



Annual Report 2017



**National Commission on the Status of Women
Government of Pakistan**



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List of Acronyms

| | |
|---------------|--|
| ADR | Alternative Dispute Resolution |
| AJK | Azad Jammu and Kashmir |
| ASF | Acid Survivors Foundation |
| BPWI | International Federation of Business and Professional Women |
| CEDAW | Convention on the Elimination of All Kinds of Discrimination against Women |
| CPEC | China Pakistan Economic Corridor |
| CSW | Commission on the Status of Women |
| DFID | Department for International Development, United Kingdom |
| ECP | Election Commission of Pakistan |
| FATA | Federally Administered Tribal Areas |
| FIA | Federal Investigation Agency |
| FIR | First Information Report |
| ICCPR | International Covenant on Civil and Political Rights |
| ICESCR | International Covenant on Economic, Social and Cultural Rights |
| ICT | Islamabad Capital Territory |
| IPMG | Inter Provincial Ministerial Group |
| MoHR | Ministry of Human Rights |
| NADRA | National Database and Registration Authority |
| NCHR | National Commission on Human Rights |
| NCSW | National Commission on the Status of Women |
| NPB | National Police Bureau |
| PCSW | Provincial Commission on the Status of Women |
| PDHS | Pakistan Demographic and Health Survey |
| SOP | Standard Operating Procedures |
| TEDA | Trust for Democratic Education and Accountability |
| UN | United Nations |
| VAW | Violence against Women |
| VAWC | Violence against Women Centre |

Message from Chairperson



The situation of women in Pakistan is undoubtedly progressing in some regions and sectors and needing more concerted efforts in others. Notwithstanding negative perceptions, some good policies, laws and resolutions are in place. Improvement in the security situation and greater attention towards women empowerment and engagement by federal and provincial governments, civil society, media, academia and the corporate sector are showing results.

However, as initiatives take shape and their scope and outreach expand, NCSW's responsibilities also increase, especially its role as a watchdog. The challenge of institutionalising its systems to track progress, monitor and facilitate the implementation of pro-women laws and policies, and ensure the protection and promotion of women's rights acquires urgency.

We at NCSW believe that to fulfil its broad mandate, the Commission needs to be truly independent and autonomous with adequate resources for establishing its bench marking and monitoring mechanisms, information hubs, and for coordination and networking channels across the country. Also, that Commission's efforts have to be continuous for evidence generation and advocacy for policies and actions, for securing an enabling and violence-free environment and for facilitating women's access to justice and opportunities. Then alone will women become equal and empowered citizens in accordance with the Constitution and Pakistan's international commitments.

2017 was a busy year for NCSW. The Commission resumed its functions after a gap of almost one year as its activities had come to a halt due to the delay in the appointment of NCSW Chairperson and members. Activities had to be picked up from where they had stopped; alliances had to be revived with women's caucuses in Assemblies, civil society organisations and academia, lawyers, provincial commissions on the status of women, line ministries and donors.

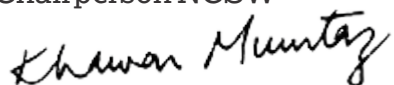
I take this opportunity to acknowledge the overwhelming support NCSW has received from parliamentarians, civil society organisations, individual experts, donors and volunteers especially in the absence of the full complement of staff. Without this support and cooperation, the pace of work that NCSW has managed to maintain would not be possible.

On behalf of the Commission, I would also like to thank our ex-officio members from the Ministry of Law and Justice, Ministry of Human Rights, Ministry of Finance, Ministry of Foreign Affairs and Interior Ministry (through the National Police Bureau) for their advice in NCSW's Board meetings and otherwise.

Most important and critical has been the role of NCSW members. The Commission considers itself fortunate to have highly endowed members in different sectors with the depth of subject expertise and wealth of experience to guide the Commission. Its Executive Committee members and sub-committee Chairs and members (Law and Policy Committee, Research and Advocacy Committee, Finance Committee) have given unflinchingly of their time and expertise to support the Commission and provide valuable inputs. Finally, I am thankful to NCSW team members who are few and therefore overstretched, but have managed meeting deadlines.

As you review the work, initiatives and activities of the NCSW over the last year, I look forward to your continuous support to the Commission. We need our institutions to be responsive and effective, and through our combined and collective efforts, we can surely do so.

Chairperson NCSW

A handwritten signature in black ink, reading 'Khawar Mumtaz'.

Khawar Mumtaz

I. Introduction:

National Commission on the Status of Women (NCSW) is a financially and administratively autonomous statutory body established by the NCSW Act, 2012. Initially created in 2000 through a presidential Ordinance, Commission's scope, mandate and status were enhanced by the Act of 2012.

NCSW's functions include acting as a watchdog ensuring compliance with Pakistan's Constitutional guarantees and international commitments related to women's rights; a think tank; reviewer of laws and policies; a hub of interaction with civil society, lawmakers, provincial governments and experts; and a responsive institution to victims of violence, among others. NCSW undertakes and encourages research and data generation as evidence for policies, action and monitoring as a central component of its work.

The NCSW Act 2012 gives the Commission powers to seek and receive information, data or documents from any official source and powers of a civil court to enforce the attendance of any person and production of documents. It can also visit any jail or sub-jail in co-ordination with jail authorities to intervene for redress of women's rights.

Each province is represented in NCSW by two members; plus there is one member each from Gilgit-Baltistan, FATA, ICT, AJK and one representative of religious minorities. Also, there are five ex-officio members from Federal government departments (Finance, Interior, Establishment, Human Rights and Law and Justice) and Chairs of Provincial Commissions on the Status of Women (there are currently three provincial commissions).

The Annual Report 2017 provides the strategic direction adopted by NCSW for the three years of this term and records the activities and engagements undertaken by the Commission in 2017. It shares details of the legislative, research and advocacy initiatives taken by the Commission during the said period.

The last tenure of the Chairperson NCSW ended in December 2015, and the new appointment was made at the end of October 2016 after a gap of around ten months. Even though Commission's activities came to a halt due to this delay and recruitment of around 100 sanctioned staff remained pending through the year, the Commission launched a number of initiatives and signed agreements of cooperation with different departments, organisations and donors in 2017.

Events, seminars and consultations were organised to launch advocacy campaigns and researches to generate dialogue, seek expert opinion on major policy issues and raise awareness around Commission's three thematic areas (see Section below). Chairperson and members of NCSW represented women concerns in major legislative and policy events and through the media.

NCSW Thematic Areas:

In 2013 NCSW decided to focus its operations in three thematic areas that it felt were key for achieving women's empowerment including women with disabilities and of minority communities. The Commission in its present term (November 2016 – October 2019) agreed to continue with the same thematic areas and develop strategies and activities around these viz:

- a) Voice, i.e. women's participation in elections and representation in political and other decision making bodies/forums;
- b) Violence against women (VAW), through documentation, legal actions, enhanced support systems (shelters, crisis centres, legal aid, etc.), responsive policing, effective implementation of women protection laws; and new legislation;
- c) Economic empowerment, i.e. recognition and acknowledgement of women's work and contribution, affirmative action, development of skills and opportunities, elimination of the wage gap, through policies and legislation where necessary.

Situation Analysis:

The year 2017 has been a watershed year regarding developments that are expected to shape Pakistan's political and socio-economic future. Where on the one hand, concerted efforts of law enforcement and security agencies controlled the wave of terrorism in major parts of the country and the new economic alliance in the form of CPEC gave hope of economic prosperity to the general public, on the other, the political crisis after Panama papers, emerging world alliances and a new wave of religious extremism within the country raised serious concerns for progressive forces.

In the area of women rights, Pakistan made visible progress at different levels. More and more women were seen contributing to the economic system, though largely in the non-formal sector. Important development was the consensus that this work needs to be acknowledged and included in labour force data. The first ever one-stop Violence Against Women Centre to provide facilities to women victims of violence, from the filing of the case (FIR) to prosecution, medical examination and treatment, psychological counselling to their rehabilitation started functioning in Multan from March 25, 2017.

With positive indicators such as 20 per cent women in Parliament and up to 33 per cent in local government, 50 per cent quota for young female entrepreneurs in Prime Minister's Youth Business Loan Scheme and disbursement of approximately Rs 40 billion among over 5 million households through women beneficiaries under social

safety net scheme, Benazir Income Support Programme (BISP), the progress looks promising.

Also, the landmark Election Act, 2017 mandating 5 per cent tickets by all political parties to women for contesting general seats and 10 per cent female turnout for validating an election, has far-reaching positive implications for women.

Other new pro-women laws were, 'The Hindu Marriage Act, 2017,' 'National Commission on the Rights of Children Act, 2017' and 'Balochistan Commission on the Status of Women Act, 2017.' The National Commission on the Status of Women (Amendment) Act, 2017 passed on February 7, 2017, made it mandatory for the government to fill the position of Chairperson within thirty days of the occurrence of the vacancy.

Despite these developments, the effective implementation of existing laws posed a great challenge to the government as well as all stakeholders working for women's rights and empowerment.

Some challenges continue to be persistent. Reports of violence against women and girls including rape, murder through killing in the name of honour, acid attacks, domestic violence, and forced marriage remained a routine.

According to media reports, in 2017 alone, as many as 8,882 cases of violence against women were reported only in Punjab with a 21.5 per cent increase in cases registered in 2016. The highest number of up to 1,000 cases of violence against women were reported in Lahore followed by 756 in Muzaffargarh.¹

According to the State of Human Rights Report 2017 of Human Rights Commission of Pakistan, in total, more than 5,660 crimes were reported against women in Pakistan's four provinces during the first ten months of 2017. It terms reported cases of violence against women 'tip of the iceberg,' as in most of the areas, especially in rural areas, such cases largely remain unreported due to conservatism, illiteracy, fear of stigma, shame and dishonour, and poverty.

The Population Census 2017 shows that the inverse gender ratio reflected in the census since 1981 remain unchanged with women and girls at 48.76 percent as compared to men and boys at 51.24 per cent. According to the statistics of the year 2017 mentioned at the website of Election Commission of Pakistan (ECP), 12 million women voters were not registered in the run-up to the 2018 general elections, due to the absence of women's computerized national identity cards (CNICs).

1. Key findings of Punjab Gender Parity Report 2017 quoted in The Nation on March 7, 2018).

Child marriage remained a serious concern in Pakistan. UNICEF's report titled 'State of the World's Children 2016' says that 21 per cent of girls in Pakistan are marrying before the age of 18. The reports of sexual abuse, domestic violence, human trafficking, murder and acid burn made headlines of the news. According to Acid Survivors Foundation (ASF), a total of 64 persons became a victim of burn attacks in the year 2017 in 54 reported attacks including 40 women. While this figure shows an overall decline in numbers, important to note is that women are in the majority as acid crime victims.

Gender parity in education continued to be a challenge; the national average of women and girls with less than six years of education is 74 per cent. Malnutrition among women and children is high especially in some regions, e.g. poorest households in Sindh (40 per cent impacted by malnutrition compared to 13.2 per cent national average. Malnutrition among the rich is at 4.2 per cent).²

The evidence on women's status underscores the need for capacity building and strengthening of NCSW with more baseline data, management information systems, referral hotlines, safe and secure spaces and legal aid facilities to be able to coordinate support from available services in all provinces.

2. UN Women Report titled 'Turning Promises into Action: Gender Equality in 2030 Agenda for Sustainable Development') launched on February 14, 2018.





NCSW's Mandate:

The NCSW Act, 2012 states that the Commission:

- i. shall examine the policy, programs and other measures taken by the Federal government for gender equality, women's empowerment, political participation, representation, assess implementation and make suitable recommendations to the concerned authorities;
- ii. shall review all Federal laws, rules and regulations affecting the status and rights of women and suggest repeal, amendment or new legislation essential to eliminate discrimination, safeguard and promote the interest of women and achieve gender equality before the law by the Constitution and obligations under international covenants and commitments;
- iii. shall sponsor, steer, encourage research to generate information, analysis and studies and maintain a database relating to women and gender issues to provide knowledge and awareness for national policy and strategic action for women empowerment;
- iv. shall develop and maintain interaction and dialogue with non-governmental organisations, experts and individuals in society and an active association with similar commissions and institutions in other countries for collaboration and action to achieve gender equality at the national, regional and international level;
- v. shall mobilise grants from domestic and international, including multi and bi-lateral agencies, approved by the Federal Government, for meeting any of its obligations or performing its functions;
- vi. shall facilitate and monitor implementation of international instruments and obligations affecting women and girls to which Pakistan is a signatory, and advise the Federal Government before accession to any such proposed international instrument, protocol or treaty;
- vii. shall recommend to the Federal Government the signing or ratifying of international instruments (conventions, treaties and covenants) affecting rights of women and girls;
- viii. may seek and receive information, data and documents from any Federal source or entity in the course of the performance of its functions;
- ix. while inquiring into complaints of violations of women's rights may call for information or report from the Federal Government civil society organisations and autonomous or concerned bodies; and in this regard the Commission shall have the powers vested in a civil court under the Code of Civil Procedure,

1908 (Act V of 1908) for enforcing the attendance of any person and compelling the production of documents;

- x. may by relevant laws and rules and prior permission of the provincial government concerned inspect any jail, sub-jail or other places of custody where women and girls are kept and to make appropriate recommendations to the authorities concerned;
- xi. may act for advocacy, lobbying, coalition building, networking and as a catalyst for the promotion of the cause of women to facilitate their participation in all spheres of life including legal, economic, social and political empowerment;
- xii shall liaise with the Provincial Commissions set up under provincial laws and other concerned provincial organisations;
- xiii. shall monitor the mechanism and institutional procedure for redressal of violation of women's rights; and
- xiv. may perform any other functions which may be assigned to it by the Federal Government.

