

Women Empowerment in Khyber Pakhtunkhwa



REPORT 2019 – 2020



**Government of Khyber Pakhtunkhwa
Department of Social Welfare, Special Education and
Women Empowerment Khyber Pakhtunkhwa**

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About the Department

The Social Welfare, Special Education & Women Empowerment Department (SWWED), Khyber Pakhtunkhwa started functions in public sector in the year 1959, and the Directorate of Social Welfare as sub-office of Local Government was established in 1971. The subject of women empowerment was transferred from Population Welfare to Social Welfare in 2001.

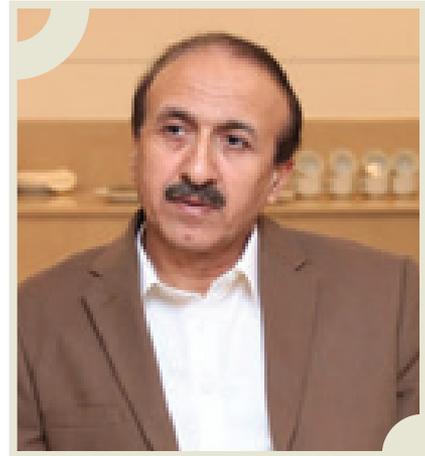
The Department is custodian of Women Empowerment Policy of Khyber Pakhtunkhwa which was approved in year 2017, and is also mandated to look after various marginalized segments of populations such as women and girls who are victims of violence, economically challenged, persons with disabilities, senior citizens, orphans and drug addicts. The women empowerment mandate of the Department includes empowerment of women through establishment of institutions, referral mechanisms and autonomous bodies across the Province as well as supporting other departments working in this direction. The measures undertaken by the SWWED range from enactments customized and adopted to the local needs, service provisions including institutional care, protection of the vulnerable groups, protection from violence by providing shelters, trainings and courses for starting micro initiatives, holding conferences and seminars, collection of data on various topics, and display and exhibitions of handicrafts and other items for encouragement and provision of platforms for starting small businesses.

Women Empowerment Cell

The Women Empowerment Cell of the Department was established in the year 2004 with the mandate to protect and promote women empowerment and gender mainstreaming agenda at the provincial level. The cell has two Gender Specialists, one Gender Analyst and three support staff members at the Secretariat level. The Department has a Deputy Director and a female Assistant Director at the Directorate level who work closely with Women Empowerment Cell.

Message from the Secretary

The empowerment of women and amelioration of their rights and status is one of the foremost priorities of the Government of Khyber Pakhtunkhwa. The Social Welfare, Special Education and Women Empowerment Department Khyber Pakhtunkhwa has undertaken a commitment to empower women in the province and is displaying explicit resolve for the betterment of women, and other vulnerable population of the Province. In order to improve the status of women in the Province, the Provincial Government has undertaken several initiatives. The Department is formulating and implementing laws, policies and programs that will improve women's access to secure livelihoods and economic resources, eradicate barriers to their participation in public life and political participation, eliminate all forms of violence and discrimination against them, and raise social awareness through effective programs.



The vision of the Department is very clear regarding the protection of women, children and vulnerable population from physical and sexual harassment, inequalities in education, jobs and businesses, injustices in social life, and discrimination at various levels of interaction and livelihood. Every effort including both direct and indirect interventions will, therefore, be undertaken to eliminate all systemic and social evils pitted against women, children and vulnerable population.

Mohammad Idrees Khan

Secretary Social Welfare, Special Education and Women Empowerment Department
Khyber Pakhtunkhwa

Abbreviations

ADP	Annual Development Plan
AIP	Accelerated Implementation Plan
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CNIC	Computerized National Identity Card
COVID-19	Coronavirus Disease 2019
DoP	Directorate of Projects
DVB	Domestic Violence Bill
ESP	Essential Services Package
GMIS	Gender Management Information System
GMSC	Gender Mainstreaming Steering Committee
GBV	Gender-based violence
GFP	Gender Focal Person
HBW	Homebased worker
ITC	Industrial Training Center
KP	Khyber Pakhtunkhwa
KPCSW	Khyber Pakhtunkhwa Commission on the Status of Women
MDs	Merged Districts
MLE	Medico-legal Examination
MoHR	Ministry of Human Rights
NADRA	National Database and Registration Authority
NMD	Newly Merged District
NGO	Non-government Organization
NPO	Non-Profit Organization
P&DD	Planning and Development Department
PPE	Personal Protective Equipment
PWD	Person with Disability
SDG	Sustainable Development Goal
SDPF	Strategic Development Partnership Framework
SDS	Sustainable Development Strategy
SOPs	Standard Operating Procedures
SWWED	Social Welfare and Women Empowerment Department
UNFPA	United National Population Fund
UNODC	United National Office on Drugs and Crime
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
TORs	Terms of Reference
TWG	Technical Working Group
VSO	Victim Support Officer
WEP	Women Empowerment Policy
WCC	Women Crisis Center
WHO	World Health Organization
WPC	Women Parliamentary Caucus

1. Key Legislative Measures

Over the period of years, the Department has carried out extensive and laborious legislative measures that are directly and indirectly connected with the status and rights of women. Some of the recent legislative measures include:

1.1 Legislation for Protection against Harassment of Women at the Workplace

The Protection against Harassment of Women at Workplace Act was passed in the year 2010. The Act was amended and adopted by the Khyber Pakhtunkhwa Government in 2018. Before this law, there was no mechanism in place in the province for reporting workplace harassment. Amongst other things the Act provides for notification of an Inquiry Committee at all workplaces for probing and making recommendations in a reported case of harassment. It has been made imperative on all the government departments, semi-autonomous and autonomous institutions working within the jurisdiction of Khyber Pakhtunkhwa to notify these committees. It also delineates the composition of such Committee, with a mandatory membership of at least one female officer or employee of the department, semi-autonomous and autonomous institute.

Implementation of the Act

In 2019, the first Ombudsperson Secretariat of the province was established in the office of SWWED. Subsequently, renowned lawyer and social activist Rukhshanda Naz was appointed as the first female Ombudsperson of Khyber Pakhtunkhwa in January 2019.

The Ombudsperson office was operationalized in February 2019 and the Ombudsperson is using the Social Welfare Department's premises as her office.

The Office of Ombudsperson has officially directed all public and private sector departments, institutes and other organizations for formation of Standing Inquiry Committees with at least one female member to address cases of sexual harassment. The organizations have also been directed to display the code of conduct in the office for easy access to the staff.

The Harassment Act was amended again in 2019. The modifications dealt with the qualification and powers of the Ombudsperson.



*Ombudsperson KP,
Rukhshanda Naz*

In nineteen months, **108** harassment complaints have been filed in the Ombudsperson Office through Pakistan Citizen Portal, through email, in person and through KP Ombudsman/Federal Ombudsman. **44** relevant cases are in progress. **14** cases have been decided and the rest of the complaints have also been facilitated through linking with the relevant institutions such as the Cyber Crimes Unit or family courts. A database on the status of Inquiry Committees has been launched and notices have been issued to the relevant institutions mentioned in Section 4(d) of the Khyber Pakhtunkhwa Protection against Harassment at the Workplace Act, 2018. To establish Standing Inquiry Committees in each institution according to the law, initially more than **1100** notices have been issued to the government and non-government institutions as mentioned in the Act.

