



صوبائی کمیشن برائے وقار نسواں
خیبر پختون خواہ

KHYBER PAKHTUNKHWA COMMISSION ON THE STATUS OF WOMEN

ANNUAL REPORT
2019-20



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ACRONYMS

KPCSW	Khyber Pakhtunkhwa Commission on the Status of Women
CSOs	Civil Society Organizations
CM	Chief Minister
DVB	Domestic Violence Bill
GAC	Global Affairs Canada
GBV	Gender Based Violence
SRHR	Sexual and Reproductive Health Right
DCSW	District Committees on the Status of Women
WHO	World Health Organization
PAF	Pakistan Air Force
LOA	Letter of Agreement
MPA	Members Provincial Assembly
NCSW	National Commission on the Status of Women
PODA	Pakistan Rural Women Network
UNFPA	United Nations Population Fund
SW, SE&WED	Social Welfare, Special Education and Women Empowerment Department
CERD	Center of Excellence for Rural Development)
TORs	Terms of References
WEPP	Women's Empowerment & Political Participation



FOREWORD

The Khyber Pakhtunkhwa Commission on the Status of Women (KPCSW) is a statutory advisory body established under the Khyber Pakhtunkhwa Act XIX of 2009 and reorganized under KP Assembly Act XXVIII in 2016. The Commission in Khyber Pakhtunkhwa is the first ever Provincial level Commission in the country, established with the mandate to review laws, policies and programmes for gender equality and to propose new measures where gaps exist for women empowerment as well as make suitable recommendations to the concerned authorities.

This is the Annual Report for the Financial Year 2019-2020. In this report we have tried to present an overview of the Commission's mandate, activities, and the outcomes of our interventions. We have also captured the engagement with stakeholders and partnership that we developed with multiple stakeholders.

We hope that this report will provide a clear insight into the work of the Commission.

CHAIRPERSON, KPCSW

DR. RIFFAT SARDAR

MESSAGE FROM MINISTER FOR SOCIAL WELFARE SPECIAL EDUCATION & WOMEN EMPOWERMENT DEPARTMENT



We at the department of Social Welfares, Special Education and Women Empowerment in Khyber Pakhtunkhwa are devotedly engaged in the vision of our leader Prime Minister Imran Khan of uplifting the marginalized segments of society. In the same spirit, we are fully focused on institutional strengthening and improved governance so that we can better respond to concerns of all the groups, in need. Women make up an important segment of such target groups.

The Status of Women in Khyber Pakhtunkhwa is not as would be desirable. Therefore, we are also committed to improve financial and economic status of women and their physical and emotional wellbeing.

The Khyber Pakhtunkhwa Commission on the Status of Women is one such institution that is helping the government to address the concerns and needs of women effectively. I appreciate the great work the Commission is doing.

May Allah the Almighty give us the vision and the strength to serve our people with honesty, dedication, and sincerity of purpose. Ameen!

**Minister for Social Welfare
Special Education and
Women Empowerment
khyber Pakhtunkhwa
Dr. Hisham Inamullah Khan**

MESSAGE FROM SECRETARY SOCIAL WELFARE SPECIAL EDUCATION & WOMEN EMPOWERMENT DEPARTMENT



Women's rights are human rights. But in these troubled times, as our world becomes more unpredictable and chaotic, the rights of women and girls are being reduced, restricted, and reversed.

Empowering women and girls is the only way to protect their rights and make sure they can realize their full potential.

Women's legal rights, which have never been equal to men's on any continent, are being eroded further. Women's rights over their own bodies are questioned and undermined. Women are routinely targeted for intimidation and harassment in cyberspace and in real life. In the worst cases, extremists and terrorists build their ideologies around the subjugation of women and girls and single them out for sexual and gender-based violence, forced marriage and virtual enslavement.

Denying the rights of women and girls is not only wrong in itself; it has a serious social and economic impact that holds us all back. Gender equality has a transformative effect that is essential to fully functioning communities, societies, and economies.

Within the Social Welfare Department, I am establishing a clear road map with benchmarks to achieve gender parity across the system, so that our Organization truly represents the people we serve.

**Secretary, SW, SE & WED
Govt. of Khyber Pakhtunkhaw**

Muhammad Idrees Khan

MESSAGE FROM CHAIRPERSON, KPCSWS



I am entrusted with the responsibility of leading the KP Commission on the Status of Women. I have always been a dreamer, and my dream and vision for the women of KP is to see them enjoying their full potential, being able to identify their own capacities and achieving what they want in life. I have known many young girls aspiring to do so much. Once a girl asked me “Madam can I ever go and see this beautiful moon from close”. I replied why not, if you become an astronaut.

Pakistan has been rated low on the international Gender Development Index and the Gender Inequality Index. My first and foremost priority will be to support the Government in improving indicators on women especially related to maternal mortality, adolescent birth rate, secondary education of girls, and women participation in the labour market. Whether it is women dying of child birth, or a girl-child delivering a baby, or girls marrying early and unable to complete secondary education, or women being worse off economically than men; are the elements of a vicious cycle, and are driven by poverty.

I have hope. Pakistani women and men are hardworking people. They have the resilience and the power to cope. With a little bit of help they can achieve great strides. Improving the status of women so that they are not faced with discrimination and exploitation, and enjoy full equal rights guaranteed by the Constitution of Pakistan, is the goal of the Commission. My effort will be to bring the links together of communities, Government, civil society, women parliamentarians, entrepreneurs and businesses, and all those who matter to make it possible, that the status of women in KP is improved. Women and men of KP have to change their mindset; women have to believe in themselves, and want to have the desire to enjoy equality, health and education, and equal opportunity for economic prosperity. My mission is to change this mindset, if not wholly even partially

Chairperson
Khyber Pakhtunkhwa Commission
on the Status of Women
Dr. Riffat Sardar

INTRODUCTION

The Khyber Pakhtunkhwa Commission on the Status of Women (KPCSW) is mandated by law to perform the following functions:

- a. examine the implementation of the policies, programmes, projects, and the measures undertaken by Government for women development and gender equality; and make recommendations to the Government authorities on how those policies, programmes, projects or measures can have an effective impact on women development
- b. review all provincial laws, rules and regulations to ensure that the rights of women are protected and fulfilled
- c. ensure that justice and social services are provided to women whose rights are violated through monitoring the management of facilities and support redress of violations of women's rights.
- d. examine and review the policies, programmes and plans of each Government department to ensure that these address gender concerns adequately
- e. establish District Committees on the Status of women so that women rights are protected and promoted at the grass root level

The report in hand covers Commission's progress during financial year beginning July 2019 and ending June 2020. The interventions and activities undertaken during the reported period can be summarized to have resulted in following outcomes:

- a. provided technical input to the government policies, measures and programmes for making the same gender friendly and responsive
- b. supported the office of the Ombudsperson under Protection against Harassment of Women at Workplace Act 2010 in training the Inquiry Committees under the law
- c. advocated for the protection and fulfillment of rights of women by conducting meetings, seminars and conferences and observing international and national women's day and 16 Days of Activism on Gender Based Violence at Peshawar, Mardan, Kohat, Malakand resulting in wider outreach at the grassroots level for awareness raising and sensitization on women rights
- d. enhanced engagement with partners and stakeholders including with the Women Parliamentary Caucus, Government departments and UN Agencies
- e. strengthened linkages with national and provincial level Commissions and stakeholders and development partners
- f. monitored the institutions of the social care for women such as darul amans, crisis centers and prisons

During this period The Commission worked closely with different stakeholder and partners. In the respect the Commission would like to acknowledge the partnership and support of UNFPA and Cowater International – a Canadian non-profit for their support to strengthening the Commission. The UNFPA supported the Commission in advancing the implementation of the Harassment of Women at Workplace Act 2010 by engaging with the office of Provincial Ombudsperson under the Harassment Law and training Inquiry Committees of ten different government departments in the province on complaint management and conduct of inquiry as members of Inquiry Committees. The Cowater International helped the Commission reach out to broad range of stakeholders including students on women focused laws through activities such as Sixteen Days of Activism and helping strengthen internal systems of the Commission for smooth delivery of our functions.

HISTORY OF THE COMMISSION

In February 2011, the Commission started its functions with almost no resources or staff in a rented building shared with Child Protection and Welfare Commission, Khyber Pakhtunkhwa

The first statutory meeting of Commission took place on the floor on a carpet brought from home by the then Chairperson. Today in its fourth term although the Commission has grown exponentially in terms of having its own secretariat, a lean staff, and other assets, the challenges, however, remain and efforts continue for institutional strengthening of the Commission to achieve its vast mandate of achieving Gender equality between men and women in the Province.



PROGRESS OVERVIEW





REVIEW OF POLICIES AND PROGRAMMES

1. REVIEW OF POLICIES AND PROGRAMMES OF GOVERNMENT DEPARTMENTS

1.1 Gender Review of Labor Policy, Govt. of Khyber Pakhtunkhwa

The Commission thoroughly reviewed the Labor Policy of Government of Khyber Pakhtunkhwa, identifying measures for safe working space for women labor force. The review paper is attached as Annexure I.

1.2 Life Skills Based Education Policy of Government of Khyber Pakhtunkhwa

Chairperson KPCSW participated in a meeting organized by Director Population Welfare, in which representatives from Family Planning Association of Pakistan (FPAP) presented the progress on LSBE in other provinces. The general policy of the Govt is that children from class 6-10 may receive information on Life Skills Based Education. The Sindh province has made more progress as compared to other provinces in integrating LSBE in their curriculum. In Punjab a revised draft was made and medical doctors held awareness sessions for children in schools in nine districts. The representative from the Education Department informed that approval would be required from the Secretary Education for integrating LSBE in the curriculum. However some initial work could be started in the schools through the doctors. He also informed us that most resistance comes from communities. However the communities would not object to medical doctors giving out the information.

1.3 Input to the Population Welfare Policy Review and Revision Process

The Chairperson KPCSW contributed to the Population Welfare Department's Policy to integrate women's concerns and gender approaches in the new policy. A final review of the new policy was agreed to be shared with the concerned department. Once the policy is finalized, it will facilitate the way for the Right to Reproductive Health Bill in the Provincial Assembly, which has already been approved by the provincial Cabinet.

1.4 Participation in the Provincial Assembly Standing Committee on Social Welfare, Zakat and Usher and Women Empowerment

The Chairperson along with staff of KPCSW participated in the Standing Committee meeting and as requested by one of the Members of Provincial Assembly, presented the activities of KPCSW. Answers were provided to the questions raised, which related to budget, vehicle utilization, data on cases dealt with by KPCSW.

1.5 Assessment of Covid-19 Implications for Women in Khyber Pakhtunkhwa

Pakistan was hit by Covid-19 in the first quarter of 2020. The Commission during the period remained active with Government and civil society partners to identify factors affecting women in Khyber Pakhtunkhwa during the pandemic. The findings were used to develop an overview of the situation and draw conclusions for a response strategy for the Commission and Provincial Government to take measures to mitigate effects of the pandemic on women. The assessment paper is attached as Annexure II.

1.6 Technical Input to the Selection of Indicators for the Khyber Pakhtunkhwa Gender Management Information System (GMIS)

The Chairperson along with staff of KPCSW participated in the workshop which was organized by Social Welfare and Women Empowerment Department Govt. of KP Various Govt. departments and civil society organizations which have already collected data on women also participated. The UNFPA shared their experience of GMIS in Punjab which was also funded by UNFPA. The workshop was held to choose and select the indicators on which data will be collected related to women empowerment and gender.

1.7 Formation of Provincial Committee of Consortium for Population Planning

The Chairperson, KPCSW participated in a meeting organized by Rahnuma Family Planning Association of Pakistan and chaired by Secretary Population Welfare Department. Other participants included DFID supported Wish2Action, Option, Health Department and Youth representatives. The ToRs of the Provincial Committee were discussed and it was agreed that tracking the progress should be included as one of the objectives. The KPCSW was also included as a member of the Committee.

1.8 Technical Input to the Development and Review of Pre-Marriage Counselling Manual for Awareness of Sexual and Reproductive Health and Rights

The Population Department, Govt. of Khyber Pakhtunkhwa notified a Committee to develop a Pre-marriage counselling detailing the importance of family unit in society, rights and duties of spouses, Thalassaemia, pregnancy and antenatal related issues, breastfeeding, dower and responsibilities of family towards each other in making a peaceful society. The manual will be administered in colleges to youth population for awareness on expectations and issues in marriage. The Commission proactively remained a part of the exercise at the stage of formulation and provided its comprehensive input once the draft was finalized.



REVIEW OF LAWS, RULES AND REGULATIONS



2. REVIEW OF LAWS, RULES AND REGULATIONS TO ENSURE TO PROTECT WOMEN'S RIGHTS

2.1 Khyber Pakhtunkhwa, Home Based Workers Bill

The Chairperson KPCSW participated in a meeting called by MPA Zeenat Bibi, who heads the committee to draft and review the law on Home Based Workers Bill. Representatives from the Labor Department and a non-profit organization - CERD (Center of Excellence for Rural Development) also participated. It was decided in the meeting that the Labor Department would get a Committee notified for this purpose, and in the next meeting the CERD would present data of their survey on home based workers.

2.2 Panel Discussion on Implementation of Laws in Khyber Pakhtunkhwa

The Social Welfare and Women Empowerment Department with support from Co Water Sogema, organized a Panel Discussion to discuss the challenges in the implementation of laws. The Chairperson KPCSW participated as a panelist. Other panelists included Mr. Ziaullah Bangash, Minister of Secondary and Elementary Education, Ms. Saira Bano and Ms. Zeenat Bibi MPAs, Ms. Rukhshanda Naz Provincial Ombudsperson and Director of the Human Rights Commission, Peshawar. In consideration of the delays that are being experienced in promulgation of pro-women laws in KP, the panelists were of the view that while it is necessary to bring new laws for the protection of women, already the country is flooded with human rights laws. Therefore, what is needed is the implementation of these laws. The Chairperson voiced the view that law making is the mandate of the provincial assembly, therefore it should be having budget to hire state of the art drafters and lawyers for drafting laws, rather than asking the bureaucracy like the Social Welfare Department, Labor Department, Health Department, and the KPCSW to draft laws before sending them to Law Department for vetting. The bureaucracy is responsible for implementation of laws, and therefore it should not be tasked with drafting laws. Similarly KPCSW is to be tasked with review of laws and not with drafting as the KPCSW in the past has been taking such initiatives.