NCSW Strategies:

NCSW adopted multiple strategies to implement its Mandate in 2017:

- i. **Institutional Strengthening:** Strengthening of NCSW to fulfil its monitoring and accountability functions and of institutions that protect and support women
- ii. **Review of Laws, Policies and Government Initiatives:** Review of existing laws, proposed amendments, existing and proposed federal and provincial government policies and government initiatives to identify gaps that can have an impact on women
- iii. **Monitoring and Tracking:** Design and develop measures/mechanisms for monitoring and tracking progress on women's issues (baselines, data collection, evidence generation/research, publications, policy briefs)
- iv. **Advocacy and Networking:** Improved coordination between NCSW and provinces for advocacy on law, policy, and programmes for promotion and protection of women; building networks and alliances with civil society organizations, government agencies and relevant departments

Awareness Raising: Developing media products for information and awareness; running campaigns for men, women and youth on NCSW priority

areas particularly against violence against women, laws, elections, etc.

Implementation of NCSW strategies:

To implement its strategies, the Commission created three units including Law and Policy, Research and Advocacy and Advocacy and Awareness that were guided by NCSW sub-committees in these areas. The Advocacy and Awareness unit acts as the coordination point between the other two units. The sub-committees defined the scope of activities/initiatives under each strategy and within the framework of priority themes. In the absence of regular staff, consultants were hired (October 2017) to deliver on specific assignments in areas of law, research and advocacy. The team worked in close collaboration and initiated active coordination and networking with relevant stakeholders. A draft Plan of Action was prepared by the consultants under the guidance of Executive Committee member NCSW for the remaining tenure of the Commission.

During 2017, key initiatives and achievements of the Commission are listed in the next sections.

II. Law and Policy:

Monitoring:

Effective implementation of laws is a major concern of the Commission. NCSW did an in-depth research (Access to Justice for Survivors of Sexual Assault. 2015) to examine access to justice under the Women Protection Act 2006 and had identified areas in the judicial process that needs strengthening. In order to further assess issues in the delivery of justice, NCSW decided to monitor up to 5 high profile cases of violence against women to track problem areas and make recommendations for improving the system. The monitoring consists of following a case from filing of the First Information Report (FIR) to investigation and court hearings.

Thus the Commission began following the high profile court cases listed below:

- i. Killing in the name of honour in Multan (Qandeel Baloch murder case)
- ii. Child Domestic Worker in Islamabad (Tayyaba torture case)
- iii. The case of a university teacher under PECA, 2016 in Karachi (Name withheld on survivor's request)
- iv. Stripping of a Woman, DG Khan (Case of Sharifan Bibi)

This involved documentation of each case i.e. FIR, press clippings, fact finding, medico-legal reports, going to court hearings, etc. The Commission's law team attended the proceedings of child domestic worker Tayyaba's case and maintained

regular follow-up of other cases through NCSW members and Provincial Commissions, police officials, and network members. It entered into monitoring arrangements with network members for reporting on developments and details of hearings. The Commission also wrote letters to relevant authorities and law enforcement agencies for effective and immediate action.

Acid crime: NCSW and Acid Survivors Foundation (ASF) have agreed to monitor the implementation of the amended Acid Crime law by documenting all registered cases and their followup by ASF. A database has been established by ASF and is shared with NCSW and compiled and published yearly.

Among significant findings of the 2016 report is a 50 per cent reduction in incidents of acid crimes. However, 70 per cent of victims are women (240 cases – 85 per cent of women and children; 15 per cent men). Majority of perpetrators are men (almost 99 per cent). The report identified the need for a comprehensive Acid and Burn Control Law. An early draft of the law was prepared by NCSW and was taken forward by KP and Punjab.

Visit to PCSW Peshawar and Peshawar Jail: Chairperson NCSW along with her team in its visit to the KP to the Provincial Commission on the Status of Women (PCSW) also included a visit to the Peshawar Jail (April 13, 2017). The visit was part of NCSW's programme of checking conditions of women jails/women wards in prisons.

At the time there were 96 women in the Peshawar jail along with 33 children placed in a large barrack meant for 30 inmates. Beds were available only for 30 people. The majority of women prisoners belonged to the age group 23-45 years and was facing charges in cases of murder and drugs. Impressive was the general good health of the inmates. Medical facilities were provided to them by a reportedly friendly and helpful doctor who was available from morning till evening. Counselling services were also provided to them.

The urgent need was for beds, activities for children, and an outlet where products made by inmates could be displayed and sold. **(Further Details in Annex-3)**

Visit to Darul Aman, Lahore: Chairperson NCSW along with Chairperson PCSW Punjab conducted a visit of the Darul Aman Lahore on September 18, 2017 as part of its oversight of women's support services.

The facility has a capacity of 50 beds, but it remains overcrowded. At the time of visit, it had 90 residents -- 68 women and 23 children. Majority of cases in Darul Aman are related to Personal Laws of khula and choice marriage.

The major issues identified by the administration:

- i. Doctors are posted, but they do not join due to low salary compared to salaries

in regular hospitals

- ii. The building is old and needs renovation and expansion.
- iii. Allocation of funds is inadequate and needs to be enhanced
- iv. Moving women to and from hospitals, court etc. safely is a big issue as police do not have enough vehicles. There is no driver posted in the facility.
- v. The mothers of women in custody insist on keeping children with them and manage to stay along
- vi. The high number of inmates put pressure on available resources and staff.
- vii. The boundary wall needs to be built, and gate also needs to be replaced
- viii. The admission process is all manual.

PCSW-Punjab has carried out a study of all shelters in Punjab which acts as a benchmark for them to review their performance and address needs. NCSW considers it important to get to the reasons for women seeking shelter and to find measures to deal with those.

Review of Laws:

NCSW actively implemented its prime mandate of 'reviewing federal laws, rules and regulations affecting the status and rights of women. It suggested repeal, amendment or new legislation essential to eliminate discrimination, safeguard and promote the interest of women and achieve gender equality before the law throughout the year. Laws reviewed by NCSW in 2017 included:

1: Amendment in NCSW Act 2012

Given the problem faced by NCSW during the period between the appointment of Acting Chairperson and appointment of the new Chairperson, NCSW proposed an amendment in NCSW Act 2012. According to the Act, Acting Chairperson can be appointed for a period of only 30 days. The term of the Acting Chair usually ends before the appointment of the new Chair. Following new sections and amendments were proposed by the Commission:

- i). **New Clause / Section 6 (3)**
 - a) The Government shall appoint the new members of the Commission 15 days before expiry of the term of existing members
 - b). In case of failure of appointment of new members, the existing members shall continue to act as members till the appointment of new members.

- ii). **Amendment in Clause 8: Acting Chairperson** “By reason of vacancy in the office of Chairperson due to death, illness, resignation, expiry of term or otherwise, the Prime Minister shall appoint a woman who is eligible to be appointed as Chairperson as contemplated in Section 3(2) of the NCSW Act from amongst the members of the Commission to act as Chairperson for a period of thirty days or until the appointment of a new Chairperson”.

2: Electoral Reforms:

NCSW principle concern is to ensure women's full political participation in elections, both as voters as well as contestants. NCSW submitted its recommendations in writing to the Parliamentary Committee on Electoral Reforms and the Election Commission of Pakistan. It also coordinated with the Women Parliamentary Caucus in developing the Caucus position.

Given below are the main points put forward by the Commission:

- i. NCSW believes that women's full participation in the political process is essential for Pakistan's development and that the provision of reserved seats is an interim measure till the time women can contest directly in the electoral process.
- ii. Recognising women's active and consistent participation in legislation, and to speed up the main streaming process, NCSW recommends increasing of women's quota of reserved seats to 33 per cent and considering modalities for direct election to women's reserved seats.
- iii. NCSW supports the provision of at least 10 per cent turnout of women voters in polling stations and constituency to declare an election valid.
- iv. NCSW recommends that political parties give at least 15 per cent general seat tickets to women and 33 per cent representation of women in all decision making bodies in political parties.
- v. It further recommends that elections result management system be made by gender segregation, including that of rejected ballot papers.

3: The Transgender Persons (Protection of Rights) Bill, 2017

NCSW, in principle, supported the Bill moved by Senator Rubina Khalid and gave the following input to the Senate Standing Committee as well as to Senate Task Force headed by Senator Rubina Khalid and Senator Farhatullah Babar:

- I. NCSW accepts the definition of transgender as reflected in the Bill moved by Senator Rubina Khalid; the recognition of identity is a

fundamental right which must be given to a Transgender, as well as the right to self-identification by a Transgender.

- ii. If a transgender opts for one gender and later on wants to change the gender, then a proper examination should be conducted. A transgender should not change his/her gender whenever desired. Such cases shall be subject to determination by the court and not otherwise.
- iii. Right to inheritance for Transgender should be followed as guaranteed by the personal laws
- iv. Certification requirement must be struck out.
- v. Rape and its definition should be included in the law to ensure application to transgenders and intersex people. Sec 375 does not apply to them.
- vi. Provision of special facilities like wards in hospitals, bathrooms, transport, quota in employment, technical/professional institutions - much in the spirit of affirmative action for women and special persons. Percentages can be discussed and agreed upon (2 to 3%).
- vii. Support structure of guru-chaila to be maintained till alternative structures are in place. These will evolve if foundations are laid. It won't be helpful to create a vacuum. As we know in most cases family support is missing and families are hostile. There are no social networks of support. Gurus can be abusive but avenues to address this need to be developed. Once trans and intersex people are empowered they will assert independence and create new structures.
- viii. An Authority responsible for implementing the law is needed. Otherwise institutional ownership is missing.
- ix. The way Transgender Welfare Committee is defined, it will never be functional. Further, the functions ascribed to the committee are by and large the same which has been ascribed to the Human Rights Commission and NCSW.

4: Amendment in section 5 (3) of Protection against Harassment of Women at Workplace Act 2010

NCSW disagreed with the proposed amendment by a private member bill for substituting the words 'appropriate action' with 'imposition of the penalty as mentioned in Section 4(4) of this Act.'

NCSW's view was that the term "appropriate action" has a much wider connotation than the proposed words in the amendment. The proposed words will

restrict the actions to the penalties given in Section 4(4) only, whereas 'appropriate action' can also include actions like transfer, suspension etc.

5: Human Trafficking Ordinance of Pakistan 2002

The Law and Policy wing of NCSW reviewed the Human Trafficking Ordinance of Pakistan 2002. The major gaps identified are as follows:

- i. Human smuggling is not included in the Ordinance.
- ii. Internal human trafficking and its mechanisms are also not addressed, juvenile and sex trafficking present within the country has not been included in the Ordinance.
- iii. There are no limits defined for the fines imposed or minimum imprisonment time for the offences committed.
- iv. There is no minimum sentence limit provided in the Ordinance.
- v. The definitions given in the Ordinance do not match with the ones in the Pakistan Penal Code, needs to be updated.
- vi. The Ordinance is not aligned with CEDAW and other conventions.

6: Alternate Dispute Resolution Act 2017

NCSW gave its comments on the Bill to Ministry of Law and Justice. The Commission had reservations on the inclusion of jirgas and panchayats as forums for dispute resolution and of some of the subjects in the schedule that already are covered under specific laws. NCSW facilitated a meeting of a cross-section of Civil Society Organizations and Minister of Law and Justice and his team (Secretary MoLJ, Secretary Women Parliamentary Caucus, others) regarding various aspects of the Bill, including the above. Some areas of concern were subsequently accommodated in the Act.

7: NCSW Recommendations to FATA Reform Committee

Responding to concerns expressed by NCSW KP members, the Commission wrote a letter to Chairman FATA Reform Committee, Mr. Sartaj Aziz on March 3, 2017, conveying apprehensions of the Commission especially over the lack of representation of women in the reform process.

Following points were highlighted in the letter, Ministry of SAFRON acknowledged NCSW's letter.

- i. There is lack of clarity with regard to the fact that if Nizam-e-Adal replaces Frontier Crime Rules (FCR) 1901 and extends jurisdiction of Superior Courts to the FATA, it will result in an amalgam of the Code of

Civil Procedures 1908, Code of Criminal Procedure 1998 and Riway- the customs, traditions, and usage of tribes in FATA.