108
complaints filed

44
cases in progress

14
cases decided

1100
notices issued for the
formation of Inquiry
Committees

As a response to the notices, several institutions, such as the Governor Secretariat, Chief Minister Secretariat, Chamber of Commerce and several non-government institutions, have notified their Inquiry Committees.

The Ombudsperson Office is collaborating with UN Women Pakistan for effective implementation of the Protection against Harassment at Workplace Act. A database has been developed for online registration and pursual of complaints regarding harassment at workplace. A Toolkit has been developed and launched for understanding harassment and its legal provisions. The toolkit will be used to train the duty-bearers and is useful for all stakeholders including the complainants.

1.2 Enforcement of Women's Property Rights

In order to guarantee protection to the rights of ownership and possession of properties by women, and to ensure that such rights are not violated by means of harassment, coercion, force or fraud and for other matters connected therewith, the government of Khyber Pakhtunkhwa enacted the Khyber Pakhtunkhwa Enforcement of Women's Property Rights Act, 2019.

Under the Act, a woman deprived of ownership or possession of her property by any means may file a complaint to the Ombudsperson if no proceedings in a court of law are pending regarding that property. However, the Ombudsperson, on its own motion or on a complaint filed by any person including a non-governmental organization, may also initiate action in relation to the ownership or possession of a woman's property, if no proceedings are pending in a court in respect of that property. On conclusion of

the proceedings, if the Ombudsperson finds that the complainant has been illegally deprived of ownership or possession of her property, s/he would direct the Deputy Commissioner or a state functionary or any private person to take steps so as to restore or confer possession or title of the property to the complainant, including measures to protect such title. The Ombudsperson may, where deemed fit, direct the officer-in-charge of a police station for such assistance as may be required for the purpose of implementing the orders.

Since December 2019, 59 applications have been filed in the Ombudsperson Office and all cases are in process.

**PROVINCIAL ASSEMBLY SECRETARIAT
KHYBER PAKHTUNKHWA**

NOTIFICATION
Dated Peshawar, the 21st October, 2019.

No. PA/Khyber Pakhtunkhwa/Bills-73/2019/10081.— The Khyber Pakhtunkhwa Enforcement of Women's Property Rights Bill, 2019 having been passed by the Provincial Assembly of Khyber Pakhtunkhwa on 14th October, 2019 and assented to by the Governor of the Khyber Pakhtunkhwa on 17th October, 2019 is hereby published as an Act of the Provincial Legislature of the Khyber Pakhtunkhwa.

THE KHYBER PAKHTUNKHWA ENFORCEMENT OF WOMEN'S PROPERTY RIGHTS ACT, 2019.
(KHYBER PAKHTUNKHWA ACT NO. XLIV OF 2019)

(First published after having received the assent of the Governor of the Khyber Pakhtunkhwa in the Gazette of the Khyber Pakhtunkhwa, (Extraordinary), dated the 21st October, 2019).

**AN
ACT**

to protect and secure the rights of ownership of women in the property in the Province of the Khyber Pakhtunkhwa.

WHEREAS, it is expedient to provide for the protection of the rights of ownership and possession of properties owned by women, ensuring that such rights are not violated by means of harassment, coercion, force or fraud and for the matters connected therewith or incidental thereto;

It is hereby enacted as follows:

- 1. Short title, extent and commencement.**—(1) This Act may be called the Khyber Pakhtunkhwa Enforcement of Women's Property Rights Act, 2019.
- (2) It shall extend to the whole of the Province of the Khyber Pakhtunkhwa.
- (3) It shall come into force at once.
- 2. Definitions.**— In this Act, unless the context otherwise requires, the following expressions shall have the meanings hereby respectively assigned to them, that is to say:-

000

1.3 Legislation on the rights of Senior Citizens and the Senior Citizens Welfare Council

The Khyber Pakhtunkhwa Senior Citizens Act was promulgated in the year 2014. Under this Act the Government of Khyber Pakhtunkhwa has established a council known as the Khyber Pakhtunkhwa Senior Citizens Welfare Council. The Act confers wide-ranging powers on Council for ensuring provision of many privileges to the elderly citizens reflected in the law. Under the Act, the process of registration of senior citizens has started. Senior citizens will be issued special cards which will allow them free-of-charge entry to public facilities including recreational places. Senior citizens will have access to separate counters in hospitals, discounts on health services, and membership of Senior Citizens Corps organization. Senior citizens in need of economic support will also receive financial assistance.

1.4 Khyber Pakhtunkhwa Commission on the Status of Women (Autonomous Body)

The Khyber Pakhtunkhwa Commission on the Status of Women Act was passed in the year 2016 to replace a 2009 law on the same subject. The new law has been enacted to make the Khyber Pakhtunkhwa Commission on the Status of Women (KPCSW) – an autonomous statutory advisory body notified under the previous Act – more effective, and to increase the say of the Commission in future legislation and policymaking related to the status of women in the province. The changes made in the new law are related to

composition of the commission as well as financial powers, which is aimed at giving financial autonomy to the commission. Dr. Riffat Sardar was appointed as Chairperson KPCSW in June 2019.

Mandate and Functions of KPCSW:

Mandate of KPCSW under the Khyber Pakhtunkhwa Commission on the Status of Women Act, 2016 is:

- To examine the policy, programs, projects and other measures taken by Government, for women development and gender equality
- To assess implementation and make suitable recommendations to the concerned authorities for effective impact
- To review all provincial laws, rules and regulations affecting the status and rights of women and suggest repeal, amendments or new legislations essential to eliminate discrimination
- To safeguard and promote the interests of women and achieve gender equality in accordance with the Constitution of the Islamic Republic of Pakistan and obligations under International Covenants and commitments.
- To monitor the mechanism and institutional procedures for redress of violation of women's rights, individual grievances and facilities for social care
- To undertake initiative for better management and efficient provision of justice and social services through the concerned forums and authorities
- To examine the policies/programs and plans of each department to ensure that they address gender concerns adequately



*Chairperson KPCSW,
Dr. Riffat Sardar*

1.5 Child Protection and Welfare Commission (Autonomous Body)

The Khyber Pakhtunkhwa Child protection and Welfare Act was enacted in 2010. The law includes several offences against children with prescribed punishments. The offences incorporated in the Act include child pornography, child sexual abuse, buying and selling of child organs, corporal punishment, child begging and child trafficking.

Experts on the subject believe that in comparison to other provinces, KP's Child Protection Act is more comprehensive and deals with a variety of issues. The Child Protection and Welfare Commission of the Social Welfare and Women Empowerment Department has been working on how to improve the law and to ensure its proper implementation, and has been contemplating to include provisions related to referral mechanisms and coordination between stakeholders, including police, probation, prosecution and prison departments. The KP Child Protection and Welfare Act has now been included in curriculum of police training college. The KP Government has been in contact with police, NGOs, lawyers and courts, so that all of them could invoke its provisions, when required.