2.3 Planning and Technical Committee of TEVTA meeting, Khyber Pakhtunkhwa Government Secretariat

The Chairperson KPCSW being a member of the Committee participated in the meeting which was presided by the Secretary Industries Department. The objective of the meeting was to resolve the issue of a 50 million Euros grant by GIZ to KP TEVTA for the construction of the Center of Excellence at Hayatabad. The GIZ as per their rules could not sign the Project Appraisal Document (PAD) if the Pakistan Air Force which was the sub-contractor of the TEVTA has control of the building. It was decided that a sub-committee would be formed to be chaired by Additional Secretary Industries, GIZ, TEVTA and PAF, which will look into the requirements of GIZ so that the grant is not lost; and that the PAD would specifically state that the PAF would not be involved, and that the teachers of TEVTA would be coming to the future trainings at the Center of Excellence, and that TEVTA would make all efforts to establish the

Institute Management Committees (IMCs) which though part of the present agreement has not been constituted as yet in the various vocational training centers. The P&D department requested that a copy of the PAD be shared with them. The KPCSW concern of integrating gender balance in the Center of Excellence is alleviated as the Center would be open to both males and females.

2.4 KPCSW event on Gender Based Violence, PC Hotel Peshawar

The KPCSW organized a national level multi-stakeholders Consultation on Gender Based Violence with support from UNFPA. There were more than 350 participants at the event with Mr. Ziaullah Bangash Minister of Secondary and Elementary Education as the Chief Guest, and several parliamentarians as panel discussants. The objective of the event was to raise awareness on GBV, and that the prevalence of GBV was not acceptable, and for that reason to keep the issue alive by talking about it. The event was part of the series of 16th Days of Activism period of 2019.



2.5 Participation in the Panel Discussion organized by the World Bank on Response & Prevention of GBV in Khyber Pakhtunkhwa

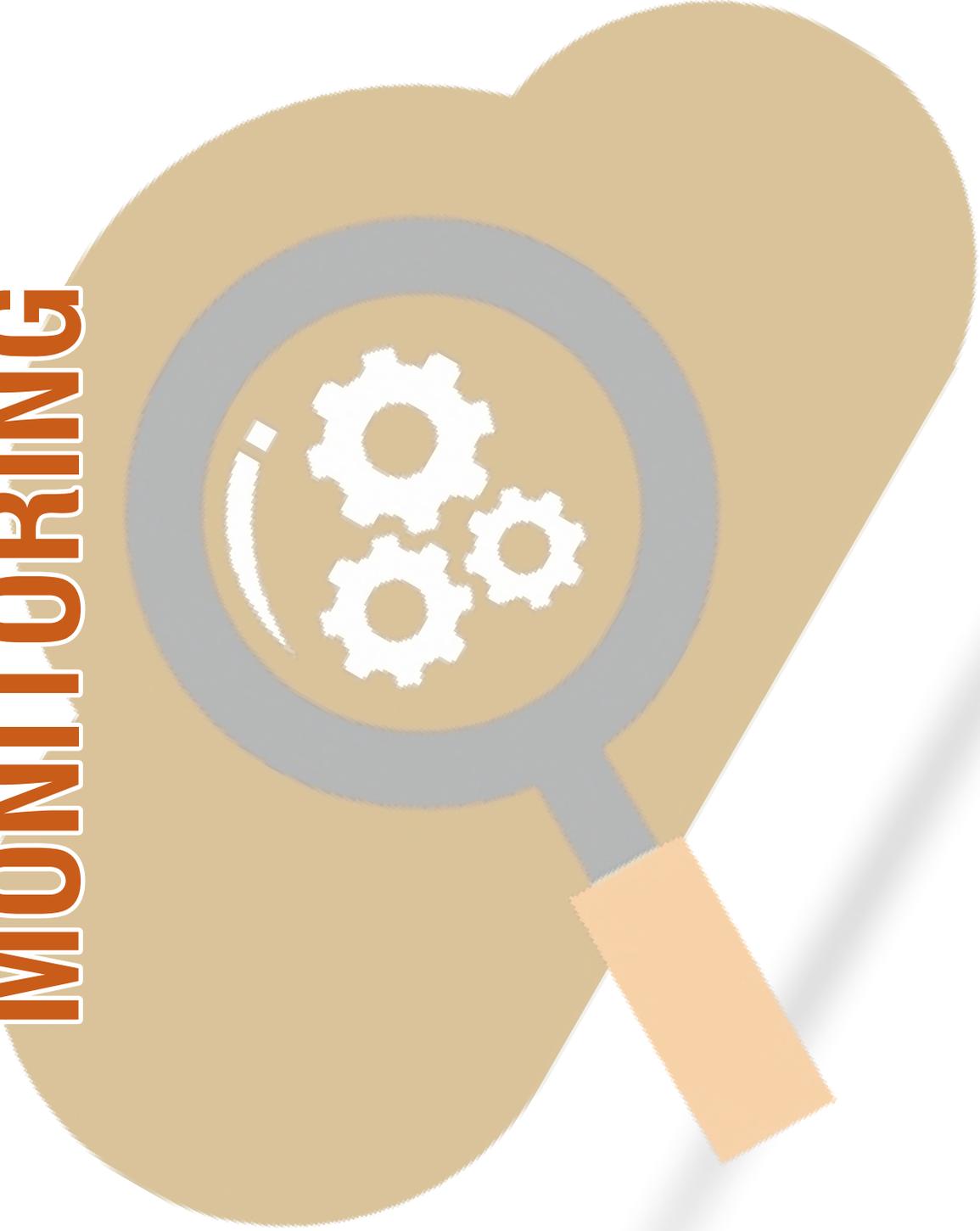
The Panel on Response & Prevention of GBV in Khyber Pakhtunkhwa organized by the World Bank in December 2019 had representation from the Commission. The Commission presented the measures taken by the Provincial Government to mitigate and respond to gender based violence in the Province.



2.6 Review of KP Burn Prevention & Rehabilitation Bill, 2018

The Commission thoroughly reviewed the Khyber Pakhtunkhwa, Burn Prevention and Rehabilitation Bill, 2018. The review paper is attached as Annexure III.

MONITORING



3. MONITORING OF MECHANISMS AND INSTITUTIONAL PROCEDURES FOR REDRESS OF VIOLATIONS OF WOMEN RIGHTS FOR EFFICIENT PROVISION OF JUSTICE AND SOCIAL SERVICES

3.1 Khuli Kacheri for Women Organized by Local Administration, Mardan

The Chairperson KPCSW participated in the Khuli Kacheri organized by the Deputy Commissioner office Mardan to hear complaints of women. The Khuli Kacheri was presided by the female Assistant Commissioner and aided by the female Engineer from Public Health Engineering Department. There were about 50 women who came to the town hall to share complaints with the local administration. Most of these women were from different offices. The complaints ranged from illegal transfer and non-payment of salary to the elected president of the Mardan Female Chamber of Commerce being superseded by a non-elected self-declared president of the Mardan Female Chamber of Commerce. The Assistant Commissioner noted the complaints for follow-up and necessary action.

3.2 Monitoring of Elections of Provincial Assembly in Newly Merged Areas



The Commission's delegation headed by Chairperson KPCSW called upon the Adviser to CM for Newly Merged Districts and discussed measures taken and situation for women for the Election Day in Tribal Areas for the Provincial Assembly seats. The delegation later visited the Emergency Control Room of the Chief Minister Secretariat and exchanged details on measures the Commission has planned to observe the Elections on 20th July 2019.

3.3 Monitoring Visit to Women's Crisis Center, Peshawar

The Commission made a visit to Darul Aman for Women in Peshawar on the eve of National Women's Day, 2020. The objective was to observe the day with the residents of the facility. The Commission's delegation met with the staff and residents of the facility and assessed the conditions as per the approved services and the mandate of the facility.



3.4 Commission's Visit to Authorities in Dir Lower and Tribal District Bajaur

A delegation from the KPCSW visited the tribal district Bajaur and district Lower Dir and held meetings with the District Administration. The Deputy Commissioners of the concerned districts were briefed in detail about the Commission's mandate. The DCs also briefed the delegation about women's issues in their respective districts. Code of Conduct under Harassment against Women at Workplace Act 2010 was mounted in the offices of the Deputy Commissioners. The Secretary Ms. Farzana Afzal, Director Programmes, Ms. Amna Durrani also discussed pro-women laws and the need for cooperation from the district administration in finding suitable candidates for proposed District Committees on the Status of Women. The delegation also visited the women sections of prisons, district Social Welfare Offices, an orphanage, a girls' seminary and training centers in tribal district Bajaur and Dir Lower. The awareness material on women issues and on Harassment against Women at Workplace Act 2010 was handed over to these institutions on this occasion.



CASES OF VIOLENCE AGAINST WOMEN (VAW)

**STOP
VIOLENCE
AGAINST
WOMEN**



4. CASES OF VIOLENCE AGAINST WOMEN (VAW)

4.1 ANALYSIS OF VIOLENCE AGAINST WOMEN CASES

The Commission received data from Home and Tribal Affairs Department for the period January to October 30th, 2019 and January to May 30th, 2020. The information is as follows:

1st January 2019 - 31st October 2019		
Category of Crime		Number of Cases Registered
Domestic Violence	Murder	217
	Beating	36
	Any other U/S 324	43
Honor Killing		47
Burning	Acid	00
	Stove	01
Vani		02
Sexual Violence	Rape	193
Harassment	Physical	48
	Sexual	00
	Psychological	00
Total		587

Home and Tribal Affairs Department, Govt. of Khyber Pakhtunkhwa

1st January 2020 - 31st May 2020		
Category of Crime		Number of Cases Registered
Domestic Violence	Murder	96
	Attempted Murder	21
	Beating	06
Honor Killing		17
Burning	Acid	00
	Stove	00
Vani		02
Sexual Violence	Rape	80
	Gang Rape	00
	Custodial rape	00
	Incest	00
Harassment	Physical	15
	Sexual	06
	Psychological	00
Total		243

Home and Tribal Affairs Department, Govt. of Khyber Pakhtunkhwa

The Commission has carried out an analysis of the aforementioned data. A total of 243 cases were registered with the Home and Tribal Affairs Department, Govt. of Khyber Pakhtunkhwa between January to May 2020 with a per month average of 48.6 cases. These statistics when compared to total complaints reported between January to October 2019 i.e. of 587 complaints with a monthly average of 58.7 complaints, it shows that there has been a decrease of 10% in the per month average of registered cases in the first five months of 2020.

An in depth analysis of each of the different kinds of violence against women cases registered during this period suggests that cases of harassment of physical, sexual and psychological nature were registered at the rate of 4.2 per month average with a total of 21 complaints during the first five months of 2020. The monthly average for first ten months of 2019 was 4.8% cases with a total of 48 cases registered by Home and Tribal Affairs Department, Govt. of Khyber Pakhtunkhwa in the Harassment category indicating only 0.6% drop in average monthly cases of harassment during first five months of 2020.

Domestic violence complaints including murder, attempted murder and beating dropped in first five months of 2020 to 24.6 from 29.6 average complaints per month in the first ten months of 2019, showing a decrease of 5% in the first half of 2020.

The 2019 figure for honor killings stands at 47 cases while the first five months of 2020 recorded 17 cases making a monthly average of 4.7 and 3.4 for ten months of 2019 and first five months of 2020 respectively, showing only a decrease of 1.2%.

In the 'burning' category, no cases of acid throwing were registered in 2019 while there was only 1 registered case of stove burning. During the first five months of 2020 on the other hand, not a single case of burning of any nature has been reported, indicating that there is no prevalence of burning related incidents as far as the registered and reported cases are concerned.

Complaints against Swara or badl-e-sulah were 2 each for first ten months of 2019 and first five months of 2020, with an increase of 0.2% in the reported months of 2020.

The Commission is taking measures to promote awareness raising on legislation among masses and enactment of pending legislation to provide protection to women against all kinds of violence against women.

4.2 Situation of Women in Prisons in Khyber Pakhtunkhwa as of February 2020

Date of women in prisons across central jails in Khyber Pakhtunkhwa was collected and analyzed. According to the data received from Prison Department of Khyber Pakhtunkhwa for District Peshawar, Mardan, Haripur, D.I.Khan, Bannu, Abbottabad, Mansehra, Swat, Timergara, Dir (Dagar), Charsadda and Chitral Central Jails as of February 2020, the total number of women in prisons was one hundred and eighty (180) across twelve central jails of the province, with the highest number of women inmates being in Peshawar Central Jail at 57, followed by Mardan at 54 and Timergara at 20 female inmates. Of the total women in prison, around 8.89% are those charged for murder. Total number of under trial female inmates is 94 making up 52% of total women in prisons. The number of those convicted are 29 making up 16% of the total women in prison.



DATA OF WOMEN IN PRISONS

S.NO	NAME OF JAIL	TOTAL NUMBER OF WOMEN PRISONER	TOTAL NUMBER OF 302 WOMEN PRISONERS	UNDER TRAIL	CONVICTED	Telephone Number
1.	PESHAWAR CENTRAL JAIL	57	00	00	00	091-9210544
2.	MARDAN CENTRAL JAIL	54	08	35	19 01-Death Plenty	0937-843114-5
3.	HARIPUR CENTRAL JAIL	12	00	06	06	0995-920055 920066
4.	D-I KHAN CENTRAL JAIL	05	02	05	00	0966-9280299
5.	BANU CENTRAL JAIL	12	02	08	04 Two accuse 302 Two in 496 and 371-A	0928-633327
6.	ABBOTTABAD CENTRAL JAIL	05	01	05	00 Most of them in 371,371AB,496	09929310213
7.	MANSHERA CENTRAL JAIL	06	03	06	00	0997-540884
8.	SWAT CENTRAL JAIL	00	00	00	00	09929310213
9.	TIMERGARA CENTRAL JAIL	20	00	20	00	0945-9250095
10.	DAGAR -DIR	08	00	08	00	0939-512712
11.	CHARSADDA	00	00	00	00	091-9220074
12.	CHITAL CENTRAL JAIL	01	00	01 365/498	00	0943-412526



4.3 Follow –up on Complaints Received

Issue of Female NGO Employee in Peshawar

A complaint letter was received from the Federal Ministry of Human Rights, Islamabad, on the resignation of a female NGO worker for bringing her child to office. The case has been forwarded to the Community Appraisal & Motivation Program and asked to clear their position on the said matter.

