local governments	Establishment of divisional offices	Number of women lawyers hired Number of women investigation officers hired Number of complaints resolved by divisional offices	HR Data	Biannually
	Hiring of women lawyers and investigation officers			
	Development of Training module on sexual harassment laws	Training module developed Number of training sessions held Number of district committees notified Number of districts with data reporting mechanisms established	Training reports Attendance sheets Committee notifications Meeting minutes Data reports	Quarterly
	Training of local government administration officials			
	Formation of local government committees			
	Data collection, storage and 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	Activities of PTIC and WDD to be jointly reviewed and aligned MoU to be developed and signed between all implementing partners Training of WDD and PCSW on digitised reporting mechanism	Number of review meetings held MoU developed and signed Number of trainings conducted	Meeting minutes MoU Training reports	Quarterly
S1.4 Review of treaties by TIC and identification of gaps to be addressed	Department wise commitments to be developed Assessment of all treaties Development of tasks list to be completed by WDD	Review of treaties completed List of tasks developed and agreed between TIC and WDD Number of interventions taken up by WDD	TIC Report List of interventions	Quarterly
S1.5 Capacity building of HR for integrating gender with regard to SDGs in surveys	Training on SDG 5 and 8 to customise data collection	Number of trainings held Number of departments strengthened Number of staff trained	Training modules Training reports Attendance sheets	Quarterly
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 Number of Steering committees which include WDD	Steering Committee Notifications Survey reports	Annually
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 Development of training manual Number of trainings held with WDD staff	Training reports Attendance sheets Training manual	Biannually
	Development of training manual			
	Training sessions			
	Add a section in Citizens' budget on Gender to showcase all spending which benefits women, directly and indirectly	Section on gender developed Addition in Citizens' budget	Citizens' Budget	Annually
S1.9 Gender disaggregated data collection	MIS development	Departmental policy/ guidelines on data collection and systems (including gender disaggregated data)	Data sets Department data collection policy Project reports	Quarterly
	Mapping for data flow and processes for collection, consolidation and reporting			
	Customisation 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	Awareness sessions in colleges and universities in Lahore about Safety app	Number of awareness sessions held	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 customised training programs with counselling and market linkages	Gender disaggregated data collection	Research reports Targeted training plan	Research reports Annual training plan with customised proposed trainings	Quarterly
	Conducting studies and surveys on understanding challenges faced by women for training			
	Developing customised targeted training programs for various districts/ regions			
	Conduct awareness sessions with parents and students in high school regarding TVET education and career opportunities Document success stories/ case studies Disseminate IEC materials in high schools	Number of awareness sessions conducted IEC material developed Success stories documented	Events reports Information materials Success stories	Quarterly
	Awareness sessions with employers regarding wage discrimination	Number of awareness sessions held Wage data analysis	Session Reports	Biannually
	Awareness sessions with trainees on non-traditional TVET programs	Number of awareness sessions held Number of women only non-traditional training programs designed	Session Reports Training Calendar	Quarterly
	Counselling of potential trainees regarding employment and wage opportunities			
	Customised 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 held Number of women only non-traditional training programs designed Soft skills and financial literacy declared mandatory in training curriculum	Session reports Training calendar Training curriculum	Quarterly
	Counselling of potential trainees regarding employment and wage opportunities			
	Customised non-traditional training programs for women only			
	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	Training of all staff members of all service providers and Conduct sexual harassment seminars for entire departmental staff	Number of awareness seminars held Compliance with laws – separate facilities for female employees etc exist. Departmental gender policy in place	Training reports Seminar reports Gender policy Teachers/ trainers guidelines	Quarterly
	Develop guidelines for teachers/ trainers for interaction with female students			
	Make sexual harassment law training part of most training programs for female trainees			
	Develop a comprehensive gender policy for organisation			