1.6 The Lissaail-i-Wal Mahroom Foundation (Autonomous Body)

The Khyber Pakhtunkhwa Lissaail-i-Wal Mahroom Foundation Act, 2015 provides for the establishment of a foundation for the welfare of the indigent and dispossessed persons including widows and persons with disabilities in the Province of Khyber Pakhtunkhwa. The law provides for financial assistance for health, education, trainings, tools, equipment, shelters, and enterprises in line with the spirit of well-being of the people as envisaged in the Constitution of the Islamic Republic of Pakistan. The special needs of widows, who cannot meet their requirements for food, shelter, health, training, small business, education and permanent rehabilitation are particularly addressed by this law. Under the Act, the Government of Khyber Pakhtunkhwa has established a foundation known as the Khyber Pakhtunkhwa Lissaail-e-Wal Mahroom Foundation. The Act was amended in the year 2019 according to which there shall be a Managing Director of the Foundation, who shall be posted by the Government from amongst the Officers in BPS-20 and above from PAS, PMS or PCS.

1.7 In-process legislations related to ending violence against women

The Social Welfare Department is working vigorously towards the enactment of the following bills related to ending violence against women and girls:

a. Domestic Violence Bill (DVB):

The Khyber Pakhtunkhwa Domestic Violence Bill, 2019 was introduced in the Provincial Assembly of Khyber Pakhtunkhwa in October 2019. The bill was sent to a special parliamentarian select committee for further discussion. The Select Committee has cleared the bill after detailed discussions, and it is anticipated that it will be tabled before the Assembly for enactment soon.

The Domestic Violence Bill will be a major achievement with regards to the Department's efforts towards improving the status of women in the province.

b. Child Marriage Restraint Bill (CMRB):

The Department has finalized the draft of the Khyber Pakhtunkhwa Child Marriage Restraint Bill, 2020 to replace the colonial-era Child Marriage Restraint Act, 1929. The proposed Bill has been designed to address the most controversial issue related to the minimum age of marriage for a female. A working group, organized by the Khyber Pakhtunkhwa Child Protection and Welfare Commission of the Social Welfare Department, deliberated the problems associated with child marriages, and concluded that the permissible age for marriage for both female and male should be 18 years. The proposed bill has assigned punishment of up to three years imprisonment and a fine worth PKR 45,000 imposed on those who are involved in this offence. The offence, as per the proposed CMRB, will be regarded as a non-bailable, non-compoundable and cognizable offence, and courts should conclude the trial within 90 days. The nikah registrar will also be required to examine and verify the computerized national identity card of both the groom and the bride to provide the marriage registration documents. The department is closely working with Women Parliamentary Caucus (WPC) and UN Women for advocacy on this bill.

c. Acid and Burn Prevention and Rehabilitation Bill:

The Social Welfare and Women Empowerment Department is also making stringent efforts for the enactment of the Khyber Pakhtunkhwa Burn Prevention and Rehabilitation Bill, 2019. The law would result in ensuring adequate medical, legal and rehabilitation services for burn victims, and enhancing the transparency and accountability of elected representatives. The bill has been drafted and a consultative meeting was held with parliamentarians, relevant government departments and civil society.

2. Institutional Measures

The services of the SWWED include, but are not limited to, the establishment, management and administration of the following important institutions and facilities for protection and empowerment of women.

2.1 Women Crisis Centers/Darul Amans

The Department has established eight women shelter homes in the province known as Darul Amans (DuAs) or women crisis centers (WCCs). Shelter, food, clothing, and religious and vocational education are provided free-of-cost in these centers to women survivors of domestic violence, GBV, or poverty. At present, five Dar-ul-Amans are operating

under the administration of Social Welfare Department in Khyber Pakhtunkhwa in Swat, Mardan, Abbottabad, Haripur and Peshawar. Three more shelter homes are in the process of making in Chitral, Bannu and Mansehra. Each Darul Aman has different accommodation capacity for more than 70 female residents at a time.

SWWED has recently developed SOPs for Darul Amans with the support of UN Women to maintain uniformity and quality of services.

Main features of Darul Aman SOPs are:

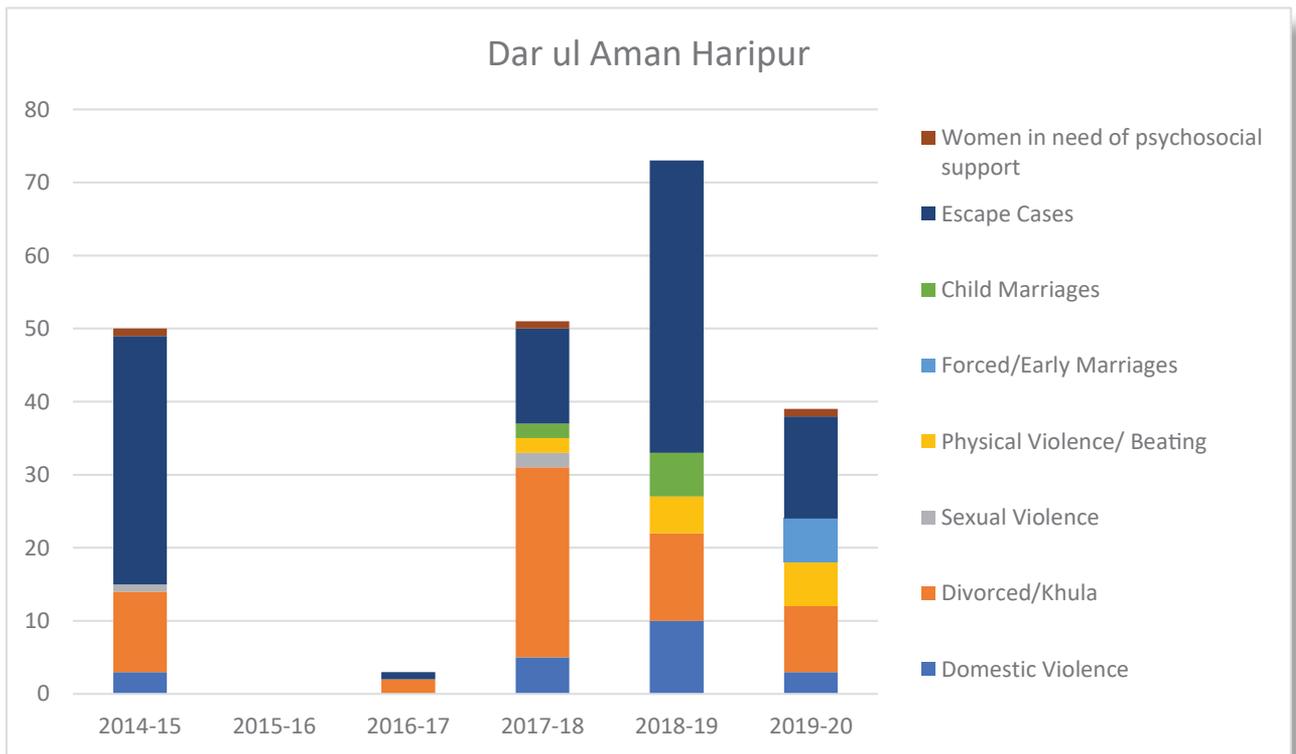
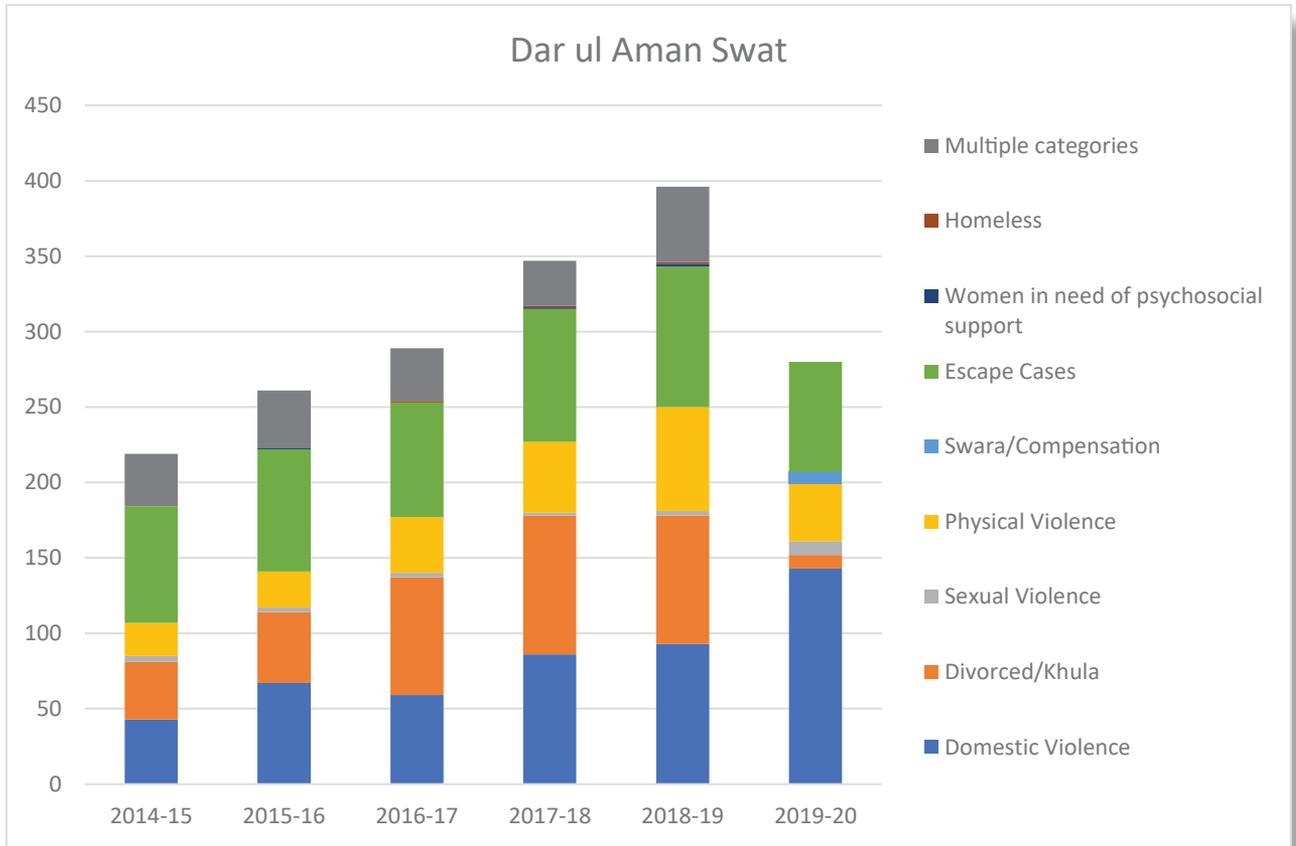
- ✓ Complete security will be ensured.
- ✓ Food, clothing, bedding and other basic needs will be met.
- ✓ Medical care will be provided.
- ✓ Psychosocial support will be provided.
- ✓ Confidentiality of the residents will be maintained.
- ✓ The record and data of DuA/WCC will be accessible only by the concerned staff.

