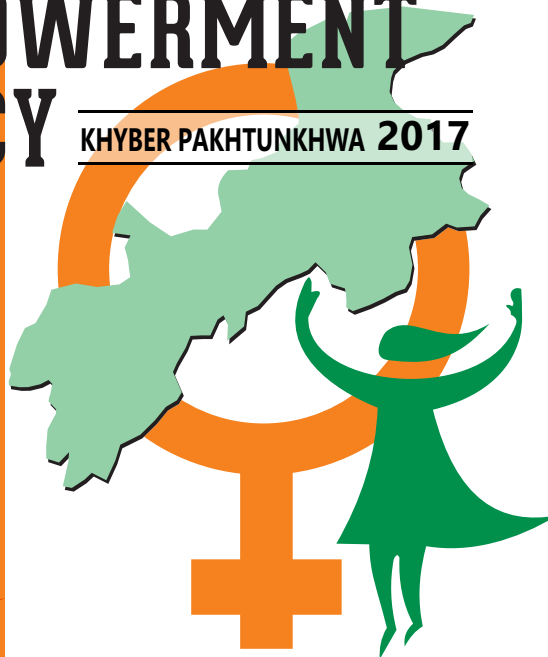


# WOMEN EMPOWERMENT POLICY

KHYBER PAKHTUNKHWA 2017



Government of  
Khyber Pakhtunkhwa



# WOMEN EMPOWERMENT POLICY

KHYBER PAKHTUNKHWA 2017



Government of  
Khyber Pakhtunkhwa

**Imprint:**

Published by:

Zakat Ushr, Social Welfare, Special Education and Women Empowerment Department, Khyber Pakhtunkhwa

Supported by:

UN WOMEN Pakistan & Swiss Development Cooperation

Drafted by:

Mr. Niaz Muhammad Gender Specialist-II, Social Welfare & Women Empowerment Department Khyber Pakhtunkhwa  
Ms. Mehjabeen Qazi, Consultant

Important Note:

This document titled, "**Women Empowerment Policy** Khyber Pakhtunkhwa 2017" is in both languages, English and Urdu. In the event of any inconsistency, the English version is the original language and the Urdu version is a translation for information purposes only. Then in case of conflict, the English version will prevail and will therefore be the binding version.

|           |   |
|-----------|---|
| ACS, P&DD | Additional Chief Secretary, Planning & Development Department               |
| ADR       | Alternative Dispute Resolution  |
| BISP      | Benazir Income Support Program  |
| CAT       | Convention Against Torture  |
| CEDAW     | Convention on the Elimination of all forms of Discrimination Against Women` |
| CNIC      | Computerized National Identity Card   |
| CRC       | Convention on the Rights of the Child                                       |
| ECP       | Election Commission of Pakistan   |
| FWBL      | First Women Bank Limited  |
| GRAP      | Gender Reform Action Program  |
| GMSC      | Gender Mainstreaming Steering Committee                                     |
| ICCPR     | International Covenant on Civil and Political Rights                        |
| ICESR     | International Covenant on Economic, Social and Cultural Rights              |
| ICPD      | International Conference on Population and Development                      |
| ILO       | International Labor Organization  |
| KP        | Khyber Pakhtunkhwa  |
| KPCSW     | Khyber Pakhtunkhwa Commission on the Status of Women                        |
| KPEZDMC   | Khyber Pakhtunkhwa Economic Zones Development and Management Company        |
| LHWs      | Lady Health Workers   |
| MNCH      | Maternal, Neonatal and Child Health   |



|           |  |
|-----------|--|
| NIM       | National Institute of Management   |
| NIPA      | National Institute of Public Administration                                    |
| NPoA      | National Plan of Action  |
| NRSP      | National Rural Support Program   |
| NSPP      | National School of Public Policy   |
| PRIME     | Planning, Research, Implementation Monitoring and Evaluation                   |
| SAARC     | South Asia Association for Regional Coordination                               |
| SDGs      | Sustainable Development Goals  |
| SDPF      | Strategic Development Partnership Framework                                    |
| SGBV      | Sexual & Gender Based Violence   |
| STDs      | Sexually Transmitted Diseases  |
| TORs      | Terms of References  |
| UDHR      | Universal Declaration of Human Rights  |
| WPC       | Women Parliamentary Caucus   |
| ZU,SE&WED | Zakat Ushr, Social Welfare, Special Education and Women Empowerment Department |



# Contents

Page No.

|          |   |     |
|----------|---|-----|
|          | <b>Messages</b>   |     |
|          | Message by the Minister Incharge Khyber Pakhtunkhwa   | i   |
|          | Message by the Chief Secretary Khyber Pakhtunkhwa   | ii  |
|          | Message by the Secretary Zakat Ushr, Social Welfare, Special Education & Women Empowerment Department | iii |
|          | Message by the Chairperson Women Parliamentary Caucus Provincial Assembly                             | iv  |
| <b>1</b> | <b>Introduction</b>   |     |
|          | Introduction  | 1   |
| <b>2</b> | <b>Women Empowerment Policy - Review and Update</b>   |     |
|          | Women Empowerment Policy - Review and Update  | 4   |
| <b>3</b> | <b>Women Empowerment Policy</b>   |     |
|          | Women Empowerment Policy  | 5   |
|          | Vision  | 5   |
|          | Goal  | 5   |
|          | 3.1 Policy Components   | 5   |
|          | 3.2 Guiding Principles  | 6   |
|          | Policy Prescription   | 7   |
|          | Economic Empowerment  | 7   |
|          | Social Empowerment  | 8   |
|          | Political Empowerment & Decision Making   | 11  |
| <b>4</b> | <b>Implementation Arrangements</b>  |     |
|          | Implementation Arrangements   | 12  |
| <b>5</b> | <b>Monitoring and Reporting</b>   |     |
|          | Monitoring and Reporting  | 14  |
| <b>6</b> | <b>Annexures</b>  |     |
|          | Annex 1 - Implementation Plan 2018 - 2022)  | 16  |
|          | Annex 2 - Social Empowerment Component  | 18  |
|          | Annex 3 - Economic Empowerment Component  | 20  |
|          | Annex 4 - Legal Empowerment and Access to Justice   | 22  |
|          | Annex 5 - Political Empowerment and Decision Making   | 24  |







## Message by Minister Incharge



**Pervez Khattak**

*The Provincial Government acknowledges the fact that advancement of women's rights is a critical precondition for effective and sustainable development*

---

Women Empowerment is fundamental to poverty eradication, building resilient societies and economies, and promoting sustainable development. It is an essential component of human development and basic human rights. The Provincial Government acknowledges the fact that advancement of women's rights is a critical precondition for effective and sustainable development. Therefore, women empowerment is one of the primary focuses of the Provincial Government which is committed to take affirmative actions to achieve this goal. The current Provincial Government has taken a number of steps and initiated many programs in education and health sectors, governance, access to legal justice and increasing employment opportunities for women. However, there is still a long way to go. Further efforts have to be made to fill in the gaps in women and girls education, their employment, access to credit, property and land rights and women's access to justice their representation in the political, public and private spheres.

In order to address these multifaceted constraints and facilitate women empowerment in the Province in a systematic manner, the Provincial Government drafted the 'Women Empowerment Policy'. However in the absence of an implementation strategy progress was minimal. It is with great pleasure that the government is presenting the updated version of the Policy which also provides implementation level guidelines and actions for the stakeholders to work towards achieving its goals. I appreciate the efforts of Women Parliamentary Caucus in further elaborating on the Policy document to make it implementable. I am confident that with the consistency in efforts and focus, we will be able to achieve our goal of women empowerment in Khyber Pakhtunkhwa.