S2.4 Age restrictions to be removed	Lobbying and advocacy with government for age restriction removal Age relaxation or removal for apprenticeship programs too	Departmental policy/ guidelines on data collection and systems (including gender disaggregated data)	Data sets Department data collection policy Project reports	Biannually
S2.5 Capacity building of PCTB and curriculum review for inclusive education	Review of current curriculum from a gender perspective Training of PCTB staff	Number of awareness sessions held Number of training sessions held	Curriculum review report	Quarterly
S2.6 Create awareness regarding sexual abuse/ Stranger Danger – both in parents and students	Development of information brochure Conduct awareness sessions with parents Conduct awareness sessions with students Stakeholder consultation with private schools and non-state education entities	Number of awareness sessions with parents held Number of awareness sessions with students held	Session Reports Information Briefs	Quarterly
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.	Stakeholder consultation for inputs for MSDS development MSDS guidelines development and approval Capacity building of staff members from relevant organisations on the standards	Number of stakeholder consultations held Approval of MSDS guidelines Number of trainings held	Consultations reports Training reports MSDS developed by PHC	Quarterly

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 held Number of IEC material disseminated Number of monitoring visits conducted 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 held Number of motivation training with women held	Training reports Attendance sheets	Quarterly
S3.4 Assessment of healthcare facilities for day care centres and female friendly facilities	Review of all facilities of PSHD and attached departments, projects and organisations Provision of day care centres, separate prayers areas and washrooms for women in all facilities	Number of facilities reviewed Number of facilities in compliance with provincial policies of day care centres and separate prayers areas and washrooms for women	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 Ulemas/ religious leaders at UC level. Village level get together with LHVs etc. Lobbying with key policy makers on increasing girls' age of marriage to 18 years	Number of advocacy sessions held Number of district level seminars held Number of workshops with key local actors held Age of Marriage raised to 18 for girls	Advocacy reports Events reports	Quarterly
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 held Needs assessment conducted Number of areas identified for improved service delivery	Review report Needs assessment report Mapping report of service delivery areas	Quarterly
S3.7 Assessment of healthcare facilities for day care centres and female friendly facilities	Review of all facilities of SHCME and attached departments, projects and organisations Provision of day care centres, separate prayers areas and washrooms in all facilities for women	Number of facilities reviewed Number of facilities in compliance with provincial policies of day care centres and separate prayers areas and washrooms for women	Review report Project end report	Quarterly

S3.8 Gender disaggregated data collection and uptake	Data on all organisation's activities, project and attached departments/ organisations to be gender disaggregated to be used for evidence-based policy-making and SDG 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 held Mapping exercise conducted	Consultation reports Mapping report	Biannually
	Training of PWD staff and district statistical officers on tools, data sets and reporting Development of district profiles	Number of trainings held Number of district profiles developed	Training reports District profiles	Quarterly
S3.9 Departmental gender policy and guidelines to be developed	Conduct sexual harassment seminars for entire departmental staff Make sexual harassment law training part of most training programs for all field staff Develop a comprehensive gender policy for organisation	Number of awareness seminars held No. of trainings including sessions on sexual harassment law. Departmental gender policy exists	Training reports Seminar reports Gender policy	Quarterly

Strategy 4 Women, Poverty Reduction and Economic Empowerment				
S4.1 Women empowerment through increasing knowledge and capacity for diversification	Conduct training for agriculture crop diversification Kitchen gardening training Conservation agriculture training	Number of Agriculture (Crop and Livestock) production training sessions conducted for women farmers Number of women farmers trained Number of women who have adopted conservation agriculture techniques	Training modules Training reports Attendance sheets Monitoring reports	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.	Training modules Training reports Attendance sheets Monitoring reports	Quarterly
S4.3 Gender disaggregated data collection	MIS development 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
S4.4 Lobbying for increasing scope of exemption claim for divorced women and women with disabilities excluded women for UIPT (Urban Immovable Property Tax)	Awareness sessions regarding exemption claims in general	Number of awareness sessions held Number of advocacy campaigns held	Event reports Campaign reports	Biannually
	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 caucus in Provincial Government	Number of briefings and presentations with stakeholders held Number of briefings and presentations with policy makers held No. of policy makers reached (women caucus etc.) Policy guidelines or proposal developed	Meeting minutes Policy proposal document	Quarterly