Follow-up on Case of Uze Noor, Murdered in District Nowshera

The Commission condemned the inhuman and brutal incident of killing of an innocent minor Uze Noor in District Nowshera. The Secretary KPCSW Farzana Afzal, Director Program Amna Durrani and Admin Asst. Aimal Rasheed called on the Uze Noor's family in Zyarat Kaka Sahib in Nowshera and assured all support in the case. The delegation later visited Nowshera Kalaan Police Station and called upon the SP Investigation Mr. Sajjad Khan to follow up on the status of the case.

5. LOBBYING, ADVOCACY AND NETWORKING FOR WOMEN EMPOWERMENT

5.1 Joint Consultations with UNFPA on work-plan for 2020, Islamabad

A Meeting was organized by UNFPA with KPCSW. The newly appointed staff of KPCSW supported by UNFPA presented their plans for the balance of 2019. The Chairperson presented the KPCSW plans for 2020 based on the KPCSW Strategic Plan 2018-2023. UNFPA decided to pick up some of the KPCSW planned activities and provide financial support.



5.2 District Level Mobilization

KPCSW with support from UNFPA, the Kohat District CSW and Social Welfare Officer, organized a Multi stake-holders Consultation with Govt departments and Civil Society to discuss and raise awareness about Gender Based Violence. It was part of the series of events that KPCSW organized for 16 Days of Activism against GBV.

5.3 Mega Event in Mathra for 16 Days of Activism against Gender Based Violence

The Women Parliamentary Caucus, KPCSW, and Ombudsperson Office, with support from UN Women organized a Mega Event to kick start the 16 Days of Activism against Gender Based Violence in Mathra on the outskirts of Peshawar in the constituency of Deputy Speaker of the Provincial Assembly. More than 300 local women participated in the event. The KPCSW took about 50 faculty and students from Benazir Women University to participate. The messages against GBV were delivered through short drama skits, which could be easily understood by the local villagers.

5.4 Multi-stakeholders Consultations in District Malakand

KPCSW in collaboration with UNFPA organized multi-stakeholders consultations in Malakand to raise awareness about GBV and SHRH. The consultation was attended by representatives of civil society in large number and KPCSW was commended for reaching out to women at the grassroots level.

5.5 Farewell for Ms. Khawar Mumtaz, ex Chairperson of the National Commission on the Status of Women

To bid farewell to Ms. Khawar Mumtaz on completion of term as Chairperson National Commission on the Status of Women, the KPCSW organized a luncheon. Ms. Zubeida Khatoon, the first Chairperson of KPCSW was invited to present the award to Ms. Khawar Mumtaz for her outstanding performance and services for the cause of women of Pakistan. The ex-Chairperson of the Punjab Commission on the Status of Women Ms. Fauzia Viqar was also present on the occasion. The members of the KPCSW Commission were also invited on the occasion. All participants spoke highly of the valuable services of Ms. Khawar Mumtaz, who promised to carry on the torch that she lit, and keep on supporting the various Women Commissions whenever she would be called upon to do so.



5.6 Multi-stakeholders Consultations in District Mardan

KPCSW in collaboration with UNFPA organized multi-stakeholders consultations in Mardan to raise awareness about GBV and SHRH. Local female leaders such as the Assistant Commissioner Gul Bano, Sadia Mayar Chairperson PTI from Mardan District, Alia Nawab, General Secretary of PTI Mardan District and nominated Chairperson of the DCSW graced the event and spoke on the causes and effects of GBV. Participants included staff from the Social Welfare Department, Additional Deputy Commissioner for planning and development, local civil society members, faculty and students of Wali Khan University, and local media.

5.7 Launch “Challenges faced by Women Human Rights Defenders and Way Forward” by Speak Trust, Islamabad

The Chairperson KPCSW participated in the launch of research carried out by Speak Trust, to assess the backlash that happened on social media after last year's International Women Day's celebration on the 8th March. Most of the participants were defenders of human rights from across the country.

They voiced their fears that as defenders of human rights they are constantly under threat. There was a strong recommendation as a result of the study that the display of messages on placards should be well selected in advance to make sure that they are not found offensive by others. That the rights of holders of one opinion does that mean that they should jeopardize the rights of holders of the opposite opinion. In keeping with the same commitment, KPCSW resolved to celebrate the International Women's Day in March 2020 and to ensure that messages on rights of women are acceptable to all schools of thought.

5.8 Agha Khan University Provost Conference on Gender Equality and Women in Leadership, Karachi

The Chairperson KPCSW was invited by the Provost office to participate in the Conference. The Ambassador of Canada, and several other international speakers participated in the Conference. The statistics presented by Agha Khan University showed that it has a determined policy to balance gender equality in the recruitment of faculty and students. What was encouraging was that while in America the ratio of male to female brain surgeons is 2:1, in Pakistan it is the opposite. There are more female brain surgeons in Pakistan as compared to male brain surgeons.

5.9 Meeting on Rural Women of Khyber Pakhtunkhwa

A meeting was organized by KPCSW in its office on Rural Women of KP, in which PODA from Islamabad, and 15 women representing rural civil society organizations participated, along with Additional Secretary from the KP Agriculture Department. The Additional Secretary Agriculture informed that their Department has organized Women Cooperatives, which are women led local NGOs that are trained by the Agriculture Department's female Extension workers to get knowledge on improved techniques and knowhow about their agricultural activities. After a brief overview of how PODA supports rural women all over Pakistan, the resolution that was passed in the Conference to celebrate the previous International Rural Women Day in Pakistan, was read out to the participants, and discussion was held on how to take it forward. Later on the KPCSW and PODA signed a Letter of Cooperation for the advancement of rural women of Khyber Pakhtunkhwa.

5.10 Exposure Visit of Community Women of Khalsa Peshawar to Khyber Pakhtunkhwa Commission on the Status of Women

An exposure visit was organized by Rozan of community Women from Khalsa Union Council of Peshawar to Khyber Pakhtunkhwa Commission on the Status of Women. The Secretary and Director Program, KPCSW received the delegation. The Secretary KPCSW, Ms. Farzana Afzal and Ms. Amna Durrani briefed the group about the role and responsibilities of the Commission. Women discussed various issues of women in their areas. The group was also apprised on what laws existed in the province for protection of women.

5.11 Inter - Provincial Ministerial Group (IPMG)

The 14th Inter Provincial Ministerial Group (IPMG) meeting was hosted by the National Commission on the Status of Women in collaboration with UN Women Pakistan. Provincial Ministers and Secretaries presented key provincial Gender Equality initiatives and strategic plans/policies in 2019 with focus on legislation and implementation mechanisms. It was an interactive discussion that put forth key priority areas for 2020 to ensure policy implementation to fulfil Pakistan's commitments especially Under CEDAW and SDGs.

5.12 Multi-stakeholders Consultations in District Kohat

KPCSW in collaboration with UNFPA organized multi-stakeholders consultations in Kohat to raise awareness about GBV and SHRH. The consultation was attended by representatives of civil society in large number and KPCSW was commended for reaching out to women at the grassroots level.



5.13 Engagement on Merged Areas

5.13.1 Technical Group Meeting

First Technical Group Meeting on merged areas Chaired by the Dr. Riffat Sardar, Chairperson, KPCSW at the Committee room of Social Welfare department.



5.13.2 Workshop on Gender Mainstreaming in Merged Areas

The Chairperson, Secretary and Director Program KPCSW attended the Gender Mainstreaming Workshop for Merged Areas organized by UNWOMEN Pakistan. The Chairperson also facilitated a technical session in the training workshop. The workshop was attended by representatives of district administration from the Merged Areas.



6. STATUTORY MEETINGS OF THE COMMISSION

6.1 KPCS Statutory Meeting



The KP Commission completed its third term on 15th January 2020. The final meeting of the Commission was convened on 23rd December, 2019 so that the budget and workplan, along with other matters, could be approved. The members of the Commission along with the Ex-Chair were bestowed with Awards for having performed services to the Commission. The 2020 Workplan and other agenda items were approved.





**PARTNERSHIPS
DEVELOPMENT**

7. PARTNERSHIPS DEVELOPMENT

7.1 Meeting with Cowater International on Joint Work-plan

KPCSW has a partnership with Cowater International that is implementing a Canadian Government funded Women's Empowerment & Political Participation project in Khyber Pakhtunkhwa entitled (WEPP KP). The Chairperson Khyber Pakhtunkhwa Commission on the Status of Women along with the Secretary KPCSW participated in a meeting organized by the Social Welfare Department where Cowater International presented their workplan. As some of the activities planned with KPCSW are at the district level with District CSWs therefore the notification of the District Committees was agreed to be sought for this purpose.

7.2 Meeting of Working Group for Creation of Integrated Victim Support Network

The Justice System Support Program (JSSP) supported by the Home and Tribal Affairs Department of Govt. of KP and Social Welfare Department has developed the Khyber Pakhtunkhwa Integrated Victim Support Network Implementation Plan. One of the activities under the plan is to create a working group to oversee the implementation of the plan. In this regard the first meeting of the working group was organized by the Social Welfare Department in which the Chairperson participated. Decisions at the meeting were as follows:

- Improve the mechanism of cooperation between service providers. The victim support services to be established by the police in different regions must be in those districts which have maximum services available.
- A comprehensive mapping of services to be conducted. KPCSW with UNFPA has already mapped the services. However this mapping will be updated.
- A criteria to be developed for selection of civil society organizations.
- The working group should have representation from Home & Tribal Affairs Dept.; Prisons and Prosecution Dept; and Cyber Crime Unit.

7.3 Meeting with Representatives of Rahbar, OXFAM

The new local representative of Rahbar Ms. Zille Huma, funded by OXFAM held a meeting with the Chairperson KPCSW, to discuss access to justice for marginalized women and children. Their current project is being extended from Mardan to Nowshera and Charsadda. It was decided that the KPCSW and Rahbar would cooperate to improve



justice services at the community level for marginalized women and children. For this purpose a Letter of Cooperation was drafted which will be signed by both the parties soon.

7.4 Meeting with Teachers Resource Center, Karachi

Representatives from Teacher Resource Center Karachi visited the KPCSW and interviewed the Chairperson as part of research to assess the situation and conditions in KP for establishment of Day Care Centers. This research is funded by the World Bank.

7.5 Meeting with Global Affairs Canada and WEPP Co-water International

The KPCSW Chairperson held a meeting with the representative from Global Affairs Canada (GAC) , and national staff of WEPP Co-water International to discuss the support provided to KPCSW through the Co-water project. The team was assured ownership by KPCSW of the project, and was invited by KPCSW to monitor the project activities. The team found the discussions satisfactory and suggested to invite the KPCSW for review and presentation of project activities at the Canadian mission in future.



7.6 End Year Review of UNFPA project with UNFPA KP Partners

The Chairperson participated in the End year Review which was organized by UNFPA KP Office to review the progress of projects activities of all its partners. Mr. Asghar Ali, Secretary Population Welfare presided over the review. Representatives from FPAP, Rahnuma, Five Star, Health Department (DGHS KP, and DHS Newly Merged Districts) and Social Welfare Women Empowerment Departments were present. The Cabinet has already approved the Reproductive Health Rights Bill (it was not shared with KPCSW for its review). The Health Sector Strategy is prepared. The Health Care Commission is in place. The Maternal Mortality was at 275, not it has come down to 170. 15 out of 30 public universities have agreed to include courses on population dynamics. Dr. Mumtaz Askar after the review made a presentation on Premarital Counselling, and shared that all Nikahnamas will be having sections to know whether the marrying couple have received pre-marital counselling or not. UNFPA is supporting the Health Department for providing services to victims of GBV. They have trained their staff on WHO clinical guidelines for services for GBV. KPCSW will soon hold a meeting with Dr. Tanveer Imran DD MCH/RH DGHS to review the detailed report of such services.

7.7 KPCSW Human Rights Day Seminar Supported by WEPP Co-water through financial support of Government of Canada

The KPCSW celebrated Human Rights Day at Peshawar University through a Seminar in which several female MPAs, Gender Department, Social Work, Biology, History, Botany Departments of Peshawar University participated. The objective of raising awareness on human rights was achieved.



7.8 NIPA Review of KPCSW

The KPCSW Chairperson participated as Review Panelist in the promotion exam of Grade 19 officers who were getting promoted to Grade 20 by assessing and providing a critique of the research that the officers had conducted on the topic of KPCSW. The finalized research document with Chairperson's comments is attached as annex IV. The document will serve as the basis for strengthening KPCSW.

7.9 Victim Protection Network Meeting

The KPCSW participated in the said meeting which was organized by SW,SE&WE Dept. The discussion focused on the establishment of Protection Committees for support of Victims. KPCSW suggested that these committees which are being established by the NGO should be linked with the District Committees of KPCSW which need to be notified.

7.10 Launch of National Transfer Accounts: An in-Depth Analytical report on Unmet Needs for Family Planning, Child Marriage and Gender-Based Violence Based on Pakistan Demographic and Health Survey 2017-2018, Islamabad

The Chairperson KPCSW participated in the said meeting which was organized by UNFPA. The findings suggest that 56% of women have experienced any kind of violence – physical, sexual and emotional. For policy approaches, it suggested that GBV directly focused policies are needed; GBV sensitivity training for Govt officials needed. 18% of child marriages before age 18. Gender equity issues need to be included in the curriculum. Perpetrators should see GBV as criminal rather than as domestic issue. Women married early as child brides are more likely to face GBV spousal violence. Child marriage also leads to high fertility due to limited knowledge of family planning.