## Message by the Chief Secretary



**Azam Khan**

*The socio-cultural marginalization of women and girls has implications on their participation in economic activities as well*

---

The principle of gender equality is enshrined in the Constitution of Pakistan. The Constitution not only guarantees equality to women, but also empowers the State to adopt measures for achieving equalization of opportunities for women and men. Khyber Pakhtunkhwa is geographically the smallest province of Pakistan. The 1998 census sets out the sex-wise population distribution ratio in the Province at 49 and 51 percent for male and females, respectively. It is however, unfortunate that despite accounting for half of the population in the Province, women in Khyber Pakhtunkhwa are greatly marginalized and lack access to basic services and rights.

Faced with socio-cultural and sometimes structural inhibitions with access to basic and quality health care services and education attainment women face several impediments in the way of fully realizing their potential as human being. These challenges and ordeals have only redoubled in the face of frequent natural calamities and man-made emergencies. The socio-cultural marginalization of women and girls has implications on their participation in economic activities as well. In Political sphere, although the Constitution guarantees the Civic and Political rights like the right to franchise and to hold public and elective offices at par with men, however, a great deal of intervention is needed to ensure that women in every part of the Province make full participation in civic life. After the 18<sup>th</sup> Constitutional amendment, the Provinces got broader mandate with greater responsibilities and opportunities to take forward the agenda of women empowerment. The Social Welfare, Special Education & Women Empowerment Department, Government of Khyber Pakhtunkhwa is the focal Department for coordinating Government's efforts for gender equality. A landmark step in this direction was the formulation of Women Empowerment Policy 2014 for the Province. With the support of the Women Parliamentary Caucus, the policy document has now been updated with the Implementation plan which will support the Department to achieve its goals.



## Message by Secretary Zakat Ushr, Social Welfare, Special Education & Women Empowerment Department



Fareeha Paul

*The Women have an important role to play in all Governance Institutions, from the Judiciary to the Civil Service, as well as in the Private Sector and Civil Society, so they can participate equally with men in public dialogue and decision-making and influencing the decisions that will determine the future of their families and countries*

Women empowerment is a key to bright future of the family, society and country. It is an essential tool to get the goal of development and poverty reduction, democratic governance, crisis prevention and recovery. Women have an important role to play in all Governance Institutions, from the Judiciary to the Civil Service, as well as in the Private Sector and Civil Society, so they can participate equally with men in public dialogue and decision-making and influencing the decisions that will determine the future of their families and countries.

Cognizant of the importance of women empowerment and government responsibilities, the Social Welfare, Special Education & Women Empowerment Department Khyber Pakhtunkhwa commits to effective implementation of the Women Empowerment Policy. Women Empowerment is a cross cutting and cross sectoral theme and the policy document serves as a guiding document for harmonizing efforts of the Government in Administrative, Legislative, Judicial and Political spheres to ensure equalization of opportunities for women and eliminate gaps in the way of women's empowerment towards making them equally effective and active citizens of the Province. The Social Welfare, Special Education & Women Empowerment Department will provide monitoring and reporting support to measure progress on the policy through both Government and Donor funded Projects implemented in the Province. Efforts of Women Parliamentary Caucus in upgrading the Women Empowerment Policy and addition of implementation strategy are deeply appreciated.



## Message by the Chairperson Women Parliamentary Caucus Provincial Assembly



**Meraj Hamayun**

*It is expected that Women Empowerment policy would create enabling environment for women where they can take decisions for the betterment of the women as a whole*

---

The Women Empowerment Policy aims at elevating and improving the social, economic, political and legal status of the women. The purpose of the policy is to provide women with sense of self-worth, respect and dignity; to ensure complete control of their life both within their home and workplace; to enable them to make their own choices and decisions and to have equal rights to participate in social, cultural, religious and public activities. To enjoy some respectable status in the society, women must be offered equal financial, educational and judicial opportunities. The socio-economic system of the society should also be based on the principle of equality.

It is expected that Women Empowerment Policy would create enabling environment for women where they can take decisions for their betterment as a whole. The Women Empowerment Policy document formulation and its implementation is team work involving all key stakeholders who are committed to ensure its effective implementation.



## 1. Introduction

Women's empowerment" refers to the process of women gaining power and control over their own lives. It constitutes an important part of the efforts to bring about equal opportunities for men and women and involves awareness raising, building self-consciousness, expanding choices, increasing access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.

Women Empowerment is envisioned in the wider framework of women's rights and it is an essential component of sustainable development and poverty eradication. It is a process that leads women to realize their full potential, their rights to have access to opportunities, resources and choices with the freedom of decision making both within and outside home. Studies have shown direct relation among women's increased access to education, employment, political, financial and natural resources and reduction in poverty and hunger and better maternal and child health. Therefore, in order to achieve a sustainable growth and development, it is important that women empowerment efforts are mainstreamed across all sectors and at all levels including policies, strategies, structures, projects, process and budgetary allocations<sup>1</sup>.

Evidence from both the developed and developing world demonstrates that increasing gender equality is a key driver of economic growth. Linkages between women participation rates and economic growth rates are quite clear, and the strong positive correlation between women's position in society and economic development holds true across countries and time. From 1970 - 1990, Asian-Pacific economies experienced GDP growth of 2 percent for every 1 percent increase in women's participation in non-agricultural employment, while agricultural output could increase by 2.5 to 4 percent in developing countries if women farmers had the same access as men to agriculture inputs such as land and fertilizers. Similarly, estimates show that economic output could increase by as much as 25 percent in developing countries if barriers against women working in major sectors were eliminated. Increase in women's economic participation may have contributed 35 - 40 percent of the annual growth of newly industrialized countries over the last three decades. Thus, women's empowerment can be understood as a key contributor to potential economic growth in Khyber Pakhtunkhwa<sup>2</sup>.

Over the past few years, there has been an increased focus and emphasis on women empowerment and women development over women welfare. These changes have brought forth new opportunities and possibilities for women's empowerment while at the same time presenting new and emerging challenges which along with persisting socio-economic problems continue to hinder gender equality and women empowerment. The current status of women at the global level with respect to human development parameters, legal rights for women to life and freedom from violence, economic and social discrimination and their rights to equality and equity shows that a lot still remains to be done. Therefore, it is necessary to reinforce the rights-based approach for creating an enabling environment in which women can enjoy their rights.

The Constitution of Pakistan provides supportive platform to achieve women rights and women empowerment goals as it does not discriminate between men and women. The Constitution of Pakistan has significant human rights content, while human rights concepts can be found from the preamble onwards; there is also a separate chapter on fundamental rights of citizens. A brief overview of relevant constitutional provisions is given below:

- Article 3 calls upon the State to eliminate all forms of exploitation.

---

<sup>1</sup>Common Wealth Secretariat, Gender Equality Policy, 2012

<sup>2</sup>Emerging opportunities for women in Khyber Pakhtunkhwa, 2016



- Article 4 provides for the right of individuals to enjoy the protection of law and to be treated in accordance with the law. This applies to the citizens as well as “to every other person for the time being within Pakistan”. This article also clearly states that certain rights cannot be suspended.
- Article 8 provides that existing law or practice, inconsistent with or in derogation of the fundamental rights, shall be void. It further prohibits the State from enacting any law or policy, in conflict with Fundamental Rights except “any law relating to members of the Armed Forces, or of the police ... charged with maintenance of public order ... for the purpose of ensuring the proper discharge of their duties ...”.
- Article 25 ensures equality before the law and equal protection of the law and states that there shall be no discrimination on the basis of sex alone.
- Article 26 and 27 provide for equal access to public places and equality of employment in the public and private sectors.
- Articles 11 and 37 (g) prohibit trafficking in human beings as well as prostitution.
- Article 32 makes special provisions for the representation of women in the Local Government.
- Article 34 directs the State to take appropriate measures to enable women to participate in all spheres of national life and community activities. In addition Articles 25(3) & 26(2) allow the state to make special provisions for the protection of women and children.
- Article 35 asks the State to protect the marriage, the family, the mother and the child.
- Article 37 (e) directs the State to make provisions for securing just and humane conditions of work and ensuring that children and women are not employed in vocations unsuited to their age or sex, and for ensuring maternity benefits for women in employment. (The wording of the provision is archaic compared to present thinking on women's rights but the maternity benefit mentioned in the provision is available to and exercised by women as a matter of right. The issue of women not being employed in “vocations unsuited to their age or sex” was inserted as a guarantee against exploitation and was appropriate for the time and context in which the Constitution was drafted. However it has not been used to hinder the entry of women in nontraditional areas/ fields of work as is evidenced by the increasing numbers of women entering the uniformed services – the police, army, air force etc).
- Articles 51 and 106 provide for the reservation of seats for women in the legislatures<sup>3</sup>.