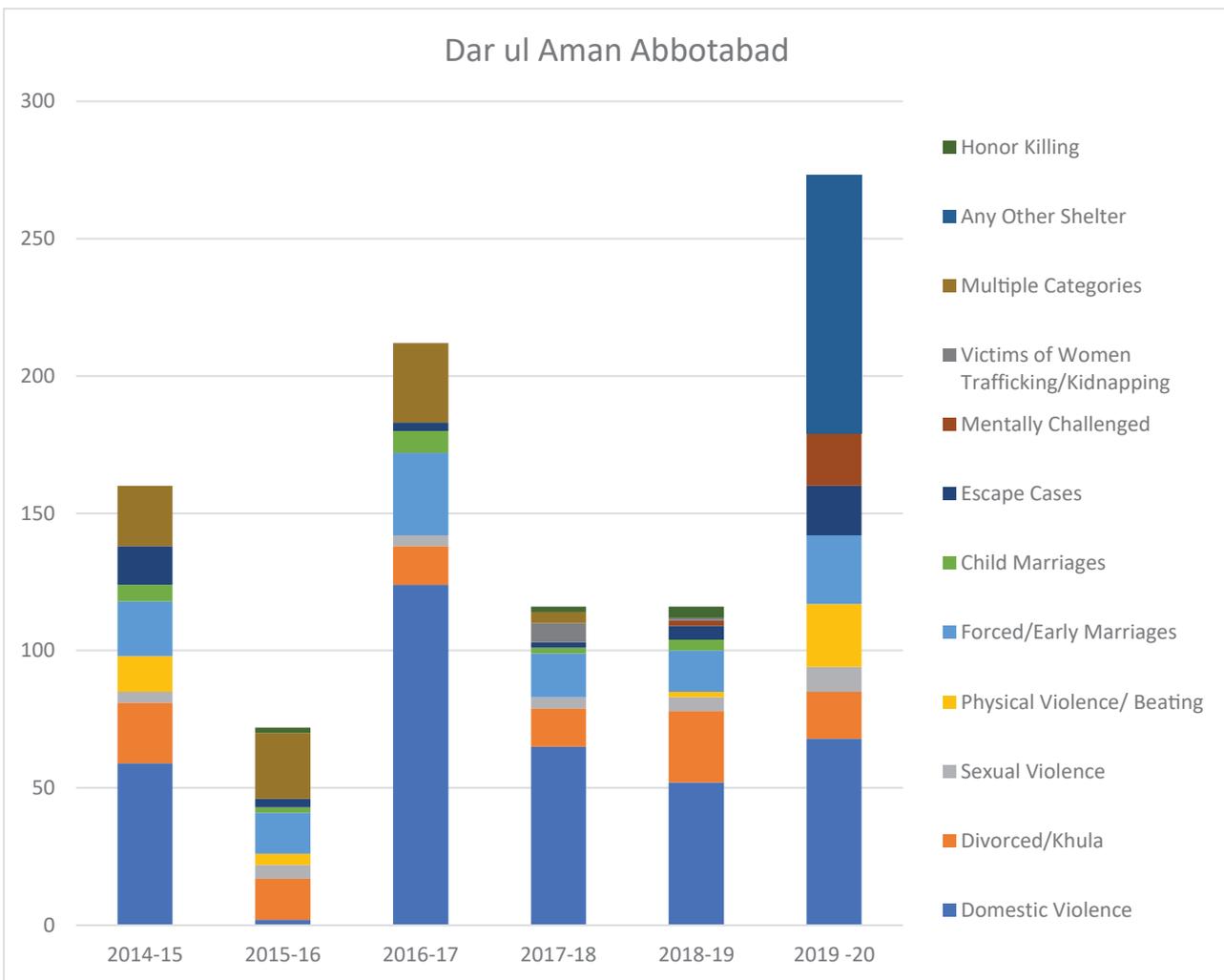
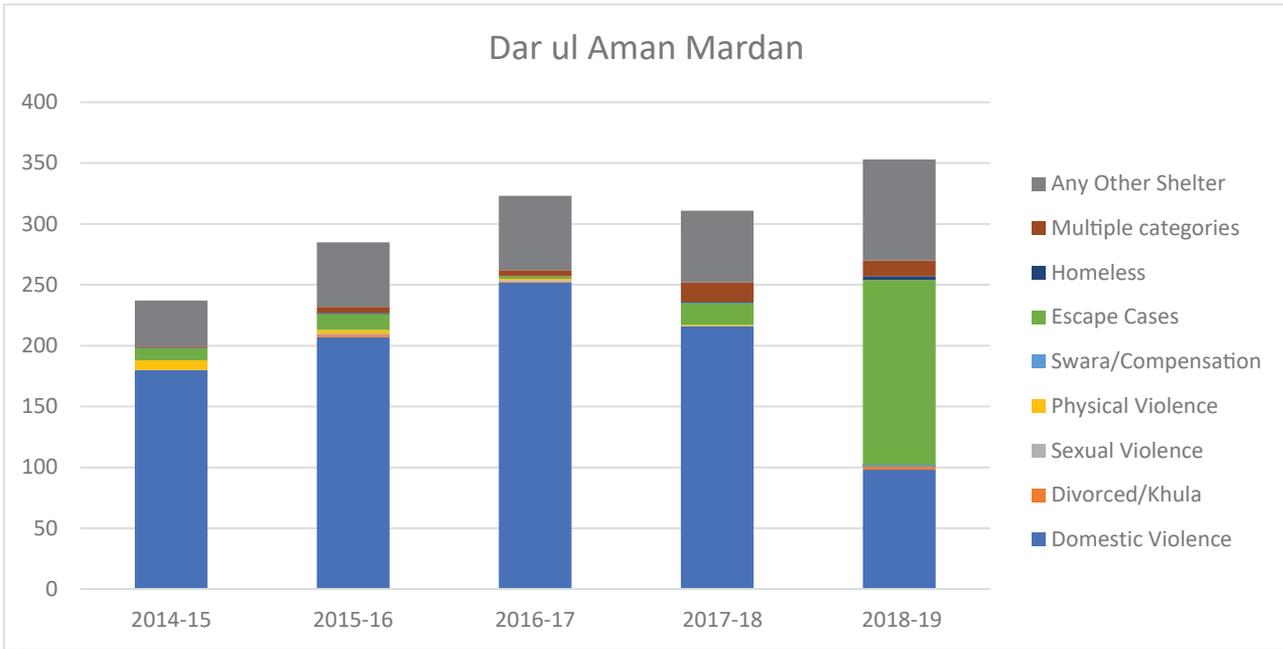
The table below shows total number of cases in each Darul Aman in the past five years:

