



Timeline: Gender Equality in Review
Pakistan Country Office
Year 2014

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1. Foreword

With UN Women's diverse partnerships and globally recognized initiatives to 'make a difference', 2014 saw a rejuvenated agenda for development - socially, politically, and economically.

A South-South cooperation of all eight South Asian countries placed the role of women in elections and political processes, including their leadership in decision-making on the agenda both at the national and regional levels. This exchange successfully brought out commonalities of problems faced by women in their political empowerment, and their underlying drivers. Adoption of a Joint Resolution sets a vision and key actions to promote women's political empowerment, ensuring they translate into achievements.

In pushing for political and institutional change to economically empower women, over 21,350 informal home based women workers benefitted from improved registration services that recognize them as formal workers. These women also benefitted from social security benefits and health insurance schemes, access to micro-credit loaning schemes and skills enhancement training such as becoming food secure (by growing their own foods) as an income generating opportunity. An innovative practice guided by UN Women was a strengthened private-public sector partnership between the Bank of Azad Jammu and Kashmir and the Women's Development Department. The Department on behalf of the State Government agreed to give PKR 3.2 million (USD 31,650) to the Bank as payment for the mark-up on a micro-credit loan scheme to support vulnerable women workers trained by the department's centres to establish small businesses, form market linkages and benefit from development.

Looking forward, the next few years will be a critical time for development. As the 2015 target date approaches for reaching the Millennium Development Goals, a wide range of activities are being undertaken on identifying priorities of a post-2015 development agenda. We are confident that the first ever universal sustainable development agenda will include a comprehensive and transformative goal on achieving gender equality and empowering women and girls everywhere.

With a global call to "step it up" for gender equality and a "Planet 50:50 by 2030", UN Women will continue its support to the Government of Pakistan and stakeholders to take stronger measures to close the gap of inequalities faced by women and girls.

Jamshed Kazi
Country Representative
UN Women Pakistan



2. One UN Coordination on gender equality commitments

UN goes ORANGE against gender violence

The United Nations (UN) takes a firm stand on gender violence, and particularly violence against women, calling it “a global pandemic that destroys lives, fractures communities and holds back development.” Numbers provided by UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women, say that in recent years, 1 in 3 women has been the victim of physical or sexual violence, 120 million girls have been forced into sexual activity, and 133 million have undergone genital mutilation.

This year, a global call to “Orange YOUR Neighbourhood” galvanized UN colleagues to stop violence against women. “Orange YOUR Neighbourhood” is part of the UN Secretary-General’s campaign UNiTE to End Violence against Women. The theme carries through related events during the 16 Days of Activism against Gender-Based Violence, which runs between 25 November and 10 December, Human Rights Day, and beyond.

The United Nations Inter Agency Group on Gender Equality (IAGonGE) led by UN Women advocated and lobbied for UN commitment and action to prevent and eliminate violence against women and girls. The IAGonGE stimulated the support of Agency personnel and partners and key stakeholders to display the colour orange as a symbol of hope for a future free from violence against women and girls. Commemorations in Pakistan, saw colleagues, both men and women sign commitments to stop violence against women and girls, share messages to raise awareness on the issue, and display the colour orange to symbolize their commitment and hope for a safe future for all women.

UN Women Pakistan developed and disseminated awareness raising material across all agencies. Messages were uploaded onto websites, social media sites and shared across the globe.

Messages of solidarity

“Stop Violence Against Women (VAW) - 365 Days” (UNODC)

“It’s everybody’s business -
Stop and say NO to all forms of violence” (UNOPS)

“Human Rights is not optional - stop VAW” (IOM)

“We should discourage the system which
stimulates frustration to make VAW” (UNRCO)

Promoting accountability

The UN System-Wide Action Plan (UN-SWAP) on Gender Equality and the Empowerment of Women (GEEW), constitutes the first accountability framework for mainstreaming gender in the UN system. The UN-SWAP is designed to define, monitor and

drive progress towards a common set of standards to aspire and adhere to for the achievement of GEEW. It applies to all entities, departments and offices of the UN system.

