



# National Gender Policy Framework

Ministry of Planning,  
Development and Special Initiatives,  
Government of Pakistan



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# ABBREVIATIONS & ACRONYMS

ADP	Annual Development Plan	NAVTEC	National Vocational and Technical Training Commission
ANC	Antenatal Care	NEET	Not in Employment, Education or Training
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women	NEX	National Employment Exchange
CNICs	Computerized National Identity Cards	NGPF	National Gender Policy Framework
CPR	Contraceptive Prevalence Rate	NHDR	National Human Development Report
CSOs	Civil Society Organizations	NITB	National Information Technology Board
DCPC	Deputy Chairman Planning Commission	NMDs	Newly Merged Districts (of Ex-Federally Tribal Areas into KPK)
ECP	Election Commission of Pakistan	OECD	Organization for Economic Co-operation and Development
EPMM	End Preventable Maternal Mortality	OOS	Out of School Children
FOI	Female Opportunity Index	P2E	Passport to Earning
FP	Family Planning	PBS	Pakistan Bureau of Statistics
FPRH	Family Planning and Reproductive Health	PDHS	Pakistan Demographic and Health Survey
FPRW	Fundamental Principles and Rights at Work	PIDE	Pakistan Institute of Development Economics
GBV	Gender Based Violence	PPP	Public Private Partnership
GDI	Gender Development Index	PSDP	Public Sector Development Program
GE	Gender Equality	PTA	Pakistan Telecom Authority
GEHCW	Gender Equality in Health and Care Workforce	SBA	Skilled Birth Attendant
GGGI	Global Gender Gap Index	SBP	State Bank of Pakistan
GII	Gender Inequality Index	SDGs	Sustainable Development Goals
GWG	Gender Wage Gap	SDPI	Sustainable Development Policy Institute
HEC	Higher Education Commission	SEZs	Special Economic Zones
HNEYG	Health, Nutrition, Education, Youth and Gender	SIGI	Social Institutions and Gender Index
ILO	International Labor Organization	SMART	Special Measures Achievable, Relevant and Time-bound
IMF	International Monetary Fund	STEM	Science, Technology, Engineering and Mathematics
KJP	Kamyaab Jawan Program	STI	Sexually Transmitted Infections
KPIs	Key Performance Indicators	TWGs	Thematic Working Groups
KPK	Khyber Pakhtunkhwa	UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
LF	Labor Force	UPR	Universal Periodic Review
LSBE	Life Skills Based Education	VAWG	Violence Against Women and Girls
MF	Micro Finance	VNR	Voluntary National Review
MMR	Maternal Mortality Rate	WEE	Women's Economic Empowerment
MoEPT	Ministry of Education and Professional Training	WEF	World Economic Forum
MoHR	Ministry of Human Rights	WEOI	Women's Economic Opportunity Index
MoNHSR&C	Ministry of National Health Services Regulations and Coordination	WHO	World Health Organization
MoPDSI	Ministry of Planning, Development and Special Initiatives		
NADRA	National Database and Registration Authority		

# MESSAGE FROM THE HONORABLE PRESIDENT OF PAKISTAN



Human progress and prosperity are underpinned by intrepid ideas. These ideas have their roots in the collective wisdom of nations exercised through democratically constituted institutions. For any nation to prosper, it is imperative that all citizens, irrespective of their gender, caste, or creed be provided with equal opportunities for social and economic uplift.

The National Gender Policy Framework (NGPF) is an attempt to catalyze coordinated efforts towards women empowerment in Pakistan by addressing the structural barriers that encumber their meaningful participation in social and economic domains.

I am happy to note that the process of creating this Framework was truly inclusive with cross sectoral participation of stakeholders from different walks of life. The final document is indeed an amalgamation of diverse insights and perspectives aimed at empowering women and young girls in Pakistan. The focus on inclusion has helped in aligning this Framework with the current and emerging challenges, and has proposed strategic priorities for diverse but interlinked domains i.e., health, education, political participation, governance, safety and security.

I am confident that this Framework will be a guiding document for all future efforts to meaningfully engage women and girls in the social, economic, and political spheres for a transformational impact. I further hope that the adoption of this Framework will be an important step towards more concerted efforts to empower women in Pakistan and enhance their rightful role in the development of this country.

Thank you.

**DR. ARIF ALVI**

The President of Islamic Republic of Pakistan

# MESSAGE FROM THE MINISTER PLANNING, DEVELOPMENT & SPECIAL INITIATIVES



Women's empowerment is a recognized global cornerstone of a nation's progress and prosperity. The Government of Pakistan is cognizant of the fact that gender equality is not just one goal, but is the key to delivering all the seventeen Sustainable Development Goals, as it is the prime enabler and accelerator for Agenda 2030. Women and girls must enjoy inalienable rights to education, health services, justice, safety and security, and economic resources including access to markets and right to property. These rights must be secured through legal and policy instruments that provide a blueprint for women's empowerment and development. In this context, the National Gender Policy Framework is an important milestone for Pakistan as it provides a critical roadmap for collective action for realizing women's rights within the frameworks established by the country's Constitution and progressive value systems.

This Policy Framework reflects the government's vision of a peaceful and prosperous Pakistan in which men and women have equal rights and opportunities to develop and thrive. We recognize the role of women as the drivers of sustainable economic growth. In Pakistan, we have succeeded in closing the gender gap to a large extent in tertiary education, and are committed to do so in the primary and secondary education as well. Post COVID-19, the number of out of school children especially girls have increased globally and Pakistan was also impacted. This remains one of our top priorities and we fully recognize that the girls have been disproportionately affected. Under the Prime Minister's 'Kamyab Jawan' program, we are ensuring that young women have equitable access to loans and the skill development program so that they are able to contribute effectively to the economic growth of the country.

This Policy contains our government's clearly defined intent to provide women with the requisite rights and opportunities to thrive as equal and prosperous citizens of Pakistan. I am confident that effective implementation of this Policy will contribute immensely to inclusive social and economic development in which women across social, political, and economic divides will play important and empowering roles.

Thank you.

**MR. ASAD UMER**

Minister Planning Development and Special Initiatives

# MESSAGE FROM THE MINISTER HUMAN RIGHTS



I am delighted to note that the Gender Policy Framework is being launched at the occasion of the International Women Day 2022. Today, we must acknowledge, appreciate, and celebrate the role of women in the development process of Pakistan at all levels. However, we must also acknowledge that achieving women's equal rights is globally an ongoing struggle. Gender equality is at the very heart of human rights. The world leaders adopted equality and non-discrimination as the fundamental principles of the United Nations Charter in 1945. Yet nearly eight decades later, millions of women continue to experience discrimination when it comes to social, economic, cultural, and political rights.

Human rights and sustainable development are inseparable as the fundamental principle of Agenda 2030 is 'leave no one behind'. To achieve this goal, we must eliminate gender-based discrimination, violence, and oppression. The Covid-19 pandemic has further exacerbated the situation. From high burden of unpaid care coupled with escalating crisis of domestic violence to millions of out of school girls, the progress towards achieving equal rights for women have been eroded both locally and globally. In such challenging times, institutional reforms are necessary to mitigate the impacts of the pandemic and to promote gender parity at all levels.

The launch of the National Gender Policy Framework is a historic milestone and it reflects a high-level commitment of the Government of Pakistan towards advancing the women development agenda. I hope that this Framework will prove to be a key step towards build a more inclusive, equal, and tolerant Pakistani society in which women and girls will enjoy peace, prosperity, and equal opportunities across all domains; contribute to and benefit from national development.

Thank You!

**DR. SHIREEN M MAZARI**

Minister Human Rights

# MESSAGE FROM THE UN RESIDENT COORDINATOR AND HUMANITARIAN COORDINATOR IN PAKISTAN



Gender equality continues to be a challenge around the globe. Over many decades, the UN has made significant progress in advancing gender equality, including through landmark agreements and international treaties, to many of which Pakistan is also a signatory.

In Pakistan, gender has been a focus for the UN in the current programme, ending this year, under which UN agencies have supported federal and provincial governments through policy, advocacy, and technical assistance to advance gender equality and empowerment. It continues to be one of the key priority areas in the new cooperation framework being developed for the next five years.

I am pleased to see the Government of Pakistan's commitment formalized through the development of the National Gender Policy Framework, which is a key milestone in ensuring the sustainability of ongoing efforts to strengthen women's meaningful participation in the development of the country. This is critical because, despite efforts and improvements, a lot more needs to be done for gender equality in Pakistan – and around the world.

Through strategic investments in areas outlined in this Framework, and ensuring their implementation, women and girls in Pakistan can lead the country to a path of unprecedented, inclusive, and rights-based social and economic development.

It has been a privilege to offer our support in the development of this Framework and to have contributed our knowledge and experience in the areas of health, education, employment and decent work, political participation, safety and security to be integrated in this nationally driven and nationally owned effort.

Thank You!

**MR. JULIEN HARNEIS**

UN Resident Coordinator and Humanitarian Coordinator in Pakistan

# ACKNOWLEDGEMENTS



As we followed the Presidential and Ministerial Directives to develop a national gender roadmap, we were actively supported by the ministerial and provincial representatives, partners and colleagues from across the globe. While making the most of their time and critical inputs, we were able to put together a compendium of high impact strategic interventions for advancing women development, and mainstreaming gender in other ongoing critical works such as the COVID19 responsive planning. Here I would like to specially acknowledge the leadership of the Honorable Minister Planning, Development & Special Initiative, Mr Asad Umar who recognized this as a priority national agenda and took keen interest in its development. Last but not the least I would like to wholeheartedly thank Dr Jehanzeb Khan, Deputy Chairman Planning Commission for his unwavering commitment and deep insight which were both critical towards the development of this policy framework.

What we saw unrolling was a snowball effect; and for the successful conclusion of this intense, tightly coordinated and extremely vital assignment, I must also thank the young minds for exhibiting their leadership in undertaking the charge of this task. I would also like to acknowledge the vital contribution of senior political and bureaucratic officials, national and international subject experts, the development partners, and particularly the young minds for exhibiting their leadership and commitment which gives us hope for a better tomorrow . Thank you for your efforts, and valuable contributions towards generating this vital policy document.

This document is not intended to be a situation analysis, but a policy framework with gender-transformative strategic priorities ready to be adapted and rolled-out. We look forward to taking this ahead together with our aspiration for a more equal and inclusive Pakistan.

## **DR SHABNUM SARFRAZ**

Member Social Sector and Devolution,  
Ministry of Planning, Development and Special Initiatives



01

National Gender Policy Framework

# Introduction

# INTRODUCTION

Women constitute 48.4 percent of Pakistan’s population.<sup>1</sup> As a UN member state, Pakistan is signatory to the 2030 Agenda - the 17 Sustainable Development Goals (SDGs), and targets and indicators under each goal. Pakistan stands among one of the first countries to formally endorse the 2030 Agenda, through a unanimous parliamentary resolution. The 2030 Agenda, known as SDGs, recognizes the importance of empowering women; the relevant Goal 5 is to “**Achieve gender equality and empower all women and girls**”. The targets for this goal aspire to end all forms of discrimination, eliminate violence against women and girls in all its manifestations, ensure health and reproductive rights, ensure political, social and economic participation of women. Targets 5.4, 5a and 5b are of particular importance for enabling women’s economic empowerment as they relate to acknowledging the value of unpaid care work and domestic work, encourage women’s access to land and physical assets and information and communication technology. Pakistan is also committed to CEDAW<sup>2</sup>, the Beijing Platform for Action<sup>3</sup>, ILO conventions<sup>4</sup> and Child Rights Conventions, all directed to ensure women’s rightful place in the society. In the past years, there has been notable progress, attributable to more deliberate investments in improving the lives and well-being of girls and women.

Despite these endorsements and commitments, globally Pakistan has been in the bottom four countries on gender development indices for over quite a few years now. Understandably **gender development has been highlighted as a priority agenda by both the Honorable President and the Prime Minister of Islamic Republic of Pakistan.**

This **National Gender Policy Framework** packages the intelligence gathered through experts, international reviews and subject specialists of Pakistan, putting together a set of strategic priorities for consideration of the Government of Pakistan. The **National Gender Policy Framework** is structured as highlighted below:

**Chapter 1: Introduction** sets out the context to which the Policy Framework is developed.

**Chapter 2: State of Gender Development in Pakistan** describes the relative performance of and conditions in Pakistan with respect to Gender Development. Detailed review of the current state of affairs, major issues and constraints and the methodology adopted for the nation-wide consultation have also been included in this chapter.

**Chapter 3: Justification for the Policy** draws the conclusions from Chapter 2 and substantiates the necessity to develop the **National Gender Policy Framework**.

**Chapter 4: Vision, Objectives and Principles** provides guidance to the ‘future-state’ of the Gender Development in Pakistan

**Chapter 5: Policy Actions** elaborates interventions and defines enabling conditions required, together with relevant government departments and timelines.

**Chapter 6: Monitoring and Evaluation** provides insights to ensure the sustainability of the NGPF and proposes stakeholders’ coordination mechanism as well as KPIs to assess the progress and success of the NGPF implementation.

1. <https://data.worldbank.org/indicator/SP.POP.TOTL.FE.ZS?locations=PK>

2. UNGA. 1979. Convention on the Elimination of All Forms of Discrimination. Ratified by Pakistan in 1996

3. UN. 1996. Beijing Declaration. Fourth World Conference on Women.

4. Equal Remuneration Convention, 1951 (No. 100); and Discrimination (Employment and Occupation) Convention, 1958 \

## 1.1. BACKGROUND

Gender Equality (GE) is not just one goal, but it is the key to delivering Sustainable Development Goals, the prime enabler and accelerator for Agenda 2030. SDG 5 is a global responsibility, but also **an opportunity for gender-responsive implementation of the 2030 Agenda**, which provides a critical framework for collective action to achieve gender equality. In addition to having a separate goal on gender equality and women's empowerment, the 2030 Agenda for Sustainable Development recognizes gender equality as a cross cutting concern. The year 2021 marked the 42<sup>nd</sup> anniversary of CEDAW, and 25<sup>th</sup> anniversary of the Beijing Platform for Action, which flagged 12 areas for urgent action to ensure gender equality. The 2030 Agenda endorsed these challenges as SDG 5's nine targets.