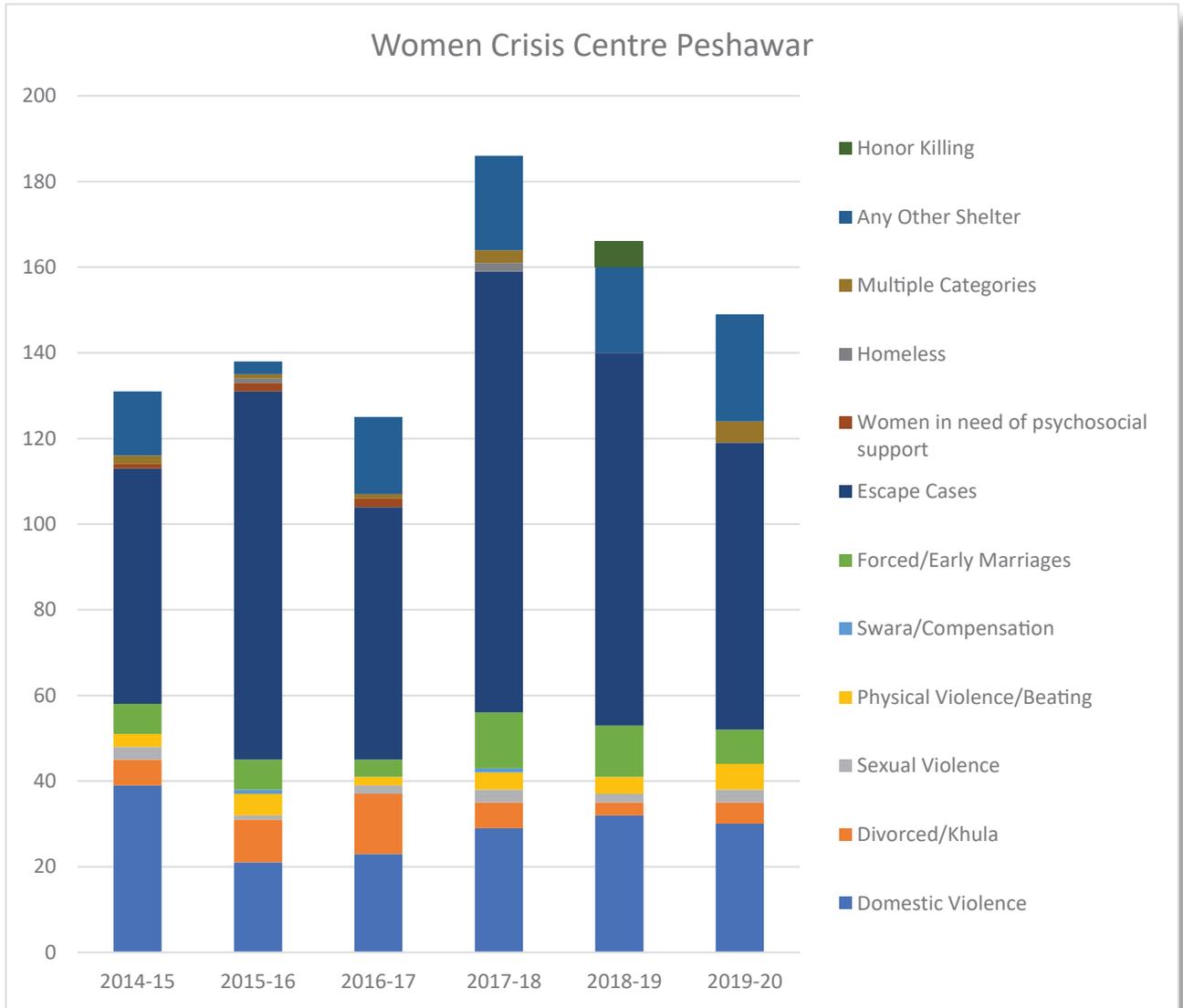
Darul Amans (DuA)/Women Crisis Centers (WCC) in Khyber Pakhtunkhwa			
S. No.	District	Status	Total No. of cases in the last 5 years
1	Peshawar	Functional	896
2	Abbottabad	Functional	1009
3	Swat	Functional	1850
4	Mardan	Functional	1760
5	Haripur*	Functional	397
6	Chitral	In-Progress	-
7	Bannu	In-Progress	-
8	Mansehra	In-Progress	-
Total			5912
*DuA Haripur was closed because of a court case and was reopened in 2017			

Table 1 DuAs/WCCs in KP

District-wise and yearly natures of cases in the last five years









2.2 Industrial Training Centers (ITCs)

For the economic empowerment of women, the Department has established 235 ITCs under Revenue fund, and 120 ITCs under ADP in 24 districts of Khyber Pakhtunkhwa. In these centers, local women receive free training courses on various income-generating skills including embroidery, sewing, knitting and stitching.