	Proposal development for extending scope of UIPT exemption for Working Women Hostels certified by WDD Punjab Advocacy events with stakeholders	Number of advocacy meetings with key policy makers held UIPT exemption Proposal developed	Meeting minutes Event reports Proposal document	Quarterly
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 Expedited registration for women business owners in estates	Quota established for women business owners in industrial estates Policy change for expediting registration for women business owners	Industrial Estate management guidelines (PIEDMC guidelines change) Policy change	Biannually
S4.6 ICISD should 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. Creation of linkages with other businesses and chambers for support, guidance and opportunities for expansion	Number of exhibitions held Number of networking events held Linkages created through ICISD network of projects (e.g. CDI) and organisations	Event reports Attendance sheets	Quarterly
S4.7 Small business owners, women, have faced challenges in interacting with officials from the department. Capacity building and sensitisation of field formation.	Develop training module Training of officials from department and field staff for sensitisation on harassment law Development of protocols for interaction – to be made part of department guidelines	Training module developed Number of training held Department guidelines reviewed and updated	Training reports Attendance sheets Updated department guidelines	Quarterly

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.	Program development for women which are in line with the departmental policy Review of gender policy to align it with PGS, Vision 2025 and SDGs Exploration of innovative areas of intervention Increase in quota for marginalised population	Review of department policy conducted Updated guidelines for gender inclusiveness in program development Number of programs with women beneficiaries designed Number of women beneficiaries in proposed projects increased	Updated department policy Increase in women beneficiaries in proposed ADP projects	Biannually
S4.9 Trade Unions: fair representation of women in unions and CBA	Awareness sessions with unions and CBAs regarding the representation laws Information dissemination and encouraging women to be part of the collective bargaining bodies Lobbying with Chambers of Commerce and Industry to advocate for women representation with all its members	Number of awareness sessions held Number of lobbying meetings held	Sessions reports Attendance sheets Meeting minutes	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	Training of employers on benefits of retention, diverse workforce and benefits enshrined in law and constitution Behaviour change campaigns to encourage hiring of women	Number of awareness sessions held Number of behaviour change campaigns Number of lobbying meetings held	Meeting minutes Attendance sheets Campaign reports Awareness session reports	Quarterly

	Lobbying with policy makers for possibility of getting a tax rebate (1%) for employers who hire and retain married and reproductive age women			
S4.11 Review of labour laws especially those pertaining to penalty in case of violating worker's rights and penalties	Review of current worker's rights laws especially those related to women Review and recommend appropriate penalties for violations Recommendations for enforcement of benefits such as maternity leave etc.	Number of laws reviewed Recommendations report on appropriate measures drafted.	Reviewed laws for gaps Recommendation report	Biannually
S4.12 Training of all HR and administration staff of all government departments and organisations on harassment laws	Develop training module Conduct training of HR and admin personnel of all Government of Punjab entities on workplace harassment and rights Information about sexual harassment committees at workplace	Training module developed Number of training sessions held Number of staff trained Number of Government entities covered	Training module Training reports Attendance sheets Information flyers	Quarterly
S4.13 Poultry project 5+1 extension must have a dedicated percentage of women beneficiaries	Devise a framework for identification of beneficiaries Distribute poultry animals to identified women beneficiaries	Number of women beneficiaries Number of women beneficiaries who have disabilities Number of women given poultry animals	Project monthly report Physical field verification report (TPV) Project M&E reports	Quarterly
	Trainings for poultry raising Trainings for basic business skills	Number of women beneficiaries trained	Training reports Training evaluation report	Quarterly

		Number of non-beneficiary women livestock farmers trained Number of technical trainings for poultry held Number of basic business skills trainings held	Attendance sheets Physical training monitoring reports Project M&E reports	
S4.14 Training of women on livestock management	Trainings on animal care and breeding Training on animal feed Linkages with local veterinary hospitals	Number of trainings held on animal care and breeding for women Number of trainings on animal feed held for women Number of awareness events regarding veterinary services held for women	Training reports Attendance sheets Training evaluation reports Project M&E reports	Quarterly
	Trainings on milk testing and preservation Value addition training	Number of trainings on milk testing held for women Number of milk testing provided for women Number of trainings on milk preservation held for women Number of trainings on value addition of milk products held for women	Training reports Attendance sheets Training evaluation reports Project M&E reports	Quarterly
	Trainings of business management and financial literacy Market linkages events Linkages with MFIs	Number of business match-making events held for women Number of business management and financial literacy trainings held for women Number of awareness sessions on access to finance held for women.	Event reports Training reports Attendance sheets Project M&E reports	Quarterly