7.11 Interview by DevTrio Consultants on Gender Analysis Study, Islamabad

The Chairperson KPCSW was interviewed by DevTrio for a study on Gender Analysis. The International Rescue Committee has commissioned DevTrio to conduct a Comprehensive Gender Analysis of their country programme to help them in understanding gender and power dynamics in areas where IRC has been working. IRC has engaged DevTrio Consultants to undertake this analysis. The findings of the study will be used to inform existing and future programme activities that caters to the needs of marginalized groups particularly women, girls, transgender, and persons with disabilities.



7.12 Meeting with PODA in Islamabad

The Chairperson participated in a meeting with the Executive head of PODA in Islamabad. The Chairperson was briefed on the activities that PODA has been carrying out, especially every year the Conference of Rural Women that is held in Sept. KPCSW may be interested in providing participation support to women from KP in the next conference. It was decided that a Letter of Cooperation needed to be signed between the two organizations.



7.13 Rural Women Conference, Islamabad

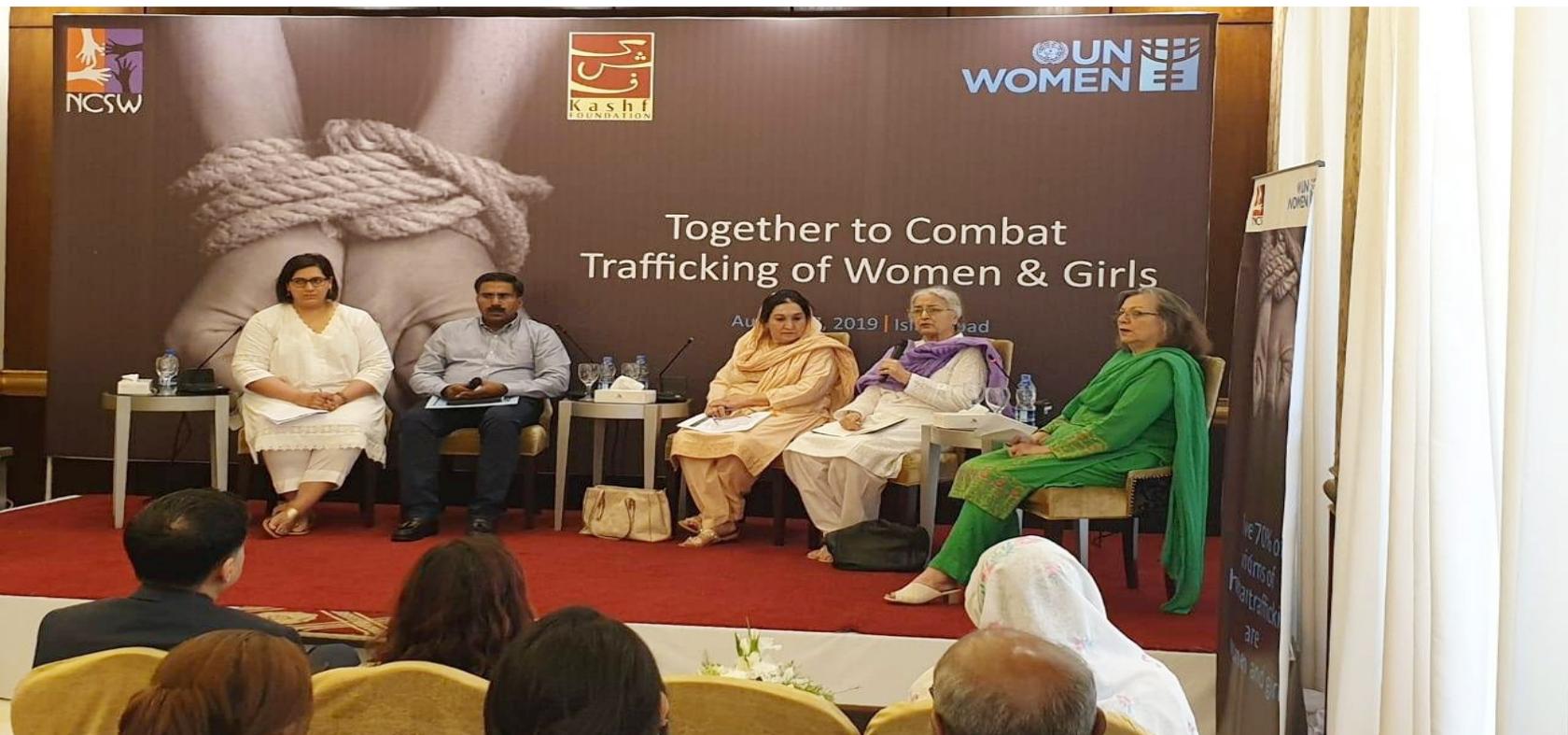
PODA is raising voice for the rural women of Pakistan by organizing the 12th Annual Conference on Rural Women Day 15-17 October 2019. KPCSW supports the equal rights of rural women especially in education, access to credit, and decision-making. The Chairperson KPCSW Dr. Riffat Sardar spoke at the Conference on what civil society could do for building the capacity of rural women.

7.14 Meeting at the Khyber Pakhtunkhwa Information Technology Board

Ms. Farzana Afzal, Secretary Khyber Pakhtunkhwa Commission on the Status of Women received a souvenir from Information Technology Minister Zia Ullah Bangash at the launching Ceremony of Women Safety App by Khyber Pakhtunkhwa IT Board.

7.15 Participation of Dr. Riffat Sardar, Chairperson, KPCSW in Regional Conference on Trafficking in Person and Smuggling of Migrants

Dr. Riffat Sardar, Chairperson Khyber Pakhtunkhwa Commission on the Status of Women participation in the Event arranged by NCSW and UN Women regarding " Trafficking of Women and Girls"



CAPACITY DEVELOPMENT



8. CAPACITY DEVELOPMENT INTERVENTIONS

8.1 Training of Inquiry Committees under Final Day Training of Trainers (TOT)

Two Days in-house Training of Trainers (TOT) under Harassment against Women at Workplace Act 2010 was organized by Khyber Pakhtunkhwa Commission on the Status of Women with the technical support of the office of Ombudsperson for the Members of Inquiry Committees under UNFPA supported project with the Commission. The Inquiry Committees represented are Department of Social Welfare Special Education and Women Empowerment, National Commission for Human Rights (NCHR), Child Protection and Welfare Commission (CPWC), Office of Ombudsperson and staff of Khyber Pakhtunkhwa Commission on the Status of Women. These training in the second step shall be replicated in certain Divisions of Khyber Pakhtunkhwa to promote effective implementation of the Harassment at Workplace Act 2010. Coordination Meeting with Khyber Pakhtunkhwa Ombudsperson under Harassment against Women at Workplace Act 2010



8.2 Gender Training of Provincial Govt. Officials by Khyber Pakhtunkhwa Commission on the Status of Women

Dr. Riffat Sardar, the Chairperson, KPCSW conducted a Gender Training of Govt. Officer organized by Khyber Pakhtunkhwa Commission on the Status of Women on 16th January 2020. The meeting was attended by representatives of fourteen different Provincial Government departments and organizations.



8.3 Trainings of Inquiry Committees under Harassment of Women at Workplace Act 2010 in Khyber Pakhtunkhwa

Under technical support from UNFPA and DFID and in collaboration with the Khyber Pakhtunkhwa Ombudsperson under the Protection of Women from Harassment at the Workplace Act 2010, the Commission implemented a project to strengthen the implementation of Harassment at Workplace Act 2010. In this connection, five training workshops for various departments and attached bodies of Provincial and Federal Government Departments were conducted. Some of these trainings were held in June, following the SOPs on social distancing and hygiene. Four of these training workshops were conducted in the Committee Room of Social Welfare Department, Govt. of Khyber Pakhtunkhwa. Inquiry Committees for the departments and government organizations trained included the notified Inquiry Committees of the Public Health Engineering Department, Govt. of Khyber Pakhtunkhwa, Transport Department, Govt. of Khyber Pakhtunkhwa, Special Education Social Welfare Department, Govt. of Khyber Pakhtunkhwa and Tehzeeb Radio Peshawar. Each Inquiry Committee consisted of two members and one Chairperson totaling three persons per Committee. Training content included definition and different type of harassment, impact of harassment at the workplace, Terms of Reference of the Inquiry Committee and mandate of the Inquiry Committees. Trainings were conducted employing interactive methodology and group work exercises were done on the Case (complaint) Hearing and Case Analysis. Material and Power Point Presentation was also shared for further use by the respective committees in their offices.



9. Media Engagements

Social Media Campaign

WEPP- Cowater supported a social media campaign regarding the prevention of pandemic and domestic violence against women in COVID-19. The campaign started from 20th June 2020 and contained publishing of ten PSA messages in the form of very creatively designed digital posters in Urdu, two video messages one each by Mr. Muhammad Idrees Khan, Secretary SW,SE&WED & Dr. Riffat Sardar, Chairperson KPCSW in Pashto, awareness message regarding BOLO helpline in the form of a digital poster, link & recording of a special program highlighting prevention of pandemic and domestic violence against women.



Radio Campaign

Radio campaign regarding the prevention of domestic violence against women and coronavirus during COVID 19 started from 16th June 2020 on government-owned and most-liked radio channels in Khyber Pakhtunkhwa, FM 92 & FM 101.

Both radio and social media campaigns receive a lot of public attention and it was evident from the live responses from the people during the radio program and comments and likes under the social media pages. The awareness purpose regarding both issues was fulfilled and people expressed their satisfaction on both types of campaigns.





BUDGET AND EXPENDITURE STATEMENT

Annual Budget 2019 2020

KHYBER PAKHTUNKHWA COMMISSION ON THE STATUS OF WOMEN ANNUAL BUDGET FOR FINANCIAL YEAR, 2019-20			
CODE	PARTICULARS	NUMBER OF POSTS 2019-20	BUDGET ESTIMATE 2019-20
A011	Total Pay	39	3,07,19,104
A01106	Total Pay of Officers	16	2,21,89,302
	Chairperson	Fixed Pay	42,00,000
	Secretary of the Commission	01	21,87,744
	Director Program (BPS-19)	01	16,44,696
	Deputy Coordination Officer(BPS-18)	03	45,00,000
	Assistant Co-ordination Officer (BPS-17)	03	32,40,000
	Public Relation Coordinator(BPS-17)	01	10,80,000
	Information Technology Officer(BPS-17)	01	10,80,000
	Accounts Officer(BPS-17)	01	10,80,000
	Finance Accountant (BPS-16)	01	8,48,352
	Information Technology Assistant (BPS-16)	01	8,22,744
	Admin Assistant (BPS-16)	01	7,85,766
	Private Secretary (BPS-16)	01	7,20,000
A01156	Total Pay of Staff	23	85,29,802
	Computer Operator(BPS-12)	03	21,60,000
	Senior Clerk(BPS-14)	01	4,80,000
	Junior Clerk(BPS-11)	02	14,40,000
	Driver (BPS-05)	05	13,69,000
	Naib Qasid (BPS-03)	07	16,03,146
	Chowkidar (BPS-03)	03	8,33,928
	Mali (BPS-03)	01	3,45,432
	Sweeper (BPS-03)	01	2,98,296
A012-2	Total other Allowances		24,00,000
A01273	Honoraria		14,00,000
A01274	Medical Charges		4,00,000
A01278	Leave Salary		6,00,000
A02203	Consultant based Research & Surveys		30,00,000
A032	Total Operating Expenses		3,50,000
A03201	Postage & Telegraph		50,000
A03202	Telephone & Trunk Calls		2,00,000
A03203	Telex, Tele Printer & Fax		50,000
A03205	Courier & Pilot Services		50,000
A033	Total Utilities		31,20,000
A03301	Gas Charges		1,00,000
A03302	Water Charges		20,000
A03303	Electricity		4,00,000
A03305	POL for Generator		2,50,000
A03402	Rent for Office Building		22,00,000
A03603	Registration of Vehicle		1,50,000
A038	Total Transportation		12,30,000
A03805	Travelling Allowance		6,00,000
A03807	POL Charges		6,00,000
A03808	Conveyance Charges		30,000

5/11/20
15/3/10

Annual Budget 2019-2020

KHYBER PAKHTUNKHWA Commission on the Status of Women Annual Budget for Financial Year, 2019-20			
Code	Particulars	No. of Posts	Budget Estimate 2019-20
A039	Total General		40,85,000
A03901	Stationary		2,00,000
A03902	Printing Charges		1,50,000
A03903	Conference / Seminars/ Workshops		20,00,000
A03905	Newspapers Periodicals & Books		25,000
A03906	Uniform & Protective Clothing		10,000
A03907	Advertisement & Publicity		3,00,000
A03919	Payments to others for services rendered		11,50,000
A03970	Others		2,50,000
A06	Total Transfers		2,50,000
A06301	Entertainment Charges		2,50,000
A09	Total Physical Assets		60,20,000
A09201	Hardware		3,00,000
A09202	Software		20,000
A09501	Transport		50,00,000
A09601	Plant & Machinery		2,00,000
A09701	Furniture & Fixture		5,00,000
A13	Total Repairs & Maintenance		7,30,000
A13001	Transport		6,00,000
A13101	Equipments		1,00,000
A13201	Furniture & Fixtures		30,000
Grand Total			5,19,04,104

[Signature]
Secretary 15/3/19.