- ii. According to the proposed Act, the district and session Judges appointed by the Federal Government would be supported by jirga- a council of elders, with four or more members appointed by the Qazi. In the entire process, women are not only unrepresented, but there is also no protection /inclusion mechanism for them.
- iii. The Status of the reserved seats for women in the Provincial and National Assemblies and Senate is also unclear. In Commission's view, observance of quota is important.
- iv. Registration of women voters and their training after they are allowed to contest elections should also be made part of the process.

8: Recommendations Related to Cybercrime Cases

Ministry of Planning, Development and Reform and Ministry of Interior invited recommendations from NCSW to address the growing number of cybercrime cases. The Commission presented its recommendations in a consultation organised by the Ministry of Planning, Development and Reform on November 29, 2017. The recommendations were also submitted to the Ministry.

Following are the main recommendations submitted by the Commission after having a consultative session with the concerned organisations.

- i. NCSW urged the Ministry of Interior to allocate more resources to the NR3C for the specific purpose of tackling online harassment.
- ii. The FIA, while fulfilling its statutory obligation to report in Parliament, should produce data regarding the number of online harassment cases and the number of cases registered by women.
- iii. A dedicated wing with officers trained in the nuances of online harassment, its forms and gender-sensitivity is urgently needed.
- iv. Given the urgent nature of some cases, where information leaked can harm personal safety, a rapid response cell that is operational 24/7 needs to be established in addition to the regular operations of the NR3C.
- v. The FIA needs to develop clear and public Standard Operating Procedures (SOPs) privacy, confidentiality and protection of evidentiary data and identity of the complaints.
- vi. We strongly urge there be more and geographically accessible offices of

the NR3C to facilitate women from smaller cities in lodging their complaints.

- vii. Greater awareness-raising regarding cyber harassment, privacy and data protection through public service messages be given by the FIA, Pakistan Telecommunication Authority (PTA) and the Ministry of Information Technology. We recommend public service message advertisements and social media awareness campaigns to promote awareness about PECA, repercussions and the procedure for filing a complaint in easy and citizen-friendly ways.
- viii. Provision for psychological services at NR3C to help complainants deal with the psychological trauma and distress that they might experience due to online harassment and violence. The cybercrime wing should offer a safe space for victims and help them deal with their trauma.
- ix. Complainants should be able to track and receive regular updates on the progress of their case through an accessible and easy-to-use case management system.

Policy recommendations:

NCSW provides policy inputs both on request and on its own initiative.

1. Note for Planning Commission on Female Labour Force Participation

On the request of the Planning Commission of Pakistan on Female Labour Force Participation NCSW submitted a Note with the following main points:

Vision 2025 (Pillar 1; Goal 3) has set the target of increasing female labour force participation rate in Pakistan from 24 per cent to 45 per cent. One of the challenges that Pakistan is faced with is that of low ranking in various global indices (e.g. Global Gender Gap Index; UNDP's Gender Development Index). A key indicator used in rankings is Economic Participation and Opportunity. Pakistan's current (FY 2014-15) female workforce participation rate at 24 per cent is perhaps the lowest in the region.

NCSW's position is that in reality women's contribution does not get fully captured in statistics because the majority of women work in the non-formal sector as home-based workers and contributing family workers in rural areas. Of the women employed in non-agriculture work 78 per cent are in the informal sector and approximately 73 per cent in agriculture work. According to official statistics, 30 per cent of women are home-based workers (an estimated over 12.5 million). It has been calculated by hours of work and the market rate of specific activities that women contribute Rs. 400 billion or 3.8 per cent of GDP per year.

2. Participation in policy dialogues:

Seminars, consultations, roundtables, talk shows, etc. are other avenues of contribution to policy discourses. *(Details in section on Advocacy)*

Addressing Complaints:

NCSW mainly receives complaints against violation of women rights from individuals, civil society organisations, Ministry of Human Rights and also through media reports and cell phones. The majority of complaints received were in areas of physical violence, domestic violence, cyber harassment and related crimes and for most active referral points are required. NCSW with the National Commission for Human Rights also organized a consultation to explore the setting up of a pilot quick response system for women victims/survivors of violence. The Consultation was held on 22 May 2017 in Karachi *(Full Report at Annex-4)*. Further field work and review of successful interventions was recommended by the Consultation.

The Commission had a subsequent meeting with civil society organizations in Hyderabad in which police complaints cell also participated to examine and understand the mechanism that seems to be effective there. Outcomes of both meetings were discussed in 61st NCSW members meeting. NCSW's view was that instead of setting up a formal complaint mechanism or helpline as all redress/response mechanisms are located in provinces the Commission needs to strengthen its referral system. It was decided at the Meeting that the Commission should as a policy refer complaints to existing response mechanisms and helplines operating at provincial and federal level instead of creating new mechanisms to avoid duplication.

The Commission has developed a system with the assistance/guidance of its member from Sindh to document cases, their nature, and NCSW's response and follow up. Once the documentation system was established in mid-2017, 24 cases were dealt with. The follow-up of these was through concerned agencies and Provincial Commissions in Sindh, Punjab and KP who were the first point of reference for redress. In areas without such setups, direct references were made to the local authorities including senior police officials. In some cases, support was sought from NGOs, CSOs, and individuals to help the survivors and follow cases.

III. Research and Advocacy:

1. Mapping and Data Collection:

In light of the recommendation of the Stakeholder Consultation in Karachi (22 May 2017) NCSW mapped support services across the country set up for the protection and facilitation of women victims/survivors of violence or under threat

of it. It prepared a national resource directory. NCSW finds that there are many institutions formed for the purpose of support and help but not all are fully functional. It believes that only by making a demand for their services and creating awareness of their existence and locations can people benefit from them. NCSW plans to geo-map the directory so that service providers are identified and can be approached when needed. The geo-mapped resource directory will be a handy tool to link up women and excluded groups with services.

For the directory the NCSW team collected complete contact information of 45 Darul Amans, 25 Crisis Centres, 20 helplines, 79 women help desks in police stations, 376 police stations in Islamabad, Punjab, Sindh, Balochistan, KP and Azad Jammu and Kashmir and 8 Citizen Police Liaison Committees in Sindh.

2. Fact Finding Visit on Sharifan Bibi's Case:

On 29th October 2017, a girl (Sharifan Bibi) was paraded naked by local armed men claiming that it was being done to redeem their family honour. To get the firsthand account of this tragic event and remove ambiguities in media reporting, NCSW's Research and Policy Department decided to lead a fact-finding visit on November 20, 2017, aimed at providing moral support to the survivor Sharifan Bibi and highlighting the issue to facilitate her in seeking justice. The Report was submitted to the Senate Functional Committee on Human Rights.

The team identified the following immediate needs:

- i. The family is constantly threatened by the accused family and needs arrangements for the security of Sharifan Bibi and her family. Shifting the family to a safe place with arrangements for their livelihoods may be considered.
- ii. Sharifan Bibi is traumatised and needs psychological and emotional rehabilitation to cope with the stigma attached to her and to enable her to lead a normal life again. This may be provided through the relevant department.
- iii. Ensure that financial aid given for Sharifan Bibi goes to her and utilised for her welfare. The opening of a bank account in her name may be facilitated by relevant authority for her future financial security.
- iv. Sharifan Bibi needs speedy justice disregarding political influence to send a clear message to the society that violence against women will not be tolerated and the culprits will get what they deserve.
- v. For the proper long-term arrangements for the education/skill development may be made for Sharifan Bibi to enable her to stand on her own feet.

NCSW also shared the Report with PCSW-KP.

3. Award for Young Women Writers:

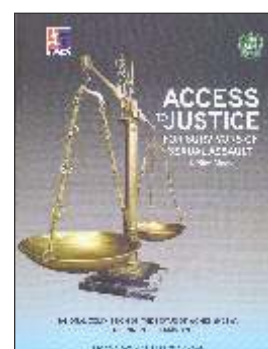
To encourage young women writers, NCSW decided to announce NCSW Literacy Award in NCSW member's meeting held on October 26, 2017. Two awards, one in Urdu and one in a regional language, would be given to the best-unpublished writer and the successful entries would be published by NCSW.

4. Report on the Status of Rural Women in Pakistan

NCSW research unit initiated work on Status of Rural Women in Pakistan Report. This will be the second status report to be produced by NCSW. The earlier Women's Economic Empowerment Status Report was published in 2016 with the financial support of UN Women. Compiled on the basis of official data complemented by information from other studies, these reports seek to bring all information on the subject in one place, may be used as baselines or benchmarking to monitor progress (an essential function of NCSW). The first Technical Advisory Committee Meeting (TAC) on Status of Rural Women in Pakistan was held in November 2017 in collaboration with Centre of Gender and Policy Studies (CGaPS) to discuss the proposed report, key thematic areas and to draft the table of contents. Canadian Government is providing funds for the rural women report along with UN Women.

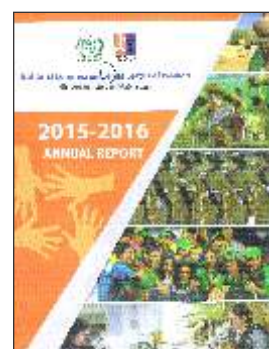
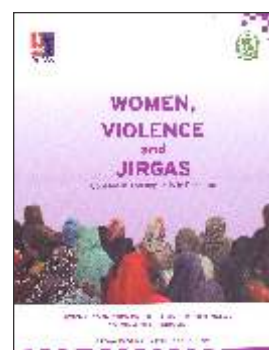
5. Publications:

- i. *Prominent Invisibility: Women Officers in Pakistan's Federal Civil Services*: Authored by Homer Jan Baloch and Kaiser Bengali, the study analyses the data of women representation in public sector for the year 2013. The report reveals that women's share amounts to a meagre 4.5 per cent in civil services. At the higher level (grade 17-22), the percentage is less than one-fifth at 19.3 per cent. There were 92 women in grade 20, 33 in grade 21 and 5 in grade 22. The report highlights the need for affirmative measures to include more women at the higher level of bureaucracy.
- ii. *Access to Justice: For Survivors of Sexual Assault*: The research conducted by Sohail Akbar Warraich and assisted by Hiba Akbar and Anam Asif Bajwa, examines cases of sexual violence that fall under the Protection of Women (Criminal Law Amendment) Act, 2006 and how higher courts'



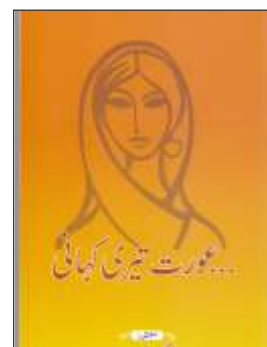
judgments have treated these cases. The report highlights the gender prejudice and lack of capacity of state institutions including police, prosecution, medical staff, and even the courts, often obstructing or even denying justice to survivors. It says that the sexuality of survivor remains under scrutiny. Medical and vital forensic evidence is not a priority of state or courts whereas, the general impression among law enforcement agencies is that the survivors fabricate most of these cases. The study gives recommendations to address the gaps in the implementation of the law.

- iii. *Women, Violence and Jirga: Consensus and Impunity in Pakistan:* The research study by Nazish Brohi reflects on the evolution of the jirga system and its contemporary role, its anti-women practices, its prevalence and interface with the formal legal system. The report says that jirga's pose a challenge to the formal justice system as it has evolved and continues to do so. The issues dealt with by this informal system especially those related to women, the nature of decisions, commercialisation, and mutation of the old concept and constitution of the forum with no representation of women. Instead of fixing the crime or criminals, the objective of jirgas seems to be restoring balance. The report terms it a positive sign that the influence of the system is decreasing because of more awareness and reporting of decisions on the media.
- iv. *Beijing + 20: Pakistan Stakeholder Report 1995 to 2014:* The Pakistan Stakeholder Report spanning two decades since the Beijing Fourth World Conference for Women (1995) was compiled through an exhaustive consultative process with a broad range of stakeholders within and outside government. The report consolidates rich information on the range of initiatives taken for women in Pakistan over two decades. It also provides valuable benchmarks to track progress in different sectors.
- v. *Annual Report 2015-2016:* NCSW Annual Report 2015 to 2016 covered the activities and initiatives taken by the Commission during the said period. As 2015 marked the end of three year's term of 5th NCSW and also the first term under NCSW Act



2012, the report took stock of the NCSW's work from 2013 to 2015 and the challenges it faced over this period.

- vi. *“Aurat Teri Kahani”*: The collection of poems written by a young domestic worker, Nagina Asif, was shared with NCSW. After getting it peer reviewed the Commission decided to publish it for its pithy content and as encouragement to a young writer.
- vii. *Newsletter*: NCSW published the first edition of its newsletter covering the activities and initiatives taken by NCSW from October 2017 till December 2017. The Commission plans to produce the newsletter on a quarterly basis. The newsletter covers NCSW activities and initiatives over the period of three months and highlights of issues of interest in that period.