S4.15 Advocacy and awareness for women related research projects of PERI	Awareness sessions in universities Awareness sessions for working women Advocacy campaigns Research reports	Number of awareness sessions held Number of advocacy campaigns held	Event reports Campaign reports	Quarterly
	Research studies taken up Policy briefs developed	Number of research studies conducted Number of policy briefs	Research reports Policy briefs	Biannually
S4.16 Increase participation of artisans and craftsmen in trade exhibitions and explore opportunities for exposure	Increase budget for domestic and international exhibition participation Increase number of training for artisans and craftsmen across province Explore partnerships with private sector, e-commerce and other avenues to increase sales of items	Number of women artisans sent for exhibitions Number of exhibitions attended by women Number of exhibitions held Number of events participated in by women	Participation reports Event reports	Quarterly
S4.17 Conduct a study on bridging the market gap of artisans and customers	Conduct research study on establishing a mobile team for collecting products from artisans and delivering orders and information Pilot a van in a high demand product area	Research study conducted Number of orders placed through van Number of orders collected Average lead time for order fulfilment	Research report Mobile van monthly report Financial reports	Quarterly
S4.18 Connect PSIC shops with e-commerce websites	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	Number of companies with whom linkages developed Number of PSIC shops available on E-commerce websites PSIC website updated with shops and products information and linked with E-commerce websites	PSIC Website PSIC Shops on E-commerce portals Financial reports Monthly reports	Quarterly

Strategy 5 Gender-Based Violence				
S5.1 Centralised MIS for district level shelter homes and Dar-ul-Amans monitoring	Development of MIS for online reporting Including VAWCs in the MIS for monitoring reporting	MIS system developed Monthly monitoring reports generated	MIS reports M&E reports	Quarterly
S5.2 Data analysis for provision of better-quality services	Centralise data of all residents Tracking of repeat cases at same and/or different facilities Assess average duration of stay to customise training programs Review logs from visitor management system for safety Training of all SWD staff on MSDS implementation and M&E systems	Centralised database developed Number of monitoring reports generated in a year Number of research studies on data sets conducted Number of trainings held	Training reports Attendance sheets Research studies Monitoring reports MIS reports	Quarterly
S5.3 Low cost VAWC model to be developed for replication	Low cost model development Documentation of cost savings Identification of services integration such as trainings etc. Recommendations for existing VAWC facilities	Low cost VAWC model piloted Low cost VAWC model report Recommendation report for existing VAWCs	Research report	Quarterly
S5.4 Departmental gender policy and guidelines to be developed	Conduct sexual harassment seminars for entire departmental staff WDD to assist in policy review of SWD SWD to draft departmental policy and forward for approval Make sexual harassment law training part of most training programs for female trainees	Number of seminars held Updated department policy (review by WDD) Departmental policy developed Gender specialist hired Number of staff trainings held	Training reports Seminar reports Departmental policy Hiring report of Gender Specialist	Quarterly

	Develop a comprehensive gender policy for organisation Hiring of Gender Specialist			
S5.5 Widow homes are old and provide a considerably low stipend – Rethinking the model	Data collection from current widow homes Assessment of current model with input from Finance Department Identification of gaps and problems Best practices in similar contexts and recommendations	Tools for data collection developed Data from widow homes collected Widow homes review report developed New model recommendations drafted	Review report	Quarterly
S5.6 Gender disaggregated data collection	MIS development Mapping for data flow and processes for collection, consolidation and reporting	Departmental policy/ guidelines on data collection and systems (including gender disaggregated data) developed	Data sets Department data collection policy Project reports	Quarterly
Strategy 6 Women and Climate Change				
S6.1 Study and research on climate change impact, especially on women and vulnerable populations	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	Number of research studies conducted Number of policy proposals developed Hazard mapping completed	Research reports Policy recommendations Hazard map of Punjab	Biannually

S6.2 Complaints received from women to be further prioritised for resolution	Institute a system to prioritise complaints from women, especially those affecting children and other vulnerable population Monitor complaint resolution	Number of complaints received from women Policy change for complaint prioritisation Monitoring system Average lead time for complaint resolution	M&E reports Complaint reports Updated policy Surveys (if applicable)	Quarterly
S6.3 PDMA to identify vulnerable areas/ districts. WDD to communicate with NADRA for CNIC facilitation for women in these areas	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	Risk assessment of areas/ districts conducted Number of women facilitated by NADRA for CNIC	Risk assessment report	Quarterly
S6.4 Review and update of Gender & Child Cell (GCC) guidelines and Camp management protocols	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	Number of policies reviewed Number of recommendations for improvement drafted No of changes made in camp management protocols	GCC guidelines Camp management protocols	
	Develop training materials on gender and leadership of women in the disaster risks prevention and control and integrated gender issues into other training materials. Awareness sessions in communities by Community Emergency Response Teams	Training manual developed Number of training sessions held Number of awareness sessions held	Awareness session reports Training manual Training reports Attendance sheets	Quarterly