Pakistan has also made global commitments on women rights and gender mainstreaming. These include UN Convention on Elimination of all Forms of Discrimination against Women (CEDAW). By accepting the CEDAW, States commit themselves to undertake a series of measures to end discrimination against women in all forms, including:

- To incorporate the principle of equality of men and women in their legal system, abolish all discriminatory laws and adopt appropriate ones prohibiting discrimination against women;
- To establish tribunals and other public institutions to ensure the effective protection of women against discrimination; and
- To ensure elimination of all acts of discrimination against women by persons, organizations or enterprises.
- The Convention provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life -- including the right to vote and to stand for election -- as well as education, health and employment. State parties agree to take all appropriate measures, including legislation and temporary special measures, so that women can enjoy all their human rights and fundamental freedoms.

---

<sup>3</sup>[http://wdd.punjab.gov.pk/women\\_rights](http://wdd.punjab.gov.pk/women_rights)





Further, Pakistan has committed to Beijing Platform for Action and Convention on Rights of the Child where the commitment of the nation to protect and empower its women and girls is quite pronounced. Pakistan focused on Millennium Development Goals until 2015 and has now endorsed vision 2030 on Sustainable Development Goals (SDGs). SDGs has goal 5 specifically on achieving gender equality and empowerment of all women and girls. These are important commitments which shall change the course of development by addressing the key challenges such as poverty, inequality, and violence against women. These are not only considered critical for global success but are key to national and provincial development process as well. Below is a summary of Pakistan's commitment to some other international conventions:

- Signing the Optional Protocol to the Convention on the Rights of the Child on Sale of Children, Child Prostitution, Child Pornography - 26 September 2001.
- Ratification of the SAARC Convention on Prevention and Combating of Trafficking in Women and Girls for Prostitution - January 2003.

Despite their recognized constitutional, legal and religious rights, the status of women in Pakistan has not been encouraging. Pakistan lagged on 3 out of 4 indicators on MDGs on Gender specifically. Pakistan ranks at 134 out of 135 countries on Gender Parity Index at the global level. It ranks 134 on economic participation; 129 on education; 123 on health and survival indicators. Pakistan made only slight improvement in girls enrollment, access to drinking water and reduction in child mortality. Proportion of women participation in parliament is 22.2 % which is highest in South Asia and the only indicator on which Pakistan performed well<sup>4</sup>. (However, women representation in Parliament in Pakistan is on reserved seats and they have still not been able to contest in general elections).

The situation of women in Khyber Pakhtunkhwa (KP) province is further below the national averages. KP economic growth has remained at 4.2% between the period of 2001 / 02 and 2012 / 13 compared to national economic growth of 4.6%. Women participation in formal labour force is only 14% compared to 22.7 % at the national level. The informal labour sector engages a large number of women work force wherein agriculture sector employs about 74%, manufacturing sector including textile and industries employs about 12% and community social and personal services sector employs another 11.5% of women labour force in KP. Studies further indicate increase in trend of rural to urban migration as well as out-migration (one quarter of all of Pakistan's workers abroad are from KP). This has resulted in increase in number of women as unacknowledged household heads. As per a study report, percentage of women headed households in KP has increased between 4 - 15% over the last few years. However, there are limited opportunities for employment, entrepreneurship, training and participation in policy making and political processes. Moreover, gender neutral policies, assessments and resource allocation has not been able to achieve the desired results<sup>5</sup>.

The governments of Pakistan and Khyber Pakhtunkhwa have undertaken concerted efforts to mainstream women in development process. In this regard, national level programs and projects have been initiated including National Plan of Action, Gender Reform Action Program, Benazir Income Support Program (BISP), National Rural Support Program (NRSP), Pakistan Bait-ul-Maal, First Women Development Bank and National Commission on the Status of Women. The women development departments have been established in provinces, which have been empowered under the 18th Constitutional Amendment. These departments take initiatives for the establishment of working women hostels, day care centres, women crises centres, shelter homes, etc. Pakistan's 11th Five Year Plan has special focus on women development in all spheres of development process<sup>6</sup>.

<sup>4</sup>The Global Gender GAP Report, 2012

<sup>5</sup>Emerging opportunities for women in Khyber Pakhtunkhwa, 2016

<sup>6</sup>Pakistan 11<sup>th</sup> Five Year Plan; chapter 9



The Government of KP has also taken number of such measures. Political representation of women in the Provincial Assembly is 17% and 30 % in local governments. Post devolution of powers, KP has enacted Laissaail e Wal Mahroom Foundation Act, 2015 to support women and special persons; Elimination of custom of GHAG Act, 2013 and KPCSW Act was revised and approved in 2016. In addition, bills for Provincial legislation on Curbing acid and Burn practices, Domestic Violence and Child Marriage Restrains and home based workers have been drafted. At the implementation level, toll free helplines BOLO aur BADLO at the level of Directorate of Social Welfare and Zama Awaz in Women Parliamentary Caucus have been initiated by the provincial government to curb gender based violence. Women Desks have also been setup in the Provincial capital on pilot basis in collaboration with Police Department to curb gender based violence. So far, 900 GBV survivors have been facilitated with free psycho social support.

The provincial government has given high priority to social sectors including health and education through improved service delivery with special focus on women and girls. Allocation of financial resources to the economic components including agriculture, livestock and skills development in industrial component has also increased over time. Number of donor funded projects has been initiated to empower girls and women in areas of education, health, governance, economic advancement and rule of law. Despite these efforts, there is continued need to do more to empower women in social, cultural, economic, political and legislative process in both public and private life. The Women Empowerment Policy is an effort to give priority to the subject by identifying key focus areas and actions.

## 2. Women Empowerment Policy - Review and Update

The Government of Khyber Pakhtunkhwa formulated Women Empowerment Policy Framework in 2014. Women Parliamentary Caucus (WPC) took the initiative in 2017 to review progress on the policy and identify gaps in implementation. The review and updating process was undertaken in a consultative manner involving key stakeholders from all four priority components of the policy including social, economic, legal empowerment and access to justice and political empowerment. Stakeholders representing government administrative departments, civil society organizations, UN agencies, private and legislative entities and political representatives were consulted for their inputs. The review process highlighted the following;

1. Lack of awareness on the existence of Women Empowerment Policy document among the stakeholders.
2. The Women Empowerment Policy covers all important areas concerning women empowerment, therefore there is no need to revise the given policy document. Moreover, the policy document is already approved by the Chief Minister.
3. The policy document lacks implementation strategy to guide stakeholders on their role, responsibilities and priority action plans. The institutional arrangement particularly needs to be elaborated to guide the implementation process.