S. No	District	Total No of ITCs	Beneficiaries (Regular ITCs)			Beneficiaries (ITCs under ADP)		
			2017-2018	2018-2019	2019-2020	2017-2018	2018-2019	2019-2020
1.	Battagram	03	00	00	00	29	30	35
2.	Nowshera	21	248	254	245	206	212	00
3.	Karak	08	68	67	84	155	174	172
4.	Buner	07	74	77	70	83	65	75
5.	Charsadda	11	158	137	168	45	37	50
6.	Malakand	08	97	94	106	72	74	62
7.	Chitral	13	260	256	298	214	606	180
8.	Dir Lower	15	45	62	53	58	50	47
9.	Shangla	03	40	43	45	34	38	40
10.	Abbottabad	08	27	34	38	23	107	97
11.	Swat	13	85	87	89	166	136	159
12.	Kohistan	03	00	00	00	46	28	32
13.	Tank	04	20	23	19	62	70	81
14.	DI Khan	10	160	145	146	322	159	87
15.	Hangu	04	54	66	20	55	45	25
16.	Tor Ghar	02	00	00	00	00	00	00
17.	Swabi	17	155	165	160	280	295	290
18.	Mardan	20	238	226	273	355	396	430
19.	Lakki Marwat	08	191	87	05	132	138	128
20.	Bannu	14	201	187	221	104	84	58
21.	Peshawar	21	185	160	171	510	530	490
22.	Haripur	04	00	00	00	120	130	150
23.	Dir Upper	04	20	26	22	122	80	80
24.	Mansehra	14	274	197	180	74	58	55
Grand Total		235	2399	2393	2413	3267	3539	2823

Table 2 Regular and ADP funded ITCs since 2017

2.3 Working Women Hostels

Currently two hostels for working women are operating in the province with a total of 100 number of residents. Working women hostels facilitates accommodation to women working in the government and non-government organizations. The hostel facility will be expanded to other districts of the province.

The Department has notified SOPs for hostels to ensure conformity with standards of operations and services.

2.4 Bolo Helpline

A GBV helpline BOLO was established in December 2016 with the financial support of Trocaire and Australian Aid. It was established at Directorate of Social Welfare and Women Empowerment KP. The helpline provides services of centralized database of victims of GBV and persons across KP, integration of services, immediate psychological support, referral services, awareness on basic rights and legal aid in consultation with lawyer's panel 24/7 via toll free number (0800-22227).



The social mobilization and awareness regarding this service was done by ACT with funding support of Trocaire. Initially the project targeted only those districts where government's women crises centers are available (Mardan, Peshawar, Swat and Abbotabad), along with ACT existing program districts (Swabi and Nowshera). Simultaneously, with the activation of women crises centers in other districts, the mobilization and awareness were extended to other districts.

Helpline Objectives

- ✓ To ensure accessibility of services to survivors of violence.
- ✓ To extend program outreach to improve GBV response services and provide emergent and essential support.
- ✓ To develop a database of victims on basis future plans for GBV programming and track response mechanism can be made.

In addition, an emergency transport service called the Mobile Crisis Unit has also been started. The MCU may be used for immediate medical aid, transportation of a violence survivor to a safer place, and security services.



The MCU is used for:

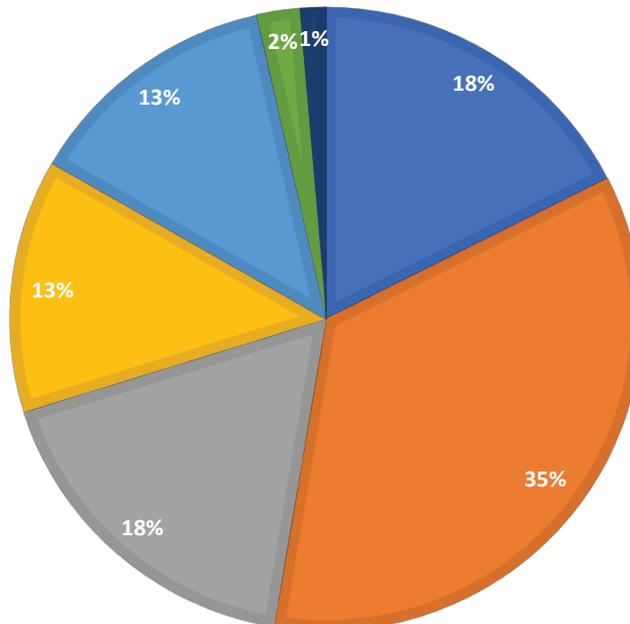
- ✓ Immediate Medical Aid
- ✓ Transportation of violence victims and survivors to a safe location
- ✓ Security services



The chart below demonstrates the number and nature of calls received from March to August 2020:

NATURE OF CASES MAR - AUG 2020

■ Maintenance ■ Legal Aid ■ Violence ■ Information ■ FIR/Police Protection ■ Medical ■ Shelter



The table below shows the present status of GBV cases:

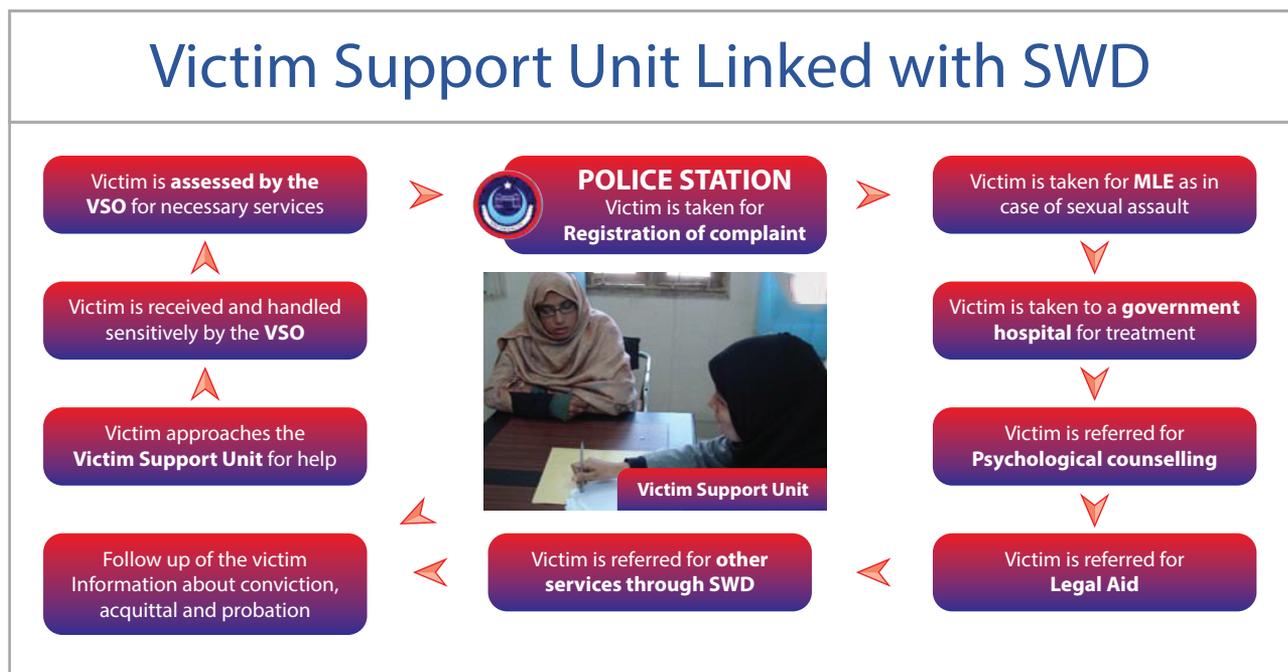
S.No.	Nature of the Cases	No. of Cases
1	Awareness	12
2	Legal Aid	20
3	Medical Aid	1
4	Legal Counselling	27
5	Shelter	1
6	Psychosocial support	15
7	Domestic violence	15
8	Maintenance	13
9	Others	3
Total		105