	Training for members of the community in order to improve capacity and provide them the knowledge on gender			
S6.5 Advocacy for inclusion of MISP in response package by NDMA and adoption by PDMA Punjab	Advocacy sessions with NDMA for MISP uptake Lobbying with key policy makers for awareness and ownership for MISP uptake	Number of advocacy meetings with NDMA held Number of lobbying sessions with policy makers held	Meeting minutes Lobbying session reports	Quarterly
S6.6 Gender policy and disaggregated data collection	Review of departmental policy and updating it in line with PGS and government priorities including SDGs Program development for women which are in line with the departmental policy	Review of department policy held Updated guidelines for gender inclusiveness in program developed Number of programs with women beneficiaries Number of women beneficiaries in proposed projects	Department policy Women beneficiaries in proposed ADP projects	Biannually
	MIS development Mapping for data flow and processes for collection, consolidation and reporting	Departmental policy/ guidelines on data collection and systems (including gender disaggregated data) developed	Data sets Department data collection policy Project reports	Biannually
Strategy 7 Women and ICT				
S7.1 Digitisation of WDD Day care centres and Working Women's Hostel systems	Develop flowchart for day care centres process Develop MIS for day care centre for applicants, processing, review, approval and searchable existing day care facilities	Flowchart for Day-care centres mapped Flowchart for Working Women Hostels mapped MIS for day-care centres developed MIS for Working Women's Hostel developed	Project report MIS system	Quarterly

	Develop flowchart for Working Women's Hostel Develop MIS for Working Women's Hostel for application, processing, communication, public search and monitoring.			
S7.2 E-rozgaar scheme to be expanded	Hold awareness sessions in high schools and colleges for E-rozgaar scheme Assist PITB in getting access to transportation from HED	Number of awareness sessions held Number of social media posts Number of advocacy events for information dissemination through stakeholders held	Session reports Social media report Event reports Attendance sheets	Biannually
S7.3 Women only Plan X	Start an intake for women-owned and managed start-ups/ ideas Allocated women only workspace Develop a customised graduation policy	Number of intakes for women Number of start-ups applied to women Number of women start-ups accepted Number of start-ups graduated	M&E reports of Plan-X Graduation Policy	Biannually
S7.4 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) developed	Data sets Department data collection policy Project reports	Biannually
	Customise PITB policy/ guidelines for systems development Recommend all departments requesting PITB for systems development to collect gender disaggregated data	PITB Guidelines changed to include gender perspective	Departmental guidelines	Biannually

6
Institutional Architecture

6.1 Responsibility Matrix

The Institutional framework below outlines broad and generic roles and responsibilities of various institutions in the province towards meaningful implementation of the PWDP. Each of the responsible institutions 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	WDD– SPU	• 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 & 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 • Mobilising 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	PCSW	• 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	• 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. • Monitoring progress towards implementation and achievement of PWDP objectives relevant to respective sectors • Building in-house capacity of HR in respective organisations to ensure systematic integration of gender concerns. • Working closely with WDD 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 Departments	• Ensuring that provincial development planning, Public Financial Management (PFM), budgeting and resource allocation decisions are fully reflective of gender mainstreaming policies of the provincial government
5	International Development Partners	• 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 goals in Punjab.

6.2 Role of SPU

The SPU will be the primary institutional unit responsible for monitoring the interventions envisioned under the implementation framework. SPU will lobby with departments/ organisations to take up the interventions, keep abreast of any new organisational 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 organisation 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 PTIC to ensure that interventions to reduce gender inequalities across all government organisations are reported.

Research prioritisation will be a key task of the SPU. This will entail identifying gaps in key areas, where there is limited or no evidence available and requesting 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 and education etc. with a view to provide evidence of progress and an impetus to policy development.

Annexures

Annexure 1: Expert Consultations

	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	Specialised Healthcare Department	x	
32	PITB	x	
33	Higher Education Department	x	

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