IV. Advocacy and Awareness:

Every year, National Commission on the Status of Women organises activities to advocate for women's rights. Information is disseminated, and awareness created through campaigns, press statements, press releases, media appearances, seminars and dialogues organised from national to the district level.

1. Advocacy Campaign on 16 Days of Activism against Gender-Based Violence:

In 2017, NCSW successfully executed the idea of mobilising men for ending violence against women through a campaign launched as 16 Days of Activism against Gender-Based Violence. The campaign was launched with NCSW's strategic partners including White Ribbon Pakistan, Provincial Commission on the Status of Women, Ministry of Human Rights and UN Women Pakistan.

The campaign was launched on the evening of 24th November from Islamabad followed by more than 50 district level events. In coordination with the Provincial Commission of Khyber Pakhtunkhwa, Punjab and Sindh District Committees were formed and mobilised. They were given banners, posters and other IEC material for sensitisation purpose.

Division of districts is as follows;

| Punjab | Sindh | KPK | Baluchistan | Federal |
|----------------|------------|------------|-------------|------------|
| Kasur | MirpurKhas | Abbottabad | Quetta | Islamabad |
| Lahore | Khairpur | Battagram | Jaffarabad | Rawalpindi |
| Layyah | NawabShah | Swat | | |
| Rahim Yar Khan | Sukker | Swabi | | |
| Rajanpur | Kashmore | Hangu | | |
| D.G. Khan | Badin | Haripur | | |
| Jhelum | | Buner | | |
| Muzaffargarh | | Mardan | | |
| Toba Tek Singh | | Shangla | | |
| Bahawalnagar | | Peshawar | | |
| Multan | | Nowshera | | |
| Narowal | | | | |
| Sargodha | | | | |
| Gujranwala | | | | |
| Sargodha | | | | |
| Faisalabad | | | | |
| Bahawalpur | | | | |
| Sahiwal | | | | |

In the district programme, 14 DCSWs KPK and nine Commissioners Punjab also participated. Almost 90,000 men were directly sensitised during these activations.

College Programmes: To engage youth in the campaign, an extensive college programme was also designed in Punjab. In this programme, 96 colleges were provided with IEC material about the issue of violence. This programme helped us sensitize more than 40,000 students.

Corporate Engagement: It was a unique idea to engage corporate sector in this cause. A total of 310 Corporate Organizations, including the First Women Bank were provided with material, and they organised awareness activities on their premises. It helped in awareness of eradication of workplace harassment for working women.

Orange Illumination: As part of the 16 days activities, a series of Orange illumination was designed to raise voice at the national level. On the evening of 24th November historical building of Mazar-e-Quaid was illuminated in orange followed by the landmark buildings of Khyber Pakhtunkhwa Assembly and

Punjab Provincial Assembly.

Outdoor Campaign: Following the 360 campaign strategy, an outdoor advertisement was launched. A series of streamers were placed at the main roads of Islamabad, Lahore and Peshawar calling out men with the message:

*“Ham Sab Mard
Aurton per Tashadud key Khilaf
Ham Awaz Mutahid”*

Print Media Advertisement: The advertisement appeared in leading English and Urdu newspapers. A series of six advertisements was planned from 24th to 30th November 2017.

Social Media Outreach: Considering the importance of social media the campaign was marked with its hashtag #Pledge4Action. People in all activities were asked to show their thoughts with this hash tag to create a noise. As per the social media in sites, our hashtag got 0.5 million impressions on Twitter; on Facebook this hashtag was used by many influencers and had more than one million outreach.

2. Events and media appearances:

NCSW Chairperson presented the Commission's positions and points of view on women rights in 60 events. At least 100 persons representing different sections of the society attended the events which were widely covered by print and electronic media.

NCSW participated in around 20 television and radio talk shows on women and human rights; issued press statements expressing its concerns and position on incidents relevant to women rights; and participated in National Assembly and Senate Standing Committee meetings and prepared briefs for NA and Senate questions.

| | | National Assembly | Senate |
|---|--------------------|-------------------|--------|
| 1 | Meetings attended | 6 | 6 |
| 2 | Questions Answered | 1 | 6 |

In addition, the Commission provided input to Ministry of Foreign Affairs on 7 occasions regarding international concerns related to women and submitted NCSW feedback to Ministry of Human Rights on Pakistan reports for international conventions including Convention on the Elimination of All Kinds of Discrimination Against Women, Third Universal Periodic Report, International Covenant on Economic, Social and Cultural Rights (ICESCR) and International Covenant on Civil and Political Rights (ICCPR).

3. Youth dialogue at Fatima Jinnah Women University on National Women's Day:(Picture -01)

To commemorate National Women's Day, National Commission on the Status of Women (NCSW) in collaboration with Fatima Jinnah Women University (FJWU), Rawalpindi, organised a one - day youth dialogue on February 15, 2017.



The dialogue titled “Taking Women's Agenda Forward– Between Women Activists and Parliamentarians,” was attended by parliamentarians, civil society activists, academicians and over 500 students.



The participants discussed the role and significance of women's political empowerment and its related issues. They were of the view that NCSW is playing an effective role in bridging the gap between lawmakers and civil society activists.

Those who spoke included Senator Rubina Khalid, Senator Ayesha Raza Farooq, MNA Asiya Nasir, former MNA Bushra Gohar and women rights activists including Nasreen Azhar, Valérie Khan, Nazish Brohi and Maria Rashid.

The speakers at the dialogue discussed lawmakers' priorities, women rights agenda and status of interactions between lawmakers and civil society. They also highlighted the measures required to overcome the constraints in pushing forward women protection laws and policies.

The speakers were of the view that constant interaction among different stakeholders would help understand each other's constraints the execution of women-friendly laws as well as agenda for women empowerment. The



parliamentarian assured the participants to continue raising their voice against injustices with women at the highest forums.

4. Launch of Acid Crimes Annual Monitoring Report:

NCSW and Acid Survivors Foundation (ASF) jointly launched Acid Crime Annual Monitoring Report of 2016 on February 20, 2017.

5. TV serial on Human Trafficking:

NCSW began discussion on the preparation of a TV serial on human trafficking in partnership with a civil society organisation in March 2017. The Commission completed the first phase of research and concept development and by end of the year developed the story line through a workshop supported by UN Women and organized by the partner organization.

6. National Consultation: Accelerating Efforts to End Child Marriage in Pakistan:

The National Commission on the Status of Women (NCSW) organised one-day Consultation on May 4, 2017, in Islamabad in collaboration with National Commission on Human Rights, Child Rights Movement, SAIEVAC, National Mechanism and NACG Pakistan.

The objective of the event was to raise awareness on the adverse effects of child marriage and to adopt a "Regional Action Plan (RAP) to End Child Marriage in

South Asia (2015-2018)” by all SAARC member states.

The Consultation discussed the drivers of early age marriage, and lacunae in the law as well as success stories of preventing early marriages. Sindh is the only province in Pakistan where the age of marriage has been raised to 18 years. Monitoring of the impact of the law was noted.

7. ILO Conference on 'Wages, Work and Trade':

Chairperson NCSW was the keynote speaker at the International Labour Organization (ILO) Conference on “Wages, Work and Trade” held on May 11, 2017, in Islamabad.

The Chairperson provided the overview of women's labour force participation, issues of the wage gap, working conditions, and under-counting of women workers. NCSW-UN Women's 'Women Economic Empowerment Status Report' proved to be a rich resource for the conference. The thematic focus of the Conference was the Garment Sector.

8. Stakeholder Consultation: Establishment of Support Centre for Women Victims of Violence:

NCSW and National Commission on Human Rights, Sindh Office, organised a consultation for the establishment of a quick response Support Centre for Women Victims of Violence on May 22, 2017, in Karachi. The event brought major stakeholders and institutions together to discuss and present out of the box proposals for a responsive Centre.

The basic objectives of the consultation were to assess the expectations and functions of the Support Centre, review facilities available in existing institutions, identify a possible range of services to be made available in the Support Centre and map human rights and organisations and activists in the area. (Report the consultation at annex-4)

9. Brainstorming Session for WRC at Mehran University of Engineering and Technology:

A brainstorming session was organized at Women Resource Centre (WRC), Mehran University of Engineering and Technology (MUET), Jamshoro on September 11, 2017, to discuss the functioning of the WRC.

The Centre is part of the initiative 'US Pakistan Centre for Advanced Studies in Water (USPCASW)' which is a five-year joint program of MUET and University of Utah. Chairperson NCSW is a member of Utah University's Senior Advisory Board for the Centre and also a member Board of Governors of the Centre. She was invited to advise on the functioning of WRC and to make it an effective

platform to support women and students in the University. Member NCSW Dr Misbah Qureshi and colleagues from Sindh University, Jamshoro also participated in the discussion. Recommendations made were approved by the Vice-Chancellor at the BOG meeting of MUET.

10. Seminar on Gender and Development at MUET:

MUET organised a graduate seminar titled “Introduction to NCSW and Talk on Gender and Development” with its students on September 11, 2017, with Chairperson NCSW Khawar Mumtaz as the key speaker.

Around hundred students and staff members attended the seminar. A lively question and answer session followed the Chairperson's talk in which candid and reflective issues were raised.

11. Violence Against Women, Mechanism of Quick response and Safe Spaces for Women: CSO Dialogue, Hyderabad

The CSO Dialogue organized by Women's action Forum, Hyderabad on 12 September 2017 was a follow up of the Consultation on the subject organized by NCSW and NCHR in Karachi (22 May 2017). NCSW felt the need to come up with a system of timely response to women survivors and those threatened by death/violence. In May 22 consultation the experience of activists from Hyderabad pointed to a non-official model of response that seems to be working.

The Dialogue was between NCSW represented by Chairperson Khawar Mumtaz and Member (Dr. Misbah Qureshi) and 24 representatives of leading CSOs, Networks and newly established DIG Hyderabad's Women Protection Cell. For NCSW it was an opportunity to give a briefing on its objectives, priorities, work done so far and challenges that it faces.

Amar Sindhu of WAF described the process that has evolved in Hyderabad where AF activists have earned credibility and trust and have strong communication linkages with the police. On receiving a complaint of VAW their first task is to verify the complaint through local SHO, followed by informing SP or DIG who then takes requisite action. They have been working for the past 8 years and are recognized by society. As a result police is activated, FIRs are registered and arrests are made regardless of the strength of the backing of culprits. They use social media and their contacts for ensuring safety and support. Apparently this network based system runs smoothly except when cases move to courts where unavailability of lawyers and legal aid, weak prosecution and pace of judicial process often compels complainants to compromise.

In February 2017, police set up a model Women Protection Cell that receives complaints of threats and domestic violence. The Cell covers 9 districts and reportedly has many successes. Complaints are received on dedicated helpline

and cell phones. The proposal is to establish such cells in other cities and towns. It is important that CSOs and activists establish links with these. Hyderabad experience has affirmed that if pressed to work institutions are forced to respond especially if there are committed officers in place and CSO maintain links with them. (Sindh has over 60 institutions -- complaint centres/cells, camp offices, shelters, crisis centres). NCSW with NCHR wants to replicate response systems that mobilize these services to respond. The Hyderabad model provides useful direction.

12. The launch of 'Aurat Teri Kahani': A Book by Young Domestic Worker:

NCSW published a book of Urdu poetry titled, "Aurat Teri Kahani" by Nagina Asif which was launched in collaboration with National Language Promotion Department, on September 14, 2017, at the National Language Promotion Department with Vice Chancellor Fatima Jinnah Women University (FJWU) Prof. Dr Samina Amin Qadir as the chief guest.

Director General National Language Promotion Department Iftikhar Arif and eminent poet Kishwar Naheed were guests of honour. A large number of students, writers, poets and civil society representatives attended the event. Chairperson NCSW announced the launch of an annual award for young women writers the modalities of which would soon be finalised.





13. Launch of NCSW Research Reports:

National Commission on the Status of Women (NCSW), on December 14, 2017, launched its three research publications:

- i. *Prominent Invisibility; Women Officers in Pakistan's Federal Civil Services*
- ii. *Access to Justice: For Survivors of Sexual Assault and Women,*
- iii. *Violence and Jirga: Consensus and Impunity in Pakistan.*



The event featured presentation of key findings by authors, followed by comments from distinguished speakers on various aspects of the studies. The event was chaired by Justice (Rtd) Mehta Kailash Nath Kohli, former member of NCSW and currently Chair of Balochistan Public Service Commission. The discussion was moderated by

Executive Director Shirkat Gah, Farida Shaheed who is also a present member of NCSW.