(Khyber Pakhtunkhwa Commission on
the Status of Women)

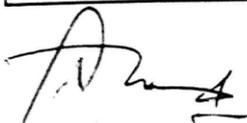
Expenditure Statement

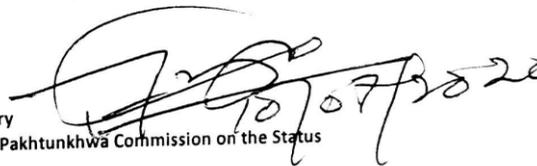
 Khyber Pakhtunkhwa Commission on the Status of Women
 Expenditures Statement as of 30th June, 2020

CODE	PARTICULARS	ALLOCATION IN RS	PROGRESSIVE EXPENDITURES	BALANCE
		2019-20		
A011	Total Pay			
A01106	Total Pay of Officers	22,189,302	8,542,065	13,647,237
A01156	Total Pay of Staff	8,529,802	2,579,775	5,950,027
A012-2	Total Other Allowances			-
A01273	Honoraria	1,400,000	389,630	1,010,370
A01274	Medical Charges	400,000		400,000
A01278	Leave Salary	600,000		600,000
A02203	Consultant based Research & Surveys	3,000,000		3,000,000
A032	Total Operating Expenses			-
A03201	Postage & Telegraph	50,000	3,260	46,740
A03202	Telephone & Trunk Calls	200,000	35,221	164,779
A03203	Telex, Tele Printer & Fax	50,000	32,610	17,390
A03205	Courier & Pilot Services	50,000	3,060	46,940
A033	Total Utilities			-
A03301	Gas Charges	100,000	28,020	71,980
A03302	Water Charges	20,000	11,260	8,740
A03303	Electricity	400,000	181,522	218,478
A03305	POL for Generator	250,000	101,490	148,510
A03402	Rent for Office Building	2,200,000	1,512,000	688,000
A03603	Registration of Vehicle	150,000	3,462	146,538
A038	Total Transportation			-
A03805	Travelling Allowance	600,000	407,286	192,714
A03807	POL Charges	600,000	475,427	124,573
A03808	Conveyance Charges	30,000	2,120	27,880
A039	Total General			-
A03901	Stationary	200,000	31,768	168,232
A03902	Printing Charges	150,000	9,500	140,500
A03903	Conference / Seminars/ Workshops	2,000,000	137,580	1,862,420
A03905	Newspapers Periodicals & Books	25,000	21,520	3,480
A03906	Uniform & Protective Clothing	10,000	10,000	-
A03907	Advertisement & Publicity	300,000	50,628	249,372
A03919	Payments to others for services rendered	1,150,000		1,150,000
A03970	Others	250,000	185,250	64,750
A06	Total Transfers			-
A06301	Entertainment Charges	250,000	129,884	120,116
A09	Total Physical Assets			-
A09201	Hardware	300,000	54,630	245,370
A09202	Software	20,000	6,150	13,850



A09501	Transport	5,000,000		5,000,000
A09601	Plant & Machinery	200,000	99,593	100,407
A09701	Furniture & Fixture	500,000		500,000
A13	Total Repairs & Maintenance			-
A13001	Transport	600,000	187,516	412,484
A13101	Equipments	100,000	93,359	6,641
A13201	Furniture & Fixtures	30,000	23,706	6,294
	Grand Total	51,904,104	15,349,292	36,554,812


 Prepared by
 Finance Acctt


 Secretary
 Khyber Pakhtunkhwa Commission on the Status

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ANNEXURES

ANNEX-I

Review of the KP Labour Policy, 2018 from a Gender Perspective

1. Objectives of Review of KP Labour Policy, 2018

The following are the objectives of Review of the KP Labour Policy 2018 from a gender perspective:

- To ensure that it does not violate the principles of gender approach, gender mainstreaming, and gender balance.
- To ensure that the rights of women are fully protected.
- To consider that human rights concerns are upheld.
- To verify that it does not discriminate against women and other vulnerable groups.

2. Content of the KP Labour Policy, 2018

The KP Labour Policy was approved by the Department of Labour, Government of Khyber Pukhtunkhwa in 2018. It has 6 Chapters as follows:

1. Introduction
2. The Constitution of the Islamic Republic of Pakistan
3. Pakistan's International Commitments
4. Policy Objectives
5. Major Areas of KP Labour Policy
 - 5.1 Ensuring provision of Basic Labour Rights (with several sub headings)
 - 5.2 Capacity Building and Institutional Development
 - 5.3 Social Protection and Welfare
 - 5.4 Employment (with subheadings of Persons with Disabilities, Transgender, Youth employment etc)
6. Policy Implementation

3. Comments on the Policy from a Gender Lens with Recommendations:

- The policy itself is a clear and precise document. It is set in the national tone, with linkages and knowledge of international standards.
- In the preface under POLICY PRIORITIES (page 2), the third priority is specifically about women. It reads: "Facilitation of women in labour market through skill development, improvement in workplace monitoring, enhancing coordination in administration of laws on sexual harassment and ensuring that pro-women provisions of labour laws are implemented in the industrial and commercial establishments."

This suggests that women are treated separately in the document.

All the other priorities are gender neutral. The whole document lumps up the work force together. Therefore the following suggestions are made to ensure that gender approach and gender balance are observed:

- where ever "inspection staff" or "officials" is mentioned, it should be followed in brackets by male and female like this (male/female).

- where ever home-based workers, agriculture workers and workers in precarious employment are mentioned, these should be followed in brackets by male, female, transgender like this (male/female/transgender).
 - where ever youth, persons with disabilities are mentioned, these should be followed in brackets by male, female, transgender like this (male/female/transgender).
 - wherever “working community” is mentioned, it should be followed in brackets by male, female, and transgender like this (male/female/transgender).
 - wherever the word “workers” is mentioned, it should be followed in brackets by male, female, and transgender like this (male/female/transgender).
 - wherever the word “labour force” is mentioned, it should be followed in brackets by male, female, and transgender like this (male/female/transgender).
 - wherever the word “workers” and “employers” is mentioned, it should be followed in brackets by male, female, and transgender like this (male/female/transgender).
- Under POLICY OBJECTIVES (page 10), international commitments are mentioned which leaves out CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women). This should be included. Because it would help the Govt of Pakistan to report positively to the Review Committee of CEDAW, that gender discrimination is addressed in the policy documents of the Government, and this policy could be stated as an example.
- Under Chapter 5, Health and Safety at Workplace, there is a recommendation for a provincial law on Occupational Health and Safety. However what is needed more is a provincial law for home-based workers. The need for a provincial law on Home-based workers should have been included in the document, with the statement on the progress made by the Labour Department in working closely with the Women Parliamentary Caucus on drafting the law.
- Under Chapter 5, and 5.1 Ensuring provision of Basic Labour rights, a sub heading is used as 5.7.1. as Gender at Works, thus suggesting that the drafters were aware and concerned that gender should not be overlooked; and has made a total of eight recommendations to “ensure that women workers will be facilitated at the workplace and beyond to promote their maximal participation in the labour force”. As such the document should be hailed that good recommendations are made to protect the rights of female workers, which are as follows:
1. Focusing on labour protection of the sectors dominated by women.
It would have been better if the sectors are named which are dominated by women.
 2. Promote and facilitate research for introduction of women specific provisions in labour laws.
It seems that the drafters knew that more information is needed on how to make the labour laws more women friendly and women specific. There is a need to identify those labour laws.
 3. Ensuring implementation of women quota in all tri-partite labour committees at all levels.
In the implementation plan, an action point should have been included to inform on how women quota in the committee will be filled.
 4. Women workers engaged as receptionists and bus hostesses will be protected under the provisions of Road Transport Ordinance and other applicable laws.
It would have been better to have included the word “women drivers”, because females should not be discriminated against when drivers are selected for driving buses.
 5. Promoting gender audit and gender sensitive inspection.



6. Initiation of administrative measures to facilitate women workers at the workplace, like establishment of Day care centers, wash rooms, separate room/place for meal or arrangement in canteen, etc.
This should be included in the task of the inspectors that when they monitor industrial and commercial establishments, they should look out for these in their monitoring forms/instruments/reports. Therefore in the implementation of the policy chapter, this point should be included.
 7. Coordinating with the line agencies/departments to ensure that the provisions of Sexual Harrassment at Workplace Act are implemented in the industrial and commercial establishments.
This is a good point, but it should be linked with action points in the chapter on Implementation of the Policy.
 8. Ensuring that provisions of the KP Maternity Benefits Act is implemented in letter and spirit in the industrial establishments.
This is a good point, but it should be linked with action points in the chapter on Implementation of the Policy.
- There is no linkage established in the document with the KP Women Empowerment Policy, even though that policy mentions economic empowerment of women as its main pillar. Therefore the labour policy should be linked with the KP Women Empowerment Policy.
 - Under the sub heading Labour Judiciary, the word presiding officers of the Labour Courts should be followed by brackets like this (male/female). A recommendation should be included in this section, that advocacy will need to be made for appointment of female presiding officers, especially to handle female workers complaints.
 - Under subsection Employment Promotion and Skill Development, no mention is made of the Skill development centers of Social Welfare. A linkage should be drawn here, because Social Welfare also has Dastakari/ skill development centers.
 - Under Roles and Responsibilities of Partners (page 28), the KP Commission on the Status of Women (KPCSW) should be mentioned, and made part of the Policy Steering Committee, so that it can assist the Labour Department in steering the policy towards its objectives from a gender perspective and ensuring that women's equal rights are not violated.
 - The Labour Department can request the KPCSW for providing technical support in the revision of the policy so that the gender approach is fully integrated.

ANNEX-II

Covid-19 Implications for Women of Khyber Pakhtunkhwa May, 2020 Khyber Pakhtunkhwa Commission on the Status of Women

1. CURRENT SITUATION

The first case of Coronavirus in Pakistan surfaced on 25th February, 2020. Sex distribution of national tally as of May 19, 2020 by age shows that women between the age brackets of 20-29 and 30 – 39 are highest affected amongst all age groups. The distribution of deaths for female between the age brackets of 60-69 is the highest in the country.

There are 23,557 quarantine facilities across Pakistan of which 2,760 are in Khyber Pakhtunkhwa. Isolation arrangements have been made in hundred and ten (110) hospitals across the province with a total bed capacity of eight hundred and fifty-six.

In March, 2020, the Federal Government redirected \$40 m unutilized funds to fight the pandemic of which \$7 million were diverted to Khyber Pakhtunkhwa. On 19th March, 2020 the Federal Government announced lockdown.

2. WHAT ARE THE ISSUES AFFECTING WOMEN IN CURRENT SITUATION?

- 1) **Women and Poverty:** Aggravating poverty situation in the face of crisis brought about by the pandemic has hit the lower middle and white color class the hardest. Women in general and women headed households representing this class further are the most vulnerable groups and most in need of immediate social assistance.
- 2) **Effects on Female Workforce:** Women in Khyber Pakhtunkhwa are primarily associated with the informal and unregulated sectors and trades, such as working as unregistered health workers, as teachers in private schools and academies, as artisans in home based trades and as household or those engaged in providing domestic help. Required social distancing practices and the restrictions on intra and inter district transportation by the Provincial Government as well as closure of factories and other workplaces has resulted in limited mobility in general and for women from these trades in particular as they used to step out and find wage based work to support their families. In many cases women have had to lose work in these fields and pandemic has resulted in complex economic stress for them.

1 Covid-19 Secretariat, Islamabad (<http://covid.gov.pk/>)

2 Reported by National Institute of Health, Pakistan



- 3) **An increase in Burden of Unpaid Caregiving:** Growing burden of care for the ailing, children and the elderly and enhanced levels of domestic chores resulting from lockdown for women, in most cases, unacknowledged and supported by male family members, has been reported and witnessed across the province. These condition are likely to lead to increased stress and physical fatigue levels for women and further lead to stress and burn out.
- 4) **Women Business Entrepreneurs:** Loss of employment and lower to no business outputs in women run by women in limited resources have added to difficulties of women entrepreneurs. As many women led businesses tend to remain unregistered, they are likely to miss business support and equity measures by government in response to the pandemic.
- 5) **Gender Based Violence:** About 35 cases of domestic violence have been reported via a CSOs run helpline between fourth week of March and May 2020. Other forms of gender based violence reported in media include honor killings (Waziristan case May 2020), murder (a man killed wife over cold meal, May 2020), sexual abuse with children (case reported from District Mardan in March, 2020).
- 6) **Issued Faced by Female Health Workers:** As per verified reports some of the key issues faced by female health professionals working on the frontlines of response are faced with challenges such as:
 - a. lack of personal protective gear thus greater exposure to virus
 - b. workplace discrimination and neglect (In a known incident a nurse hailing from District Chitral and serving in a leading private sector hospital of Peshawar was laid off by her employer after testing positive during her time serving at the hospital.)
 - c. workplace harassment and discrimination that may potentially lead to fear, stress and anxiety and affect quality of performance and life for female health professionals.
- 7) **Sexual and Reproductive Health (SRHR):** SRHR and mother and child health services are also affected due to lockdown and may further risk diversion of resources for mother and child programmes to coronavirus response which might have implications for women in the longer run even after the pandemic is over.
- 7) **Sexual and Reproductive Health (SRHR):** SRHR and mother and child health services are also affected due to lockdown and may further risk diversion of resources for mother and child programmes to coronavirus response which might have implications for women in the longer run even after the pandemic is over.

3. WHAT IS THE GOVERNMENT DOING TO RESPOND TO THE CRISIS WITH A GENDER RESPONSIVE APPROACH?

- 1) **Ehsas Emergency Programme:** The Prime Minister of Pakistan Emergency Cash Assistance has started as a social protection measure for the economically marginalized groups, particularly targeting women. Under the initiative, a cash assistance of Rupees twelve thousand per quarter is being paid to the deserving beneficiaries. The same programme is benefitting women in the province.
- 2) **Bolo Helpline:** The Department of Social Welfare, Special Education and Women Empowerment (SWSEWED), Government of Khyber Pakhtunkhwa has started Bolo Helpline (0800-22227) for the referrals of cases of gender based violence.
- 3) **Provincial Disaster Management Authority (PDMA) Helpline:** The Provincial Disaster Management Authority (PDMA), KP has started a hotline providing host of response services to citizens including psycho-social counselling to callers, including to women. The hotline number is 1700.
- 4) **SOPs for Protection of Women in Quarantine Centers:** The Provincial Government has also notified SOPs for the protection of women and children in quarantine through Relief and Rehabilitation Department of Government of Khyber Pakhtunkhwa.
- 5) **SOPs for Protection of Women in Shelter Homes:** The Department of Social Welfare has also notified the SOPs for women in shelter homes and institutions of social care for children.
- 6) **Women Engaged in Production of Face Masks:** Women and students of skills centers of Social Welfare Department have been involved in the production of face masks.
- 7) **Sehat Tahaffuz Helpline:** "Sehat Tahaffuz" helpline 1166 has been launched to provide health-related information services to the people. Through the Helpline citizens will be able to obtain immediate assistance to their queries and concerns related to Polio and routine immunization services. The helplines caters to queries from and for all genders.