Despite efforts made by governments globally, women and girls continue to be subjected to discrimination and violence and are denied full realization of their rights and potentials. Inadequate resources for implementation of action plans around gender equality is a significant challenge confronted by countries. The key challenge hampering the implementation and monitoring of gender equality is the lack of adequate gender-sensitive data. Absence of data globally may be attributed to lack of prioritizing the goal as such.

The 2021 UNESCAP report recorded Asia's progress towards gender equality as very slow, also due to limited regional evidence on gender equality (either data gaps or environment). Closing the gender gaps in wages and labor force participation remains the biggest challenge for the region, Pakistan included. The pandemic has further underscored the situation. The COVID19 has indeed erected new barriers in building inclusive and prosperous economies and societies. The Government of Pakistan recognizes the relevance of gender equality to the national mandate of achieving growth and prosperity, and the responsibility to ensure that the national policies and programs serve women and men equitably. Women's participation is the key to a sustainable and thriving national economy. The COVID19 has given an opportunity in terms of magnifying the gender inequalities and building back

better now by filling in the glaring gaps. Women's inclusion is critical both for immediate and long-term recovery solutions to COVID19.

This section details the methodology adopted for the development of this framework, and the current state of affairs in Pakistan vis-à-vis gender development.

## 1.2. METHODOLOGY

When the focused work on development of the roadmap began in March 2021, different initiatives were underway following the 2019 VNR presentation of Pakistan on SDG 5, to mainstream gender and identify priority areas focusing on gender development. This methodology captures a chronology of all the works done by the Ministry of Planning, Development and Special Initiatives in this regard.

### Establishing baseline information and commitment in VNR

In May 2019, while compiling information for Pakistan's official submission to the Voluntary National Review (VNR), a **High-Level Consultative Forum was organized on SDG 5**.

Later in August, the **first National Review on SDG 5** was organized to follow up on the commitments submitted in the 2019 VNR. During compilation of VNR, **critical data gaps** were identified and highlighted as a priority.

Another one of the key priorities identified during these dialogues was the need to set up a **robust and regular coordination mechanism** amongst all relevant stakeholders for setting up targets, reporting progress, sharing successes and lessons learnt against the SDG 5- Gender Equality. Through these forums, the Government of Pakistan highlighted its constitutional responsibilities for protecting the rights of the women and realizing their full potential in all spheres of life, especially social, economic, political and personal, and communicating the same to provincial governments. In 2019-2020, the federal and provincial governments introduced a number of interventions to improve gender governance, financially empower women, expand social protection net to encompass needs of

women in the most vulnerable groups of population, and curb GBV.

Works undertaken later in 2020 were pivotal as the **Government of Pakistan has committed to submit VNR in the year 2022** which will require reporting on substantial and concrete steps taken by the government to change the status quo and move the needle to close the gender gap.

### Mainstreaming Gender in COVID19 response

In March 2020, as COVID19 hit Pakistan, a comprehensive assessment was undertaken to map out the **anticipated socioeconomic fall out of the pandemic on vulnerable groups, with focus on women and children**. Understanding that the pandemic has the potential to erode any gender equality gains achieved by the government in last few years, as natural disasters, conflicts and disease outbreaks affect women and men differently. These circumstances and the ensuing living conditions make existing inequalities for women and girls even more wide and deep. This is further underscored by oblivion towards gender impacts of outbreaks while designing corrective policies<sup>5</sup>. With this key understanding the socioeconomic impact analysis was undertaken. This assessment was critical in informing relief and recovery packages through the platform of 'Ehsas', a flagship social safety program of the Government of Pakistan.

The report predicted that with the COVID19 as the informal job sector would be hit the most, **women will be disproportionately affected** with loss of incomes. Furthermore, with schools locked down and limited public transport opportunities, women will be **shouldering most of the house care work**, and the reduced economic opportunities will be **pre-disposing them to violence**. They would also be suffering due to **disrupted essential health (including reproductive health) services**. As a result, when the Prime Minister's Emergency Relief Package allocated PKR 200 billion for

labor class and PKR 100 billion for small and medium enterprises and Agri-sector, it maintained quotas for women-owned businesses. Relief package of PKR 10 billion was distributed to support 2.5 million families of daily wagers. **Over 54 percent of the 'Ehsaas' emergency cash program benefitted women. 'Ehsaas' Kifalat' continued to support women, enrolling seven million women**. Over 45 percent of the 'Ehsaas' interest free loan program's beneficiaries are women. Similarly, 60 percent of 'Ehsaas Amdan' Program assets were dedicated for women.

In the Government of Pakistan's **PKR 70 billion program for COVID19 response planning**, multiple mother and child hospitals have been approved under the scheme to **ensure continuity of essential health services for women**. In 2020-21, the Government of Pakistan also finalized the costed Universal Health Coverage benefits package with focus on women. **National review meetings on population and development** were held to ensure continuity in essential reproductive health and family planning services. Efforts were made to ensure leadership diversity in pandemic response and post-pandemic recovery planning, with **inclusion of women in technical working groups and program design**. All insights captured during these exercises were **archived by the MoPDSI**.

### Undertaking comprehensive analysis of Gender Indices

Between March and October 2020, a comprehensive analysis of multiple gender indices was undertaken, to map the relevant gender development indicators and gap areas for the same. While remaining cognizant of the fact that absence of gender-disaggregated data is a gap that needs to be addressed, the MoPDSI attempted to visualize the extent to which the COVID-19 will compound the existing gender inequalities<sup>6</sup> building upon available global evidence, and gender intersecting wider structural inequalities such as age, geography, class, employment, disability and other stressors<sup>7</sup>.

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5. Smith J. 2019. Overcoming the "tyranny of the urgent": integrating gender into disease outbreak preparedness and response. *Gender Develop.* 2019; 27:355-369
  6. UNFPA. 2020. COVID-19: A Gender Lens – Protecting Sexual and Reproductive Health and Rights, and Promoting Gender Equality.
  7. Hankivsky O, Kapilashrami A. 2020. Beyond sex and gender analysis: an intersectional view of the COVID-19 pandemic outbreak and response. Queen Mary University of London. Policy Brief.

While Pakistan is committed to the 2030 Agenda, the UN does not officially release national SDG progress reports, but there are third parties like Sustainable Development Report which releases SDG indices on different indicators. It is important to note that a data gap exists in Pakistan with regards to reporting the SDG 5 and gender related indicators of all other SDGs. Pakistan can take a significant step towards mainstreaming gender in policy and programmatic actions through streamlined and uniformed reporting on all the indicators across provinces. The World Economic Forum (WEF) also tabulates, and releases gender gap reports with country profiles, which includes 10 broad indicators other than the 13 indicators listed

under SDG 5. If Gender Development Index and Gender Inequality Index are also taken into account, they comprise 30 primary indicators, making it difficult for the governments globally to identify short-term and mid-term priorities or allocate resources accordingly. Furthermore, 20 other composite indicators contribute to these indices, owing to varying availability of data and information across countries. The OECD and other bodies have also started measuring the gender gaps, inequities and inequalities through various indices, making it easier for countries to track their progress and plan accordingly, but difficult to prioritize. A summary of the indicators mapped in this exercise are listed below.

**Fig.01 | Gender Development Indicators Mapped**

<p><b>Gender Development Index (GDI)</b></p> <ul style="list-style-type: none"> <li>Measures the gender gaps in human development by accounting for disparities between women and men in 3 human development dimensions – health, education and quality of life.</li> <li>Computed by UN</li> <li><b>In 2014, Pakistan’s GDI was 0.750 Vs. 0.837 for South Asia</b></li> </ul>	<p><b>Gender Inequality Index (GII)</b></p> <ul style="list-style-type: none"> <li>Reflects gender inequalities in reproductive health, empowerment and economic activity.</li> <li>Computed by UN</li> <li><b>In 2017, Pakistan GII was 0.541, ranking it 133 out of 160 countries</b></li> </ul>	<p><b>Global Gender Gap Index (GGGI)</b></p> <ul style="list-style-type: none"> <li>Developed in 2011 by World Economic Forum, and it measures economic participation, educational attainment, health &amp; survival, and political empowerment</li> <li><b>In 2020, Pakistan ranked 3rd-to-last (151 out of 153 countries)</b></li> </ul>
<p><b>Social Institutions and Gender Index (SIGI)</b></p> <ul style="list-style-type: none"> <li>SIGI ranks non-OECD countries according to social institutions like social practices and legal norms contributing to observed gender inequalities.</li> <li>Computed by OECD Development Center</li> <li><b>Pakistan is ranked 0.79 on SIGI, highly discriminatory towards women.</b></li> </ul>	<p><b>Women’s Economic Opportunity Index</b></p> <ul style="list-style-type: none"> <li>Piloted in 2010 by Economist Intelligence Unit, it measures indicators influencing economic opportunity of a country.</li> <li><b>Pakistan is ranked 108 out of 113 countries on WEIOI</b></li> </ul>	<p><b>Female Opportunity Index</b></p> <p>Computed by N26</p> <p>Measures advancement in female leadership in the government, corporate sector, STEM and entrepreneurship</p> <p><b>Pakistan ranks 100th out of 100 countries.</b></p>

A comprehensive mapping of the indicators was undertaken against available data sets captured through existing surveys and services data, mapping the gaps in reporting levels and building a case for development of national gender development index.

Fig.02 | Snapshot of database for mapping of indicators against availability and reporting

Index Dimension	Indicator	HDI- GD	HDI- GR	GGG- WEF	SDG 5 Indicators	Status (Survey or operational data)	District Level	Provincial Level	National Level	Level of Reporting	Sex Dis-aggregated Data available
Health and Well-being	Adolescent birth rates (SDG 3.7)	No	Yes	No	No	PDHS	No	No	Yes	National only	Available
Health and Well-being	Child Marriage (Indicator 5.3.1)	No	No	No	Yes	DHS	No	Yes	Yes	National & Provincial	Not Available
Health and Well-being	Decision-making on sexual health (Indicator 5.6.1)	No	No	No	Yes	PSLM	Not Known	Yes	Yes	National & Provincial	Available
Education	Enrolment in primary education	No	No	Yes	No	UNESCO-ISEI/HIES	No	No	Yes	National only	Available
Education	Enrolment in secondary education	No	No	Yes	No	UNESCO-ISEI/HIES	No	No	Yes	National only	Available
Education	Enrolment in tertiary education	No	No	Yes	No	UNESCO-ISEI/HIES	No	No	Yes	National only	Available
Economic Participation	Estimated earned income	No	No	Yes	No	HDR	No	No	Yes	National only	Available
Economic Participation	Estimated gross national income per capita	Yes	No	No	No	LFS	No	No	Yes	National only	Available
Economic Participation	Estimated gross national income per capita	Yes	No	No	No	LFS	No	No	Yes	National only	Available
Education	Expected years of schooling (SDG 4.A)	Yes	No	No	No	HIES	No	No	Yes	National only	Available
Gender Equality	Guaranteed Gender equality in legal framework	No	No	No	Yes	NCSW, MoHR, MoL&J	Not Known	Yes	Yes	National & Provincial	Available
Health and Well-being	Healthy life expectancy, years	No	No	Yes	No	WHO-GHOD/PHDS	No	No	Yes	National only	Available
Economic Participation	Labour force participation rate	No	Yes	Yes	No	ILOSTAT database/LFS	No	No	Yes	National only	Available
Gender Equality	Legal framework gender protection (Indicator 5.4.1)	No	No	No	Yes	NCSW	Not Known	Yes	Yes	National & Provincial	Available
Economic Participation	Legislators, senior officials and managers	No	No	Yes	No	ILOSTAT/LFS	No	No	Yes	National only	Available
Health and Well-being	Life Expectancy at birth (SDG 3)	Yes	No	No	No	PDHS (raw data)	No	No	Yes	National only	Available
Education	Literacy rate	No	No	Yes	No	UNESCO-ISEI/HIES	No	No	Yes	National only	Available
Health and Well-being	Maternal mortality ratio (SDG 3.1)	No	Yes	No	No	PDHS	No	No	Yes	National only	Available
Education	Mean years of schooling (SDG 4.6)	Yes	No	No	No	HIES	No	No	Yes	National only	Available
Information & Communication	Mobile phone ownership (Indicator 5.A)	No	No	No	Yes	PSLM/HIES	Not Known	Yes	Yes	National & Provincial	Available
Education	Population with at least some secondary education	No	Yes	No	No	HIES	No	No	Yes	National only	Available
Economic Participation	Professional and technical workers	No	No	Yes	No	ILOSTAT/LFS	No	No	Yes	National only	Available
Health and Well-being	Sex ratio at birth	No	No	Yes	No	UNDP-WPP/PHDS	No	No	Yes	National only	Not Known
Gender Equality	Share in agricultural land (Indicator 5.A.1)	No	No	No	Yes	PDHS	Not Known	Yes	Yes	National & Provincial	Available
Political empowerment	Share of seats in parliament (Indicator 5.A.2)	No	Yes	Yes	Yes	ECP	No	Yes	Yes	National & Provincial	Available

### Presidential Directive and Rapid Workplace Survey

While chairing a session on gender-based disparities on the 24<sup>th</sup> of December 2020, the **Honorable President, Dr Arif Alvi, reiterated the Government of Pakistan's commitment towards achieving SDG 5 – Gender Equality.** This was later reiterated by the Honorable Prime Minister as well. At the same meeting, the honorable President called for a rapid survey of offices to facilitate and make workplaces conducive for women. Following the meeting, a survey tool was designed and vetted by subject matter experts; it was digitized and rolled out in the Ministry of Planning, Development and Special Initiatives with the approval of the Deputy Chairman Planning Commission (DCPC) in January 2021. A total of 62 women working at the MoPDSI participated in the survey, and results of the same were analyzed and shared with the office of the DCPC for scaling up and executing the survey across other federal ministries too. The digitized tool was updated and rolled out in other Ministries in November 2021.