The revised policy document elaborates implementation strategy that should help stakeholders undertake efforts in a systematic manner required for making women empowerment a reality, addressing women's issues in all its facets, capturing emerging challenges and ultimately positioning women as equal partners of sustained development progress. It further elaborates the institutional arrangements and monitoring and reporting mechanism to keep track of policy goals and targets over





a period of 3 to 5 years with opportunity to undertake necessary course of action and correction as and when required. Moreover, the implementation mechanism is embedded in rights based approach by covering the gap between public and service delivery organizations.

### 3. Women Empowerment Policy

#### Vision

Empowerment of women so that they can realize their full potential and participate fully in development

#### Goal

The empowerment of women of Khyber Pakhtunkhwa in all spheres especially social, cultural, political, economic, legal and personal life.

#### Policy Objectives

- To create conducive socio-cultural, economic, political and legal environment to allow women to practice their fundamental rights and participate fully in all spheres of public and private life.
- To effectively mainstream women empowerment policy into sectoral policies, strategic planning, structures, processes, projects, human and financial resource allocation, performance monitoring, reporting and decision making at all levels.
- Building and strengthening stakeholders' participation and partnership for women empowerment.
- Strengthening monitoring, evaluation, audit and data system and reporting to bridge the gaps.

### 3.1 Policy Components

#### 3.1.1 Social Empowerment

- a) To provide access to quality health care to all women in rural and urban areas covering mental health, occupational health and safety, sexual and reproductive health with a focus on the adolescent sexual and reproductive health, and Maternal, Neonatal and Child Health (MNCH) and family counseling.
- b) To reduce the gender gap in quality educational attainment by enhancing women's literacy rates, improving academic and professional attainment levels of girls, revise existing curricula to make them gender sensitive and enable equal access to technical education guidance and training.
- c) To review the role of women in society for understanding their contribution and taking positive steps to promote their recognition.
- d) To take affirmative action through advocacy for targeting patriarchal mindsets, societal attitudes and customary practices by building and strengthening partnerships of government with private sector, civil society and women's organizations and media.
- e) To ensure women's citizenship rights including CNIC, birth and marriage registration, social security, right to vote and encourage civic documentation to ensure women's protection and safety nets throughout their entire life; from birth, national identity, marriage, separation, divorce, work and career, remarriage, and in disaster situations.



### 3.1.2 Economic Empowerment

- a) To create employment and income generation opportunities for women in the formal and informal sector in accordance with fundamental labor rights; including enterprise development, skill training and capacity building, access to credit and markets for both urban and rural women.
- b) To remove inequalities and imbalances in all sectors of socio economic development and ensure women's equal access to and control over resources.

### 3.1.3 Political Empowerment

To encourage equal participation of women in all political processes and to increase women's representation in all elective bodies and governance structures.

### 3.1.4 Legal Empowerment and Access to Justice

- a) To strengthen the legal systems to eliminate all forms of discrimination and violence against women and girls under the pretext of cultural, parallel and informal judicial systems particularly in their daily lives, livelihoods and mobility.
- b) To ensure equitable laws and policies and their effective implementation for women and girls along with presence of affordable legal systems.

## 3.2 Guiding Principles

The Women's Empowerment Policy is based on the principles of:

- a) Non-discrimination and gender equity.
- b) Priority to the poor women in rural and isolated areas, minority women, girls and women in vulnerable situations and circumstances.
- c) Recognition of the value of women's worth and work and their contribution in all spheres of life women as equal partners in development and agents of change in economic, social and political processes.
- d) Multi-sectoral and inter disciplinary approaches for women's development, with horizontal and vertical linkages at every level.
- e) Mainstreaming gender issues in all sectors of development and inclusion of these in the private sector as well.
- f) Development of gender sensitive laws and policies to ensure elimination of harmful traditional and social practices.
- g) International commitments including UDHR, CEDAW, CRC, ICESR, ICPD, ILO, CAT, ICCPR and other human rights conventions and commitments.
- h) Existence of a vibrant and proactive civil society.
- i) Responsible government system and people of Khyber Pakhtunkhwa for gender mainstreaming.



### 3.3 Policy Prescription

#### 3.3.1 Economic Empowerment

The provincial government recognizes the need to empower women and to mainstream them in the development process for ensuring sustainable development and moving towards a society based on equity and nondiscrimination. The following key policy measures will, therefore, be undertaken.

- a) Facilitating an environment for women's participation in economic activities in rural and urban areas with special focus on urban slums, through increased access to and control over resources.
- b) Reserving minimum of 20% seats for women in all Government services over time.
- c) Developing institutional mechanisms for women's equitable access to social safety nets.
- d) Strengthening women's easy access to micro-credit facilities, enhancing agriculture subsidies and extension services, livestock development, marketing at local and international level.
- e) Supporting women micro enterprises through measures including relaxing regulatory provisions.
- f) Ensuring Small Enterprise (SE) & Medium Enterprise (ME) policies to especially facilitate women entrepreneurs at all levels.
- g) Supporting measures for facilitating economic empowerment of women home based workers, rural women, women with disabilities, widows, single and divorced women, minority women and marginalized women.
- h) Increasing and strengthening women's presence, positions and roles as employers and workers.
- i) Ensuring equitable measures for women's participation in the formal sector including gender sensitive human resource policies, equal remuneration for equal work, flexi hours, crèche, paternity and maternity leave and opportunities of livelihood which also accommodate women oriented work patterns.
- j) Strengthening women's knowledge and awareness raising to be able to take financial decisions in an informed manner and promoting women's financial literacy through grass roots interventions for overcoming barriers in accessing financial resources.
- k) Ensuring formulation, review and implementation of gender sensitive legislation and policies for employment and labor in formal and informal sector in line with ILO convention and in consultation with Khyber Pakhtunkhwa Commission on the Status of Women (KPCSW).
- l) Upholding and ensuring women's right to inheritance, dower, assets and resources.
- m) Promoting effective utilization of existing institutional mechanisms providing financial and related benefits to women with particular focus on First Women Bank Limited (FWBL) or any other bank.
- n) Raising awareness of women and communities regarding economic rights and



- o) Value chain development through sectors of women enterprise development and entry points of women specific tasks.
- p) Taking measures to review, acknowledge & make interventions to facilitate the role of women as producers in the agriculture and allied sectors, i.e. horticulture, livestock including small animal husbandry and poultry etc.
- q) Promoting greater involvement of women in unconventional fields including science & technology, information technology etc.

### **3.3.2 Social Empowerment**

#### **Education**

Given the low levels of literacy among the females, greater attention will be given to enhancing female's enrollment and participation rates, quality and universalism of education at all levels of education. Policy measures to address the problems faced in the field of education include:

#### **1. To ensure quality education for women by:**

- a) Institutionalizing mechanisms for reviewing and consolidating gender disaggregated data on education with a particular focus on assessing impact of current policy/program initiatives and highlighting the gaps and challenges.
- b) Focusing on primary and secondary education for girls; promote gender-sensitive learning activities, school hours, and teacher training. Teachers should be trained in providing psycho-social support and in treating girls equally and with respect.
- c) Promoting active participation of communities including girls and women in the design, monitoring and evaluation of processes that focus on improving girls' access to education, on the quality of education, and on the safety of learning environments.

#### **2. Facilitating girls' and women' access to education by:**

- a) Developing a strong gender sensitive education sector policy & implementing the constitutional right of education for girls in particular in the remote rural districts and rural areas and urban low income areas and slums.
- b) Taking a variety of measures to eliminate discrimination against women in education, including in higher education, vocational education & training, providing continuous education opportunities such as language and literacy courses and participation in sports and physical education.
- c) Taking measures to reduce female student drop-out rates.
- d) Ensuring gender sensitive school infrastructure in line with minimum standards.
- e) Updating and upgrading technical and vocational trainings and Human Resource policies.