4. WHAT KPCSW IS DOING?

- 1) KPCSW in general provides technical assistance to the Department of Social Welfare, review of SOPs and protocols and flags and issues that come forth and need following with regards to crisis and its impact on women i.e. workplace harassment or follow up on registration of FIR on any case of gender based violence.
- 2) The Commission is close to concluding work on response strategy to combat gender implications of Coronavirus in mid and long term.
- 3) The Commission is now also positioning itself to prepare and lead advocacy on long pending domestic violence bill.
- 4) The Commission is working on developing strategic communication on attitudinal change for mitigating violence against women.



5. Way-forward

- 1) The Provincial Government is fully committed to eliminating effects of the pandemic and the Commission looks forward to taking this opportunity to push the legislation on issues affecting women and lobby for expediting enactment of pending legislation.
- 2) The situation also offers the Commission an opportunity to provide our technical and advisory services to the concerned government departments for efficient administration of emergency cash programmes with core focus on deserving and marginalized women.
- 3) This is also an opportunity for us to increase inter-departmental liaison in the course of promoting women's protection agenda, key partners to engage in this respect are social welfare, health department and home department.
- 4) The Commission is working on strategic communication to work on behavior changes toward realizing a fair environment for women.

ANNEX-III

Review of Khyber Pakhtunkhwa Burn Prevention and Rehabilitation Act, 2018

1. There is no section or sub-section in the draft bill which can be viewed as jeopardizing or infringing in any manner the equal rights of women and girls.
2. A Preamble should be introduced in the beginning of the bill which should give reference to the Criminal Law Amendment Act 2011 (ACT XXV) which criminalized burn violence and made it a crime against the state. Under section 336A and 336B of the Pakistan Penal Code, a punishment of minimum 14 years to life time imprisonment was ensured, with a fine of 1 million Pakistani rupees; the offence was made non-bailable and non-compoundable.
3. The objective of the bill should be introduced in the first section stating that the objective is to create a Board and Fund which will undertake activities for primary prevention i.e. preventing burn from happening and secondary and tertiary activities i.e. strengthening the capacity of the health department for secondary and tertiary treatment, and providing financial and rehabilitation assistance to the victims and their families.
4. There are several typographical and grammatical mistakes in the Bill as listed below:
 - 1) Section "J", which reads "Rehabilitation Scheme" means restitution of a victim to a state as close to their state of physical and self-sufficiency prior to the commission of an offense. The singular gets changed into plural and then into singular form. So the word "their" should be changed to "his/her" so as to keep it consistent to singular form.
 - 2) Sub-section "J" the last sentence of the same para reads "by providing means financial and socio-economic". The word means should be deleted.
5. Then a list is provided through which the victim will be rehabilitated; starting from i. free medical treatment; ii. Restoration of his/her physical or mental health, dignity and self-sufficiency; and goes on to ix. "Secretary means the Secretary of the Board. X. Victim means any burn victims affected by burn injuries;
 - 1) The sub-section ix. And x. should be removed from here and placed under Section 2 about definitions.
 - 2) Sub-section k) "Rules" means the rules under this Act; This section should also be removed from here and placed under section 2 of definitions.

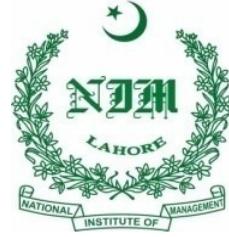


6. Section 3 Application of certain laws: it reads “The victim upon registration shall be entitled to all benefits and under the Ordinance and any other law for the time being in force.” The words “the Ordinance” should be deleted.
7. Section 4. Reads “Establishment of Burn Rehabilitation Board”. It means that the Board is just r estricted to rehabilitation, whereas the section below also talks about power to ensure burn prevention. Therefore the word “prevention should be added to the Board name, as Establishment of Burn Prevention and Rehabilitation Boards.
8. Section 5 Powers and Functions of the Board. The first subsection a) is “To develop and monitor and ensure burn prevention as per appendix-I;”.
 - 1) The appendix first gives a caption on Burn Prevention saying that prevention is at 3 levels: primary prevention, secondary prevention and tertiary prevention. The secondary and tertiary prevention is described as when burn has already taken place and preventing from further harm.
 - 2) Recommendations in this appendix is first to have a database on all burn victims, and this to be place under health secretariat. The word secretariat should be changed to health department or if it is going to be placed under this board, then it should be reading under board to prevent and rehabilitate...
 - 3) 2. Second recommendation is Legislation needed for standardization/quality control of natural gas stoves, heaters, geysers, pressure cookers, electric appliances to ensure public safety; and to control acid/corrosive/firecracker sale.
 - 4) Both these recommendations should be moved to the main content of the bill under section 5, and reworded to state that the board will have the power to monitor public places for safety measures and to advise the Building Control Department to maintain safety standard in public places for safeguard of employees and public from burn.
 - 5) Under this section 5, a subsection should be made which should be worded as such: “The board will ensure control of acid/corrosive/and firecracker sale. The corrosive substances to include hydrochloric (muriatic) acid and sulfuric acid; also including basic corrosives which are sodium hydroxide and lye. Battery water is also included, which is acidic, and causes burns. The Board will control this sale, by writing to the concerned Govt authority to exert control through issuance of license for sale of acid/corrosive substances and fire crackers.”
 - 6) In section 5, a subsection should be made which can state “to create a central data-base on burn victims”.



9. Instead of giving the suggestions in an appendix, it is recommended that a policy should be made by the KP Govt. which can include recommendations that are provided in appendix such as burn prevention through chapters in syllabus through Education Department; prevention of fires through control mechanisms by the Building Control Department and, preventive measures by the Health Department as stated in the Appendix.
10. The Appendix should be removed from the Bill. Similarly, the “History of Burn Crimes” should be removed from the bill in the opening.
11. One of the functions of the Board should be to also facilitate the linking of data and information from Acid Survivors foundation to the data from the Health Department.
12. Section 11. The word “approves” should be changed to approve.
13. The Chapter IV is captioned: Provisions related to Women, Children and Dependents of the Victim. Here the assumption is that the victim is a male. In most acid burn cases the victim is women. Therefore to make it gender neutral, it is suggested that the caption should be reworded to “Provisions related to Spouse, Children and Dependents of the Victim”.
14. Section 12. It is stated that the Board shall provide a monthly subsistence allowance/grant to a registered victim. This is too vague. A monthly subsistence allowance could be as less as Rs. 100. Therefore it is suggested that a minimum monthly subsistence allowance should be mentioned equivalent to the minimum monthly wages in vogue at the time as determined by the Labour Department.

ANNEX-IV



NATIONAL INSTITUTE OF MANAGEMENT LAHORE
26th SMC
SIMULATION EXERCISE-II
“(Internal Security)”
RAG-6
CHIEF MINISTER KP COMMISSION ON STATUS OF WOMEN

RAG Composition

Mr. Farrukh Iqbal Khan (Leader)	FSP
Mrs. Zahida Sarfraz	IRS
Mr. Iftikhar Haider	M/O National Food Security & Research
Mr. Habib Ullah	Sectt. Group
Mr. Muhammad Ali Ammer	PMS (Ex-PSS)

Assessed by: Dr. Riffat Sardar, Chairperson KPCSW

SPONSOR DS: Major Attique Arshad (R)

Date: 09-12-2019



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Annex: Assessment Remarks by Dr. Riffat Sardar, Chairperson KPCS GLOSSARY

BCSW	Baluchistan Commission on Status of Women
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CII	Council of Islamic Ideology
CM	Chief Minister of KP
DCSW	District Committee on Status of Women
Department	Department of Social Welfare, Zakat, Usher, Special Education and Women Development
DPO	District Police Offer
KPCS	Khyber Pakhtunkhwa Commission on the Status of Women
PCSW	Punjab Commission on Status of Women
SCSW	Sindh Commission on the Status of Women

Introduction

Gender Equality, Women Empowerment and violence against women are both a global and national priority. These issues are dealt under the overarching umbrella of the status of women. Pakistan has established a National and four provincial level Commissions on the Status of Women for enforcing Constitutional guarantees available to women and fulfil international commitments that it assumed under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action (BD & PFA) and more recently, the Sustainable Development Goals (SDGs).

Statement of the Problem

The Khyber Pakhtunkhwa Commission on the Status of Women, a statutory advisory body of the Khyber Pakhtunkhwa province, was established in 2009. A subsequent Act in 2016 replaced the Act of 2009. The Commission was the first ever Provincial level Commission in the country, established with functions to oversee implementation of laws, policies and programs related to women and propose new measures to promote the women's rights and eliminate all kinds of discrimination against them. A decade on, the Commission is struggling to show case any tangible results on its promise of empowering women as well as addressing the cases and root causes of violence against them in the province. What are the causes of this failure, what challenges do the Commission faces and what are key interventions could help resuscitate and revitalize the Commission?

TORs/Scope

The Study will address the following:

1. Identify progress made thus far and find out the reasons of the poor results.
2. Identify the challenges and impediments in overcoming the poor performance of the Commission. Draw comparison with other provinces and governance issues;
3. Carry out a critical appraisal and performance audit of the Commission on State of Women during the last one decade.

Literature Review

There is no dearth of qualitative research on the issue of women empowerment and social, economic and cultural barriers that women face in Pakistan including in the Khyber Phaktunkhwa province. There is, though, serious dearth of data and the available data is scanty, contradictory and in most cases unavailable. In undertaking this study, the research is conducted through both national and international resources. The UN Human Development Index, Gender Development Index, Gender Empowerment Measure and Gender Inequality index has been consulted to determine Pakistan's global standing as well as nature and kind of indicators utilized by the international community to assess a country's performance on the women and empowerment related issues.

The study provides a qualitative analysis of the two key documents: Commission's Act of 2009 and 2016 to determine differences and legislative progress during the past decade. Muhammad Zia-Ur-Rehman et al (2017) provided Pakistani socio-economic conditions, circumstances and the resultant barriers

The write up from Imran et al in the Universal Journal of Management and Sciences titled “Socio-cultural barriers impede Women's Economic Empowerment in District Swat”, discusses in detail how gender discrimination remains prevalent in nearly all walks of life in conservative districts. The situation is compounded by illiteracy, joint family, early marriages, lack of peace, and the presence of vested groups in the society, which systematically undermine women's participation in the economics sector. Arab Naz and Hafeez Ch's publication in the Bioinfo Sociology is a very valuable source on socio-cultural, economic, religious and political impediments to women empowerment. Arab and Hafeez highlight how illiteracy combined with Mullahism creates a fertile ground for not only disempowerment of women but also violence against them in a society where men is seen as a protector. Essentially, women were and are continued to viewed as cattle and/or a property of men in some parts of the KP. These soci-cultural and economic impediments require legal and behavioral changes could not have come out more clearly as they did in the Arshad Khan Bangesh's piece in the Pakistan Journal of Social Issues.

Sadaf Mumtaz's Pakistani Women; Multiple Locations and Competing Narratives” (2010) highlighted the diversity and variation in Pakistani women such as their rural-urban location, ethnic background and class affiliation are discussed in detail by the author. Khawar Mumtaz, Farida Sharif, have discussed the impact of culture and male members of family on the independent thinking process of women of Pakistan.

Methodology

Research study has been built upon both quantitative and qualitative analysis. It has been very difficult to find accurate and reliable data. In order to undertake an evidence-based analysis, this study utilized data from both, governmental and non-governmental sources, while at the same time the study opted to evolve new indicators and data from the mandate of the Commission and the annual report respectively. In terms of qualitative analysis, the study utilized both Primary

Sadaf Ahmad, Pakistani Women; Multiple Locations and Competing Narratives, (Oxford University Press, July 31, 2010).

Khawar Mumtaz & Farida Sharif, Women of Pakistan Two steps forward one step back? Vanguard Books (Pvt) Ltd. Lahore-Islamabad, 1987.

&Secondary sources. On the primary side, interviews were conducted with the leadership of the KP Commission on Status of Women, lawyers and civil society actors. Similarly, the annual and monthly reports of the KPCS were exceedingly useful in determining the direction of the KPCS. On secondary side, a number of analytical articles and new stories were consulted, which have been reflected in the bibliography.

SECTION - I

1.1 Constitutional & Legal Framework

The Constitution of Islamic Republic of Pakistan guarantees fundamental rights of every citizen without discrimination on basis of gender. Foundation of the Constitution of Pakistan 1973 are embedded in Islam. Principles of Policy underlines the principle of equal rights and equal treatment to all citizens/ persons, without any distinction including on the basis of sex. Following articles of Constitutional of Islamic Republic of Pakistan broadly cover the women rights:

- Article 3 calls upon the State to eliminate all forms of exploitation.
- Article 4 provides for the right of individual to enjoy the protection of law and to be treated in accordance with the law.
- 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.
- Articles 25(3) and 26(2) allow the state to make special provisions for the protection of women and children.
- Article 26 & 27 provide for equal access to public places and equality of employment in the public and private sector.
- Articles 11 & 37 (g) prohibit trafficking in human beings as well as prostitution.
- Article 32 makes special provisions for the representation of women in local Government.
- Article 34 directs the state to take appropriate measures to enable women to participate in all spheres of life and social activities.
- 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
- Articles 51 & 106 provide for the reservation of seats for women in the legislatures.

In pursuance of these Constitutional guarantees, the Federal Government has enacted a number of laws ensuring women rights which may include but are not limited to Offense of Zina (Enforcement of Hudood) Act 1997, Criminal Law (Amendment) Act 2004, Honor Killing Criminal Act (Amendment) 2004, Protection of Women Act 2006, Criminal Law Act 2009, Sexual Harassment Criminal Amendment Act 2010, Protection Against Harassment of Women at the

Leslie Friedman Goldstein. The Constitutional and Legal Rights of Women, Oxford University Press; 3, edition 7 April, 2006.

Work Place Act, 2010, National Commission on the Status of Women (NCSW) Act, 2012 (amended up to 2018), Women in Distress and Detention Fund Act 2018, and Enforcement of Women Property Rights Ordinance 2019.