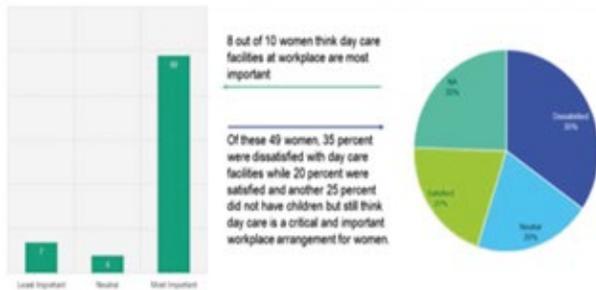
### Synergizing with consultations for Youth Priority Action agenda and mainstreaming gender

In February 2021, during the performance review meeting for the year 2020-21, setting a Youth Priority Action Agenda and a **Gender Roadmap** were identified as key actions by the honorable **Minister, Planning, Development and Special Initiatives.**

A comprehensive consultative approach was adopted, multiple avenues were exploited to engage maximum of experts, academicians and ministries through surveys, expert polls, policy dialogues and roundtables. While focus of the broader consultation was youth, **standalone policy dialogues were also organized around gender priorities.** Over 44,000 youth participated in the poll developed for this purpose between March 10<sup>th</sup> and March 31<sup>st</sup> with **45.56% females, 16,000 in survey, 1200+ in university engagement sessions while 200+ participated in the nine thematic consultative dialogues.**

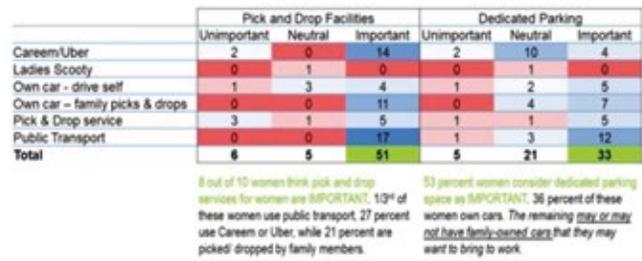
Fig.03 | Snapshot of findings from Rapid Workplace Assessment undertaken in the MoPDSI in Jan-Feb 2021

How important is day care at workplace?



(Share of Member States Sector & Country)

Understanding transport-related challenges



(Share of Member States Sector & Country)

How important are toilet facilities?

76 percent women extremely dissatisfied with current female toilet arrangements. 95 percent of these women think that toilets are extremely important feature of workplace.

	Unimportant	Neutral	Important
Dissatisfied	3	4	40
Neutral	1	2	6
Satisfied	0	0	6

Q. How can we make the workplace better for women?

Ensuring availability of functional washrooms with better cleaning and house-keeping highlighted by 15 percent of the respondents as a key recommendation to improve workplace for women.

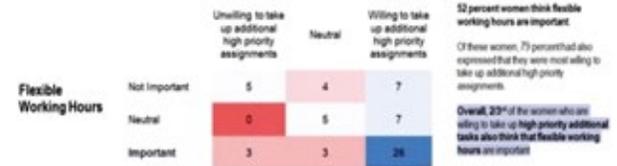
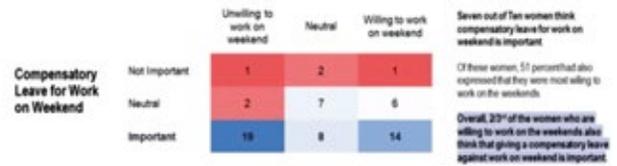
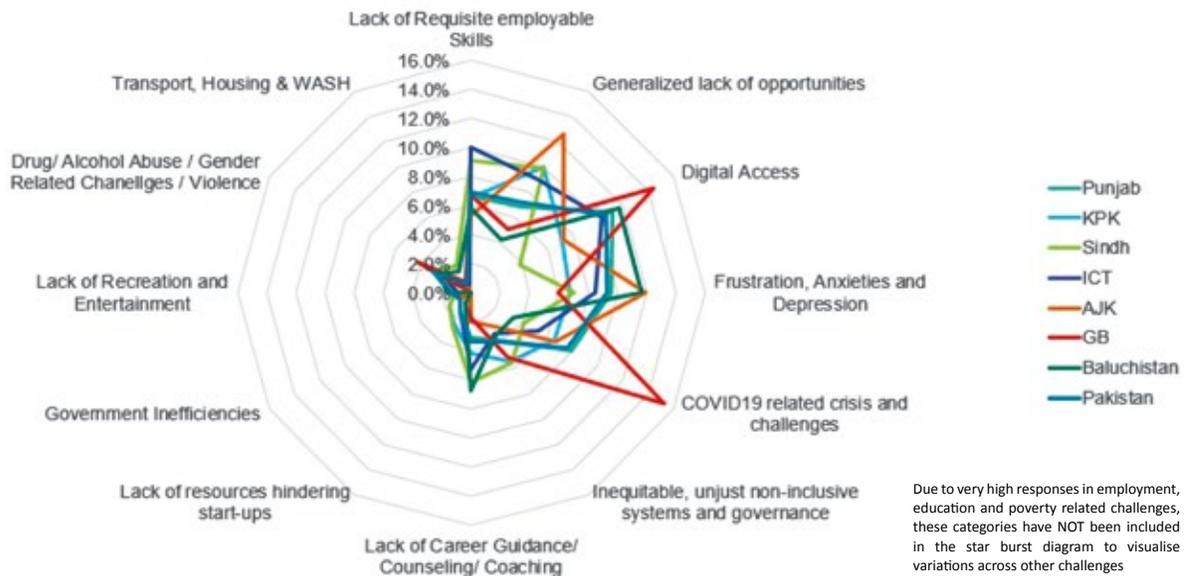


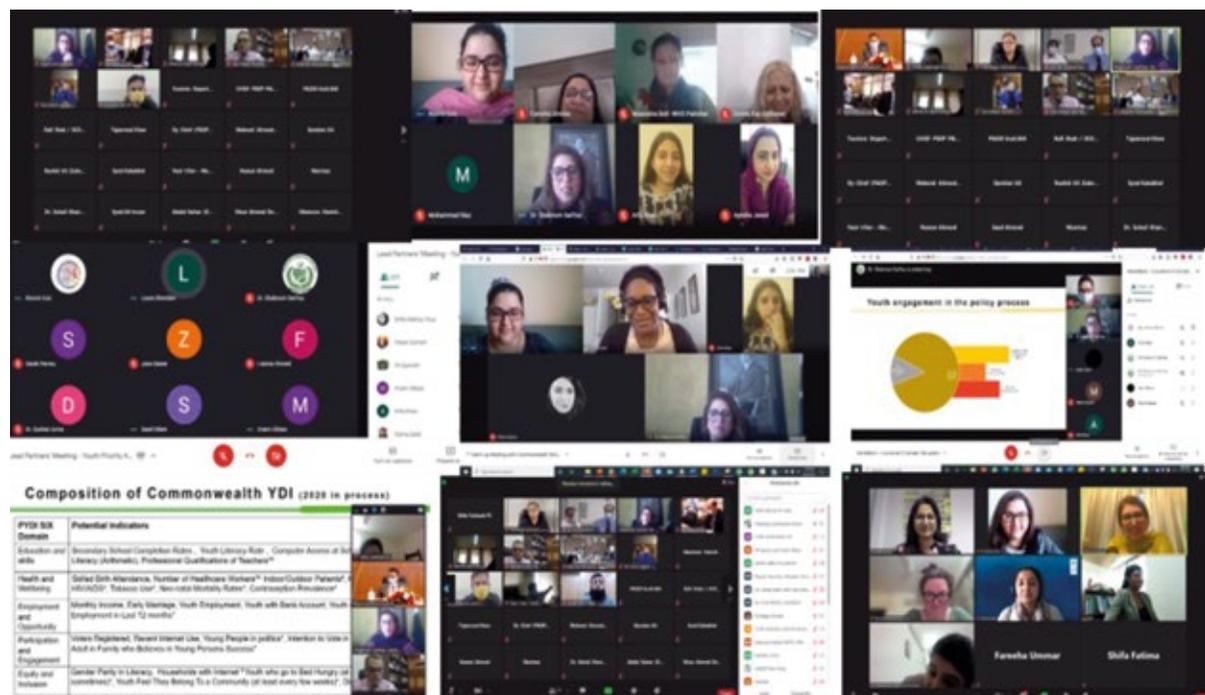
Fig.04 | Priorities identified by Female Youth in Youth Pulse Portal



In addition to the participants' sex, age, qualifications, districts and current status of employment, the responses were coded to identify major thematic groups for both challenges and proposed solutions. The responses were received in English, Urdu and Roman English and a team of youth volunteers together with the data team at COVID19 Secretariat worked to analyze this large and invaluable dataset.

A multi-stakeholder platform of ministers, UN partners, the Planning Commission and the Government of Pakistan was established to facilitate meaningful engagement. Deliberations from these consultations and collective thinking were consolidated and tabled at a **high-level policy forum held on 31st of March 2021**.

**Fig.05 | Screen- Grabs from Brain-storming sessions with UN Partners, Experts, Technical Working Groups to review and finalize critical inputs and interventions**



The participatory engagement therefore was at the heart of this report's design and development, in order to ensure that its recommendations are contextually relevant and produce a tangible impact. This engagement centred around the principles of inclusion, catering to diverse voices and ensuring that all relevant stakeholders – from policymakers to youth – are heard and accounted for. Efforts were made to ensure representation from marginalized and vulnerable groups, and minorities, to incorporate diverse perspectives and to address concerns arising

from different facets of the society.

Using these tools, the process of developing recommendations was undertaken which included inputs from various high-level policy forums that brought together government representatives, development partners and young people. In order to capitalize on all the partners' support that was available, the Ministry of Planning, Development and Special Initiatives adopted the snowball approach without spreading itself too thin.





In line with general commitment to gender development, key Specific, Measurable, Achievable, Relevant and Time-bound (SMART) interventions that target critical leverage points were designed in collaboration with the Planning Commission and based on the recommendations of the TWGs.

### 1.3. GENDER DEVELOPMENT IN PAKISTAN – CURRENT STATE OF AFFAIRS

Various initiatives such as mapping of gender indices, literature review, partners and experts’ consultations facilitated putting together a comprehensive overview of gender situation in Pakistan. Even before the COVID19, globally Pakistan has been among the bottom four countries on gender development indices, and as per the 2021 WEF Global Gender Gap Index. The results remained the same during the pandemic, too.

According to the 2021 Global Gender Gap Index, Pakistan has moved down from 151<sup>st</sup> to 153<sup>rd</sup> position (out of 156 countries). The national gender gap has widened in this edition by 0.7 percentage points, to 55.6 percent. Pakistan also features among the bottom 10 countries in two of the four sub-indexes: Economic Participation and Opportunity (152<sup>nd</sup>) and Health and Survival (153<sup>rd</sup>). The country has closed just 31.6 percent of its Economic Participation and Opportunity gap. The country ranks 178<sup>th</sup> on Gender Development Index out of 181 ranked countries and 28<sup>th</sup> on the Gender Inequality Index<sup>8</sup>.

The forum was chaired by the honorable Minister Planning, Development and Special Initiatives and was a milestone forum in setting the tone of priority and urgency towards finalization of a **Gender-Transformative Youth Priority Action Agenda**.

**Weekly preparatory workshops and meetings** (virtual) were organized with **extensive brainstorming** and sharing of technical inputs, following which an investment case was put up. However, due to lack of relevant in-house technical expertise and dedicated human resources, these activities have overstretched the development partners, warranting the need of in-house technical expertise for HNEYG (health, nutrition, education, youth and gender) works.