In her comments on *Prominent Invisibility: Women Officers in Pakistan's Federal Civil Services*, key discussant, Federal Secretary for Human Rights Rabia Javeri

Agha recommended affirmative action for creating support mechanisms for women in bureaucracy. She said that the percentage of women in public sector had increased many folds in past few years which will reflect on a higher level in the future. Ms. Javeri Agha identified implementation of quota for women and



substantive representation of women as basic issues relevant to women's representation in bureaucracy.

As a discussant for Women, Violence and Jirga: Consensus and Impunity in Pakistan, Senator

Farhatullah Babur said that Jirga exclude and degrade women. He suggested NCSW to form a register of the crime committed against women and name that register "Register of Embarrassment."

In her comments on the same report, MNA Sabiha Nazir gave an example of Mukhtaran Mai's case and the struggle she went through to get justice. Chairperson Provincial Commission on the Status of Women (PCSW) Sindh, Nuzhat Shirin said that state needs to become a party to all such cases. About women in bureaucracy, she identified lack of washrooms, transport and discriminatory behaviour of the male staff as some of the main issues which create trouble for women in the public sector.



As a discussant on Access to Justice: For Survivors of Sexual Assault, 'SSP Investigation for Rawalpindi, Maria Mehmood admitted that gender-based violence is not the priority of the law enforcement agencies. She stressed for creating awareness around the issue in police department and judiciary.

Justice Kohli suggested making the research reports part of the training curriculum for police and judiciary. He suggested updating the anti-sexual harassment law, strict implementation of quota and provision of basic facilities to enhance women representation in bureaucracy.

14. NCSW at PODA's Ninth Rural Women Conference:

Every year, NCSW collaborates with Potohar Organization for Development Advocacy (PODA) for the Annual Conference on Rural Women Day. This year, the conference was organized from October 14 to 15, 2017.

NCSW arranged three sessions of the conference including:

- i. Taking Care of Health and Nutrition: Policy Dialogue on Nutrition and Health of Rural Women, organized with support of Collective for Social Research, Karachi.
- ii. Economic Empowerment of Rural Women: Policy Dialogue on Economic Empowerment of Rural Women-SDG 1 & 8 with UN Women's support.
- iii. Stopping Gender-Based Violence: Policy Dialogue on Gender-Based



Violence.with Care International.

Approximately 1200 to 1500 women and men participate in the Rural Women Conference from across the country giving NCSW the opportunity to create awareness and reach out to women and women's organisations.

Recommendations from the Sessions:

i. Taking Care of Health and Nutrition: Policy Dialogue on Nutrition and Health of Rural Women: The session featured eminent researcher and writer Haris Gazdar from the Collective for Social Research, NCSW member Dr. Huma Qureshi, and Advocate Benazir Jatoi. It was chaired by NCSW Chairperson.

- All women who do any work in farming, livestock, and fisheries, whether the work is paid or unpaid, whether it is as labourers or as family helpers, to be given legal recognition as 'farmers and agriculture workers' and entitled all rights of farmers and labourers.
- Policies and programmes in agriculture, livestock, fisheries, health, nutrition and social protection must take into account and proactively mitigate the negative impact of women's work in agriculture on their health and the health and nutrition of their children.
- Ingredients and process to produce food must be hygienic and should be monitored so that provision of nutritionally substantial food is guaranteed.
- Medical aid should be made available for women and children at basic health units and women in labour should be provided easy access to medical assistance and neonatal care at local level.
- In planning infra structural development and mega projects, it should be ensured that women are not forcibly displaced from their homes.
- Immediate action must be taken about the influx of artificial and injurious to health food items from other countries which are harming the health of women and children and causing loss to rural women who grow, prepare and market natural organic food items.
- Gender-segregated data should be available for all the formal and informal sectors of the economy so that holistic policies with gender lens could be designed.

ii. Economic Empowerment of Rural Women: Policy Dialogue on Economic Empowerment of Rural Women-SDG 1 & 8

- The government should introduce special initiatives to include poor and

illiterate women in economic activities.

- Measures should be taken to create an enabling environment for women for their broader social, political, and economic participation.
- Access to market and value chain mechanisms need to be improved, especially for the economic development of the rural women.
- Rural farming women should be given land rights and access, ownership and control of assets.
- Women farmers should be provided access to agro-support services, and the existing gaps at policy level regarding women empowerment should be identified and removed.
- The commitments of Pakistan regarding SDGs should be linked with rural women.
- The laws should be re-examined to identify which of these are creating barriers for women participation in economic and political spheres
- Impart agro-based education to women farmers and facilitate their access to local markets.

iii. Stopping Gender-Based Violence: Policy Dialogue on Gender-Based Violence

- Conduct a national survey to determine how GBV is hampering women's social and economic empowerment.
- Steps should be taken beyond passing laws to protect women and girls from GBV.
- Capacity building of law enforcing agencies on the new legislation passed should be initiated.
- Public awareness drives at union council, district, provincial and national levels should be launched.
- The women-friendly mechanism for reporting on registering cases of GBV should be established. One Window Operation introduced in Multan shall be replicated in rest of the country.
- Immediate action should be taken of issues concerning the kidnapping of women from minority communities, forced conversion of religion and forced marriages.
- Implementation of Hindu Marriage Act and Divorce Bill should be ensured

without any further delay.

15. Consultation on First Women Bank Limited's Future

The National Commission on the Status of Women (NCSW) organised a consultation in collaboration with First Women Bank Limited (FWBL) which was supported by Open Society Foundation on Tuesday, October 31, 2017, in Islamabad.



The major focus of the consultation was to brainstorm about the future of the First Women Bank Limited. Officials of the Ministry of Finance, State Bank of Pakistan and regulatory authorities as well as women rights activists, former employees of FWB,

bankers, and representatives from civil society and development organisations attended the event.

The objective of organizing the consultation was to discuss and deliberate upon problems including the issue of capital shortfall being faced by the Bank; to revisit its functions and to discuss various options and come up with recommendations to ensure that the Bank better serve its very purpose of women development as well as become a viable and sustainable organization.

Speaking on this occasion, Chairperson NCSW said that the bank has a dual mandate of providing development as well as commercial services like any other banks in the market. She said that the issues confronted by the bank in exploiting its full potential and offering products and services for the cross-section of women particularly low-income communities were discussed at length at the consultation. Continuously low levels of capital, diverse expectations of stakeholders were identified as main reasons for the low performance of FWBL. She said that, "FWBL, a bank with a dual mandate to serve unbanked and unserved market, requires bigger capital whereas as its capital level is set at Rs. 3 billion which handicaps it to compete commercially with the commercial banks and carry out research and develop innovative products for their target market."

Recommendations

FWBL's mandate and mission must not be changed under any circumstance.

- i. The bank must have a clearly defined future strategy /business plan and quantifiable goals
- ii. Given its dual mandate, it must be ensured that FWBL has higher capital than the other commercial Banks
- iii. The model must be based on ensuring financial viability and sustainability of FWBL.
- iv. The conflict of interest amongst the shareholders must be resolved (commercial and development).
- v. It must improve its network and outreach preferably to the rural areas of Pakistan.
- vi. The bank must have a competent and balanced board/ management who are fully empowered to take the strategic and governance decisions.
- vii. In case the government does not inject equity the bank must look for strategic investors both nationally and internationally.
- viii. FWBL must focus on attracting investors from the development sector to ensure that its development mandate is not compromised.
- ix. The heightened focus on banks capacity building to pursue commercial and development mandate.

16. Research Study on Strengthening Governance of Women's Reproductive Health Rights

National Commission on the Status of Women in collaboration with Shirkat Gah organised the launch of a research study, Strengthening Governance in Health System for Reproductive Health and Rights (RHR) in Pakistan: An Intervention Case Study at Islamabad Club on December 13, 2017.

The study was based on the findings of a four-year



intervention (2014-17) carried out in six districts across four provinces of the country with the support of International Development Research Centre (IDRC). It presents evidence-based recommendations for improved equity, community participation and government responsiveness within health governance system for women's reproductive health and rights in the country.



Some of the pertaining issues in women reproductive health which were highlighted in the report are:

- i. One of the biggest hurdles in women's reproductive health and rights is the social mindset.
- ii. Women are not allowed to talk about reproductive health issues.
- iii. Even if reproductive health facilities are available in the locality, visiting such facilities is considered a shame especially for girls.
- iv. Even if the women reach the facility, she does not discuss her issue with the doctor directly. Her family member always represents her.
- v. There are reports of rude behaviour and harassment by male staff in public health facilities.
- vi. Law cannot be implemented if the society rejects to change its traditions and norms.
- vii. Men should also be engaged in the advocacy efforts as they have a major part in this as well.

The report recommends strong communications strategy by the government and civil society to create awareness on reproductive health issues and sensitise the health staff. It also suggests provision, repair and maintenance of medical equipment, better complaint mechanism, and display of code of conduct on sexual harassment at district health centres, refreshment courses and technical



training for health staff.

Federal Minister for National Health Services, Regulations, and Coordination (NHSRC), Saira Afzal Tarar was the chief guest on the occasion. She said, “There is no shortcut to women's empowerment. We need to educate them and aware them of their rights for substantial change. We must make the society realise that women make families, families make communities and communities make a nation. Women are the nucleus of a nation.”

17. Policymakers Roundtable: Missing Women in Electoral Rolls

NCSW organised a high-level roundtable of policymakers on Closing the Gender Gap in the Electoral Rolls on December 15, 2017. This was the first activity related to women's participation in elections under NCSW's programme for engagement with the election process before, during and post elections.

NCSW in collaboration with the project 'Tabeer – Consolidating Democracy in Pakistan,' convened the roundtable with key stakeholders that included Parliamentarians, the Election Commission of Pakistan, political



party leaders and civil society experts to generate a dialogue and collect recommendations on special measures needed to close the gender gap in the electoral rolls prior to the 2018 general elections. The dialogue was moderated by former Parliamentarian and Minister, Attiya Inayatullah.

Minister for Human Rights Mumtaz Tarar presided over the discussion as chief guest. He commended the participants for their spirited dialogue, calling for their recommendations to be submitted to the Ministry so that they can be implemented on an urgent basis.

In her opening remarks, NCSW Chairperson called for the Election Commission of Pakistan (ECP), NADRA, political parties and the government to take emergency measures for bringing an estimated 10 to 12 million missing women of

voting age onto the electoral rolls. The Chairperson underscored that the 2018 elections could not be fully inclusive if the right to vote is not provided to these women through proactive state measures to issue CNICs. The event also launched a nationwide campaign of collective action to close the electoral rolls gender gap through CNIC registration.

Information Highlights of the Roundtable:

- i. Overs 10 million (one crore) women are missing from Pakistan's electoral rolls
- ii. Over 10 million (one core) women will not be able to cast their vote in the 2018 elections because their names do not appear on the electoral rolls
- iii. The only way to appear on the electoral rolls is to secure a Computerized National Identity Card (CNIC)
- iv. The CNIC requirement for voter eligibility disproportionately disenfranchises women
- v. The rate at which the electoral rolls gender gap is increasing went up fivefold after the introduction of the CNIC requirement
- vi. In many constituencies, unregistered women of voting age could sway the election results if they are empowered to vote
- vii. If CNIC for women continue to be issued at the current pace, the gender gap in the electoral rolls will continue to rise
- viii. The current pace of issuance for women CNICs is an estimated 3,000 per day. If this is increased to 5,000 per day, it will take 18 years to close the gender gap.
- ix. The gender gap of 10 million in the electoral rolls can only be bridged through special emergency measures.

18. NCSW Press Statements:

NCSW issued press statements on a number of issues. Some significant ones are given below:

- i. **Electoral Reforms:** Besides giving its recommendations to the Parliamentary Committee for Electoral Reforms NCSW shared its position widely through the media. It recommended that women's full participation in the political process is essential for country's development and that the provision of reserved seats is an interim

measure till the time women can contest directly in the electoral process.

- ii. **Appointment of Malala Yousafzai:** The Commission welcomed the appointment of Malala Yousafzai as UN Messenger of Peace terming this a moment of pride for Pakistan as for the first time a Pakistani has been assigned this task.
- iii. **Thrashing of Women by FIA Officials:** The Commission demanded strict action against officials of Federal Investigation Agency (FIA) at their outrageous behaviour with two female passengers when they were ruthlessly thrashed at Benazir Bhutto International Airport.
- iv. **NCSW Global Call for Dr Sania Nishtar:** NCSW issued a local and global social media and print media call to women to support the candidacy of Dr Sania Nishtar of Pakistan for Director-General of the World Health Organisation.
- v. **Harassment against Women:** The Commission welcomed the formation of a Special Committee to look into the complaints made by Ayesha Gulalai. The Commission expressed concern and opposed calls invoking jirga to ban Gulalai's entry to her constituency, to raze her sister's house.
- vi. **Child Marriage Act:** NCSW issued a statement to condemn the rejection of amendment in Child Marriage Act by the Senate Standing Committee on Interior. The Standing Committee members voted against the amendment which suggests increasing the minimum age for girls to marry from 16 years to 18 years.
- vii. **Transgender Quota:** NCSW issued a statement to welcome the Establishment Division's move to take forward the case of separate quota for transgender in federal government jobs through a press statement.
- viii. **Access to Health Care:** Condemning the incident of women giving birth outside Tehsil Headquarter Hospital (THQ) on October 12, 2017, NCSW, in a press statement, expressed disappointment over the lack of health facilities in one of the most advanced cities of the country. It said that incidents like this reflect the deplorable condition of health facilities and access to the existing ones, especially for women, in the country.
- ix. **Violence against Women:** In a statement issued regarding Sharifan Bibi's case, the Commission urged the KP government to register FIR against the perpetrators under section 354-A of Pakistan Penal Code

(PPC). The Commission stressed the need to give exemplary punishment to the perpetrators for their crime and provide justice to the victims without any further delay.