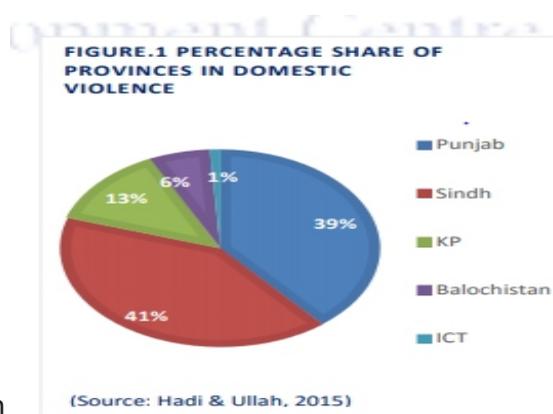
Similarly, Provinces have also followed the Federal Government. In the case of KP, laws that focus on women empowerment include Khyber Pakhtunkhwa Establishment of a Commission on the Status of Women Act, 2009, Khyber Pakhtunkhwa Act III (2012) Enforcement of Women Ownership Rights; Khyber Pakhtunkhwa Promotion, Protection and Enforcement of Human Rights Act, 2014, and Khyber Pakhtunkhwa Establishment of a Commission on the Status of Women Act, 2016.

1.2 Status of Women

1.2.1 Pakistan

Pakistan stands at 133rd out of 160 on the Gender Inequality Index, the Gender Empowerment Measures ranks Pakistan at 136th out of 177 countries and finally, Gender Development Index ranks Pakistan at 150, out of 189 countries. Pakistan is a country whose nearly 50% of population is women. With the widespread and systematic denial of the rights, which may include but not limited to the following:

- i. Women economic empowerment/lack of economic resources;
- ii. Work discrimination, pay differentials, stereotyping and workplace harassment Public, discrimination in public responsibilities
- iii. Socially: sexual violence, abuse, household work unpaid and uncounted burden, rape, sexual exploitation including incest
- iv. Male dominance and patriarchy, honor killings
- v. Private organizations: consideration of women in private organizations and business ventures.
- vi. Legal surety: legal security need exists
- vii. Financial aspects: monetary responsibility issue
- viii. Women status – not socially equal to men
- ix. Inheritance issues: Watta Satta, Marriage with Quran etc.



Muhammad Zia-ur-rehman, Muzamil Shah, and Muhammad Usman Ullah, “Sustainable Development and Women's Rights in Pakistan – A Paradigmatic Analysis,” Global Regional Review II, no. I (2017), <https://ideas.repec.org/a/aaw/journal/v2y2017i1p63-69.html> 63–69.

Table - 1

NATURE OF CASES	2013-14	2014-15	2015-16	2016-17
DOMESTIC VIOLENCE	120	173	90	64
SEXUAL/ RAPE	17	47	17	7
DIVORCE	38	28	38	23
EARLY MARRIAGES	30	11	26	5
FAMILY VIOLENCE	0	0	0	11
SWARA	21	23	21	0
RUN AWAY	271	222	261	895
WIDOWS	0	4	0	0
ZANA	9	0	9	0
BEGGARS	116	0	116	0
TOTAL	622	508	578	994

Source: Women Crisis center, Dar-ul-Aman

1.2 Status of Women

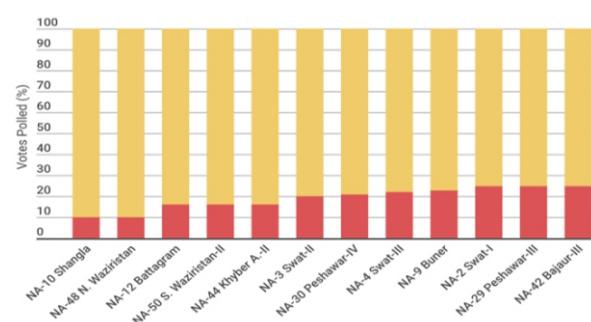
1.2.2 Khyber Pakhtunkhwa

The status of women in KP is a product of “Pakhtun social organization, social structure, centuries old customs and traditions, Pakhtun code of life (Pakhtunwali), patriarchy and male dominance in political relations and religious misperceptions” These factors obstruct women's empowerment in the province.

In addition, to the cultural and customs, “the feudalistic nature of the area as well as the negative perception and over-strict practice of Purdah have key role to block women from attaining empowerment where males have the overall control of decision-making regarding women's fate”. Overall, “the Pakhtun culture scarcely frees women to mobilize for matters related to economy and other gainful activities”. The discrimination against women is in a variety of ways. Take right to vote. Huge gender gaps exist in voting. Of its 6.61 million registered female voters, only 32.96 managed to vote in the General Elections of 2018. In the General Election of 2013, militants warned the tribesmen in Miranshah and North Waziristan Agency of FATA not to let the women vote in the election. The tribesmen were threatened to

The Gender Gap in Voting

In 12 National Assembly constituencies, the share of women's votes in the total votes was between 10 to 25%. Eight of these constituencies are in Khyber Pakhtunkhwa and four in adjoining tribal areas.



Arab Naz, Hafeez-ur-Rehman Chaudhry, “Gender and development: socio-cultural, economic, religious and political impediments in women's empowerment and gender development: a case study of malakand division kpk Pakistan”, *Bioinfo Sociology*, 2249–1686, Volume 1, Issue 1, 2011, <http://www.bioinfo.in/contents.php?id=189>.

Arab Naz, Hafeez-ur-Rehman Chaudhry, “Gender and development: socio-cultural, economic, religious and political impediments in women's empowerment and gender development: a case study of malakand division kpk Pakistan”, *Bioinfo Sociology*, 2249–1686, Volume 1, Issue 1, 2011, <http://www.bioinfo.in/contents.php?id=189>. Ibid.

be punished. Girls are sold, even today in some tribal areas, as brides under the custom of “Walwar”, an agreed-upon mode of marriage in some areas, treats women as commodities that have a price. The girl is sold to the highest bidder regardless of his age or character, and the sale is legitimized on the grounds of a custom. The reality of woman as a piece of property, a commodity, is reflected in many ways in which society continues to dispose of her body. She is offered as compensation for damage to life and property i.e. khoonbaha or blood money (Swara) to compensate for murder. “The custom of watta satta is yet another marriage transaction in which a man can acquire a wife by offering a woman that belongs to him – a daughter or a sister – in exchange” .

Table – 2

S.No.	Category	2015	2016	2017	2018	1.1.2019 to 31.10.2019
1	Honor Killing	35	44	53	63	47
2	Rape	138	164	158	216	193
3	Domestic Violence	247	336	287	289	296
4	Ghag Act	31	30	44	55	50
5	Child marriage					

Source: District Police Officer Swat

Overall, it is difficult to assess the situation in KP, due to cultural and social barriers, Male dominated tribal councils (Jargas), and Dispute Resolution Mechanisms. Both national and provincial law exist to overcome these customary practices. For instance, 2012 Act by the KP Assembly on Enforcement of Women Ownership Rights. Issues such as Vanbi, Watta-Satta, Swara, Marriage with Quran have been outlawed in the relevant provisions of the Pakistan Penal code. In more conservative areas such as the tribal belts, Dera Ismael Khan and Kohat etc, it is not easy for the women to act (what others would term rebel) against the male dominated cultural and religious norms. Assessing situation of women is challenging due to non-availability of data, which is scanty and contradictory. Yet, whatever data is available, it shows consistency and not abatement. The differences in data is visible from the following table.

Sanchita Bhattacharya, "The Status of Women in Pakistan", Journal of Research Society of Pakistan, Vol 51, No.1, https://www.academia.edu/9835338/Status_of_Women_in_Pakistan 2014

Ibid.

Sections 489 (A), (B) and (C)

Table - 3

DATA OF CASES (SHELTER HOMES/ DAR-UL-AMANS/WOMEN CRISIS CENTER) 2015-2019									
Dar-ul-Amans/ Women Crisis Centers		Honor Killing	Rape Cases	Kidnapping	Acid Throwing/ Burning women	Early Marriages /Child Marriages	Forced Marriages	Domestic Violence	Total no. of Cases
	2015-2019	06	18	00	00	59	76	1706	1865

Source: Dar-ul-Aman, KP/Directorate of Social Welfare, Special Welfare, Special Education

Data available at various Civil Society based sources reporting on KP

Table - 4

		2015	2016	2017	2018	2019
1	Honor Killing	987 ¹³	60 ¹⁴	94 ¹⁵		
2	Rape	52 ¹⁶	136 ¹⁷	130		
3	Domestic violence	164 ¹⁸	287 ¹⁹			
4	Ghag Act					
5	Child marriages				1,909,000 ²⁰	

Source: Various newspaper and reports listed

1.3 KP Commission on Status of Women

The Provincial Commission on the Status of Women Khyber Pakhtunkhwa is a statutory advisory body established under the Khyber Pakhtunkhwa Act XIX of 2009. KPCSW envisions “Emancipation, equalization of opportunities and socio-economic conditions amongst women and men and elimination of all sorts of discrimination of women”. The Commission is a regulatory & monitoring body to work with sister government organizations as well as with NGO's on empowerment of women. The 2009 Act was repealed, and the new Commission Act of 2016 has been enacted by the Provincial Assembly with financial and administrative autonomy.

1.3.1 Key differences between the Old and the New Commission

The 15 official and non-official members selected from cross-sections of society based on their long-standing experience of work on women issues and technical expertise in the subject. The

“White Ribbon pledge campaign launched”, The News, 25 November, 2019,

<https://www.thenews.com.pk/print/573908-white-ribbon-pledge-campaign-launched>

Javed Aziz Khan. “Honour killings on the rise

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“Sexual assault in 2017 as compared with 2016”, The News, 16 January, 2018

“White-Ribbon”, <http://www.whiteribbon.org.pk/White-Ribbon-Pakistan> › pk

“Aurat Foundation”, <https://www.af.org.pk/>

“UNICEF”, Girls not brides, <https://www.girlsnotbrides.org/members/u-s-fund-for-unicef/>

formation of District Committees (DCs) on Status of Women (DCSWs) is a key and unique feature of the new Commission's mandate. The Commission request for notifying 23 DCWs by the Provincial Government is still pending.

Table – 5

Powers/Mandate	2009	2016
Membership	Between 9 – 15	15 members
Secretary of the Commission	a. Dept of Zakat, Usher & Women Empowerment/ Additional Secretary or Director; b. Principal Accounting Officer	a. Govt shall post a BPS 19 Govt Officer for a period of 3 years; b. Principal Accounting Officer
Chairperson	To be appointed by the Government for 3 years	Appointed by Government on the recommendation of Scrutiny Committee /Status equal to BS-21
Scrutiny Committee		No Definition
Secretariat	The Department of Zakat, Usher and Women Empowerment shall be the Secretariat of the Commission	Permanent Secretariat based in Peshawar
Rules and Regulations	Prescribed under the rules	Made under the ACT and notified by the Government
Funds usage	Functions of the Commission; establishment charges; welfare of women	Functions of Commission; establishment charges; welfare and empowerment of women
Annual reports of the (i) Commission; (ii) district committees	(i) Chief Minister (ii) Zila Nazim	(i) Chief Minister (ii) District Nazim

1.4 Challenges Faced by KP Commission

1.4.1 Legal Challenges

1. Commissions is neither autonomous nor independent. It remains under the administrative control of the Department of Zakat, Usher and Women Empowerment.
2. Limited power: recommendations and monitoring
3. Council of Islamic Ideology (CII) continues exercise veto on the work of the Commission;
4. While sufficient finances are at the disposal of the Commission, it does not enjoy complete autonomy in utilization of its resources. The Principal Accounting Officer is a grade 19 Government Officer;
5. In comparison to Punjab and Baluchistan, there is no power vested in the Commission to summon the violator, either an organization or an individual
6. Vague process of the appointment of the non-members and the Chairperson since there is no definition of a search and scrutiny committee mentioned in the 2016 Act.
7. No defined framework for the redressal of complaints;
8. Even after a decade, the Commission is unable to make the District Committees (DCs) functional since the Government is yet to issue notification;
9. While the Commission is able to draft and approve rules and regulations, a Government notification is required for them to become operational.
10. There is no progress on extending the jurisdiction of the Commission to the newly merged FATA region.



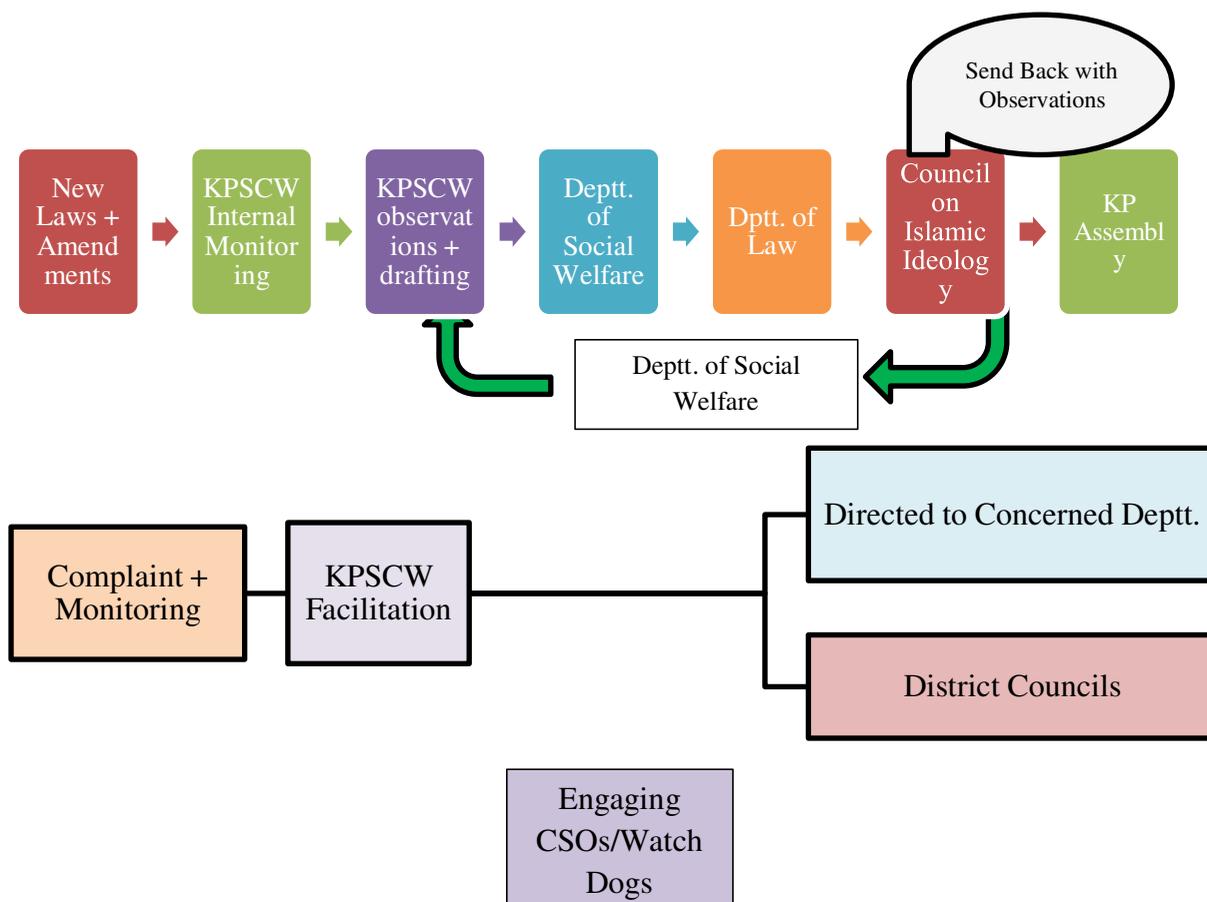
1.4.2 Administrative Challenges

- 11. Absence of authentic data and therefore, ability of the Commission to undertake and promote evidence-base reforms is weak
- 12. Absence of coordination mechanism with the law enforcement and justice mechanisms such as police and the Jirgas System.