#### **3. Ensuring Universalism by:**

- a) Undertaking review of curriculum at all educational levels to remove gender stereotypes.
- b) Taking measures to improve Secondary and non-formal education, introducing literacy courses for women and out of school adolescent girls, as they can increase girls' and women's self-reliance and promote school attendance and success for their children.



- c) Taking measures to promote the participation of marginalized girls such as girls with disabilities and girls from minority groups.
- d) Developing strong advocacy mechanisms and community oriented media campaigns for education of females.
- e) Creating mechanisms for effective partnership between government, civil society and private sector at all levels for policy making, implementation of programs and effective monitoring and evaluation for girls education.
- f) Taking affirmative action to support girls in higher education, technical and vocational trainings, professional and technical education including in the fields of Information Technology, Sciences and business studies.

## Health

Health is one of the fundamentals of life and investments in the health sector are viewed as essential pro-poor expenditures. The health care system of KP needs vast improvements in terms of the reach and quality of health services. The following measures will be taken to address issues related to women's health:

- a) Improving and strengthening health policies and services to make them more responsive to the needs of women of all segments including minorities, old age and women with special needs.
- b) Ensuring resource allocation for health sector with a particular focus on pro-poor and pro-women budget.
- c) Improving services to decrease maternal and child mortality and morbidity, malnutrition and other disease specific mortalities and improve women's mental health and nutritional status.
- d) Providing quality health care and gender sensitive & patient centered services at district and sub district level; focus on adolescent sexual and reproductive health, maternal health and infertility; and an effective programme for controlling the spread of Sexually Transmitted Diseases (STDs) including HIV/Aids and drug abuse & professional counseling and rehabilitation services while dealing with women victims of Sexual & Gender Based Violence (SGBV).
- e) Promoting reproductive health rights by involving men, women and adolescents and non-coercive measures for family planning and promoting health services as a basic right of people particularly poor, marginalized, minority women and women with special needs.
- f) Upgrading secondary and tertiary care facilities with focus on adolescent sexual and reproductive health, maternal health and addressing the spread of STDs and HIV/AIDS & communicable and non-communicable diseases.
- g) Institutionalizing mechanisms focusing on prevention of diseases through awareness raising, attitudinal change, skills and capacity development.
- h) Providing quality health cover to mental well being and health of women in line with the recommendations outlined in the Plan of Action (PoA) of the International Conference on Population and Development (ICPD) and other related commitments.
- i) Institutionalizing mechanisms to facilitate recruitment and retention of trained female staff of health services. Supporting and enhancing role of community based health care system with a particular focus on Lady Health Workers (LHWs) Ensuring provision of safe drinking water and sanitation needs of the women at par with minimum health & hygiene standards.



### **Environment**

- a) Maximizing the benefit to society of women's concern for a sustainable environment, notably in their efforts to ensure healthy food, clean water and air for future generations due to women's participation in disaster relief and reconstruction process.
- b) Highlighting and ensuring effective representation of women in natural resource management and disaster relief and reconstruction process as well as conserving their indigenous knowledge.

### **Media**

- a) Take measures for promoting participation and enhancing access of media and new technologies of communication
- b) Promote a balanced and non-stereotyped portrayal of women in the media.

### **3.3.3 Legal Empowerment and Access to Justice**

Women face several impediments in the way of enjoyment of their rights. It is imperative to recognize the fact that violence against women is multi-faceted and has many structures and categories. The legal system, the law enforcement system and the media are some of the conduits for facilitating reduction in violence against women. Urgent action is required to start addressing the multiple challenges in this area. Key policy measures to be undertaken are to:

#### **Enforce entitlement rights of women by:**

- a) redefining violence against women in line with CEDAW Article 1 to include violence and discrimination that is disguised in all forms;
- b) adopting a zero tolerance policy regarding violence against women by developing statutory/special laws in line with the constitutional rights to protect women and girls from becoming victims of violence;
- c) ensuring elimination of all existing discriminatory laws and provisions;
- d. prioritizing legislation on domestic violence, acid & burn control and internal women trafficking;
- e) focusing attention to measures in the public and private domain for implementation of the code of conduct on sexual harassment at work place stipulated under the "Protection Against Harassment of Women at Work Place Act 2010";
- f) expanding and strengthening of support services to victims of SGBV. These would include shelters, family protection programs, crisis centers, free legal aid centers, counseling, referrals to medical and legal aid mechanisms and rehabilitation;
- g) removing all hurdles hampering the provincial strengthening mechanisms for provincial laws and assessment of programs and projects for women. In this regard, endowing administrative and financial autonomy to the Khyber Pakhtunkhwa Commission on the Status of Women;

#### **Enforce entitlement rights of women by:**

- a) ensuring mechanism to facilitate women's citizenship rights particularly in rural areas and in urban slums including CNIC, registration of marriage, death and divorce and providing copy of documents to women;
- b) raising awareness of women regarding importance of CNIC, marriage, divorce, death, inheritance and succession certificates.



**Facilitate Women's Access to Justice by:**

- a) strengthening the institutional mechanisms for prevention and support to victims of violence including raising the number of women in police force, women police stations, gender crime centers and family courts;
- b) reviewing and revising medico-legal procedures and promoting direct interaction and cooperation of all institutions/departments in this respect, introducing one window support systems for legal recourse to survivors of Sexual & Gender Based Violence (SGBV) in hospitals;
- c) strengthening women's representation in the judiciary, legal system, police, health and medico-legal system in order to facilitate women's access to these services;
- d) fostering gender responsive police systems to remove unnecessary hindrances in women seeking access to justice for relief from abuses and redress for gender based violence against them;
- e) Ensuring effective and timely redress mechanisms at community level including formation of women protection committees, community policing and Alternative Dispute Resolution at Courts;
- f) simplifying judicial procedures to effectively provide protection and improve women's access to justice;
- g) taking measures to ensure women concerns are given due considerations in Alternative Dispute Resolution (ADR);
- h) taking measures to highlight and strengthen women's active participation in peace and conflict resolution in society;

**3.3.4 Political Empowerment & Decision Making**

Women's decision making needs to be seen in a broad spectrum and not limited to their representation in legislative bodies alone. Equality in decision-making is essential to the empowerment of women. Some key policy measures required for the greater and meaningful participation of women in politics will be:

- a) removing hurdles to women's political participation by effective implementation of existing legal provisions and removing procedural obstacles;
- b) strengthening representation and decision making of women in the political processes by providing training, mentoring, supporting and strengthening networks including representation of women in parliamentary committees and other decision making bodies;
- c) supporting electoral colleges for women at grass roots level enabling them to become active and effective participants in political processes;
- d) taking measures to engaging male parliamentarians and politicians in supporting gender equality in decision-making;
- e) giving full attention to the registration of women voters, especially in the rural areas, facilitation in issuance of CNIC, creation of a safe and conducive environment for women to vote and other measures to facilitate voting by women;
- f) significantly increasing women's political representation through political parties; engendering manifestoes, strengthening women's wings of political parties and engaging political parties for ensuring an increase in women vote bank;





- g) mandatory 33% representation of women in decision making positions in the public and private sectors specially in political parties as an equity measure;
- h) engendering government mechanisms through training, capacity building and gender sensitizing public sector training institutions curricula; i.e. National School of Public Policy (NSPP), National Institute of Management (NIM) etc;
- i) legislation to curb practice of barring women from voting and participation in political process;
- j) nullifying the results of any constituency having less than 10% turn out of the total female registered voters;

#### 4. Implementation Arrangements

Implementation and monitoring of the Women Empowerment Policy is the responsibility of the Zakat Ushr, Special Education and Women Empowerment Department (SW, SE & WED) which has the mandate inter alia of women's development/empowerment in the Province. However, the policy cuts across the mandate of many departments, therefore, the implementation responsibility will have to be equally shared among all concerned stakeholders under a systematic arrangement. The proposed implementation arrangement is based on three guiding principles;