UN Women led a process with the IAGonGE to develop an Implementation Strategy to roll-out the UN-SWAP on GEEW in Pakistan. The UN-SWAP will enhance the UN system’s ability to hold itself accountable in a systematic and more harmonized manner for its GEEW commitments. Regular and consistent reporting on the implementation will be an essential component to strengthen accountability in GEEW. Roll-out of the UN-SWAP in Pakistan will be an important step towards developing the first baseline on the performance on GEEW in the country. The strategy to implement the UN-SWAP will be presented by UN Women to the UN Country Team in early-2015. This follows endorsement by the Chief Executives Board for Coordination in 2012 of the UN-SWAP on GEEW and an agreement that UN entities in promoting accountability on gender will report against this framework.

GOAL

The UN-SWAP establishes:

- ◇ A common understanding of GEEW
- ◇ A common method to advance towards this goal
- ◇ A common and progressive sliding scale against which to monitor progress

Speaking of the UN-SWAP on GEEW:

- “The UN-SWAP provides a common roadmap for the entire UN system to follow as we enter the post-2015 era. For WFP, this framework makes it easier to meet our commitment to address gender inequalities in all fields. The UN-SWAP has also led to much increased collaboration and information sharing with sister agencies as, together, we strive to reach a common goal” - *Sonsoles Ruedas, Director, WFP Gender Office*
- “The UN-SWAP is making a tremendous impact. Many of the commitments made in UNDPs Gender Equality Strategy 2014-2017 are taken from the UN-SWAP framework, thereby committing the entire organization to their achievement. The UN-SWAP is so impactful because it has clear targets and indicators” - *Randi Davis, Director a.i., UNDP Gender Team*



3. Women's leadership and participation

Leading political transformation

With seven out of eight countries of the South Asian Association for Regional Cooperation (SAARC) having held national elections over the last two years, Pakistan's Women Parliamentary Caucus and the National Commission on the Status of Women with the technical and financial support of UN Women and UNDP, took the opportunity to place the role of women in elections and political processes, including their leadership in decision-making processes, on the discourse agenda both at national and regional levels.

UN Women along with the Women Parliamentary Caucus, National Commission on the Status of Women and UNDP teamed up with Nepal's Women Commission and initiated dialogue between women (and men) parliamentarians from across the regions political parties, women Commissions and Ministries, officials from Election Bodies, Members of the SAARC Secretariat, Judges, Parliamentarians, and human rights activists from Nepal.

This first **South Asia Regional Exchange Meeting of Women Parliamentarians, National Women Machineries and Commissions, and Election Management Bodies** (held in Nepal, 15-17 July 2014), included sharing of: experiences and good practices on women's political participation; mechanisms for establishment of Women Parliamentary Caucuses; good practices in advocating, initiating and implementing pro-women legislation, policy frameworks and advocacy mechanisms for such legislation; and the development and institutionalization of regional mechanisms to transform women's political participation and leadership. The exchange successfully brought out commonalities of problems faced by women in their political empowerment, and their underlying drivers—patriarchal mindsets, poor implementation of laws, the lack of support from public institutions and absence of political education - as well as opportunities. At the same time it has highlighted positive experiences that have accelerated the women's empowerment process like Pakistan's Women's Parliamentary Caucus, spaces available for women in Nepal's political process, and women's collective actions for their rights in Afghanistan, India and other countries of the region.

This was a first step towards creating a regional network and resulted in unanimous adoption of a Joint Resolution setting a vision and key actions promoting women's political empowerment, and to ensure the recommendations translate into achievements.

Driving the gender agenda

In building ownership and strengthening linkages across national and local machineries for women, UN Women's technical support and engagement with the Inter-Provincial Ministerial Group (IPMG) on Women's Development resulted in an agreement to:

- i. Institutionalize the IPMG and its secretariat within the National Commission on the Status of Women to operationally strengthen the Group
- ii. Standardize reporting formats of international commitments (including CEDAW) using the Beijing Platform for Action format
- iii. Draft a National Policy Guideline on Empowerment of Women (including its process, structure and contents) to advance women's right to participate in decision-making, incorporating recommendations of the Beijing +20 review and from the global Commission on the Status of Women sessions (particularly on gender based violence and post-2015 development goals for women and girls)

Pakistan's IPMG on Women's Development is the only inter-provincial coordination forum having the potential and effectiveness in supporting gender equality and women's empowerment in line with the country's national and international commitments.