- x. **Women Political Participation:** NCSW urged the Election Commission of Pakistan (ECP) to declare the result of Union Council Darora, Tehsil Upper Dir, by-elections, held on Thursday, December 21, 2017 null and void as women of the area were denied their basic right to vote.
- xi. According to reports, one day before the polls, all religious and liberal political party leadership in Union Council Darora reached a verbal agreement to bar women from casting their votes. The NCSW asked the leadership of all political parties that were part of this agreement to take notice of the situation and ensure strict measures against all those involved so that such practice is never repeated in the future.

V. Institution building

1. NCSW Members Meetings

Holding regular and timely meetings of NCSW members is central to the governance of the Commission. In this term that began from 1 November 2016, NCSW held one meeting in November 2016 and three in 2017. The meeting of 2016 was reported in the combined Annual Report 2015 and 2016. These meetings receive Chairperson's report for the period, give comments and approvals to recommendations of sub-Committee reports and give advice and direction to the Chairperson in keeping with its mandate and thematic areas.

i. 59th NCSW Members Meeting

The 59th meeting of the members of National Commission on the Status of Women was held on February 18, 2017 in the office of National Commission on the Status of Women. NCSW Chairperson chaired the meeting.

ii. 60th NCSW Members Meeting

The 60th meeting of the National Commission on the Status of Women was held on May 23, 2017 in Karachi. Chairperson NCSW chaired the meeting.

iii. 61st Members Meeting

The 61st meeting of National Commission on the Status of Women was held on October 26, 2017 in Islamabad. Chairperson NCSW was in chair.

2. Meetings of Sub-Committees

NCSW Sub-Committees on Law and Policy, Research and Advocacy and Advocacy and Awareness were constituted in the Members meeting of November 2016. These Committees reviewed NCSW's work in the previous tenure and provided strategic direction for the future building and consolidating earlier initiatives. Executive Committee has a statutory role for decisions regarding hiring, job descriptions and terms of reference. The Finance Committee of NCSW is a six member committee that looks after all financial/budgetary matters of NCSW. The Finance Division, Government of Pakistan is also represented in this committee.

3. 13th Inter-Provincial Ministerial Group Meeting

NCSW in its previous term institutionalized the mechanism of IPMG that had been piloted with UN Women's support as a means to reach out to the provinces, especially after the devolution of women development to the provinces. This is a successful platform where women ministers, social welfare and Women Development Departments' (WDD) senior staff from all provinces and AJK meet to take up national level issues about women, laws, monitoring and complaint mechanism. NCSW acted as the Secretariat of IPMG.

Women Parliamentary Caucus (WPC) Khyber Pakhtunkhwa and National Commission on the Status of Women (NCSW) with the support of UN Women hosted the 13th Inter Provincial Ministerial Group Meeting (IPMG) in Peshawar from October 24 to 25, 2017. .

The IPMG meets three to four times a year and has been doing so for last five years. It is an example of healthy coordination, sharing and mutual support on women laws, policies and issues. The IPMG meetings are rotated among provinces.

The 13th IPMG meeting was attended by the Provincial Ministers of Women Development Departments, National and Provincial Commissions on the Status of Women, National and Provincial Women Parliamentary Provincial Caucuses (WPC), Speakers and Deputy Speakers of Provincial Assemblies, Federal Ministry of Human



Rights and Provincial Women Development Departments (WDDs) from all four provinces including FATA, Gilgit Baltistan and AJK.

The meeting brought together relevant stakeholders from all over Pakistan to strengthen the coordination mechanisms, share achievements and collectively deliberate on faced challenges about women's empowerment and gender equality.

Speakers identified several challenges in the way of accomplishing women's empowerment and gender equality objectives. These included lack of a conducive environment, weak implementation and monitoring of laws and policies, frequent transfers of government officials, inadequate vertical and horizontal coordination between women machinery, line departments and civil society in provinces.

Participants also talked about the financial constraints faced by Women Development Departments with shortages of human resource and expertise as additional bottlenecks. The meeting ended with the formulation of a consensus resolution, stressing on the development of effective reporting and coordination mechanism of CEDAW provincial committees and regular reporting on all ratified international human rights conventions.

On the occasion, NCSW launched its publication Stakeholders Analysis: Beijing +20 Report. The Report reviewed the implementation of Beijing Fourth World Women Conference commitments. It provides a checklist and baseline for sector-wise monitoring of progress. The Report was launched by Mr. Asad Qaiser, Speaker Provincial Assembly, KP.

4. Establishment of Women Resource Centre in National Library of Pakistan

National Commission on the Status of Women (NCSW), and National Library of



Pakistan, National History and Literary Heritage Division, on 12th October 2017, entered into a joint venture for the establishment of National Women Resource Centre to be located in National Library of Pakistan (NLP). In this regard, a letter of agreement was signed between NCSW and National History and Literary Heritage Division at National History and Literary Heritage Division head office, Islamabad.

The National Women Resource Centre will cater to the reading, references and information needs of men, women, policymakers, students, researchers and journalists. Chairperson NCSW Khawar Mumtaz thanked Advisor to Prime Minister on National History and Literary Heritage and expressed hope that the Women Resource Centre would provide a platform to consolidate information available on women issues in different government departments, universities, research organizations and individuals.

Advisor to Prime Minister on National History and Literary Heritage Irfan Siddiqi stressed the need for more such collaborations between different Government departments. He also proposed free transport for women who want to visit the National Library.

5. Technical Advisory Committee Meeting on Rural Women Report

The first Technical Advisory Committee Meeting (TAC) on Status of Rural Women in Pakistan was held on November 10, 2017, in Islamabad. The meeting was held by NCSW in collaboration with Centre of Gender and Policy Studies (CGaPS) to discuss the proposed report, key thematic areas and draft table of contents.

Chairperson NCSW welcomed the participants representing relevant government departments, universities, civil society organisations and think tanks. She thanked the Government of Canada and UN Women for their support in the research that is timed to coincide with the 62nd UN Commission on the Status of Women (CSW) to be held in March 2018 with its priority theme of Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls.

Director Centre of Gender and Policy Studies (CGaPS) Dr Yasmin Zaidi gave a brief overview of the background, objectives, methodology and suggestions from an earlier brainstorming session held on July 21, 2017, on the same topic.

VI. International engagements:

1. UNESCAP Expert Consultation

NCSW participated in United Nations Economic and Social Commission for Asia and Pacific (UNESCAP) Expert Consultation titled “Women's Economic Empowerment in the Changing World of Work” held in Bangkok from February 23

to 25, 2017.

The consultation was a preparatory Asia Pacific meeting for the annual UN-CSW session on the same theme. Different dimensions of women's work including home-based, domestic, contributing family work, care work, decent work were discussed, and ways of achieving gender equality (2030 Planet 50:50) were deliberated upon in the context of globalisation, technological changes, changes in the political economy, climate change and care economy.

2. 61-Session of the Commission on the Status of Women (CSW) at UN

Chairperson NCSW led the four-member Pakistan's official delegation to the 61st Session of the Commission on the Status of Women (CSW) the theme was "Women's Economic Empowerment in the Changing World of Work". The session was held at United Nations Headquarters, New York, USA from March 13 to 24, 2017.



The delegation attended the opening plenary, ministerial roundtable, and several side events besides presenting statement. NCSW chairperson held bilateral meetings with other official delegations and advocated for Pakistan's membership of Human Rights Council. As a side event, the Pakistani delegation screened film, Dukhtar.

VII. Note on Finances

1. Budget and Statement of Expenditure

| Budget Allocation for the Financial Year 2016-17 | Budget Allocation for the Financial Year 2017-18 | Total Allocation (Half of 16-17 and a half 17-18) | Budget Utilization (From 1st Jan to 30th June 2017) | Budget Utilization (From 1st July to 31st Dec 2017) | Budget Utilization for the Year 2017 (From 1st Jan to 31st Dec 2017) |
|--|--|---|---|---|--|
| Rs.45 Million | Rs.75 Million | Rs.60 Million | Rs. 9.766 Million | Rs. 15.575 Million | Rs.25.341 Million |

The statement above shows a low rate of utilisation of budget. It needs to be seen in the light of ground realities. NCSW did not have a full time Chairperson (Principle Accounting Officer) when the term of the previous Chairperson ended on 31 December 2015. The Acting Chair's term is limited to one month under the law, and that of the members ended on 6 April 2016. The office expenses were limited to running costs only.

Budget allocation for the period falling in this Annual Report (1 July 2016 to 30 June 2017) was Rs.60 million. Over this period again NCSW did not have a Chairperson nor members from 1 July to 30 October 2016. The Commission's activities were minimal till Dec 2016 and picked up only from January 2017.

2. Challenges

It needs to be noted that NCSW continued to struggle with getting its service and financial rules approved. In the absence of these it was unable to hire sanctioned staff (101) and worked with a skeleton regular staff consisting of one Secretary, three Directors, one Deputy Director, One PS/Programme Officer and few support and contingent staff. It was with great difficulty that the Commission managed to hire consultants on short term from October 2017 after fulfilling codal formalities in the hiring procedures. It was help from interns and volunteers that enabled NCSW to undertake activities, and support from partners and donors that provided financial and technical support for the work NCSW could do.





ANNEXES

Annex-1

Members' Profiles:

Dr. Huma Qureshi



Dr Human Qureshi is a program management specialist and health sector expert. She is Doctor of Medicine (MD) and MSocSc in Health Management. She is the representative of International Federation of Business and Professional Women (BPWI) to the United Nations Economic and Social Commission for Asia and Pacific (ESCAP) and member of Health Committee for BPWI. She was District Chair of Community Service 2012 -13 for Rotary International District 3272 for Pakistan and Afghanistan.

Mr. Sohail Akbar Warraich



Mr. Warraich is a freelance researcher, writer and trainer, farmer and women rights activist. He has been working for over 25 years on law and policy reform relating to personal status laws and issues of violence against women, analysing the interrelationship between the principles of law and realities of people's lives.

Ms. Farida Shaheed



Ms. Shaheed, sociologist by training and activist by choice, is the Executive Director of Shirkat Gah-Women Resource Centre, Pakistan's first and oldest feminist organisation. She helped found the national lobby, Women Action Forum, and international solidarity network, Women Living under Muslim Laws.

Dr. Maryam Bibi



Dr. Maryam Bibi is a known rights activists and researcher from Khyber Pakhtunkhwa. She is the founder and Chief Executive of Khwendo Kor, an NGO that works in remote and underdeveloped areas of Khyber Pakhtunkhwa and Federally Administered Tribal Areas (FATA).

Ms. Mossarat Qadeem



Ms. Qadeem is a co-founder of PAIMAN Alumni Trust, a pioneer organisation in countering violent extremism in Pakistan which has received international recognition and applause for its innovative model of neutralising extremist tendencies through community mobilisation, active citizenship, and community empowerment for building social cohesion and has prevented thousands of youth from becoming extremists.

Ms. Bibi Nabat Ali



Bibi Nabat Ali is a development professional and has vast experience of working on gender and development in Pakistan and at international level in countries like Sudan and Bangladesh with United Nations. She has a strong background on gender and development and has significantly contributed in developing gender strategy and policy and worked on women and peace building, political participation of women, gender-based violence and women social and economic empowerment.

Ms. Fauzia Viqar



With over 17 years of experience in women's empowerment and human rights advocacy, Ms. Viqar is recognised widely for her work against gender and race-based discrimination. As first Chairperson, she has been responsible for establishing the Punjab Commission on the Status of Women in 2014 and led the review and revision of legislation, policies and services impacting women's rights as citizens in Punjab. The Commission successfully administers a Women's Helpline, an extensive Gender Management Information System.

Ms. Sana Durrani

Sana Durrani is a known women's rights defender, distinctive social activist, educator, trainer and above all an emerging and hard-working leader of many initiatives for women development in general and minorities empowerment in particular. Sana represents Balochistan in the NCSW.

Ms. Rukhsana Ahmed Ali

A political worker and a social activist for past 35 years, Rukhsana has worked in the fields of education, women's health, gender equality and empowerment of marginalised sections to create a socially just and democratic Pakistan.