**Table 01 | Gender Development - Pakistan and Regional Standing**

Countries	Gender Inequality Index <sup>9</sup>	Gender Development Index <sup>10</sup>	Human Development Index <sup>11</sup>			Global Gender Gap Index 2021 <sup>12</sup>	
			Female	Male	Female: Male Ratio	Rank	Score
Pakistan	0.538	0.745	0.556	0.456	0.612	7	0.556
Bangladesh	0.537	0.904	0.719	0.596	0.66	1	0.719
Nepal	0.452	0.933	0.581	0.623	0.93	2	0.683
Sri Lanka	0.401	0.955	0.759	0.794	0.96	3	0.67
India	0.488	0.82	0.573	0.699	0.82	6	0.625
Afghanistan	0.655	0.659	0.391	0.593	0.66	8	0.444

8. UNDP. 2020. Human Development Reports. Country Profile

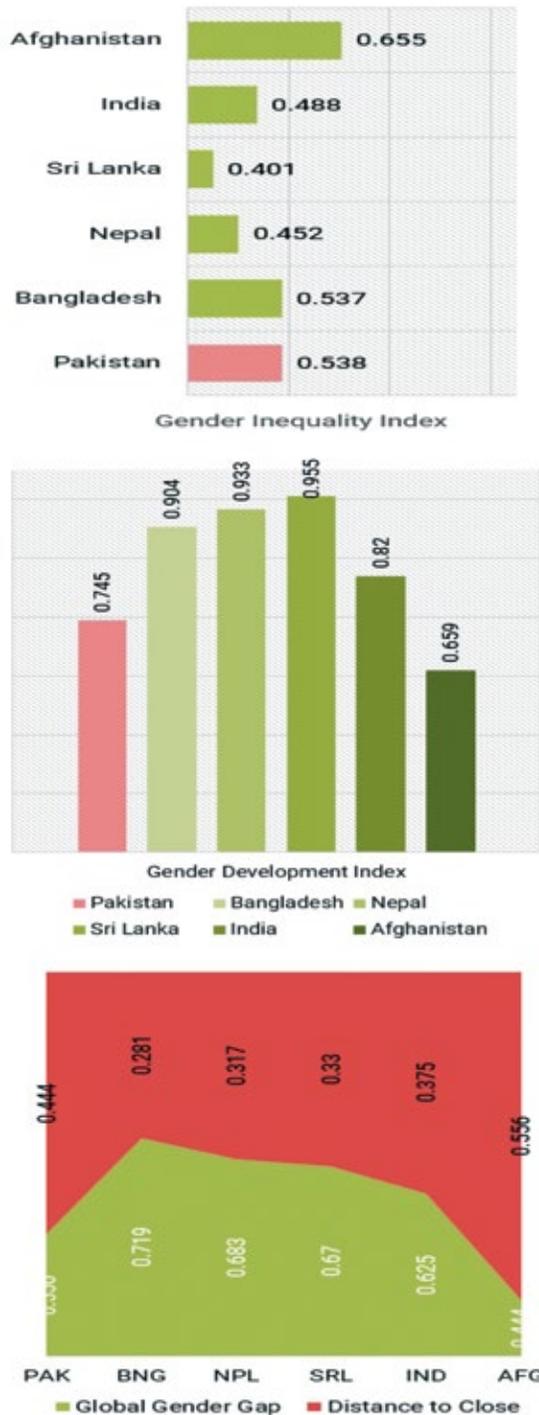
9. UNDP. 2020. Human Development Reports. Country Profile

10. Ibid.

11. Ibid.

12. World Economic Forum. 2021. Global Gender Gap Report 2021

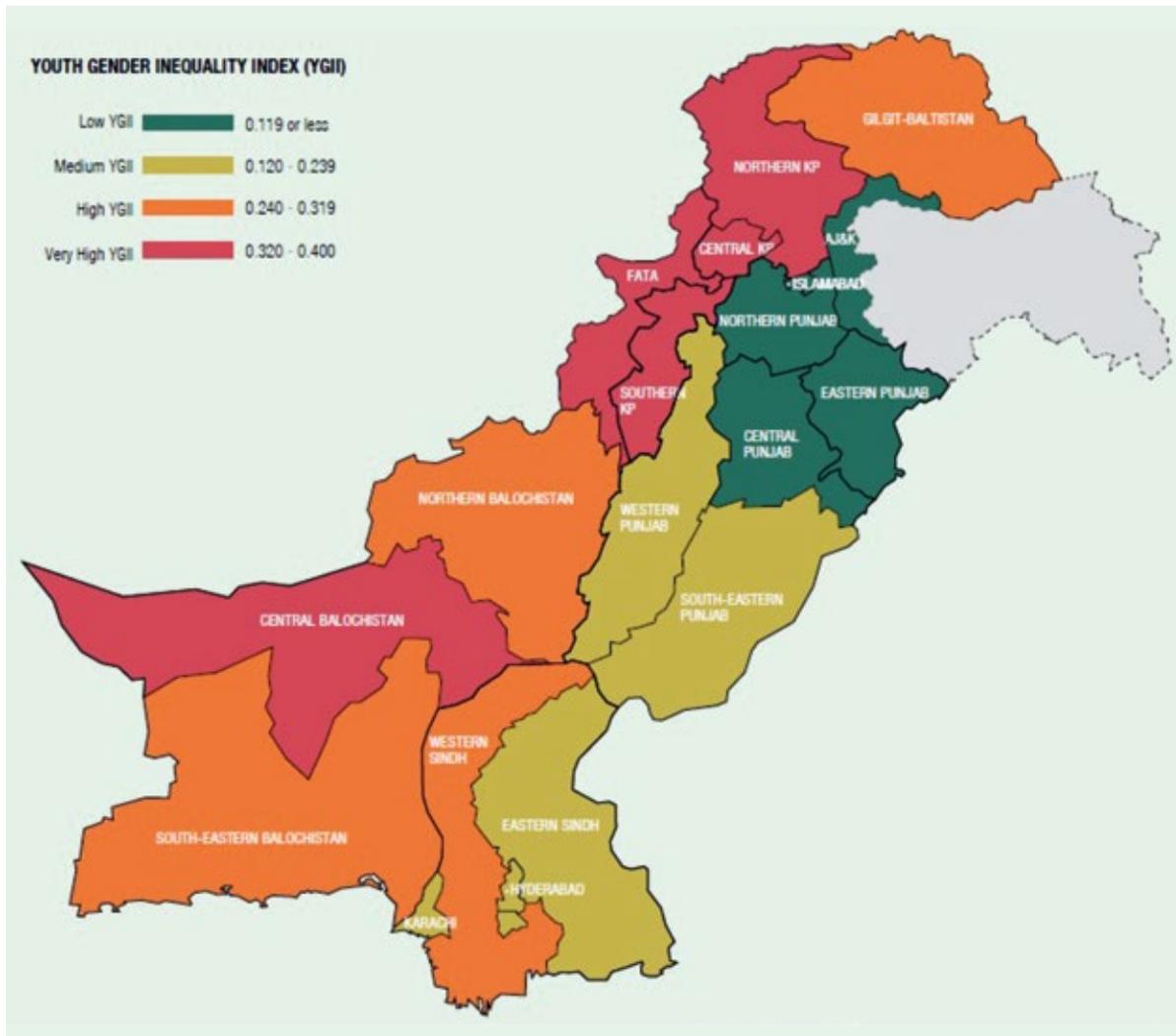
**Fig.08 | Gender Development Indices – a Regional Snapshot**



The heat-map shows the status of 32 million young women (15-29 years) living in the country. This index measures gender-based disparities across health, empowerment and the labor market. While gender disparities exist across the board in all the indicators, major gaps in youth are in physical activity and labor force participation that is predominantly pulling down the scores.

The female to male ratio of youth labor force participation is 0.32, while for physical activity, it is 0.24. Au contraire, for secondary enrolment and political participation, female to male ratio of youth is 0.8 and 0.65 respectively<sup>13</sup>. The complete potential of 48.7 percent of the country's population remains barred through inequality of opportunities across multiple dimensions.

Fig.09 | Youth Gender Inequality Index for Pakistan - 2017



The literacy level of men is 71.1 percent compared to 46.5 percent for women<sup>14</sup>, indicating significant disparities in access to educational opportunities and possibilities for meaningful contribution in the public domain for women. Although an estimated 60 million women are of working age, only 22.6 percent participate in 'paid' labor (GGGI 2021). Their retention in the labor market is further challenged by competing family priorities, inflexible workplace policies and the structural gendered workplace barriers. Out of these paid laborers, almost 73 percent were employed in fishing, agriculture and forestry. The STEM related fields

employ only a staggering 7.4 percent of women in their work force. The 2016 UN study concluded that women who had an education of 10 years or less were less likely to be employed or have promising job prospects. While the proportion of women participating in paid labor, entering higher education and professional categories has increased there is much policy space to facilitate their increase and advance their progress. Following is the detailed breakdown of the 30 indicators constituting SDG 5, Global Gender Gap, Gender Development and Gender Inequality.

13. UNDP. 2017. Pakistan National Human Development Report  
 14. <https://data.worldbank.org/indicator/SE.ADT.LITR.MA.ZS?locations=PK>

**Table 2 | Gender Indices – Status of Pakistan against Constituent Indicators**

Indicator Description	Pakistan	GDI	GII	GGGI	SDG 5
<b>Employment and Economic Participation/ Opportunity</b>					
Systems to track and make public allocations for gender equality and women's empowerment (5.c.1)	WIP				
Ratio of Employed to total population of working age 10 and above (8.5)	22.6% for women and 84.8% for men <sup>15</sup>				
Proportion of time spent on unpaid domestic and care work, by sex, age and location (5.4.1)	4.77 hrs for women vs. 0.43 hrs for men <sup>16</sup>				
In your country, for similar work, to what extent are wages for women equal to those of men?	0.57 <sup>17</sup> , 0.50 <sup>18</sup>				
Ratio of women to men employed in senior roles / managerial roles	0.07 <sup>19</sup>				
Ratio of women to men employed in professional and technical roles	0.28 <sup>20</sup>				
Ratio of the number of women participating in the labor force to total labor force + Crude/ Refined/ Age Specific	0.43 <sup>21</sup>				
Proportion of individuals who own a mobile telephone, by sex (5.b.1)	26% women vs. 65% men <sup>22</sup>				
<b>Equality and Quality in Education</b>					
Number of years of schooling that a child of school entrance age can expect to receive if prevailing patterns of age-specific enrolment rates persist throughout the child's life (4.3)	8.3 yrs <sup>23</sup>				
Average number of years of education received between 15 and 29 years of age (4.6)	3.8 yrs for females vs. 6.3 yrs for males <sup>24</sup>				
Percentage of girls and boys in the official primary school age range (net rate) who are enrolled in primary education	63% for females vs. 68% for males <sup>25</sup>				
Percentage of girls and boys in the official secondary school age range (net rate) who are enrolled in secondary education	26% for women vs. 29% for men <sup>26</sup>				
Percentage of the population aged 25 and older that has reached (but not necessarily completed) a secondary level of education.	27.6% for women vs. 45.7% men				
Total enrolment in tertiary education (gross rate), regard- less of age, expressed as a percentage of the most recent five-year age cohort that has left secondary school	8.3% for women vs. 9.6% for men.				
Percentage between 15-29 years of age who can read and write with understanding in any language	59.7%				

15. World Economic Forum. 2021. Global Gender Gap Report.

16. UNStats. Gender and Time-Use.

17. World Economic Forum. 2018. Global Gender Gap Report

18. UN Women. 2018. Young Women in Pakistan Status Report

19. Pakistan Bureau of Statistics. 2018. Labor Force Survey 2017-18

20. Ibid.

21. Pakistan Bureau of Statistics. 2018. Employment Trends

22. Pakistan Bureau of Statistics 2020. Pakistan Social and Living Standards Measurement 2019

23. UNDP. 2020. Pakistan Human Development Indicators Reports

24. Ibid.

25. Ibid.

26. Ibid.

Literacy rate	46.5% for women vs. 71.1% for men	
Youth Literacy rate	64% for women vs. 91% for men <sup>27</sup>	
<b>Health and Well-being</b>		
Number of years a newborn infant could expect to live if prevailing patterns of age-specific mortality rates at the time of birth stay the same throughout the infant's life (3)	68.3 yrs for women vs. 66.3 yrs for men <sup>28</sup>	
Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care (5.6.1)	40.3% <sup>29</sup>	
Percentage between 15-29 years of age who were first married before the age of 18 (5.3.1)	13% <sup>30</sup>	
Ratio of the number of boys born alive per 100 girls born alive	0.92 <sup>31</sup>	
Average number of years that a person of each gender can expect to live in full health, calculated by taking into account years lived in less than full health due to disease and/or injury	56.83 for women vs. 56.91 for men <sup>32</sup>	
Number of deaths due to pregnancy-related causes per 100,000 live births (3.1)	186 <sup>33</sup>	
Number of births to women ages 15–19 per 1,000 women ages 15–19 (3.7)	46 <sup>34</sup>	
<b>Agency, Legal Protection &amp; Political empowerment</b>		
Legal frameworks to promote, enforce and monitor equality and non-discrimination on the basis of sex (5.1.1)	Present	
Legal framework (including customary law) guarantees women's equal rights to land ownership and/or control (5.a.2)	Present	
Laws and regulations that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, information and education (5.6.2)	Not present but practiced	
Proportion of seats held by women in the national parliament expressed as a percentage of total seats. For countries with a bicameral legislative system, the share of seats is calculated based on both houses (5.5.1)	20.2% <sup>35</sup>	
Percentage of women holding ministerial portfolios as a share of total ministry positions in each government.	10.7%	
The number of years in the past fifty-year period for which a woman has held a post equivalent to an elected head of state or head of government in the country.	4.7	

27. AEPAM. 2016. Pakistan Education Statistics 2015-16

28. UNDP. 2020. Pakistan Human Development Indicators Reports

29. UNStats. SDGs.

30. National Institute of Population Studies. 2018. Pakistan Demographic and Health Survey 2017-18

31. World Economic Forum. 2021. Global Gender Gap Report.

32. UNDP. 2020. Pakistan Human Development Indicators Reports

33. Pakistan Institute of Population Studies. 2020. Pakistan Maternal Mortality Survey 2019

34. National Institute of Population Studies. 2018. Pakistan Demographic and Health Survey 2017-18

Safety & Security	
Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age (5.2.1)	24.8% <sup>36</sup>
Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence (5.2.2)	

As seen here, the indicators across these indices can be broadly divided into five themes. These themes have been broadly maintained for situational analysis as well as policy framework propositions, with the addition of gender-transformative governance and data systems.