Two local level institutional mechanisms were established to drive the gender agenda include:

- i. A Bill establishing the 'Punjab Commission on the Status of Women' as a medium to empower local women, expand opportunities for their socio-economic development and eliminate all forms of discrimination against them. It is a first 'watchdog body' for the province and resonates the commitment of the IPMG to set up provincial commissions for women
- ii. A Standing Committee on Women's Empowerment in Balochistan was established under the leadership of the Minister of Women's Development Department, to monitor the implementation of women development related concerns and priorities in the province

After passage of the 18th Constitutional Amendment and devolution of women's development affairs, there is an even stronger need to support the provincial and local governments, specifically the women machineries to set strategic priorities and implement plans to ensure gender equality and the empowerment of women.



4. Women's economic empowerment

Claiming economic rights

UN Women's advocacy and technical support to local governments and partners to recognize the human and economic rights of informal women home based workers (HBWs) contributed to improved access for nearly 23,785 women HBWs to skills development, income generating opportunities, social security/health benefits and micro-credit schemes, enabling them to participate more fully in the formal economy. In this regard:

- i. 20,000 women HBWs from Punjab and Sindh are in the process of being registered with the Labour and Human Resource Departments (LHRDs). As registered informal workers, these women HBWs will be able to access income generating opportunities and social and healthcare benefits
- ii. Nearly 486 women HBWs from Sialkot benefitted from skills enhancement training and accessed enterprise development opportunities. Of these, a number of women saw their average monthly income increase from PKR 2,000-3,000 (USD 20-30) to PKR 10,000-14,000 (USD 100-140)
- iii. Over 150 women HBWs have been inducted into private sector companies in Sialkot after graduating from Leather Product Development Institute (LPDI), a collaboration with Sialkot Chamber of Commerce
- iv. 120 women HBWs receive regular work orders in the stitching unit, formed under a UN Women project
- v. Medical and health insurance coverage is being provided by the Jubilee Insurance Company to 1,200 women HBWs and their families
- vi. 500 local women artisans benefitted from training on use of colour, materials and design techniques to produce 2,400 product samples from home

Additionally, a total of PKR 78.2 million (USD 773,630) has been allocated by two local governments for local women HBWs. The Provincial Government of Punjab has allocated PKR 75 million (USD 741,980) in three districts and two sub-districts to recognize and economically empower informal women HBWs in the region.

The Women's Development Department (WDD) on behalf of the State Government of Pakistan Administered Kashmir, has agreed to give PKR 3.2 million (USD 31,650) to the Bank of Azad, Jammu and Kashmir as payment for the mark-up on a micro-credit loaning scheme to support vulnerable and marginalized women HBWs trained by the WDD to establish small businesses, form market linkages and benefit from development.

Becoming food secure



Over 300 women HBWs from the urban slum areas of Karachi (Sindh) were provided with education and training opportunities, including materials and tools to become food secure by growing their own leafy vegetables as an additional income generating opportunity.

In one village, the women were skilled at crochet work on shawls and scarves, and earned a miniscule income by selling milk from their own livestock. In another village, women stitched clothes at home and attached buttons and labels onto trousers provided through a contractor. Another group of women attached beads and sequins on the collars of a girl's frock for a piece-rate of PKR 7 (USD 0.07) - the market selling price of these frocks is PKR 500-700 (USD 5-7). With the prices of essentials and other needs rising, these women depend on their home based works.

The women HBWs were trained on how to grow their own nutrient-rich micro-greens in baskets and other containers, on their rooftop, in a yard or within their four walls. These women would return throughout the week to check and water their plants. Speaking to one woman, she shared how she has already planned to increase her income by growing as many vegetables as possible on her entire roof and save money for her family. In addition to improving their food security, these women were taught how to improve food (nutrient) intake levels for themselves and their families, and taking care of their personal health (diet/nutrition, first aid, the local environment, family laws and gender attitudes affecting them as rural women).

This initiative is a collaboration with FAO and ILO under the UN Trust Fund for Human Security pilot project 'Livelihood Restoration and Protection and Sustainable Empowerment of Vulnerable Peasant Communities in Sindh Province'.



5. Ending violence against women and girls

Engaging men as allies

"Everyone has a responsibility to prevent and end violence against women and girls, starting by challenging the culture of discrimination that allows it to continue"

UN Secretary-General Ban Ki-moon

With gender having more than one side, attention must be paid to working with men and boys to break gender stereotypes for both women AND men. To make an impact, men and boys must be engaged as strategic partners and allies to take stand to eliminate all forms of discrimination and violence against women and girls (VAWG) both within the family and in society.