Dr Misbah Bibi Qureshi

Dr Misbah is a known academician, researcher and women rights activist. She is Chairperson Gender Studies Department at the University of Sindh. She did her PhD in Gender Studies with distinction from the University of Leeds, United Kingdom.

Ms. Neelum Toru

Ms. Toru is the Chairperson Khyber Pakhtunkhwa Provincial Commission on the Status of Women. She is a political activist and has extensive experience of social work in underdeveloped areas of the province.

Ms. Maria Iqbal Tarana



Ms. Iqbal Tarana is a human rights activist and journalist from Azad Jammu and Kashmir. She is Executive Director Youth Forum for Kashmir and Vice Chairperson for Peoples Youth Organisation.

Ms. Kalpana Devi



Ms. Kalpana Devi is senior Advocate for Supreme Court of Pakistan and a known women's rights activist from Sindh. She is a staunch supporter of minority rights and has been fighting to the cause of religious minorities for almost two decades.

Ms. Nuzhat Shirin



Ms. Nuzhat Shirin is a prominent women's rights activist. She is Chairperson Sindh Provincial Commission on the Status of Women. She has a 30-year experience in the field of women's rights and has worked with various government and non-government organizations, including the federal women ministry, the Aurat Foundation and the Home Net Pakistan. She has served as the provincial coordinator with the National Commission for Human Rights and has also been an active member of the Women's Action Forum.

Kausar S. Khan



Associate Professor and Head, Division of Behavioural and Social Sciences, Aga Khan University, Pakistan. With degrees from Pakistan and Canadian Universities she has 25 years of experience in community based work with urban and rural poor. The focus of her teaching, training and research is on women's empowerment, gender, child malnutrition, rights, equality, health society and culture, social determinants of health, ethics. Ms. Khan is a strong proponent of participatory action research.

Annex 2

NCSW Select Press Statements

NCSW Recommends Integral Clause to be Part of Electoral Reforms

ISLAMABAD, January 11, 2017: The National Commission on the Status of Women (NCSW) has recommended for an increase in women's quota of reserved seats to 33 percent and to consider modalities for direct election to women's reserved seats.

The Commission recommended this in its Law & Policy Committee (L&PC) meeting. Senior legal experts/advisors and commission's Chairperson Khawar Mumtaz participated in the meeting. As per details, besides some other important issues being faced by women segment of the population, the Committee discussed the Report of Parliamentary Committee on Electoral Reforms and Sindh Forced Conversion Law.

The NCSW appreciated the Second Interim Report of Parliamentary Committee on Electoral Reforms.

It was recommended by the Commission that women's full participation in the political process is essential for country's development and that the provision of reserved seats is an interim measure till the time women can contest directly in the electoral process.

The NCSW further suggested that the provision of at least 10 percent turnout of women voters in polling stations and constituency to declare an election valid. While the representation of one woman in each constituency across the country should be mandatory for representation in the National Assembly (NA).

The NCSW states that it should be made compulsory for all political parties that they should give at least 10 percent general seat tickets to women and 33 percent representation of women in all decision making bodies in political parties.

It was further recommended that elections result management system should be made by gender segregation, including that of rejected ballot papers.

The NCSW's Committee appreciated the Sindh Criminal Law (Protection of Minorities) Act 2015 that makes provisions for the protection of persons against

forced conversion. However, it also expressed concerns about reported steps to withdraw sections of the Act, which allow conversions only after attaining the age of majority.

It is pertinent to mention here that Sindh Marriage Restraint Act, 2013 (which sets the minimum age of marriage as 18 years). And NADRA Act, 2002, Hindu Marriage Act, 2016 in which also has been set the minimum age of marriage at 18 years old for Hindu community.

In this scenario, the Commission urged the Sindh government for not making any changes in the law as passed and maintain its record of progressive legislation.

The NCSW is a statutory body dedicated to gender equality and the empowerment of women in Pakistan. The entity was established under the National Commission on the Status of Women Act 2012. The Commission ensures that issues faced by women in Pakistan may be addressed systematically. Under the act, it examines the policies and programmes initiated by the government.

NCSW Welcomes Appointment of Malala Yousafzai as UN Messenger

ISLAMABAD, April 11, 2017: National Commission on the Status of Women (NCSW) welcomes the appointment of Malala Yousafzai as UN Messenger of Peace. It is a moment of pride for Pakistan that for the first time a Pakistani has been assigned this task.

National Commission on the Status of Women welcomes the suo moto notice taken by chief justice of supreme court

ISLAMABAD, April 21, 2017: The National Commission on the Status of Women is shocked at the outrageous behaviour of FIA officials at Benazir Bhutto International Airport whereby an FIA official ruthlessly thrashed two female passengers. Equally shocking was the apathy of other officials and airline ground staff present at the time of the incident. The insensitivity of members of the public present at a busy airport who hung around as unconcerned onlookers is a sad reflection of inhumanity that has taken root in our society.

National Commission on the Status of Women welcomes the suo moto notice taken by the Chief Justice of Supreme Court and Interior Ministry in launching an investigation against the officials. It is demanded that the services of FIA officer who brutally thrashed the women as captured in the video shown on the TV channels be terminated and they be punished for their criminal assault. Similarly, all FIA, immigration and airline staff visible in the video be tried for abetting in the assault. It is indeed shameful that FIA officials dared to register an FIR against the two victims. NCSW urges exemplary punishment for all involved personnel so that such inhuman actions are not repeated in the future.

NCSW issues global call to women all over the world to support dr sania nishtar's who bid

ISLAMABAD, May 17, 2017: The National Commission on the Status of Women (NCSW) in Pakistan is pleased to issue a global call to women all over the world to support the candidacy of Dr Sania Nishtar of Pakistan for Director-General of the World Health Organisation.

A 2016 Credit Suisse Research Institute analysis of over 3,000 companies revealed that a global average of just 13.8% of senior management positions (defined as CEO or reporting to the CEO) were occupied by women. Within the UN system, only 23% of programmes, funds, specialised agencies or other entities are currently led by women.

More than 350 women and global health advocates from more than 40 countries have already signed the declaration of support. "After the election of the UN Secretary-General and other senior positions going to men, women and health advocates around the world are eager to see the world's leading health organisation led by an extremely qualified woman," said H.E. Khawar Mumtaz, Chairperson of the NCSW. With the election being held on 23 May in Geneva, Dr. Nishtar's campaign appears to be picking up momentum at exactly the right time.

The call is still open and can be accessed at <http://bit.ly/2oWww8i>. Comments can be sent directly to the Commission chair at khmumtaz@gmail.com. "Sania has a vision and a bold voice. The combination of her experience both globally as well as on the front lines in the health sector makes her a formidable contender for the Director-General position at WHO. But more than that, Sania's selection to the top will signify that capable women can and will change the way the world operates," said Sharmeen Obaid Chinoy, a Pakistani journalist, activist and Oscar-winning film maker. The declaration also reflects the support of a diverse group of global health leaders from every region of the world who work on pandemic preparedness, infectious diseases, health systems and non-communicable diseases, as well as global health advocates, who have united behind Dr Sania Nishtar's candidacy.

"Sania has been a champion for women. Like the many women who have signed onto this declaration, I know that Sania will transform women's health through the advocacy and reforms that she'll implement as Director-General of the WHO," said Dr Musumbi Kanyoro, President and CEO of the Global Fund for Women.

As the country's first female cardiologist and a federal minister who enacted unprecedented reforms, Dr. Nishtar improved the capacity of Pakistan's health system to deliver for women and girls. And in her role as founding chair of the Independent Accountability Panel of the United Nations for the Global Strategy for Women's and Children's health, she worked to ensure that a key global women's health initiative would be transparently implemented and hold global health leaders

and actors accountable.

As HRH Princess Dina Mired of Jordan notes, “Dr. Nishtar is the only candidate that has looked at health challenges through virtually every lens and has the all-around experience as an internationally respected medical doctor, civil society leader, former cabinet minister, thought leader, and technical expert, making her uniquely positioned to lead in the SDG era and tackle the multi-faceted health problems that the world now faces.”

“Through the results, she has achieved—both at the national level in Pakistan and on a global scale—Dr. Nishtar has been a demonstrated change maker for women,” said H.E. Khawar Mumtaz. “This declaration is a reflection of the impact she has had and the enormous potential of what she could accomplish as Director-General.”

Her election would also provide a valuable yet under represented perspective, as she would be one of only eight women to currently head one of the 32 UN specialised agencies, funds, programmes or other entities and just the third leader (and only woman) overall from the Eastern Mediterranean (EMRO) Region. Given not only her gender but also her staunch commitment to gender equality, electing Dr Nishtar would help WHO advance its goal of achieving gender parity at all levels, from its global headquarters to country offices around the world.

NCSW expresses serious concern regarding gulalai case

ISLAMABAD, August 7, 2017: The National Commission on the Status of Women welcomes the formation of a Special Committee to look into the complaints made by Ayesha Gulalai announced by the Prime Minister. The Commission believes that the Parliament must set the standards for appropriate behaviour and condemn all misogynist behaviour. NCSW appreciates the positions taken by the Women Parliamentary Caucus and women's organisations in this case.

NCSW stresses that complaints made by women regarding sexually harassment must be taken seriously and investigated with due decorum and process. It therefore strongly condemns the attempts to trivialise or dismiss the complaint by political party workers, television anchors and so-called analysts in what is tantamount to a media and social media trial of Ayesha Gulalai and that attempts to malign Gulalai's character have been extended to encompass her sister, squash player Maria Toorpakai.

NCSW expresses grave concern about calls invoking jirgas, threats of banning Gulalai's entry to her constituency, and the threat of razing her sister's house. NCSW has challenged jirgas in the Supreme Court and has proposed amendments in the Penal Code to stop the victimisation of women by such forums. NCSW urges lawmakers to take forward these amendments.

More maturity and seriousness is required in dealing with all complaints of sexual

harassment. Ideally, complaints must be taken to the relevant forum, in this case, the Sexual Harassment Against Women at Workplace Ombudsman, the Women's Parliamentary Caucus or the Speaker and Privilege Committee of Parliament. Under the harassment law, the Parliament, as a place of work, should institute a permanent committee to take up all such issues confronting all women parliamentarians. In the interim, the Committee is established by the Prime Minister should not limit itself to the Gulalai case but should inquire into all allegations of sexual harassment in Parliament. NCSW will be happy to provide any technical assistance required in this regard.

National Commission on the Status of Women condemns the rejection of amendment in child marriage act by the senate body

ISLAMABAD, October 12, 2017: National Commission on the Status of Women (NCSW) condemns the rejection of amendment in Child Marriage Act by the Senate Standing Committee on Interior on Wednesday.

The Commission is disappointed to observe that despite the absence of mover of the bill Senator Sehar Kamran, the Standing Committee members voted against the amendment which suggests increasing the minimum age for girls to marry from 16 years to 18 years. According to media reports, the Committee deferred three other bills due to the same reason.

The Commission was surprised to note that the progressive Senators like Senator Tahir Hussian Mashhadi, who believes that 'children are robbed of their innocence and youth due to early marriages,' also voted against the amendment.

Ironically, the amendment was rejected on International Girl Child Day by the Committee that was chaired by Senator Rehman Malik who represents Pakistan People Party Parliamentarians that played a leading role in approving Sindh Child Marriage Bill 2013 from the Sindh Assembly in 2013. The Sindh Child Marriage Bill 2013 prohibits marriage of children below 18 years.

The Commission believes that amendment is vital for the future of girl child in Pakistan and is directly linked to their welfare and protection. Early marriage thwarts a girl's chances of acquiring education, endangers her health and cuts short her personal growth and development. This practice denies girls of their right to make vital decisions about their sexual health and wellbeing.

According to health experts, the risk of death for pregnant girls under the age of 15 is five times higher than for women in their twenties. Besides that, the UN Convention on the Rights of Child, ratified by the Government of Pakistan, also suggests that the minimum of marriage should be increased to 18 years.

Considering these facts, the Commission demands the Standing Committee on Interior to review their decision by ground realities and in favour of girls that

constitute half of the Pakistani youth.

NCSW welcomes Establishment Division's move to take forward the case of separate quota for transgender in federal government jobs

ISLAMABAD, October 18, 2017: National Commission on the Status of Women (NCSW) welcomes Establishment Division's move to take forward the case of separate quota for transgender in federal government jobs. The Establishment Division, on October 17, recommended the cabinet to allocate a separate quota in the federal government jobs for transgender persons.

Being part of the movement for rights of transgender persons, NCSW believes that the step would contribute to the empowerment and inclusion of transgender persons in the mainstream society. The decision also reflects the increasing level of realisation about the rights of the transgender person at the policy level.

NCSW believes that transgender people are one of the most marginalised communities in the country, and face social exclusion, discrimination, lack of education and facilities and unemployment.