- Employment & Economic Opportunity / Participation
- Equality and Quality in Education
- Health & Well-being
- Agency, legal protection and political empowerment
- Safety & Security

However, there are gender-transformative societal wins happening outside the scope of these indicators as well, which are helping in changing the societal mindset around potential for women, and opening doors of opportunity for them. The country has its first ever female lieutenant general, also the first female Surgeon General of the Pakistan Army (Lt Gen Nigar Johar), in addition to having two women Major Generals. Similarly, the country has the first female judge of the Supreme Court of Pakistan (Mrs. Justice Ayesha Malik) with more women in the high courts. Female filmmakers from Pakistan have brought the country its first and second Academy Award (Oscars) (in addition to six Emmy Awards) (Sharmeen Obaid Chinoy). During the COVID19, two female-founded and managed businesses raised \$1 million each in a-series funding from different international investors (Sehat and AimFit). There is an increasing number of women officers in Pakistan Administrative Services

(PAS). A Pakistani woman is leading the gender equality program at one of the largest philanthropies globally (Anita Zaidi, Gates). Pakistan saw its first female Nobel Laureate (Malala).

For the purpose of this policy framework, the challenges, barriers and key recommendations have been listed under the themes elaborated earlier.

### COVID19, Global Perspective and Widening Gender Inequalities

With COVID19, the world saw a vicious cycle, where pre-existing gender gaps amplified the crisis asymmetrically, which in turn widened the global gender gaps and halted progress towards gender parity in several economies and industries. The world will now take 135.6 years to close the gender gap (GGGI 2021). Over 58 percent of the gender gap in economic participation and opportunity has closed, but at least another 267 years are required until the gender gap is removed<sup>37</sup>, primarily due to increasing proportion of women in skilled professionals and nearly closed gender gaps in educational attainment, but persistent lack of women in leadership positions, and resulting wage inequalities.

Initially, the ILO had projected that five percent of women and 3.9 percent of men employed will lose their jobs<sup>38</sup>. However, McKinsey's latest estimates suggest that even though women make up 2/5<sup>th</sup> of the global work force, they have suffered from more than 50 percent of the total job losses amid COVID19. The seventh wave of World Values Survey 2017-2020

35. UN Women. 2020. Website Country Profile

36. National Institute of Population Studies. 2018. Pakistan Demographic and Health Survey 2017-18.

37. World Economic Forum. 2021. Global Gender Gap Report

38. ILO. 2021. ILO Monitor: COVID-19 and the world of work. (7th Ed). URL: [https://www.ilo.org/briefingnote/wcms\\_767028](https://www.ilo.org/briefingnote/wcms_767028)

revealed that 30 percent of the respondents believed that men had more right to a job than women when jobs are scarce. This has been corroborated by LinkedIn data showing marked decline of women’s hiring into leadership roles. The 2021 Ipsos data also shows that longer paid and unpaid work shifts (due to school closures) and limited availability of house care and support services have contributed to increase in stress and anxiety around job insecurity. There is also the matter of labor market disruption post COVID19, with accelerated automation and digitization. Only 25 percent of the future’s jobs have gender parity while the rest have severe under-representation of women<sup>39</sup>.

As the World Economic Forum 2021 puts it, **‘the pandemic is likely to have a scarring effect on future economic opportunities for women’**, leading to inferior re-employment prospects and persistent decrease in income. The fallout could be long-lasting. **Globally, governments are now looking for gender-positive recovery policies and practices to tackle these expected challenges, as is Pakistan.**

The national situation has worsened with the COVID19. **A 25 percent increase in domestic violence** was reported by the Punjab Safe City Authority and Punjab Unified Communication and Response Data. The data from legal hotlines showed a marked increase in proportion of sexual and gender-based violence calls. Girls at home are more likely than boys to be engaged in housework. Their employment is at 19 percent higher risk than that of men<sup>40</sup>. The societal attitudes

and beliefs (86.8 percent of Pakistan’s responses) that **men have more right to a job than women when jobs are scarce** has certainly not helped (World Values Survey Wave 7).

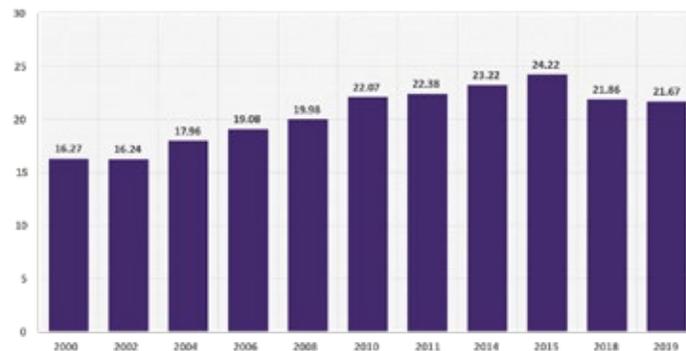
Disruption of essential health services, including reproductive health services has been a key challenge for which the Government of Pakistan has been organizing national progress review meetings, to ensure continuity of family planning supply chain and availability of commodities at the district level.

COVID19 has also exposed women disproportionately to the risk of infection due to highly gendered health workforce and disproportionate care giving responsibilities of women at home (By mid-2021, 15,450 health workers have been infected and 150 dead due to COVID19). The UN Women’s data also shares that the **women in Pakistan were less likely to receive information about the COVID19**, putting them **at risk and limiting their access to essential services**, including perhaps testing too. As of the confirmed data, for every 100 cases in Pakistan, 34 are female whereas globally there is a relatively even distribution amongst men and women, indicating inequitable access to testing services too.

### 1.3.1. Employment and Economic Empowerment

As the fifth most populous country, Pakistan stands at 229 million strong, of which 49 percent are women<sup>41</sup>. However, **only 22.6 percent of these women are employed**, compared to 84.8 percent of men.

**Fig.10 | Female Labor Force Participation Rate<sup>42</sup>**



39. Mckinsey. 2019. The future of women at work: Transitions in the age of automation. Report.

40. UN Women. 2020. COVID-19 and its economic toll on women: The story behind the numbers.

41. Pakistan Bureau of Statistics. 2017. National Census Pakistan. 2021 Projections based on 2017 growth rates.

42. World Bank Country Profile Data for Pakistan

Pakistan is among the seven countries with largest economic gender gaps at 31.6 percent. Additionally, only 25 percent of technical roles and 5 percent of leadership roles in Pakistan are occupied by women.

**Increasing economic participation of 48 percent of the national population is the top-most priority for the Government of Pakistan**, along with addressing the normative and legal barriers for women to work and advance. Economic participation and empowerment of women is recognized globally as essential for the progress of a nation and growth of its economy. However, the concept of women's economic empowerment (WEE) is multilayered and complex, deeply rooted in context and circumstances. In Pakistan, the context is further problematized by the humanitarian crises and complex emergencies that have characterized most of the past decade and a half.

#### Multidimensional work vs. works for economic gain and unpaid work

Women's multidimensional work that spans productive, reproductive, care, and community and social work does not get captured as the lines between work for economic gain, and work as an extension of household and care for family members are blurred. This complex and multi-dimensional work is not fully captured nor valued especially women's reproductive and care activities. This missed opportunity (economic gap) is valued at \$91.5 billion per year, as per IMF estimates.

The ratio of employed total population of working age is 22.6 percent for women vs. 84.8 percent for men.<sup>43</sup> Even within young women (ages 15-29), only 21 percent are part of the Labor Force (LF) compared to 72 percent of young men<sup>44</sup>. This female LF participation rate increases from 21 percent to 34 percent when augmented work is included. Over 32 percent of employed young women are in paid work, while 52 percent are unpaid family workers. Only 39 percent are in non-agriculture sector, mostly in the informal sector.

While agriculture is the largest employer of Pakistani women workers, the returns to labor are low: only 19 percent are in paid employment and 60 percent work as unpaid workers on family farms and enterprises. Also, women work in agriculture is mostly out of need and often without choice. Overall, augmented labor force participation raises rural women's participation rates from 34 percent to 52 percent. Their unpaid work is valued (using comparative median wages) at PKR 683 billion. This constitutes 57 percent of all work done by women, equaling 2.6 percent of the national GDP<sup>45</sup>.

#### Gender Wage Gap

Income of an average woman in Pakistan is less than 16 percent of the income of an average man. Pakistan has a high gender wage gap, at 50 percent, as employed women earn a median wage of PKR 7,000 per month compared to male counterparts who earn a median wage of PKR 14,000 per month. The gender wage gap alone costs Pakistan PKR 500 billion annually, and this money is even more valuable because women invest 90 percent of their incomes back into their families, vs. 35 percent by men instead<sup>46</sup>.

The wage gap is higher for women with no schooling (55 percent), shrinking down to 17 percent in women who have graduated- **graduation being the 'minimum effective dose' here**. There are also limitations since wage gaps have been estimated on the basis of paid employees, not self-employed or workers. Gaps also vary by sector, higher in informal sector. Considering the median wage of PKR 12,600, half of the paid young women earn less than 50 percent of this median wage, compared to eight percent of males. If the gender parity in wages is taken into consideration i.e., different median wages for females (PKR 6090) and males (PKR 13860), **six percent females still earn below half of the median wage**<sup>47</sup>. This unpaid labor and wage gap **translate into lack of financial autonomy**. There is also the untapped potential of future-based skills

43. Pakistan Bureau of Statistics. 2018. Labor Force Survey 2017-18

44. UN Women. 2018. Rural Women in Pakistan Status Report

45. UN Women. 2018. Young Women in Pakistan Status Report

46. UN. 2016. Clinton Global Initiative. Empowering Women and Girls.

47. UN Women. 2018. Young Women in Pakistan Status Report

**Fig.11 | Work Profile of Women in Pakistan**

**77.7%**

of informal labor in rural areas constitutes of women

**41.8%**

of all women’s work is as unpaid contributing family worker vs 11.5% of men’s

PKR  
**500**  
Billion

Current gender wage gap

**32%**

of employed young women are in paid work, while 52% are unpaid family workers

**2%**

of senior leadership and management positions in Pakistan are filled by women

and high-income avenues, science and technology, communication, artificial intelligence, digital coding, electronic record keeping with little female penetration.

**Absence in leadership roles**

In Pakistan social exposure juxtaposed with economic vulnerability keeps women underpaid and overworked, even when they overcome structural and social barriers to seek employment. Only a staggering two percent of senior leadership and management positions in Pakistan are filled by women.<sup>48</sup> The near invisibility of women in micro and macroeconomic policies compounds the issue, as the different initiatives of the federal and provincial governments are aimed more at income generation than bringing women into the economic mainstream.

**Digital & Financial Access**

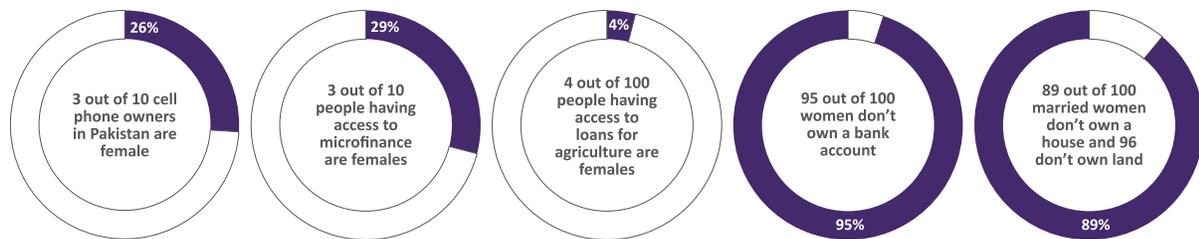
Today digital access and financial empowerment go hand in hand, empowering young women to voice their concerns, interact in social spaces and make decisions.

However, not all women in Pakistan have digital access. Only nine percent of young women reported using a computer/laptop, compared to 17 percent of young men. One-third of the young women are not allowed to use a mobile phone. Only five percent of women have a bank account<sup>49</sup>. Education, owning a mobile phone, internet use and computer literacy are all factors that influence women’s financial inclusion and empowerment.

**Current Employment and Recruitment Practices**

Globally, current employment practices are not gender-responsive or gender-transformative<sup>51</sup>. Within organizations, there are glass ceilings, stereotypical task distribution and non-conducive environment for women in general<sup>52</sup>. Also, the gendered division of labor (women included in transplanting, weeding, cotton picking, vegetable and wheat harvesting, care and management of livestock) is a barrier to women’s access to technologies, training, or microfinance<sup>53</sup>.

**Fig.12 | Women’s hold in economic spaces<sup>50</sup>**



48. UN Women. 2016. Women’s Economic Participation and Empowerment in Pakistan – Status Report 2016  
 49. Ibid  
 50. Ibid  
 51. ILO. 2017. The gender gap in employment: What’s holding women back? Info-stories.  
 52. ILO. 2019. Beyond the glass ceiling: Why businesses need women at the top. Report.  
 53. UNCTAD. 2019. Trade and Gender Linkages: The gender impact of technological upgrading in agriculture

### Mobility Limitations

Distances, lack of public transport facilities and limited safe living options in cities limit women from fully exploring the job market. Distances and safety are some of the reasons girls in rural and hard-to-reach areas drop out of schools and not pursue further education, since this comes at the cost of day's wages lost as their fathers/ brothers have to accompany/ pick/ drop them. Once off course, there is little to no translation into productive employment.