Table 3 Present status of GBV Cases at BOLO

Referral Coordination Mechanism

In order to support victims of violence, consultative meetings have been done with Police, Health Department and Justice System Support Program (JSSP) for development of Referral Coordination Mechanism. Victim Support Officers have been appointed at Police Department to support the Victims of Violence. Social Welfare Department has also initiated **One Stop Unit** at hospitals for violence survivors at divisional level. Initially this setup has been established in Peshawar and will be extended to other divisions.

This mechanism includes technical assistance in policy advice, development of a mechanism of cooperation for the network members, formulation of a communication strategy for the network, and establishment of Victim Support Services by KP Police.



3. Special Initiatives

The Government of Khyber Pakhtunkhwa is mandated to take concrete steps towards empowerment and protection of women in the province. In this regard, the SWWED has taken several important initiatives to further its women empowerment agenda. Some of the major ones are:

3.1 Women Empowerment Policy (WEP) 2017

The Khyber Pakhtunkhwa Women Empowerment Policy was formulated in 2014 and was reviewed in 2017, and unanimously passed in the same year by the Provincial Assembly of Khyber Pakhtunkhwa. The WEP focuses on social inclusion, political participation and empowerment, access to justice, and economic empowerment of women. The implementation and monitoring of the WEP is the responsibility of the SWWED. However, the policy cuts across the mandate of many departments, therefore, the implementation responsibility is shared among all concerned stakeholders under a systematic arrangement.



The objectives of the WEP is 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; and strengthening monitoring, evaluation, audit and data system and reporting.

3.2 Signing of MoU with UN Women Pakistan

In January 2019, the SWWED inked an MoU with UN Women Pakistan. The document was signed by Secretary SWWED Mohammad Idrees and Deputy Representative UN Women Pakistan Aisha Mukhtar. Chief Minister Khyber Pakhtunkhwa, Mahmood Khan was the chief guest of the ceremony. Under the MOU, SWWED aims to work on the better implementation of Women Empowerment Policy Of KP 2017.



3.3 Notification of Gender Mainstreaming Steering Committee (GMSC)

In April 2019, the Competent Authority constituted and notified the Gender Mainstreaming Steering Committee (GMSC) for the implementation of the Khyber Pakhtunkhwa Women Empowerment Policy 2017. The provincial minister for Social Welfare would be Chairperson of the Committee while Chief Secretary Khyber Pakhtunkhwa, Additional Chief Secretary, P&D Department, Chairperson KPCSW, Ms. Sajida Hanif, Member, Provincial Assembly Khyber Pakhtunkhwa as members, and Secretary to Government of Khyber Pakhtunkhwa Social Welfare & Women Empowerment Department as Member cum Secretary.

Terms of References (TORs) of the Committee are:

- The GMSC shall provide strategic direction to reforms visualized in the Khyber Pakhtunkhwa Women Empowerment Policy 2017.
- The Committee shall monitor the work towards achievement of the Khyber Pakhtunkhwa Women Empowerment Policy 2017.
- The Steering Committee shall assess the deliverables produced by the stakeholder departments, to guide and review the work of SDPF/SDS and individual departments towards policy goals.
- GMSC will meet on regular time intervals preferably bi-annually.

3.4 Baseline Study for WEP Implementation:

In order to obtain a clear understanding about the status of women empowerment initiatives at the provincial level and relevant departmental levels, the SWWED conducted a baseline study jointly with UN Women. Education, Finance, Health, Home and Tribal Affairs, and Planning and Development Departments were included in the first phase of the study.

3.5 Orientation Workshop on WEP

On 24 July 2019, SWWED and UN Women jointly organized an orientation session on Women Empowerment Policy, 2017. This orientation workshop was aimed to provide awareness and orientation to all government departments enabling them to understand the policy prescriptions, which will help them align their Annual Work Plans accordingly. The event was moderated by Syeda Nudrat Gender Specialist II of Social Welfare Department and was attended by representative of 14 provincial government departments, Women Parliamentary Caucus, KPCSW, UN agencies and civil society organizations.



Director Social Welfare, Special Education, Women Empowerment Department (SWWED) of KP Abdul Ghafour Shah while addressing an orientation session on WEP 2017 said, “The province's Women Empowerment Policy substantiates the government’s strong commitment towards dealing with challenges in the way to achieving women’s empowerment”.



3.6 Development of action plan for WEP implementation

The SWWED has formulated a draft action plan for the effective implementation of the WEP 2017. The action plan consists of priority actions to be undertaken in 5 years by SWWED in collaboration with all other relevant departments and are identified under the guidelines from the policy focus areas and prescriptions.

3.7 Sectoral guidelines for integrating WEP-2017 in the sectoral plans and programs

The SWWED in collaboration with UN Women Pakistan has drafted broad gender guidelines for providing support to relevant departments for integrating WEP 2017 in their sectoral plans, programs and policies. These guidelines will exclusively engage the service providers and government agencies to articulate women specific needs, effective planning and implementation to ensure inclusive and better-quality service provision and accountability. Yet, each department can further develop SOPs based on distinct institutional arrangements to account for the specific inclusive service delivery outcomes



3.8 Re-notification of provincial CEDAW Committee

The provincial CEDAW Committee was reconstituted and re-notified in a meeting held on 18 April 2019. The Committee will lead and overview the implementation of process of CEDAW at the Provincial level and will contribute to CEDAW



reporting process. The first meeting of the re-notified CEDAW committee was held to discuss the observations and issued in KP's 5th CEDAW periodic report. The meeting was chaired by Secretary Social Welfare and attended by Director and Deputy Director MoHR Islamabad. All the relevant departments attended and participated in the discussion.

3.9 Gender Management Information System (GMIS)

The Department has started to develop a Gender Management Information System (GMIS) with the technical support of United Nations Population Fund (UNFPA). This initiative will serve to have a systematic database of sex disaggregated data and gender results, to keep track of gender progress and gaps in the mandated agenda of Women Empowerment Policy.



A meeting was recently held at the SWWED to develop the indicators for GMIS.