- Integrate women empowerment policy into existing policies, structures and planning process to ensure sustainability and achievement of policy goals and objectives.
- Coordinate and mainstream efforts of stakeholders to undertake systematic and focused actions to achieve policy goals. It has been learnt that isolated efforts have not helped in bringing positive change in the existing status of women. Therefore, integration and coordination are identified essential elements to create positive impact on social and economic indicators on women status at the provincial level.
- Build necessary institutional and procedural capacities to be able to implement the women empowerment policy.

a. Three tier Implementation mechanism is proposed;

- At the operational level, heads of the departments and senior management have the lead role to ensure integration and implementation of women empowerment policy in their department's policies. In this regard, a gender team comprising of provincial level gender focal person to be supported by district level gender focal persons within each department will be formed by the heads of the departments. The gender wing / team will work to integrate women empowerment component in their planning, implementation and monitoring process. The ToRs of the members of the gender team will be revised to include this new role. Efforts will be made to develop capacities of the gender focal persons and teams in understanding the vision of the women empowerment policy and provide them with necessary guidelines to help them integrate the policy recommendations in their respective policies, planning, implementation and monitoring and reporting mechanisms. In this regard, all Provincial administrative departments will formulate time bound action plans to be integrated in their Annual Development Plans with allocated resources and well defined targets (annex 1 of the policy document provides menu of proposed action plan). The plans will reflect the following;
  - ♦ Measurable goals and actions to be achieved by 2022- distributed year wise
  - ♦ Identification and commitment of resources
  - ♦ Identification of responsibilities for implementation of action points within the department / sector.





- Structures and mechanisms to ensure efficient monitoring, review and impact assessment of action points and policies.
- Introduction of a gender perspective in the budgeting process.
- Strategic level Coordination: The Government of Khyber Pakhtunkhwa and international donor community in Pakistan has formed Strategic Development Partnership Framework (SDPF) The SDPF is working on 7 thematic areas including economic growth and job creation, peace building and rule of law, tangible progress in social sector specially service delivery in health and education, improved citizens participation and bringing state closer to the citizens, Improved transparency and accountability and enhanced fiscal space for economic and social development with gender equity as a cross cutting theme. The SDPF provides strategic focus to all donors and government funded projects and ensures coordination among them. The thematic areas of SDPF are very close to the four priority focus areas of Women Empowerment Policy and thus provide a good scope to integrate women empowerment guidelines in all these thematic areas to further strengthen the implementation process of the policy in a sustainable manner at the strategic level. This also aligns links between operational level administrative departments and provincial development goals defined under SDPF. SDPF team meets regularly to review the programs and projects.
- A higher level steering Committee to be represented by the Chief Minister with membership including Chief Secretary, ACS-P&DD, SW&WED, WPC/Women Parliamentarians and KPCSW to guide and review the work of SDPF and individual Departments towards policy goals. The GMSC will work under government notification and specific ToRs. In particular, GMSC will provide steering and monitoring role to the departments and to the SDPF, where necessary. The Committee will ensure women empowerment across all governance streams with particular focus on resource allocation through gender responsive budgeting at provincial, district and sub-district level. The GMSC will also contribute to identifying additional actions, or resources to be allocated to the action plan to help achieve policy goals. GMSC will meet on regular time intervals preferably bi-annually.
- b. Affirmative actions should be taken in all provincial administrative departments to increase women participation at all levels through their HR / Recruitment Policies.
- c. Women Government officers should be placed in administrative departments on key decision making positions to provide opportunities to women on managerial positions, and to formulate policies and projects on women empowerment.
- d. The Women Empowerment Wing of the SW, SE & WED will play an important role in providing technical guidelines on women empowerment and build necessary capacities of stakeholders on regular basis (as and when necessary). In this regard, the department's capacity will need to be enhanced in terms of human and financial resources to be able to contribute to the effective implementation of the policy. This may be possible by upgrading the existing Gender Cell as Women Empowerment Wing by creating posts for effective implementation.
- e. Effective gender mainstreaming within government will be ensured.
- g. The Provincial Government has enacted the "Khyber Pakhtunkhwa Commission on Status of Women (KPCSW) Act, 2016" by repealing the Establishment of a Commission on the Status of Women Act, 2009. It aims to strengthen the Women Commission financially & administratively as an autonomous body to play effective role in taking up women's rights issues and keeping an overview over the measures taken by the Provincial Government.



Its advisory role to the government on matters relating to legislation and assessment of programs for women would be more meaningful as an autonomous body. The District Committees on the Status of Women will be made fully operational and engaged to feed local knowledge into review of policies, programs, legislation and overall administrative arrangements.

- h. Members of the Provincial Assembly with the support of Secretary Provincial Assembly will continue working on the political empowerment of women. This may also be done through the platform of "Women Parliamentary Caucus" (WPC) to maintain focus on women empowerment in political sphere. In order to do so, there should be particular focus on capacity enhancement of women parliamentarians for leading the development of strategic policy papers and strategy dialogues, generating dialogue with other parliamentarians and ensuring engendering of party mandates and proposing legislations or amendments (where necessary) to further the goal of the women empowerment.

## 5. Monitoring and Reporting

Monitoring and Reporting is an important element to the policy implementation process to be able to plan and guide targeted actions, monitor implementation, and assess impact of actions on the women empowerment. Similarly consolidation of information and progress made by all partners needs to be carefully reviewed and compiled in proper progress reports. Moreover, reporting on progress and lessons learnt is not only important for provincial and national level stakeholder but also to report on Pakistan's commitment to international conventions.

Mainstreaming women in policies and projects requires a systematic analysis and evaluation of the different situations faced by men and women, the socio-economic and political institutions and structures that produce gender based constraints. Prerequisites for effective gender analysis are expertise in gender issues to conduct data analysis, as well as access to appropriate gender disaggregated data, which is currently lacking across all sectors in KP. To be able to systematically approach the women empowerment theme, a major recommendation is to build up these capabilities of the administrative departments and other partners in KP for developing a comprehensive set of baseline data, indicators, interventions and projects/programs. The baseline data should help design interventions to increase women's Labor Force Participation Rate, both in formal and informal sectors, and thus achieve higher productivity and overall economic growth at the household, sectoral and provincial level. In developing and strengthening its performance monitoring, evaluation and accountability, the following monitoring and evaluation guidelines may be used;

- Gender disaggregated data collection will be undertaken through developing linkages with public & private institutions at all levels and with academia and research conducting entities. All administrative departments and non government organizations including financial institutions will collect data and follow gender sensitive Planning, Research, Implementation Monitoring and Evaluation (PRIME) mechanism.
- Integrate an explicit focus on women empowerment outputs, outcomes and impacts into all project and program monitoring and reporting processes.
- Where relevant, disaggregate data on project outputs, outcomes and impacts by sex, age, ethnicity, sexuality, disability status and/or any other relevant identity markers.
- Establish mechanisms to ensure that senior managers are given lead role to ensure their departments' progress towards mainstreaming women empowerment policy.



- Assess individual performance on the basis of progress towards achieving gender equality results.
- Encourage knowledge-generation, dissemination and learning about best practices in mainstreaming women empowerment in policies, strategies, projects, structures, processes and resource allocation.
- Inputs from Administrative departments and SDPF will help WPC and KPCSW to compile annual reports against the implementation plan and progress and output indicators to be measured against sectoral priority areas and policy goals. The monitoring and reporting mechanism will help the GMSC keep track of its progress and make course corrections as, when and where required. The reporting formats and mechanics should also cater to provincial reporting on CEDAW and other International Conventions to which Pakistan is a signatory.