#### 1.3.2. Equality and Quality in Education

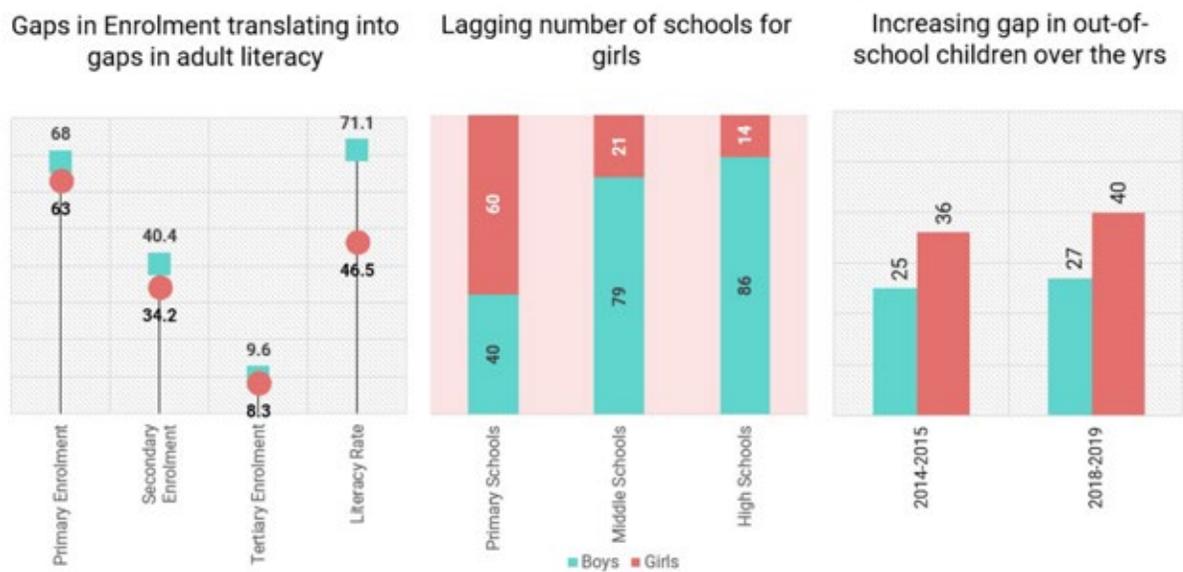
Gender gap in primary education in Pakistan is as large as 15 percent, with female to male ratio of literacy at 0.65. Closing this gap will drive an outsized effect on general conditions as well as opportunities available to women in Pakistan. Consultations with experts have revealed a number of factors resulting in the enrolment gaps, namely availability and accessibility of schools, security and safety, competing household burdens and societal beliefs for girl students and teachers, all of which need to be addressed at the local levels. The COVID19 gave the countries an opportunity to exploit alternate mediums and channels to deliver education.

Past interventions to close gender gap in education have largely not created the desirable impact due to limited availability and accessibility of schools, security and safety reasons, competing household burdens and societal beliefs for girl students and teachers, all of which need to be addressed at the local levels.

There has been some progress in literacy rates and school enrollment of women, and data indicates that the next generation of young women may have some advantage over the current 15-29 years old. Literacy rates for girls (10-14 years) are higher at 69 percent than for female youth (15-19 years) at 66 percent, 20-24 years at 61 percent or 25-29 years at 54 percent<sup>54</sup>.

The education profile below shows the current differences in males and females for their primary, secondary and tertiary enrolment, leading to differences in literacy rate (46.5 for females vs. 71.1 for males). Additionally, of the total primary schools in the country, 60 percent are for girls. However, as we move to middle and high school levels, this proportion decreases to 21 and then 14 percent. We see the consequences of this with increasing gap in the out-of-school proportion of boys vs. girls (from 11 percentage points in 2014-15 to 13 percentage points in 2018-19).

Fig.13 | Education Profile of Girls in Pakistan



54. Pakistan Bureau of Statistics. 2019. Pakistan Social and Living Standards Measurement 2019.

However, almost half (48 percent) of female youth (ages 15-24) is not in employment, education or training (NEET) which is alarming. Furthermore, there are also challenges around productively transitioning from education to employment, especially due to lack of employable skills' training. Existing trainings focus on low earning jobs like stitching, sewing, salons etc.

**Fig.14 | Gender Gap in NEET**



An outlier in this regard is the enrollment in tertiary education institutes. Women have been able to almost close the gap between male and female gross enrolment rates. This not only proves to be an indication of women being able to overcome barriers, but also provides an opportunity to analyze the systemic causes and designed strategies that led to this success.

### 1.3.3. Health and Well-being

The health-related challenges faced by women in Pakistan revolve around marriage, informed choices for contraception, parenthood, maternal health and mortality, starting with child marriage. The impact of child marriage is usually associated with education attainment, participation in the labor force, health and nutrition, fertility and population growth, child mortality, women agency and gender-based violence. Pakistan has **closed 94.4 percent of the gender gap in health**. However, it is still one of the very few countries globally where gap on health and survival still needs

to be closed.

Pakistan stands 133<sup>rd</sup> on SDG 3.8 (UHC) ranking globally (out of 162 countries)<sup>55</sup>. The neonatal mortality rate has improved to 42 per 1000 live births which is a gradual decrease from 75.3 deaths per 1,000 live births in 1969, and the under 5 mortality rate stands at 74 per 1000 live births from 194.5 in 1969<sup>56, 57, 58</sup>. The country accounts for 2.73 percent of the world population<sup>59</sup> and shares three percent of the global maternal death burden<sup>60</sup>. It is also amongst the three countries in South-Asia region with the highest maternal mortality rate (MMR) of 178 deaths per 100,000 live births<sup>61</sup>. Age-disaggregation shows that the MMR for women between 15 and 19 years old is 194, which is slightly higher than the national average. Regional disparities show that the MMR is higher in rural areas (199), in contrast with urban areas (158). Sindh and Baluchistan in particular show extremely high provincial disparities; Sindh's MMR is 224, while Baluchistan's MMR is 298.<sup>62</sup> Age-related maternal mortality has improved in last ten years but it is still

55. SDG Index. 2019. Sustainable Development Report and Data

56. UNWomen and UNFPA. 2020. Socio-economic impact assessment of COVID-19 through gender lens

57. WHO. 2019. World Health Statistics: Monitoring Health for SDGs. Available at: [https://www.who.int/gho/publications/world\\_health\\_statistics/2019/EN\\_WHS\\_2019\\_TOC.pdf?ua=1](https://www.who.int/gho/publications/world_health_statistics/2019/EN_WHS_2019_TOC.pdf?ua=1).

58. National Institute of Population Sciences. 2018. Pakistan Demographic and Health Survey 2017-18 PDHS

59. Pakistan Bureau of Statistics. 2018. Census of Pakistan 2017

60. Trends in Maternal Mortality: 1990 to 2015, WHO (2015)

61. World Bank Data (2015) <https://data.worldbank.org/indicator/SH.STA.MMRT>

one of the lowest regionally (194 for age 15-19 years and 99 for age 20-24 years)<sup>63</sup>. There is also limited exposure of adolescent girls, married or unmarried, to community health workers or any other source of health or nutrition advice<sup>64</sup>.

Amongst Pakistani women today, four percent were married by 15 years of age, while 13 percent were married by 18 years of age<sup>65</sup>. Of the married women, 15 percent are mothers by their 18<sup>th</sup> birthdays, and 29 percent by their 20<sup>th</sup> birthdays. There are regional disparities, with high adolescent birth rate for KPK (14.8 percent), Ex-FATA/NMDs-newly merged districts (13.2 percent) and Baluchistan (11.6 percent)<sup>66</sup>.

Data shows that young women aged 15-19 years are considerably more likely to be married, than young men are.<sup>67</sup> As many as 1.2 percent of married women between the ages of 15 and 24, and 1.3 percent of ever-married women between the ages of 25 and 29 reported having an STI, yet less than half of them chose to seek professional healthcare regarding their problems. There is also an economic impact associated with child marriage. A costing study conducted by the UN Women Pakistan estimated that the cost of child

marriage in the provinces of KPK and Punjab amounted to PKR 966 million from July 2019-July 2020. Taking into consideration the population of Punjab at around 110 million in 2019, and prevalence of child marriage at 27%, the cost of child marriage translated into a loss of around \$4.75 million, equivalent to about 0.275% of total GDP value for the province. For KPK, the study estimated a loss of \$1.05 million in GDP, which represented a loss of 0.4% of the total GDP value at the provincial level.<sup>68</sup>

Age-specific fertility rate for women age 20 to 24 years (171 per 1,000 women) became notably higher in women aged 25 to 29 (215 per 1,000). However, contraceptive use is only significant in women above 30. Unmet need among women in the age bracket of 15 to 19 was 18 percent, and in the age bracket of 20 to 24 was 19 percent. Regional disparity placed Baluchistan and ex-FATA at lower contraceptive rates.

Contraceptive Prevalence Rate shows an increase of only 19 percentage points over a period of almost 20 years. Regional disparities show that Baluchistan ranks lowest in terms of CPR. A low CPR is also seen correlating with a higher fertility rate. However,

**Table 03 | Provincial Standing on Key Maternal Health Indicators**

Key Health Indicators	Punjab	Sindh	KP	FATA	Balochistan	GB	AJK	Pakistan
Maternal Mortality Ratio*	157	224	165	-	298	157	104	186
Skilled Birth Attendance*	71.3	74.8	67.4	52.1	38.2	64.4	64.1	69.3
Under 5 Mortality Rate*	85	77	64	33	78	76	53	74
Neonatal Mortality Rate*	51	38	42	-	34	47	30	42
FP demand satisfied with modern methods*	50.3	50.2	45.1	35.3	33.8	46.4	38.5	48.6
Universal Health Coverage Index	48	47.9	45.9	-	35.4	44.6	47.7	47.2

62. National Institute of Population Studies (NIPS) [Pakistan] and ICF. (2020). Pakistan Maternal Mortality Survey 2019. Islamabad, Pakistan, and Rockville, Maryland, USA: NIPS and ICF

63. National Institute of Population Studies. 2020. Pakistan Maternal Mortality Survey 2019

64. Sarfraz S, Akhtar T, Aziz R. 2013. National Study on Nutritional Status of Marginalized Adolescent Girls

65. National Institute of Population Studies. 2018. Pakistan Demographic and Health Survey 2017-18

66. Ibid.

67. National Institute of Population Studies (NIPS) [Pakistan] and ICF. 2019. Pakistan Demographic and Health survey 2017-18. Islamabad, Pakistan, and Rockville, Maryland, USA: NIPS and ICF.

68. UN Women. 2020. Costing Study on Child Marriage in Pakistan: A Report on Punjab and Khyber Pakhtunkhwa 2020

reproductive practices do not delineate a population that actively pursues reproductive health.

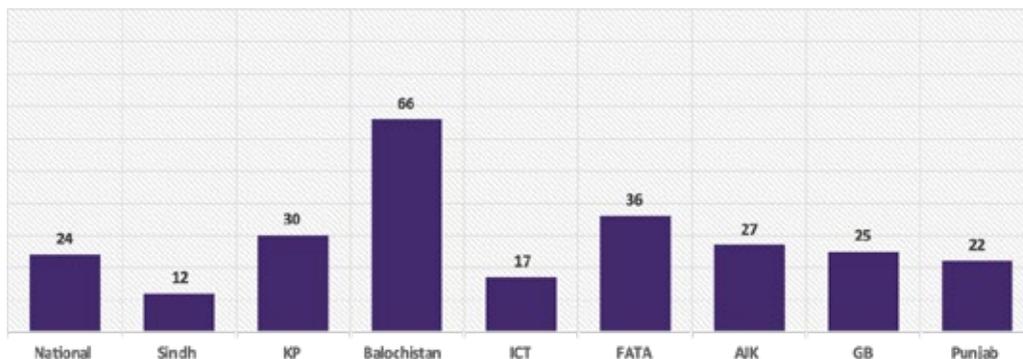
The challenge of reproductive health is both supply and demand based. On the supply side, inadequate coverage of services, and provision of ‘bad’ information can discourage individuals from seeking help. Only 19 percent of all women were made aware of the side effects of their preferred method of contraception prior to their usage. Only 35 percent of current users of selected modern methods age 15-49 were advised on selecting a method and given an explanation on how to use the selected method. This creates an institutional-driven barrier for those who want to use contraception but are not being catered. Demand side barriers are largely centered on attitudes towards contraception. As a conservative society, that is also religiously motivated, contraception is often considered a taboo. Pakistani society’s patriarchal undertones have led to masculinity being linked to sexual prowess, which is displayed through larger family sizes (the more children you have, the more masculine you are)<sup>69</sup>. Women’s inability to seek healthcare also aids in supporting this dynamic; women reported wanting smaller family sizes, while men reported wanting larger family sizes.

Other gendered challenges include the inability of women to decide on their own healthcare needs, including if and when to visit a doctor. Only 9.6 percent of married women reported having the right to making

decisions regarding their own healthcare. Problems in accessing healthcare for women include not getting permission to go for treatment, not being able to get money for treatment, longer distances to healthcare facility, and not wanting to go alone. The challenge of accessibility is further compounded across ages, younger women (aged 15 to 19) are more likely to report at least one problem in accessing healthcare than those aged 35 to 49.<sup>71</sup> An additional intersectional lens of education shows that women with lower levels of education reported problems in access more than those with higher levels of education. Limiting cultural and social practices, along with myopic planning and weak policy implementation mars the overall healthcare paradigm in Pakistan. Pervasive cultural practices such as child marriages further put children, and in particular girls, at risk. The problem of healthcare in Pakistan is centered on inadequate service provision, coupled with harmful behavior and practices.

However, there are some areas where Pakistan fares better than the global averages. Globally only half of women receive the recommended amount of care during pregnancy<sup>72</sup>, with only three in five women receiving the World Health Organization (WHO) recommended four ANC visits. In Pakistan, ANC coverage was recorded at 86 percent on the basis of at least one ANC visit and 51 percent for minimum of

**Fig.15 | Proportion of young married women requiring permission to visit health center<sup>70</sup>**



69. Aurat Foundation (2016). Masculinity in Pakistan – A Formative Research Study

70. UN Women. 2020. Young Women in Pakistan Status Report

71. Pakistan DHS. (2017).

72. Current Status Maternal Health – Data.UNICEF URL: <https://data.unicef.org/topic/maternal-health/antenatal-care/> retrieved Jan 2018

four visits<sup>73</sup>. While 12.5 percent of women under the age of 20 report never having an ANC visit. Women in urban areas are more likely to have the required 4 ANC visits, as compared to women in rural areas.