1.4.3 Cultural Challenges

- 13. Culture and cultural practices such as Rivaj including Wannu, Ghak, and strong patriarchal society prevents acts of violence and discrimination to be brought to the Commission.
- 14. At least outside the metropolitan areas, cases get buried at the Jirga or the Dispute Resolution Committees which are managed and operated by the District Police Officer (DPO)

1.4.4 Decision Making Process within KPCSW



SECTION - II

2.1 Comparison with other Provincial Commissions

While legally, there may not many differences in the constitution and establishment of the four provincial Commissions, one difference is the availability of the powers of a civil judge to Punjab and Sindh Commission. The real difference has been made in the strategic approach. The Punjab Commission, has focused on economic empowerment and has made significant advances. Sindh is following suit. While KP Commission is battling against administrative controls, rivaj and the Council of Islamic Ideology (CII)'s refusal to agree to the proposed provincial legislation on domestic violence, acid and burn crime and early marriage bills.

Table - 6

Sr. #	Indicators	Punjab Commission on Status of Women (PCSW)	Sindh Commission on Status of Women (SCSW)	KP Commission on Status of Women (KPCSW)	Baluchistan Commission on Status of Women (BCSW)
1	Process for Selection of Chairman/Members	Government through a Search Committee headed by Chief Secretary	Candidates for Shortlisted by a committee headed by Minister W&DD/both ruling and opposition Party decide.	Appointed by Government through the scrutiny Committee.	By Government
2	Financial Autonomy of Commission on status of women	Yes (One-line Budget)	NO (Budget from Administrative Department)	Yes need approval from Dept	Not know
3	Helpline for Women	1043 (21.08.2014)	1044 (May 2018)	0800-22227 (By an NGO-June, 2019)	
4	Availability of a full-time legal advisor to the Commission	Yes	Yes	No	
5	Availability of Civil Court Powers	Yes	Yes	No	No

2.2 A comparative Assessment of Achievements to Date

Table - 7

6	Strategic Plan for the women empowerment	Yes	Yes	No	No
7	Capacity building of Women: Entrepreneurship, use of technology, Islamic teachings/application	Yes	Yes	No	No
8	Assistance in securing micro-finance	Yes	No	No	No
9	Women Crisis Centers for emergency help	Yes	No	No	No
10	Visibility of the Commission	Significant	Low	Low	None

2.3 Indicators for Performance Audit/Appraisal of KPCSW

Keeping in view the absence of data, limitation in information, this report establishes 16 Indicators build on the functions contained in 2016 ACT and discussions with stakeholders such as the UN to assess performance of the KP Commission on Status of Women:

Table - 8

Sr. No	Indicators	2014-15	2015-16	2016-17	2017-18	2018-19
1	No of recommendations made to the Government of KP on their existing policy, programs, projects for women development and gender equality;	0	0	0	0	0
2	No of recommendations adopted by relevant departments	0	0	0	0	0
3	No of new provincial laws, rules and regulations affecting the status and rights of women reviewed or commented, in light of CEDAW and other gender equality commitments	4	0	0	1	3
4	No of suggested repeal or amendments essential to eliminate discrimination, 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	2	0	2	0	0
5	No of cases of violence against women and girls' cases including honor killings, early marriages, forced marriages, kidnapping, and suicide addressed or taken up and/or resolved by the Commission;	0	0	0	0	0
6	No of mechanisms and institutional procedures established and monitoring for the redressal of violation of women's rights including number of inquiries	3	0	6	0	1
7	No of cases including individual grievances addressed and facilities for social care established	1-10 ²¹	0	1-10	1-10	3

The Annual Report 2014-15 did not mention any specific number but only "a number of" cases.

8	No of policies/programs examined and reviewed and plans of each department to ensure that they address gender concerns adequately;	3	0	1	1	0
9	No of District Committees established and constituted consistent with the mandate;	11 ²²	0	12	0	0
10	No of guidelines provided to the District Committees for implementation;	0	0	0	0	0
11	No of periodic reports on the implementation status of the District Committees to the Commission received	0	0	0	0	0
12	Feedback provided by the Commission on International reports	1	0	7	0	0
13	No of required regulations approved and reviewed under this Act;	0	0	0	0	1
14	No of sub-committees constituted by the Commission	0	0	4	0	0
15	No of media reports mentioning KP CSW and covering women's rights issues	1-10	0	1-10	1-10	0
16	No of consultative sessions. Conference etc. held on issues of women empowerment and violence	1-5	0	1-5	1-5	17
17	No. Strategic partnership and donor engagements	0	0	3	1	3

The Committees were established by the Commission but has not been approved by the KP Government and hence are not functional.



SECTION – III: ANALYSIS

3.1 SWOT Analysis

<p style="text-align: center;">STRENGTH</p> <ul style="list-style-type: none"> • Legally Autonomous • NGOs Support • Adequate Budgetary Allocation • Monitoring & Oversight over Provincial Departments/Agencies • Forum for review of pro women laws • Authority to access Districts /Departments /agencies in order to monitor, review and assess their performance 	<p style="text-align: center;">WEAKNESSES</p> <ul style="list-style-type: none"> • Working as subsidiary body of Social Welfare, Zakat and Women Development Department KP. • Funds available yet authority to utilize is missing. • Only Recommendatory Body • No description/definition of scrutiny committee for appointment of non-members and the Chairperson.
<p style="text-align: center;">OPPORTUNITIES</p> <ul style="list-style-type: none"> • Develop Provincial policies, strategies and action plans that set out roles and responsibilities of different stakeholders. • Review & Develop operational policies and codes of conduct to ensure women rights. • Improve service delivery to survivors of violence and women at risk • Prioritize the physical and psychological safety of women and girls • Training and capacity development • Education and awareness-raising • Reform laws and regulate • Stakeholders 	<p style="text-align: center;">THREATS</p> <ul style="list-style-type: none"> • Lack of Political will & consensus of all stake holders including religious clergies and Khans/Maliks etc. on Women Right Reforms • Cultural entrenches - Rivaj including Wannu, Ghag • Lack of coordination/public awareness with law enforcement and Judicial mechanisms such as police and the Jirgas System. • Council of Islamic Ideology • Lack of data/database system on violence against women and other women rights related issues.

3.2 Key Question

Given the poor performance of the KP Commission, can we identify and rectify the key flaws in its establishment and operations?

3.3 Goals

There is no short-term solution or a quick fix to the problems that the Commission faces. The report proposes three goals to be pursued in medium and long term:

- 3.1.1 Build a political consensus on the need for economic empowerment of women as well as violence against women;
- 3.1.2 Streamline data on all aspects of empowerment as well as violence against the women;
- 3.1.3 Ensure practical independence of the Commission

3.4 Action Plan

Table - 9

TARGETS	ACTIONS By	TIME	RESOURCES	KPI's
Intervention 1 (Administrative)	Establish an Integrated Gender Data Platform			
An integrated IT data base application/platform allowing key stakeholders to upload data concerning violence against women, discrimination and empowerment	KP Police, KP Hospital, Print and Media, District Bar Association District Committee KP Information Technology Board (KPITB) NADRA	0-3 years	PRK 250,0000	No pilot districts; No evidence-based policy recommendations made on the basis of data per year; No. of existing laws/regulations/rules reviewed per year; No. of mandatory review meetings chaired by the Chief Minister to ensure data compliance per month No. of new legislation/regulations/rules recommended per year; No. of registered users No. of cases uploaded No. of cases resolved or addressed
Intervention 2 (Legal)	Strengthen the institutional capacity and Independence of the Commission			
Amend the 2016 ACT to ensure independence by granting inter alia Civil Court Powers to the Commission akin to Punjab and Baluchistan	KP Assembly Department of Law, Parliamentary Affairs and HR, KPCCSW, Dept of Social Welfare	0-1 years	NO Additional Resources Required	-No. Sections of the Act reviewed and vetted for amendments per month; - No. of gaps identified in the existing Act identified per month -No of new legislation/sections of the ACT proposed



Remove Administrative and Financial Control of the Department of Social Welfare	KP Cabinet; Chief Minister KP, KPCSW, Deptt. of Social Welfare, Dept of Law0-1	0-1	No Additional Resources	No. of Administrative and Financial barriers removed per month
Operationalization of the District Committees	Deptt. of Social Welfare, DC Office, KPCSW	0-1	No Additional Resources	No. of DCSWs made functional; No. of meetings of the DCSW held quarterly No of issues and cases reported and dealt by the DCSWs No. of progress reports sent to the KPCSW per month No. of DCSWs established in newly merged tribal districts per month
Appointment/Hiring and firing of the Secretary to be done by the Commission	Board of the Commission	0-1	No Additional resources	
Law Minister to present on behalf of the Government, draft (pending) legislative on the Domestic Violence, Early Marriage, Ownership Rights Act, Enforcement of Election Act, and Acid Burn Acts.	CM Office, Law Minister, KPCSW, Standing Committee of the KP Assembly Deptt of Women Dev	0-3 month	No Additional Resources	No. of Laws enacted per month; No. of amendments adopted per month
Intervention (Political) 3	Enhance political will and political consensus on Women Development issues			
Ensure recommendations of the Commission are binding on all department and the KP Government	Amendment in the 2016 Act; KP Assembly	0-2 years	No Provincial Government or donor funding	No. of amendments made in the functions/section 8 of the KPCSW No. of amendments made in the KP's Rules of Business 1985
Mandatory vetting of all draft legislation by the Commission before they are submitted to the KP Assembly	Chief Minister Office; KP Cabinet	0-2	No additional funding necessary	No. of amendments made in the KP rules of Business 1985
Establish an Independent Department on Women Development	Chief Secretary	0-2	No additional funding	No. of amendments made in the KP rule of Business 1985



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ANNEX-V

Assessment remarks by Dr. Riffat Sardar, Chairperson , KPCS

- The Title which was previously “Chief Minister KP Commission on the Status of Women”, should have been questioned, why “Chief Minister”. The group was advised to change the title to “KP Commission on the Status of Women”.
- Research data: There is need for more reliance on Govt Data. The latest PDHS should have been used. None of the researches undertaken by KPCS were used or even mentioned.
- More time was spent on trying to build the case that the situation of women in Pakistan is generally not good. Instead it would be more useful to use the Govt statistics to show that women are lagging behind, and then squarely focused on the women in KP and their status.
- When reviewing the comparing the KP Commission with the other Commissions, the KPCS rightly came out as the weakest. Yet the group did not explore why the KPCS remained weak even after the law was amended, and what more could have been done through amendments in the law to make the KPCS more strong.
- A linkage should have been drawn on the weak performance of the KPCS due to the weaknesses in its autonomy both administrative and financial.
- The untimely resignation of the ex Chairperson of the KPCS was not explored at all. What were the issues that prompted her to lay down her resignation? Why has the KPCS not been encouraged to perform? Who could have done more so that the performance of KPCS improved.? Who is the KPCS accountable to for its performance? Such questions should have been analyzed in the paper.
- The standard model of evaluations was not used which looks at factors such as efficiency, efficacy, and relevance.
- The absence of political will should have been added as at the core of non-performance of the KPCS. The need for a strong political will to further the women agenda is desperately needed for making the KPCS successful. The following Questions to consider:
 - Is there strong political will by top leadership to strengthen the KPCS?
 - How can such will be strengthened?
 - Have such questions already been debated in provincial assembly? Can they be talked about?
 - What positions have political parties taken on these questions? What steps are needed to bring all parties onboard in tackling this problem?
 - Will efforts to discuss the weak role of KPCS in the provincial assembly be supported or opposed?
 - What partners should be mobilized?
- Impediments to corrective action for notification of District Committees:
 - The issue of not notifying the district committees so as to keep the KPCS weak may have been politicized by one side or another.
 - Toleration of delaying practices may be entrenched in established political and administrative system.



- The civil society may be reluctant to the formation of district committees, as there are a multifarious number of district committees that the NGOs have formed or are in the formation (eg District Protection Committees). Even more so as the KPCSW District Committee will be from the Govt side and therefore having more clout.
- Instead of waiting for the Local Bodies elections to take place so that counsellors are elected to be placed on the District Committees, the Government may notify the District Committees without the counsellors, and as and when the counsellors become available then nominate and add them to the District Committees.
- * Overall the research paper was a very good exercise into the workings of a Govt. Institution. It is hoped that the recommendations from the esteemed officers would be helpful in guiding the KP Govt for supporting and strengthening the KPCSW.