NCSW has always been a staunch supporter of equal rights for transgender persons as citizens of the country. The Commission also participated in the deliberations of the task force constituted by the Senate in the Federal Ombudsperson office to prepare two bills for transgender rights including Transgender Persons (Protection of Rights) Act 2017 and the Transgender Persons (Protection of Rights) Criminal Law Amendment Act 2017.

NCSW expects that proposed bills be approved soon by the Parliament so that the community can have legal protection of their rights that have been violated for long.

National Commission on the Status of Women condemns the incident of women giving birth outside the hospital

ISLAMABAD, October 18, 2017: National Commission on the Status of Women (NCSW) expresses grave concern over the incident at Raiwind; where a woman gave birth to a child just outside Tehsil Headquarter Hospital (THQ) after being refused entrance into the facility.

A woman named Sameera Bibi was denied access into the hospital as the lady health worker told her that there was no doctor on duty in the early hour of the morning. According to eyewitnesses, there were no Rescue 1122 ambulances present at the hospital as well, and by the time an ambulance arrived the baby had already been born.

NCSW believes that Provincial government should take strict action against the responsible officials. The Commission is disappointed over the lack of health

facilities in one of the most advanced areas of the country linked to the provincial capital.

At the time when the international community is targeting to achieve women mortality rate of 70/100,000 live births, Pakistan has a concerning figure of 178/100,000 live births. Incidents like this reflect the deplorable condition of health facilities and access to the existing ones, especially for women, in the country.

NCSW urges the Provincial government not only to address this pressing issue but also put in place a strict monitoring mechanism which ensures that such events can be avoided in future. Such situations require serious such issues. Each citizen of Pakistan has a basic right to access health care, and it should not be denied to them in any case.

National Commission on the Status of Women urges kp government to apply relevant clauses in fir registered against the perpetrators of girl stripping in di khan

ISLAMABAD, Monday, Nov 13, 2017: The National Commission on the Status of Women (NCSW) urges the KP government to register FIR against the perpetrators of girl stripping in DI Khan under section 354-A of Pakistan Penal Code (PPC).

The Commission has also noted with concern that the FIR has been registered against the perpetrators under 354, 342, 148 and 149 of PPC while ignoring section 354-A, the clause which makes the offence non-bailable and non-compoundable. In this regard, the NCSW has already written a follow-up letter to the IG Khyber Pakhtunkhwa.

While appreciating the summoning of concerned SHO on alleged support to the accused, the Commission also calls upon the provincial government to suspend the current SHO and depute an investigation officer from outside the region to avoid the chances of any injustice meted out to the victim by local or political links.

On October 27, 2017, a teenage girl was stripped and paraded around the streets of Dera Ismail Khan's Matt area, to pay the price for her brother's crime. A case has been registered against the perpetrators and eight suspects have been arrested so far. However, the prime suspect is still not arrested.

The NCSW strongly believes that any lenient view towards this heinous act could raise major concern over safety and security of women in the county. Therefore, the NCSW urges the intervention of IG KP government to ensure impartial investigation and inclusion of a relevant section of law in the FIR along with the accurate facts.

Once again, the Commission stresses for the need to give exemplary punishment to the perpetrators for their crime and provide justice to the victims without any further delay.

NCSW urges ecp to declare result of upper dir by-elections null and void

ISLAMABAD, Sunday, December 24, 2017: The National Commission on the Status of Women (NCSW) urges the Election Commission of Pakistan (ECP) to declare the result of Union Council Darora, Tehsil Upper Dir, by-elections, held on Thursday, December 21, null and void as women of the area were denied of their basic right to vote.

According to reports, one day before the polls, all religious and liberal political party leadership in Union Council Darora reached a verbal agreement to bar women from casting their votes. Among 17,201 registered voters in that area, 6,813 are women. As per the agreement, no woman polled vote in elections.

The NCSW strongly condemns this violation of basic women's right in Dir Upper. It was unfortunate that political parties from the right and left school of thought agreed to stop women from casting their vote even though the result of any such election would be declared null and void under the law.

The NCSW demands the leadership of all political parties that were part of this agreement to take notice of the situation and ensure strict measures against all those involved so that such practice is never repeated in the future.

The Commission also urges women Parliamentarians to take up this matter in the Parliament as well as within the party and condemn the act at every level. The NCSW believes that democratic process is incomplete without women participation.

Annex 3

Report of Peshawar Visit

To developing a better understanding of the women issues in the provinces and having good coordination, it was desired by the Chairperson NCSW to visit the provincial headquarters. Visit to Peshawar (KPK) was the first step in this direction. The main objectives behind this visit and all others planned for the future are:

- To develop better coordination with the provincial governments and the provincial commissions so that a strong system of referral is formulated when an incident about violation of women rights occur.
- To be more precise to develop a systematic mechanism of monitoring of cases of violence against women.
- To reactivate the Inter-Provincial Ministerial Group.
- Visit the various women jails of the country

With this in view, the NCSW team under the leadership of the Chairperson visited Peshawar on the 12th and 13th of April 2017.

1. Visit of the PCSW Peshawar (KPK) 12.4.2017

PCSW KPK is headed by Chairperson Ms Neelum Toru who is also a member of the NCSW. The Secretariat of the Commission comprises a secretary of the commission having a meagre staff. It is located in a very small house in a residential area. The session in the Commission was very fruitful and productive. The Chairperson NCSW briefed the participants, consisting of numerous prominent NGOs of KPK, Parliamentarians and members of the civil society about the working and activities of the Commission. Both the members from KPK were also present on the occasion. NCSW has developed a template on the various indicators of violence against women to monitor the cases of violence against women in the country. The same was handed over to the Commission and the members of the civil society to give us their feedback about the reported cases of violence against women. The various NGOs and Civil Society Organizations also discussed the challenges faced by them in their struggle in safeguarding rights of women. Chairperson, NCSW assured them of her full

cooperation and support and she is looking forward to working with them.

The Chairperson PCSW also gave a presentation on the activities and objectives of the Commission. They have been able to set up their offices in a newly rented building but according to them there is still a long way to go, and they are still facing a lot of challenges.

2. Visit to the Women Development Department

The NCSW team visited the Women Development Department on the afternoon of 12th April 2017. We were received by the Secretary, Women Development, Gender Specialist and his team. Chairperson NCSW briefed the participants about the activities of the Commission. Secretary Women Development Department also gave a brief overview of the different development schemes being initiated by the provincial government for the uplift of women. Participants of the meeting were of the view that a lot of confusion exists with regards to the issues of violation of human rights including women rights as there is no system of monitoring such cases, referring them to the concerned departments and lack of ownership of these cases by the concerned authorities. The team of the Women Development Department was very critical of the Federal Govt. and the NCSW in connection with their activities, and according to them, women issues are addressed at a very slow pace. It was made clear to them that NCSW plays an over-arching role in policymaking, monitoring, lobbying and advocacy and examining the existing and new legislation. The actual implementation of these laws lies with the provincial governments.

3. Visit of the Peshawar Jail (Women Barracks)

The visit of the Peshawar jail was a very different experience from what we usually perceive of jails and prisons at large. The visit started with a briefing from an enthusiastic and energetic jail Superintendent. There are 96 women in the Peshawar jail along with 33 children placed in a large barrack meant for 30 inmates. Beds are available for only 30 people. Majority of the women belong to the age group from 23-45 and were facing charges in cases of murder and drugs. There was also an MBBS student who was facing charges for the murder of her husband. Even though the construction of the barrack was pre-partition and the conditions were shabby, the barrack was reasonably clean. Inmates were wearing clean clothes and the bed sheets over the beds were also clean although the beddings underneath were shabby. The most impressive thing was the generally good health of the inmates. Good medical facilities were provided to the inmates by a friendly and helpful doctor who was available from morning till evening. Counselling services were also provided to them. Most of the women were busy in beadwork and had produces a number of bags, etc. that were for sale.

There is an urgent need to make additional beds or bunk beds for these women. We were told that these inmates would be shifted to another building. There is no

arrangement of teaching the inmates/children or activities for them. No library exists for the literate inmates. There is an urgent requirement of an outlet where the products made by these women may be displayed.

Annex 4

Report of Stakeholder Consultation for the Establishment of Support Centre for Women Victims of Violence

NCSW with National Commission on Human Rights, Sindh Office organised a consultation for the establishment of a pilot Support Centre for Women Victims of Violence. The Consultation was organized to seek inputs from stakeholders with experience in dealing with issues of violence against women and experience of running related institutions. The Consultation was held on 22nd May 2017, at Regent Plaza Hotel & Convention Centre, Shahrah-e-Faisal, Karachi.

Chairperson NCSW and Member Sindh, NCHR welcomed the participants and gave a brief background of the proposed initiative. As VAW appears to be on the rise in the country and there are regular complaints received by both NCSW and NCHR about incidents especially from Sindh, the two institutions concluded that the need is for a support centre that provided quick response and safety to women survivors and women threat of violence. It was also acknowledged that a number of public institutions and services for women survivors already exist and the proposed support centre should mobilize existing services for a quick and timely response.

The basic objectives of the Consultation were to:

- Assess the expectations and functions of the support centre;
- Review facilities available in existing institutions;
- Identify the range of services to be made available in the support centre;
- Map human rights organisations and activists.

The participants were briefed about the mapping exercise conducted by NCHR in Sindh for institutions providing different types of services to women victims of violence and details were provided of institutions (crisis centres, police complaints cells for women, Child protection cells, legal aid centres, human rights cells under

IGP's office, etc.). Some of these were apparently working while others reported staff shortage and lack of funds for operation. Some provided details others did not. One of the participants shared that out of 29 districts in Sindh 5-6 districts had some redress institutions. He also reported that WDD's 5 complaints centres were working, crisis centres were also functioning and that a fund is available for Sessions Judges for District Legal aid Committees. Participants felt that a more comprehensive listing will be needed.

Two activists of Women's Action Forum, from Hyderabad, shared WAF's experience of dealing with complaints from women victims and women under threat of violence. They have pursued cases of women and their families with the police and are now known to the police. They reported that DIG's office in Hyderabad functions well, there is good documentation and that all DIGs and SPs respond as soon as WAF reports an incident, even if by SMS. Police response is excellent, positive and responsible and could be a model for other districts. It was further shared that WAF activists were unaware of functioning Protection Centres or Legal Aid Centres; that there was no coordination between the police and Social Welfare Department and Women Development Department. The latter two were seen as being discriminatory towards women, minorities and poor classes. General lack of resources for government institutions was also observed.

Advocate Tahir who runs a centre shared the working of his centre. It has a manager, two counsellors and two support staff; maintains a district level referral mechanism and over three years has dealt with 36 cases and 1000 calls. In his view ingredients of success are staff in place, monitoring system, and referral mechanism.

During discussion, various facts were reported by representatives from different organisations. Few significant points are produced below for record and follow up:

- Most of the Centres do not have any SOPs
- During 2011 to 2016, 400 women were killed in only Kashmore District, 138 FIRs lodged and 138 persons arrested, and not a single person punished
- In cases of violence, rape, murder there are no medico-legal officers in the majority of areas
- Women Police Officers deputed in various districts need to be identified, and their assignments should be verified to put them on their actual work.

Discussion on the structure and scope of the proposed Support Centre then followed. Discussed were the location and size of the Support Centre, the responsible Department under which it would function, Management Committee and its composition, oversight mechanism, the role of local government councillors, etc. Finally, it was agreed that we should not be proposing another structure but work towards a Response Mechanism that involves existing institutions, police,

activists/CSOs, and local government Councilors. NCSW takes the lead and with NCHR take the concept forward.

The Consultation concluded with the following recommendations:

- i. NCHR to take responsibility for a comprehensive mapping of institutions on the ground in Sindh that documents the mandates, staff strength (sanctioned and working), jurisdiction, financial and human resources, locations (addresses), and department/Ministry they are working under.
- ii. NCSW to take the lead in the process of developing a network-based quick response mechanism for women under threat of violence or are survivors of violence.
- iii. Find the factors for Women's Action Forum Hyderabad's success in managing to mobilise police response and support. Has it been institutionalized? Is it available to everyone? Or is it based on individual contact or rapport?
- iv. As some government systems/institutions were found to be providing positive and effective support. NCSW to develop/launch a call from either its website or through Google to report positive experiences of support, or positive response from any government department or service for study and replication.
- v. NCSW and NCHR to follow the mapping exercise with meetings with key officials of the mapped institutions/departments towards developing the design and architecture of the proposed mechanism. Civil society engagement and coordination was agreed upon as integral to the design of the response system.



**National Commission on the Status of Women
Government of Pakistan**

2nd Floor, Huma Plaza, 21 East
Fazal-e-Haq Road, Blue Area, Islamabad

☎ 92-51-9224875
🌐 92-51-9224877

info@ncsw.gov.pk
<http://www.ncsw.gov.pk>

NCSW Fb Page: <https://www.facebook.com/National-Commission-on-the-Status-of-Women-Islamabad-1682764998678138/>