The proportion of births attended by skilled health personnel is a critical SDG indicator (3.1.2) which can end preventable maternal mortality (EPMM)<sup>74</sup>, and Pakistan reported skilled birth attendance at 69 percent in 2018. As many as 33.8 percent of births are reported as home births, while only 69 percent births are done under the supervision of a Skilled Birth Attendant (SBA). It is critical to note that where the mother's age was less than 20 at the time of birth, SBA was 68 percent, but this increased slightly in mothers aged 20 to 34 (SBA recorded at 70.4 percent).

The average life expectancy at birth for an average Pakistani is only 67 years.<sup>75</sup> Forty-five percent of the children under-5 are stunted while 10.5 percent are wasted.<sup>76</sup> More than half of Pakistani children under the age of five are anemic, with children in rural settings being at a greater risk of being anemic.<sup>77</sup> More than half of all adolescent girls are anemic.<sup>78</sup>

Pakistan's healthcare workforce density is only 1.61 workers per 1,000 population.<sup>79</sup> There is a reported shortfall of 179,711 doctors to achieve the required 2 doctor per 1,000 population international standard.<sup>80</sup> In the case of nurses, the shortfall is almost 1.3 million to reach the international standard of 4 per 1 doctor.<sup>81</sup>

Overall, the country continues to grapple with health systems challenges at multiple fronts. The WHO HSS Framework for health financing classifies Pakistan

as a 'Health System Category II<sup>82</sup>' and 'Vulnerable'<sup>83</sup>, amongst the lower middle-income countries. This classification considers a wide variance that exists even within the lower middle-income countries. In addition to double burden, there are challenges like critical health workforce deficit, paucity of resources and poverty of people coupled with governance issues, due to delegation of health as a provincial matter, and split policy-making mandate.

#### 1.3.4. Agency, Political Participation and Meaningful Engagement

Women's agency is their ability to identify and set goals for themselves, make choices and act upon them. Ability to exercise agency translates into their meaningful political participation and engagement.

##### Agency and Decision-Making

The vast majority of women depend on their male family members for any decision related to their lives, i.e., education, economic opportunities, marriage, healthcare, household purchases etc. The degree of dependency varies across regions and rural/urban locations and rigidity of social/cultural norms e.g., ex-FATA/NMDs, or areas of Baluchistan, where going out of the house for any reason is culturally unacceptable. Women are therefore unable to pursue their aspirations or attain social and economic wellbeing.

Young brides are also unable to express their agency to go to school or leave their homes. Similarly, they are unable to assert continuing work after marriage. Low decision-making also leads to higher incidence of

73. National Institute of Population Sciences. 2018. Pakistan Demographic and Health Survey 2017-18 PDHS

74. World Health Organization (WHO), United Nations Population Fund, UNICEF and Mailman School of Public Health. Averting Maternal Death and Disability Monitoring emergency obstetric care: a handbook. Geneva: WHO; 2009

75. World Bank. Country Data URL: <https://data.worldbank.org/topic/health?locations=PK>

76. EMRO. Pakistan Country Profile. URL: <http://www.emro.who.int/child-adolescent-health/data-statistics/pakistan.html>

77. Government of Pakistan and UNICEF. (2019). National Nutrition Survey 2018.

78. Ibid.

79. Ministry of National Health Services, Regulations & Coordination. (2018). Pakistan Human Resources for Health Vision 2018-30. Available at [https://phkh.nhsrhc.pk/sites/default/files/2020-12/Pakistan percent20Humanpercent20Resourcespercent20forpercent20Healthpercent20Visionpercent202018-30.pdf](https://phkh.nhsrhc.pk/sites/default/files/2020-12/Pakistan%20Human%20Resources%20for%20Health%20Vision%202018-30.pdf)

80. Abdullah MA, Mukhtar F, Wazir S, Gilani I, Gorar Z. 2014. The Health Workforce Crisis in Pakistan: A Critical Review and the Way Forward. World Health & Population 15(3).

81. Ibid.

82. Health System Category II or HS2 are those countries who have committed and invested in system strengthening but the investment has not translated into results yet due to manifold challenges in systems' optimization. These countries may have limited resources but have been able to improve their skilled birth attendance, have health worker density challenges but there is scope for rapid system scale up.

83. Vulnerable Countries or category V are those countries who have had a recent system crisis or are high on international fragility index (44 for Pakistan).

unwanted pregnancies among young brides leading to higher childbirths. Young brides also have low degree of agency to attain antenatal or prenatal care leading to higher mortality rates.

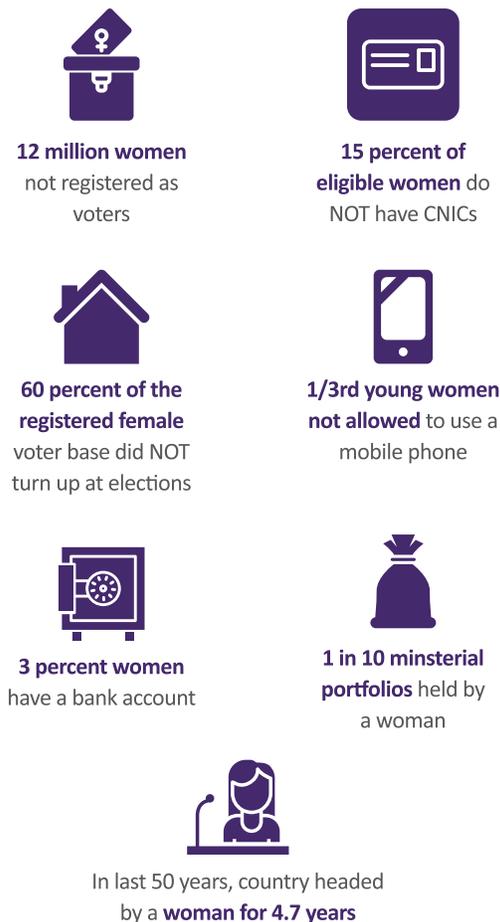
Women’s participation in social processes remains constrained due to the norms that persist though there are variations in their application determined by rural-urban and geographical location and class. Uncertainty regarding local bodies and women’s representation has limited the entry of young leadership from the grass roots.

Social protection policies recognize women as dependent beneficiaries: of scholarships, dowry support, maternal care, and limited skills training and loans. Most cash transfers programs are based on family support and do not consider unmarried young women (e.g., BISP). Men continue to remain important gatekeepers in mediating women’s ability to vote. Additionally, individual attitudes and social norms upheld by men are an important determinant in women’s turnout during elections. This gatekeeping works through the need of young women to seek permission from men of the households, and easy granting of some permissions vs. others i.e., going to the market vs. participating in a community session or political awareness campaign. The gendered nature of political parties’ mobilization plays another role in limited political activism of young women, disengaging them from the process and the system. Even for young women who make it to positions of influence, the dismally low number puts them at a disadvantage where decisions are made primarily around principles of majority.

### Presence in Political Spaces

Pakistan has a 17 percent quota for women in the national and provincial assemblies. Despite this quota, women legislators are confronted with multiple challenges, including silencing and harassment by male colleagues, and undermining by religious parties. This situation is complex due to male-dominated political

**Fig.16 | Women in democratic spaces** <sup>85,86</sup>



space at the constituency level and political patriarchy. Political parties are mandated to give five percent of party tickets to women, but there is much to be desired, to politically mainstream women. Share of women ministers in Pakistan has decreased from 12 percent in 2020 to 10.7 percent in 2021, with their acute under-representation in the political sphere. However, studies reflect that while women constitute about 20 percent (or one-fifth) of the total combines membership of both houses in parliament, they contribute almost 33 percent to the parliamentary business which points to the potential of increased representation and participation of women in parliament<sup>84</sup>.

84. <https://www.thenews.com.pk/print/701536-women-in-politics>

85. UN Women. 2016. Women’s Economic Participation and Empowerment in Pakistan – Status Report 2016

86. Election Commission of Pakistan. 2019. Elections Turnout Report

There is also the challenge of women registration with NADRA, i.e., absence from voter base, and lower turnouts (only 40 percent of the registered voter base). The male female gap in voter turnout in the 2018 general elections stood at 9.1 percent, with 11 million fewer women exercising their right to vote, than men.

The affirmative actions of quota increase for women in the parliament have been adhered to, but majority of men on seats, silencing of women, limited capacities of public engagement, speaking and lobbying render women's true participation in the political space as low. Furthermore, lack of reporting of gender and age segregated data by the Election Commission of Pakistan (ECP) makes it difficult to establish the status of engagement of young women in the process.

Women's engagement in formal political processes has steadily improved though still not commensurate with their share of the population. Almost 12 million women are not registered voters; only 85 percent women 18 years of age and above have CNICs. Furthermore, gender disaggregated data by age of registered voters and their turnout is not collected by the ECP.

#### Role of formal and informal institutions

Pakistani women lack exposure, confidence, knowledge, skills, information about opportunities, and limited role in politics, and in policies and programs regarding their aspirations and lives. This situation is certainly not helped by shortcomings of formal institutions, in facilitating women's access to human, financial and physical capitals i.e., education, skills, health facilities, loans and physical assets. The situation is further complicated as *Informal institutions* (family, community, religion, segregation, marriage) define and affirm norms that give precedence to marriage /child marriage over education and employment, prescribe gendered roles, and condone domestic violence/gender- based violence. Laws have therefore not had the expected impact.

#### Decision Making, Empowerment and Engagement

Women's power and agency is directly related to their economic advancement and enabling factors, in turn achieved by secure employment and productive and meaningful engagement. Policies for youth and other sectoral policies like women development, population welfare or economic policy framework have also included strategies for female youth; however, these are in the purview of the concerned Division/ Department. Since Youth policies are the responsibility of Youth Affairs Departments, and various components are located in the domains of sectoral Divisions/ Departments (education, labor, social welfare, etc.) as a result of the desired outcomes and gaps cannot be unified for analysis or assessment. Youth gender inequality in the country is driven largely by economic participation and physical activity gaps, depicting lack of avenues in the country for the same. Out of all women with graduate or higher education, 47 percent are part of labor force while in case of young men, it is 80 percent.

#### 1.3.5. Safety & Security

Lack of safety and security for women is a major barrier to their social, economic, and political development. In Pakistan absence of conducive work environment, high incidence of gender-based violence, and regressive social, cultural, and religious norms, coupled with the growing challenges associated with climate change pose major hurdles for women who are disproportionately impacted by the same.

#### Conducive Work Environments

By ratifying the Beijing Declaration Pakistan is committed to achieving 30% representation of women in leadership positions<sup>87</sup>. For that to happen, more women need to participate in the labor force which requires practical steps on part of the government. Without creating an environment where women feel safe and secure, one cannot expect women to

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87. <https://www.icsspe.org/system/files/Beijing%20Declaration%20and%20Platform%20for%20Action.pdf>

actively participate and take leadership positions. Facilities like cafeterias, washrooms, praying areas, day-care centres, transport services, and policies on harassment, gender-equal hiring and equal career progression opportunities are key considerations for creating conducive work environment where women can thrive and are empowered to achieve their full potential.

### Women and Climate Change

Women continue to face serious challenges amid threats to the country's growth and survival due to climate degradation, particularly in occupations that are dependent on natural environments or geographic locations and where climate stress may cause natural hazards. Agriculture, water, and forestry are among the sectors most impacted by climate change and women are heavily engaged in these sectors as full-time labor or secondary workers in addition to their dependence on natural environments for sustenance. Declining crop yields disrupted water availability, rural out-migration, and frequent natural disasters triggered by climate stress produce a precarious survival scenario for communities, especially women.

Pakistan is among the countries that are most vulnerable to the risks associated with climate change and currently ranks 8th on the Global Climate Risk Index. As women are disproportionately impacted by the adverse effects of climate change, Pakistan ratified the Paris Agreement (2015) which mandates gender equity and justice in climate action by the member states. To mitigate the risks and make communities more resilient in face of the looming challenges due to climate change, Pakistan needs to put women at the center of policy framework on climate change. Some important strides have been made over recent years in overhauling Pakistan's climate policy framework, setting ambitious targets for adaptation and mitigation, calling for a reappraisal of women's vulnerability and gender-sensitive objectives to address women's differentiated burdens in climate stress.

### Data challenges vis-à-vis GBV

Past government interventions have focused on established helplines, dedicated women police stations and hotlines, Zainab Alert Apps and protection centers, all are targeted to support women after they have experienced violence. There have not been any programs at school, college or community level to create awareness around the issue and encourage discussions on the same to prevent GBV from happening or protect the young women.

The GBV-specific data is a challenge since most survivors do not disclose their experience to anyone and do not seek help - medical and psychological. There are limited support services (shelters, helplines, and legal aid) for women survivors of violence, especially young women.

There is an absence of consolidated data on violence against women by age and type of violence. The prevalence of physical violence is much higher than sexual violence; it is higher in rural areas as compared to the urban areas, and in KPK, Baluchistan and ex-FATA. Punjab's WESW Survey 2018 is the only one in the country that provides a baseline for the province.

### Physical Violence

The other official source is the PDHS which covers ever married women and reveals that 44 percent of young married women and a similar percentage of young men think that a husband is justified in beating his wife. Over 14 percent currently married women have faced spousal physical violence and 4 percent have faced spousal sexual violence during the last 12 months.

Overall, 28 percent of women have experienced physical violence since age 15, and six percent have experienced sexual violence. Over seven percent of women have experienced violence during pregnancy. One-fourth of women experiencing violence have sustained injuries including cuts and bruises<sup>88</sup>.