In specifically engaging men on the International Day for the Elimination of Violence Against Women, men from different walks of life showed their support to stop what continues to be a global pandemic.

Sobering statistics highlight that globally:

- 35% of women/girls experience some form of physical and/or sexual violence in their lifetime with up to 7 in 10 women facing this abuse in some countries
- It is estimated that up to 30 million girls under the age of 15 remain at risk from genital mutilation, and more than 130 million girls and women have undergone the procedure worldwide
- More than 700 million women alive today were married as children, with 250 million married before the age of 15. Girls who marry before the age of 18 years are less likely to complete their education and more likely to experience domestic violence and complications in childbirth
- The costs and consequence of violence against women last for generations

In their messages of solidarity to end VAWG, local men acknowledged that:

- ⇒ VAWG is a human rights violation
- ⇒ VAWG is a consequence of discrimination against women, in law and in practice
- ⇒ VAWG impacts on progress in many areas, including poverty eradication, combating HIV/AIDS, and peace and security
- ⇒ VAWG is not inevitable. Prevention is possible and essential

Institutional responses

For the women and girls of Pakistan to live a life free from violence, UN Women has continued to provide technical assistance and support advocacy with national and local women machineries, parliamentarians (both men and women), the Ending Violence Against Women and Girls (EVAWG) Alliance, Gender Equality advocates and other key partners for legislation to protect and prevent women from violence.

Pro-women legislation adopted include:

- i. The Domestic Violence Bill (to enhance prevention and protection of VAWG) was passed by the Provincial Government of Balochistan on 1 February
- ii. A Domestic Violence Bill for the State of Pakistan Administered Kashmir was unanimously approved by the States Cabinet. The bill is expected to be adopted in early 2015

The EVAWG Alliance (a national alliance established in 2007 by UN Women and Civil Society Organizations) with its local chapters, and in collaboration with the Government of Pakistan put forward key priorities and strategies for effective prevention and responses to crimes of VAWG.

In addition to developing and reviewing anti-discriminatory laws, policies and strategies (in particular the Acid Crime and Burn Bill, a Bill on Anti-Human Trafficking and Domestic Violence Bills and their implementation), key resolutions have been developed through country-wide consultations whereby the Alliance advocates for:

- ⇒ A repeal of all discriminatory laws
- ⇒ Pro-poor spending in accordance with Article 25A of the 18th Amendment
- ⇒ Develop a National Strategy or Guidelines on EVAWG
- ⇒ Strengthen the criminal justice system
- ⇒ Strengthening the National and Provincial women's machineries
- ⇒ Implement human rights standards, international, regional and national laws
- ⇒ Undertake effective measures for women's right to inheritance and agricultural land
- ⇒ Recognize the importance of reproductive health rights
- ⇒ Adopt holistic, comprehensive, strategic and well-resourced policy/strategy
- ⇒ Develop a system of accountability on budget allocations and expenditures



6. Women in disaster risk reduction and management

Working with peacekeepers

UN Women under its 'Gender and Peacekeeping' initiatives and its collaboration with the National University of Science and Technology (NUST) under their NUST Institute of Peace and Conflict Studies (NIPCONS), have enhanced gender capacity of approximately 60 UN military staff officers as an important strategy to facilitate the operational effectiveness of Pakistan's peacekeeping missions on human rights, protection of civilians and issues pertaining to gender, sexual exploitation and abuses. The peacekeepers were also sensitized on UN Peacekeeping Policies, Operational Practices and Guidelines for peacekeepers from a gender perspective, including gender roles.

In measuring this change in knowledge, discussions are underway with NIPCONS where NIPCONS is working to compile a post-test knowledge change chart.

The training module, including its gender component has been translated into Urdu to bridge the language barrier in reaching out to first responders being deployed.

UN Women is under discussion with NIPCONS to expand the gender-responsive effectiveness of Pakistan's military first responders.

Some global facts and figures on women's representation:

- Out of 585 peace agreements from 1990 to 2010, only 92 contained any references to women
- In 2013, more than half of all peace agreements signed included references to women, peace and security
- From 1992 to 2011, fewer than 4 per cent of signatories to peace agreements and less than 10 per cent of negotiators at peace tables were women
- In conflict-affected countries, women's share of seats in parliament is four points below the global average of 22 per cent and occupy only 13 per cent of ministerial positions
- Women head only 19% of all UN field missions
- In the summer of 2014, six women ambassadors served on the UN Security Council, putting women's representation at an unprecedented 40 per cent

UN Women's programme acts to build women's participation and influence in peace and social reconstruction. Other initiatives back justice and security institutions that protect women and girls from violence and discrimination, public services fully responsive to women's needs, women's greater access to economic opportunities, and women's engagement in all forms of national and local public decision-making.