## 6. Annex 1-Implementation Plan (2018 -2022 )

The implementation plan recommends list of priority actions to be undertaken in 5 years (2018-2022) which are identified under the guidelines from the policy focus areas and prescriptions. The implementation plan, developed in consultation with relevant stakeholders, does not necessarily cover all areas identified under the policy prescription, but the ones which needs immediate actions and can be undertaken in the timeframe of 5 years. All the relevant departments of the Government may treat the proposed plan as a working document and in collaboration with the Zakat, Ushr, Social Welfare, Special Education & Women Empowerment Department may improve upon it as deemed necessary to achieve policy goals and objectives. The policy document is a long term vision and further implementation plans may be formulated after covering the first tenure of its implementation plan i.e. 2018-2022.

### 1. Institutional Capacity Building for Policy Implementation

| Policy Components<br>Priority Focus Areas   | Activities and interventions   | Timeline<br>( Year 1- 5 ) | Roles and Responsibility   |
|---|--|---------------------------|--|
| Capacity development of Provincial Administrative Departments and other stakeholders on women empowerment policy and implementation framework | a) Establish and Strengthen the Women Empowerment Wing of the Social Welfare & Women Empowerment Department.   | 1- 6 months of year 1     | SW&WED.  |
|   | b) Carry out stakeholders' workshops and sessions involving provincial departments' staff and their senior management, other stakeholders from civil society and private entities to develop common understanding on the policy documents, its goals and implementation framework.   | 1- 6 months of year 1     | SW&WED in collaboration with the donor agencies.                 |
|   | c) Develop guidelines on integrating women empowerment policy guidelines into sectoral policies, programs/projects, monitoring mechanism, process and structures.  | 6 -12 months of year 1    | SW&WED with support from other Government departments and KPCSW. |
|   | d) Identify and build capacities of focal persons in each administrative department on women empowerment policy guidelines to provide support to the senior management and other staff in reviewing all policies/program/projects/ processes/budgets through gender lens and ensure that sufficient human and financial resources are allocated. | Year 1-3                  | SW&WED and KPCSW in collaboration with the donor agencies.       |



|  |   |          |   |
|--|---|----------|---|
| Integration of Women Empowerment policy into policies and actions.   | a) Review all sectoral policies to identify gaps and integrate women empowerment guidelines with clear objectives and indicators.   | Year 1-3 | Concerned departments, their focal persons with support from SW&WED and KPCSW |
|  | b) Translate revised policies into projects/actions in Annual Development Plans (ADPs). Focal Persons to guide and give inputs to the monitoring and reporting on the progress made on women integration in sector specific plans, resource allocation, progress and achievement. | Year 1-3 | ACS, P&D, Gender Coordinator (SDPF)   |
|  | c). Develop and integrate Gender Impact Assessment (GIA) guidelines in P&D lead projects and programs. GIA guidelines will be made mandatory for better integration of women empowerment policy goals and targets in projects and programs.                                       | Year 1-3 | -do-  |
| Integrate Women Empowerment Policy guidelines into thematic areas under SDPF                                   | Objectives and thematic areas of SDPF to include indicators on women empowerment.   | Year 1   | SDPF existing structure and mechanism.  |
| Form Gender Mainstreaming Steering Committee to guide and monitor the work towards achievement of policy goals | A higher level steering committee to be represented by the Chief Minister with membership including Chief Secretary, ACS-P&D, SW&WED, WPC/Women Parliamentarians and KPCSW to guide and review the work of SDPF and individual Departments towards policy goals                   | Year 1   | Chief Minister, ACS P&D, SW&WED, KPCSW, and Members Provincial Assembly/WPC   |



## 2. Social Empowerment Component

| Policy Components<br>Priority Focus Areas                         | Activities and interventions   | Timeline<br>( Year 1- 5 ) | Roles and Responsibility  |
|---|--|---------------------------|---|
| Integrate Women Empowerment policy into Social Sector Departments | a) Government's reform process focusing priority social sectors such as health and education will be reviewed in line with the Women Empowerment Policy to integrate its goals and priority focus areas into plans.                        | year 1                    | Concerned departments, their focal persons with support from SW&WED and KPCSW |
|   | b) Conduct assessment studies in priority sectors to identify priority areas for service delivery to women, critical to improve their status in development process.   | year 1-2                  | -do-  |
|   | c) Allocate reasonable amount of human and financial resources to meet revised policy goals and targets.   | year 2-3                  | Heads of the department   |
|   | d) Introduction of women protection against violence chapter in Grade 9-12 of Khyber Pakhtunkhwa Text Book Board.  | year 1-2                  | Education Department  |
|   | e) Inclusion of Women Protection chapter in the syllabus of nursing staff.   | year 1-2                  | Health Department   |
| Special Packages for Women Empowerment by the Government.         | a) Packages and programs will be designed and implemented that could provide women and girls with opportunities to entertainment, sports, right to privacy at work place, platform to make voice for their priorities, needs and opinions. | year 1-5                  | All the relevant departments of the Government                                |
|   | b) Initiate special actions to support women mobility in public sphere such as special transport services for women which should enable women mobility in social and economic spheres.   | -do-                      |   |



|   |   |          |  |
|---|---|----------|--|
| Carry out media campaign to develop common understanding on women empowerment and bring positive social behavior change towards women empowerment | a) Awareness raising campaigns through media for general public on government policies, legislation and programs for women. Relevant departments will design packages for their women empowerment specific initiatives.   | Year 1-5 | SW & WED, relevant Government departments, KP CSW and District Governments |
|   | b) Awareness raising campaigns for public on the role and rights of women to bring positive societal change towards women empowerment in both public and private lives. These will be done through talks in mosques, jirgas or media campaigns in such a way so as to avoid provoking resistance and challenges. Effort will be made to build these programs on local culture and positive attributes of the local norms. | -do-     | -do-   |
|   | c) District Government will be engaged to further promote women empowerment goals in an easy manner to understand and well accepted in the local culture and social.  | -do-     | District Government  |





### 3. Economic Empowerment Component

| Policy Components<br>Priority Focus Areas                                       | Activities and interventions  | Timeline<br>( Year 1- 5 ) | Roles and Responsibility                          |
|---|---|---------------------------|---|
| Facilitate enabling environment for women participation in economic activities. | a) Allow flexibly in quota system in employment sector to provide opportunities to women to take employment in their preferred jobs in each department/sector. Flexibility in the quota system be introduced to respond to women preferences and requirements and increase women employment in the formal sector.   | Years 1-2                 | All relevant departments                          |
|   | b) Create conducive environment for women in government departments as well as non government organizations to join formal/public employment sector through gender sensitive Human Resource Policies such as ensuring availability of day care center, maternity leave, wash facilities, flexible working hours, and equal remuneration for equal work, transport facilities etc. | Year 2-3                  | SW&WED, KPCSW and relevant Government departments |
|   | c) Review the employment sector both public and private, to assist women participation rate.  | Year 2-5                  | KPCSW   |
| Develop supporting mechanisms for women in informal sector                      | a) Organize Home Based Workers into associations for their capacity building and registration with relevant government departments.   | Year 1-5                  | All relevant Government departments.              |
|   | b) Awareness raising and capacity building of associations on labour rights and responsibilities as per labour laws and associations  | -do-                      | -do-  |
|   | c) Develop Economic models that would facilitate women shift from informal economy (home based cottage industry) into formal sector to increase their income and social security safety nets.   | -do-                      | -do-  |