3.10 Identification and nomination of Gender Focal Persons (GFPs)

Identification and nomination of Gender Focal Persons (GFPs)/alternate GFPs for CEDAW/SDG5/Women Empowerment Policy 2017 is another concrete breakthrough for increased access to justice system for women victims of violence with optimal use of resources. A total of 20 departments have nominated their respective GFP and Alternate GFPs. These officers/officials are oriented on the detailed outlines of subject and are playing their respective role with increased sensitivity around human vulnerability in planning and development. Although, due to COVID-19 challenges, some delay in further strengthening their role has occurred, slowly coordination mechanisms is gaining momentum.

3.11 Essential Services Package (ESP)

SWWED is mandated to frame policies for women empowerment besides planning and coordination of social welfare activities and projects including coordination with UN Agencies. The United Nations Joint Global Program on Essential Services for Women and Girls subject to Violence aims to provide greater access to a coordinated set of essential and quality multi-sectoral services for all women and girls who have experienced gender-based violence. ESP is implemented through the technical expertise of four UN agencies including UNFPA, UN Women, UNODC, and



WHO – each leading in coordination, and governance, social services, justice and police and health sectors respectively. UN Women along with other UN agencies initiated the process of contextualization of ESP with respective departments including SWWED.

3.12 Economic Empowerment of homebased workers (HBWs)

In order to celebrate International Women's Day, SWWED in collaboration with UN Women organized an exhibition for the promotion of the handicrafts prepared by women homebased workers (HBWs). Various handmade and machine-made local crafts including embroidery items, frames, decoration pieces, stitched clothes and woolen items were displayed in the exhibition.

The main objective of the event was linking the rural women with the local market and financial institutions. Minister for Information Shaukat Yousafzai was the chief guest of the occasion. Secretary SWWED Mohammad Idrees was also present at the event.



The Department has taken several concrete measures for the economic empowerment of women homebased workers. In this regard, 3000 homebased workers have been trained in Districts Peshawar and Swabi.



3.13 Women Empowerment in Merged Districts (MDs)

Under the umbrella of signed MOU between SWWED and UN Women, both institutions are working together for formulating strategies and interventions focusing on merged districts aiming for protection and economic development of women.

A Technical Working Group (TWG) was notified under the chair of Secretary SWWED and membership from various important and relevant stakeholders including but not limited to NADRA, KPCSW, Local Government, Bureau of Statistics and Pakistan Baitul Maal. The purpose of the TWG was to oversee the CNICs registration,



awareness raising and linkages of facilitated beneficiaries with the available social services and social protection schemes.

Under this intervention 10,000 women from NMDs have been facilitated to get CNICs and 4000 connected with social protection services. Moreover, trainings on gender mainstreaming were organized and were attended by 71 government officials



from merged districts and provincial departments. SWWED district offices at NMDs also supported UN Women's Gender Profiling study of the merged districts aimed at analyzing the area with the gender lens, identify gender equality gaps and provide the policy and programme planners clear findings and recommendations for the future course.

A mapping of the available social services for women in the merged districts was also carried out. This mapping will help enhance the beneficiary base of the department in the merged districts. Following the mapping, awareness sessions were conducted with women and girls in the merged districts on the available services and linked with the Zakat funds of SWWED. The district support to SWWED also identified and profiled 70 gender influencers from the merged districts who can be trained to become effective change agents and influence the rigid cultural and tribal traditions obstructing gender equality in the merged districts.

Trainings on Gender Mainstreaming:

Three trainings on gender mainstreaming was conducted jointly by SWWED and UN Women for 71 government officials ranging from planning, implementation to policy level officials. These departments that participated in these trainings include local government, NADRA, Health, Education, Agriculture, P&DD, DoP, Finance and Social Welfare. The main purpose of these trainings was to build the capacities of local stakeholders on gender mainstreaming at policy, research, advocacy, legislation, resource allocation, planning, implementation and monitoring in view of the Accelerated Implementation Plan (AIP) for the MDs.



4. COVID-19 Response

In the contexts of emergencies and crisis, structural inequalities intensify, and vulnerabilities of disadvantaged segments amplify. Women who are living in shelter homes are subjected to higher discrimination than other women, and during the COVID-19 outbreak these vulnerabilities have increased.

The Department of Social Welfare, Special Education and Women Empowerment remained committed to fulfil its protection mandate and to deal with the caseload of several types of vulnerabilities in the province during the COVID-19 outbreak. In order to respond to the pandemic, the Department of Social Welfare is working with other relevant departments and organizations at provincial level for mass awareness on precautionary measures to prevent the transmission of COVID-19. The department is also aiding to the vulnerable groups of people in need and all efforts are directed at ensuring that most vulnerable are protected and facilitated at this difficult time.

4.1 Preliminary Measures:

Guidelines/SOPs during COVID-19 Pandemic:

- Guidelines were developed for admission and release of women survivors to and from Darul Amans/Women Crises Centers Peshawar, Mardan, Swat, Haripur Abbottabad, and for the preventive measures during COVID-19 Pandemic.
- Standard Operating Procedures were issued for mobilization of NPOs and undertaking of relief activities.

SWWED as Lead Institution for Protection Working Group KP: The Provincial Disaster Management Authority KP designated the Department of Social Welfare and Women Empowerment as lead institution for Protection Working Group. The department facilitates the working group meetings and takes lead in all protection relevant interventions in collaboration with relevant UN agencies.

Psychosocial Support: SWWED, with support of UN Women, deployed two female psychologists in women crisis centers who provided psychosocial counselling to women survivors of violence during the present times of crisis. The psychologists supported women to cope with the problems in their personal lives as well as the stress that had been created by the pandemic. In order to deal with the mental health challenges of affected women, the staff of the crisis centers have also been trained in psychosocial health. Regular group and individual psychosocial support counselling sessions were conducted for GBV survivors/residents of DuAs.

Hygiene kits: Hygiene kits were provided to women residents of the shelters as part of the COVID-19 response. So far 15,795 hygiene kits have been distributed in the Merged Districts. Hygiene awareness sessions have also been conducted with women in MDs.

Preparations of PPEs: In response to the COVID-19 pandemic, 3685 PPEs and more than 61,000 masks were prepared by women in skill development centers. These women were trained for making masks and PPEs for two months. These PPEs and masks were distributed free-of-cost to hospitals and government offices.

Food Packages: The crisis has resulted in limited employment and earning opportunities thus impacting economic stability of the daily wage workers and other informal workers including women. The Department of Social Welfare and Women Empowerment distributed food packages among the daily-wage workers and deserving families.

Activation of Helpline: Due to upsurge in the cases of gender-based violence, the BOLO Helpline was activated for women in distress. The helpline provides support to GBV survivors through emergency response and referrals to relevant services. Six staff members were hired for the helpline during COVID-19 lockdown with support of UNFPA.

Social Media Campaign: The social media campaign started on 20 June 2020 and included:

- Ten Public Service Announcement (PSA) messages in the form of creatively designed digital posters in Urdu
- Video messages in Pashto by Mr. Muhammad Idrees Khan, Secretary Social Welfare and Women Empowerment Department and Dr. Riffat Sardar, Chairperson KPCSW
- Awareness message regarding BOLO helpline in the form of a digital poster
- Link and recording of a special program highlighting prevention of pandemic and domestic violence against women
- Awareness on roles and projects of the Department and KPCSW
- Recordings of messages in Pashto broadcasted on radio channels and published on social media pages.