Gender-responsive practices

UN Women, in its efforts to ensure UN led humanitarian coordination mechanisms are more gender-responsive and better analyse and address the distinct needs of women and girls, identified that field based assessments were falling short of female statistics, and more specifically female enumerators to conduct assessments. The ideal methodology calls for a male-female team.

In gendering 'field-work' and particularly within the cultural context of Pakistan, female enumerators tend to have better access to women, thereby ensuring women's visibility, voices and concerns are recorded in assessments and decision-making processes.

In ensuring a gender balance from the onset of the process, there was consensus among humanitarian partners for agencies to 'loan' female enumerators for field-based assessments.

A Multi-sector Initial Rapid Assessment (MIRA) and evaluation was carried out on the status of displaced families from North Waziristan Agency living with the host community in Bannu district (Khyber Pakhtunkhwa) following a military operation in the area since June 2014.

Enumerators drawn from cluster members were trained in MIRA tools and deployed. Of a total of 61 enumerators, 24 were female. The MIRA enumerators training module was revised with support from UN Women for heightened sensitization on cross-cutting issues (including gender equality) and a Code of Conduct.

A gender disaggregated analysis was undertaken with support from the Assessment Technical Team and shared with the clusters to generate their reports.

Critical protection concerns of women and girls identified included their access to computerized ID cards and relevant information, and health issues related to the overburdened healthcare facilities, poor water and sanitation practices, and food security implications on nutritional status.

The MIRA was also carried out during the Punjab monsoon floods in September 2014 to identify the gender aspects of the response.

With technical support from UN Women and OCHA, the Gender and Child Cell of the National Disaster Management Authority has developed a proposal to gather for the first time, gender and sex disaggregated data. The district profile information, disaggregated by sex, will be collected from 90 disaster prone districts of Pakistan.



7. Working together

Results driven partnerships

UN Women works to promote new collaborations and alliances that help fulfil the Millennium Development Goals and the aims of the post-2015 development agenda. UN Women also places special emphasis in fostering new partnerships to ‘make a difference’ and particularly around initiatives of the UN Secretary-General. Partnerships include:

National and Provincial Women Machineries

- Provincial Women Development Departments
- National, Provincial and State Commissions on the Status of Women
- Women Parliamentarian Caucus, at the national and provincial level

Relevant Government organs

- Ministry of Law, Justice and Human Rights and its provincial Departments and Directorates
- Ministry and Departments of Finance
- Planning Commission and Planning & Development Departments
- Departments of Labour and Human Resource
- Department of Social Welfare
- Election Commission of Pakistan
- National Database and Registration Authority
- Disaster Management Authorities (at the national, provincial, district and state levels)
- Pakistan Bureau of Statistics

Alliances and Networks

- The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) Provincial Committees
- Inter-Provincial Ministerial Group for Women’s Development
- The Ending Violence Against Women and Girls (EVAWG) Alliance (national and provincial)
- Home Based Workers Groups, Federations and Work Councils

UN Agencies, Programmes and Funds

- All UN Entities to different degrees of co-operation

Funding Partners

- Contributors to UN Women globally, including the Host Government
- Contributors to UN Women Pakistan Office

Other Major Partners

- Human Rights Defenders/Women’s Rights Alliances
- International and National Non-Government Organizations
- International Financial Institutions
- Civil Society, Community Based Groups and Women’s Networks and Organizations
- Academia
- Media
- Private Sector



8. Financial portfolio

Financial portfolio

In advancing women's rights and their empowerment opportunities in Pakistan, contributors to UN Women's programmes in 2014 include:

(approximations in USD)

Core Funding:	441,696
Non-Core Funding:	1,365,883 (includes Donor Funding and One UN Funds)
Total Funding:	1,807,579

UN Women Pakistan
Plot # 5-11, Diplomatic Enclave, G-5, Islamabad, Pakistan
Tel: +92 51 2600982-4, Fax: +92 51 2600985
Website: www.asiapacific.unwomen.org

For more information contact:
Ms. Faria Salman
Strategic Management and Partnerships Officer
faria.salman@unwomen.org