|   |  |   |   |
|---|--|---|---|
| Awareness Raising and Knowledge building on provincial labour policies, and legislation                         | Awareness raising of formal and informal workforce on labour policies, labour rights, government packages and implementation guidelines.   | Year 2-5  | KPCSW in collaboration with Labour and other relevant departments   |
| Increased focus on women farmers in agriculture sector which is employing 74% of informal women workforce in KP | Agriculture, Livestock and Forest departments to develop programs, and allocate human and financial resources to build skills of women farmers and ensure increased access to information, technology, inputs and market channels. Departments will integrate this component in their policies and projects to reach to women.   | Year 1-5  | Agriculture Livestock and Forest Departments  |
| Support to women in SMEs and economic activities  | <p>a) Increase business incubation centers at micro level, including rural areas, to provide opportunities to women engaged in home based cottage industries in remote and isolated areas.</p> <p>b) Financial Institutions, apart from standard operating procedures to cater to all clients in general, will have women specific and women friendly packages, such as flexible and easy access to micro credit facilities to women through the local financial institutions.</p> <p>c) Design easy and flexible loan packages extended through non govt. organizations to reach out to women with potential interest in micro enterprise development in rural areas with specific focus on remote and isolated areas.</p> <p>d) Design Economic development packages for women that may be extended through government departments or non government organizations.</p> <p>e) Research and assessment studies will be carried out to:</p> <ul style="list-style-type: none"> <li>• Create facilitative conditions to allow women to set up their own business</li> <li>• Bring women to training centers to learn new skills</li> <li>• Engage women in different production cycles</li> <li>• Ensure women retention in workforce.</li> </ul> | <p>Year 1-5</p> <p>Year 2-3</p> <p>-do-</p> <p>-do-</p> <p>Year 1-2</p> | <p>Industries department, SMEDA, Chamber of Commerce and other partners</p> <p>Financial Institutions, Government of Khyber Pakhtunkhwa through Finance and P&amp;D departments.</p> <p>-do-</p> <p>-do-</p> <p>KPEZDC<br/>Labour department,</p> |



#### 4. Legal Empowerment and Access to Justice

| Policy Components<br>Priority Focus Areas                                  | Activities and interventions  | Timeline<br>( Year 1- 5 ) | Roles and Responsibility   |
|--|---|---------------------------|--|
| Redefine Violence Against Women in line with CEDAW                         | Adequate amendments in prevailing laws as per emergent circumstances and common understanding of people as per their culture and tradition.     | Year 1                    | Government of Khyber Pakhtunkhwa   |
|  | Develop common understanding on VAW to be able to address the issue.  | Year 1-2                  | SW&WED, KPCSW and Provincial Assembly Khyber Pakhtunkhwa   |
| Adopt zero tolerance policy for Violence Against Women (VAW)               | Launch awareness campaign in the light of Islamic Injunctions, constitutional rights and relevant Laws at the community level and through media | Year 2-5                  | SW&WED, Information Department, KPCSW and District Governments   |
|  | Include VAW related Laws in the syllabus of Police Training School  | Year 1-2                  | Provincial Police  |
|  | Increase number of family courts in districts.  | Year 2-5                  | Judiciary  |
| Implementation of the code of conduct on Sexual Harassment in public place | Review, redraft and re-table the earlier tabled bills on women which could not be approved in the Assembly                                      | Year 1-3                  | KPCSW, Provincial Human Rights commission and members of Provincial Assembly   |
|  | Identification of all existing discriminatory Laws  | Year 1-2                  | KPCSW & Regional Directorate of Human Rights   |
|  | Ensure formation of Women Harassment committees in all organizations as per 'Protection Against Harassment of women at workplace act 2010'      | Year 1-5                  | Legislators identified in the law with heads of government departments, private sector and Civil Society Organizations |



|   |  |          |  |
|---|--|----------|--|
| Prioritize legislation on domestic violence, acid burn and Internal women trafficking   | The real definition of trafficking to be reviewed to incorporate internal women trafficking  | Year 1-3 | Law Department, Home Department and Provincial Assembly Khyber Pakhtunkhwa |
|   | Develop SOP for Government Shelter Homes (Darul Amans), for proper monitoring and evaluation   | Year 1-2 | SW&WED   |
| Expand and strengthen support services to victims of sexual harassment and GBV  | A toll free helpline will be established in Provincial Police Office for registering complaints by the victims of sexual harassment and GBV  | Year 1-2 | Home department and Provincial Police                                      |
|   | Number of women police officers/officials will be increased  | -do-     | -do-   |
|   | Alternate dispute resolution (ADR) mechanism will be strengthened  | -do-     | -do-   |
| Facilitate women access to justice Strengthen institutions through increased women representation to ensure complainants access to law enforcement departments with women service providers | Review and analysis of law enforcement departments to look into the areas of needs (for women employment); barriers to women employment; make recommendation to formulate pro women HR policies. | Year 1-2 | KPCSW in collaboration with Government departments                         |
| Ensure mechanism to facilitate women citizens' rights.  | Conduct empirical study on barriers to women registration with NADRA, birth and nikah registration, marriage certificates and removal of these barriers  | Year 1-3 | NADRA, LG&RD department, District Government                               |
|   | Conduct Advocacy campaigns in the province particularly in remote rural areas  | Year 1-5 | -do-   |



## 5. Political Empowerment and Decision Making

| Policy Components<br>Priority Focus Areas | Activities and interventions   | Timeline<br>( Year 1- 5 ) | Roles and Responsibility   |
|---|--|---------------------------|--|
| Strengthen women political participation  | <p>a) Review political parties manifesto to enhance women role in their political parties with increased focus on:</p> <ul style="list-style-type: none"> <li>• Strengthen women wings</li> <li>• ensure representation in executive bodies</li> <li>• empower and build women politician capacities to contest in General Election</li> <li>• allocate equal financial resources to women candidates contesting in general elections</li> <li>• inclusion of women empowerment focus in party manifestos to further carry out advocacy &amp; take actions to realize its goals</li> </ul> | Year 1-5                  | W P C and women parliamentarians and senior workers of their respective political parties. |
|   | <p>b) Increase women participation in political process by increasing the quota for women parliamentarians from 22 percent to 33 percent.</p>  | Year 1-2                  | W P C / W o m e n Parliamentarians to advocate at the Provincial Assembly.                 |
|   | <p>c) Increase women representation in the positions of chairs in parliamentary committees.</p>  | Year 1                    | Speaker Provincial Assembly  |
|   | <p>d) Allocate 50 percent of development funds to women parliamentarians to be able to address women developmental issues in their constituencies.</p>   | Year 1-2                  | CM, Provincial Assembly Political parties.   |
|   | <p>e) Monitor implementation of Election Commission of Pakistan rules during election process to ensure women participation in election both as candidates and as voters.</p>  |                           |  |



|  |    |  |          |   |
|--|----|--|----------|---|
| Create conducive environment in the Provincial Assembly to enhance women political participation and decision making role in political process | a) | Continue capacity building activities for members of provincial assembly and local body representatives on constitution, legislation, rule of business, developmental and electoral process.                                       | Year 1-5 | Parliamentary members and partners.                               |
|  | b) | Carry out awareness raising and gender sensitization sessions for all members of the Provincial Assembly and local bodies on women empowerment and gender issues and on the importance of role of women political representatives. | Year 1-5 | -do-  |
|  | c) | Make allies among the parliamentarians to work towards women empowerment.  | Year 1-5 | Women Parliamentarians and Provincial Assembly Speaker Provincial |
|  | d) | Formulate ethics committee at provincial assembly to look into matters related to whistle blowers, Corruption, Conflict of interest.   | Year 1   | Assembly, Women Parliamentarians.                                 |
| Capacity building of voters  | a) | Conduct Public awareness raising sessions at Union Council, district and provincial level to develop further understanding on the importance of women political participation and electoral process.                               | Year 1-2 | Political parties and partners                                    |
|  | b) | Use media campaigns to build awareness on the political process and role of Women political representation.  | Year 1-2 | -do-  |