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88. DFID. 2020. Country Profile and Information Note: Pakistan: Women fearing gender-based violence

### **GBV during COVID19**

During COVID19, cases of Gender based Violence including sexual violence against young people adolescent boys and girls have grown; this is also seen as one of the major causes of risk health behaviors, mental health disorders, STIs and disabilities among young people. The fact that GBV is not integrated in social protection or public health responses and education or training makes it difficult to address at its roots. No national and sub-national level consistent and credible data exists on the extent and incidence of violence against women, and how it impacts women's health and capabilities. It is important that policy makers move past the fear of uncovering unpleasant truths and start collecting and looking at such data as the prerequisite for developing specific interventions that will reduce violence against women and girls

### **Social, cultural and religious norms**

Within Pakistan, socio-cultural practices in certain regions consider women going out of the house unacceptable, resulting in women being unable to pursue education or work. Regional cultural norms also firmly establish women's primary role as that within the home, taking care of the family and rearing children. Studying is seen as a route to working out of the house, at the cost of domestic arrangements within house and 'perceived risk to the families' honor'. Social and cultural practices also play a role in women's denied inheritance and ownership of immovable assets.

### **Legal Frameworks**

Considerable progress has been made at the national and provincial level in developing legal frameworks for women's rights and checking of anti-women practices. However, concerted effort will be required for presence of legislation in all provinces, and more importantly, for their implementation and compliance in spirit. Efforts will be made to develop frameworks conducive to trans rights.

### **1.3.6. Governance and Data Systems**

Due to lack of registration of women working in informal sector and poor sex-disaggregated data, devising and disseminating social welfare packages to deserving women was a challenge during COVID 19, and must be addressed moving forward.

#### **Lack of information**

There are examples of better and worse performance in districts and regions across various dimensions and sub-groups. However, there is negligible evidence on these examples, i.e., faction of youth doing better or worse, situation of young women in ethnic/ religious minorities e.g., young refugee women etc. that would enable policy-makers to plan better. Absence of relevant information results in same policies and programs being implemented time and again, with little investment or investigation in understanding the causes of failure or learning from successful examples from within the country or outside.

#### **Advances in Legislation hindered by data and monitoring gaps**

There have been recent advances in policies and legislations for women. Although there are pro-women legislations in place, on-ground implementation continues to be weak. For example, while legislations have been formulated for guaranteeing women's rights to land ownership, supported by stipulations in religious doctrines, the weakness in legislation obstructs their implementation. This is further aggravated by inadequate or missing mechanisms and support systems required for the implementation of the laws. In general, there is poor coordination between different implementation machineries with the presence of strong gender biases among those responsible for providing relief and protection. The challenge is further underscored by weak data and monitoring systems, and lack of accountability of implementers.

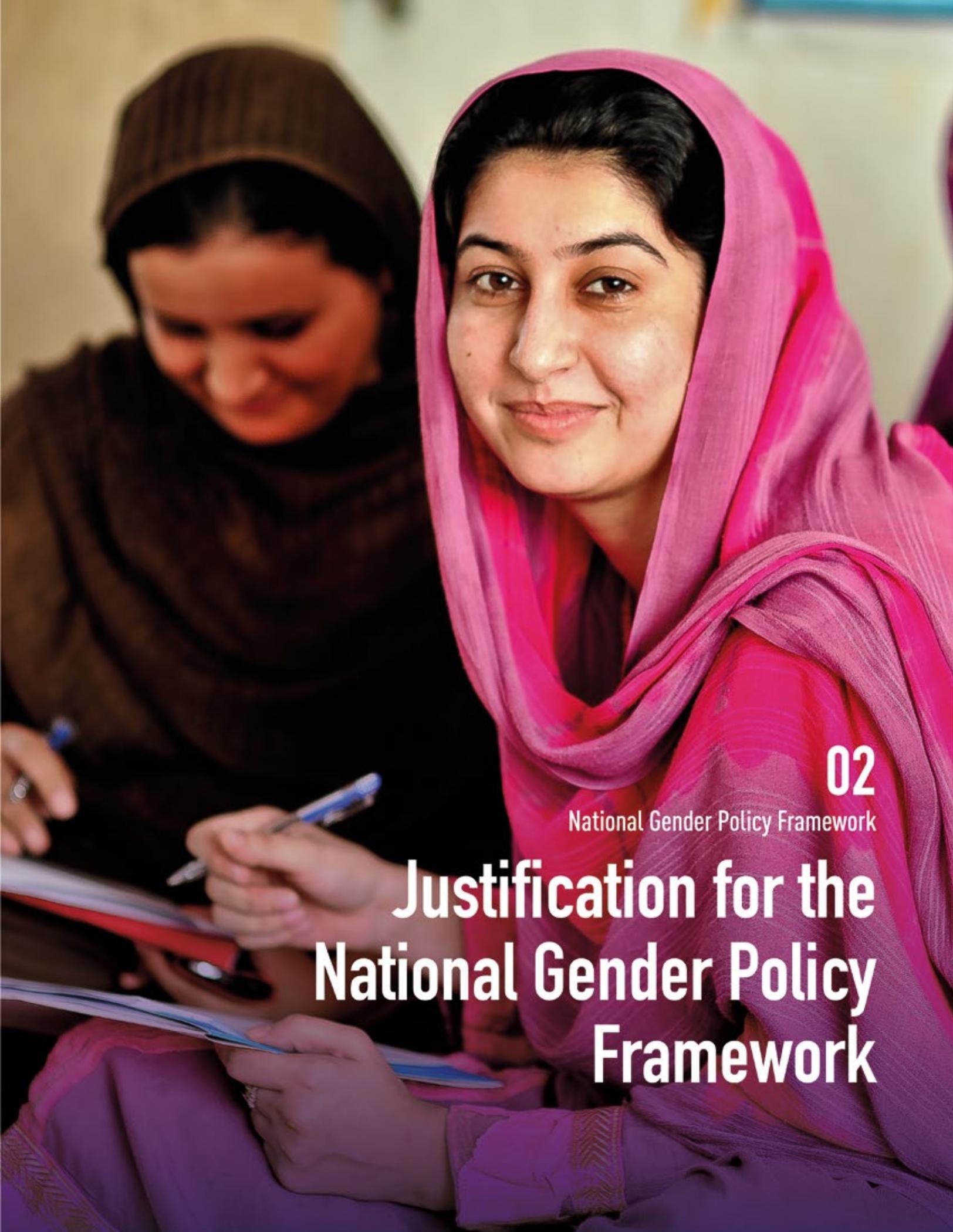
### Programs in Silos

Designing and implementing responsive governance systems around gender-transformative programs remain a key challenge. Often gender-related programs and sectoral policies fall in purview of the concerned departments and ministries, making it difficult to unify the desired outcomes and gaps for a consolidated analysis or assessment. The agenda of gender parity and women empowerment at federal level falls within the purview of social protection and social welfare (Ministry of Human Rights), often getting side-lined in the presence of overarching broad agendas like poverty alleviation, social protection, rights of children, people living with disabilities, migrant populations, civil and political rights, racial discrimination.

Furthermore, the intersecting principles of equity, justice, streamlining to SDGs, mainstreaming gender and focusing on most vulnerable groups remains an underlying condition to which departments and ministries commit but the programs and policies are seldom designed to be held accountable against these principles, making it difficult to measure the progress. Limited resource allocation in general, and lack of accountability on implementation of programs is a key barrier in realistic situation analysis and progress tracking.

### Data reporting gaps

Pakistan too suffers from the global challenge of lack of relevant data and data monitoring systems for gender. Significant data availability limitations prevent reflecting a non-binary view of gender gap covering the full spectrum of gender identifies. Most of the gender indices are tabulated/ computed by these agencies based on inter-agency estimates (databases of ILO, UNDP, WHO etc.) and not official communication or tabulation by the Government or the Bureau of Statistics, as discussed in length with the Bureau and team of data experts while delving into the possibility of developing a national gender development index in October 2020. The Bureau compiles a compendium on gender statistics quinquennially, primarily based on the census data. However, not all the data included under SDG 5 or the global gender gap indices is calculated, making it difficult to ensuring accountability to these national commitments, or design corrective interventions or track progress. Starting 2021, the Government of Pakistan has taken the initiative of developing Pakistan Gender Development Index.



02

National Gender Policy Framework

# Justification for the National Gender Policy Framework

# JUSTIFICATION FOR THE NATIONAL GENDER POLICY FRAMEWORK

## 2.1. RATIONALE

While the entire population of 229 million needs to be mobilized and provided opportunities to make the country robust, dynamic and progressive, we need to prioritize reducing the prevailing gender inequality. Women participation in society and their empowerment as equal citizens is crucial for sustainable development in the country.

Thus, the Government of Pakistan aims to achieve a gender-responsive society where women and men equally contribute to, and benefit from development, and this shall be done through promotion of gender perspective in all policies and programs, understanding the prospective impact on women and men respectively, before rolling out the programs. Low education enrolment rates for girls eventually leads to their low labor force participation, high unemployment, early marriages, little say in

FPRH choices, slower fertility transition, eventually contributing to the growing young population, again with little choices for education or work, contributing to the cycle; as elaborated in the canvas below.

The key objective for 2022-25 will be to accelerate progress towards equality between women and men by bringing gender equality goals and women’s perspectives to the center of policy related decision-making in all sectors.

The implementation of SDGs provides the Government of Pakistan with an opportunity to embed the multi-stakeholder principles of 2030 Agenda into our policy agendas. This entails promotion of coordinated efforts with civil society, private sector, UN system and other actors; utilization of existing mechanisms to demonstrate progress towards implementation of gender equality commitments, elimination of gender-based inequalities in legal frameworks and policies and

**Fig.17 | Female empowerment, population growth and demographic dividend**

Slow fertility transition and growing youth population	Low educational enrolment rates, especially for girls	Low female labor force participation	High unemployment and low productivity of the youth workforce
<ul style="list-style-type: none"> <li>• Child population/ working age population ratio was 59.8% in 2019 – much higher than in India and Bangladesh (37.9% and 40.3%)</li> <li>• Slow decline in fertility. Fertility remains 48% higher than in the rest of South Asia</li> <li>• Persistent desire for 3-4 children</li> <li>• Unmet need for family planning</li> </ul>	<ul style="list-style-type: none"> <li>• High fertility has led to rapid growth of the school-age population, requiring enormous efforts to raise enrolment rates</li> <li>• Government resources devoted to education have been inadequate</li> <li>• Girls’ education not given priority by families and communities; early marriage prioritized</li> </ul>	<ul style="list-style-type: none"> <li>• Negative community attitudes toward women in the workforce</li> <li>• Low female school enrolment ratios – leaving most young women with inadequate education to find desirable jobs</li> <li>• Discrimination by employers; wide gender wage gap</li> </ul>	<ul style="list-style-type: none"> <li>• Rapid increase in the youth population in a situation of slow economic growth</li> <li>• Young people leave the education system ill-equipped to enter productive sectors in the workforce</li> <li>• Discrimination against young women by employers</li> </ul>

strengthening of national gender equality mechanisms to ensure women’s leadership and contribution to the implementation of SDGs, with dedicated funding and political commitment.

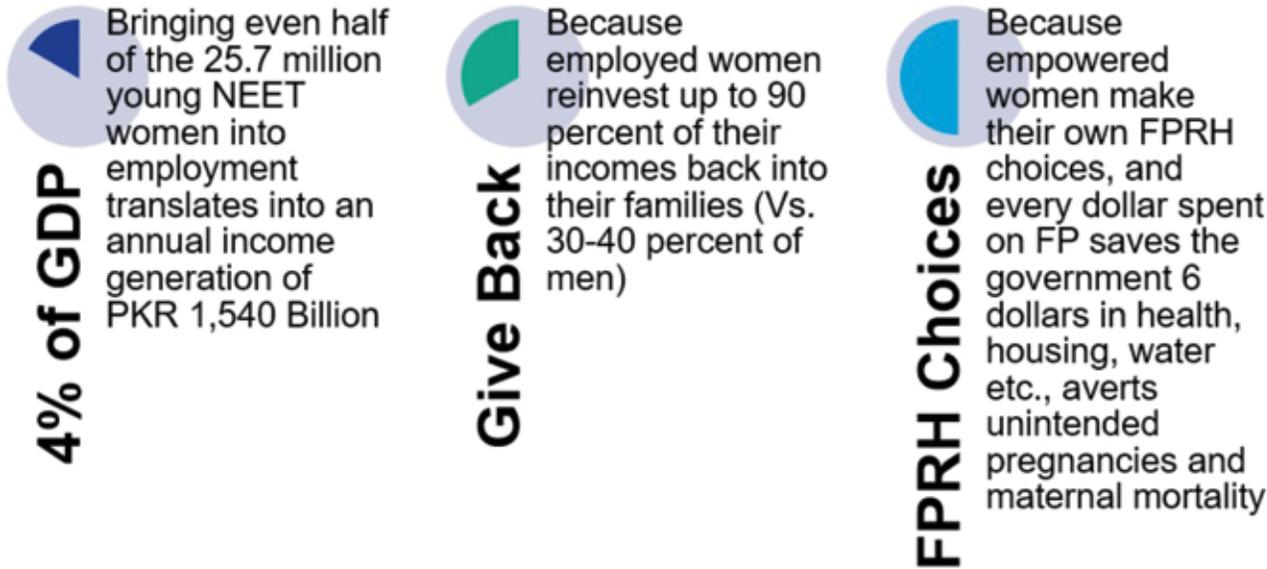
The persistent gap between women and men in their access to resources and opportunities is a social and economic challenge. This glaring gap not only weakens the quality of women’s life, but also compromises the competitive potential of the countries and poses a substantial threat to their long-term development and well-being. Empowered women are the key force to achieve national prosperity and sustainability.

There are many reasons for investing in gender development, e.g., halving the current NEET in young women can increase the national GDP by four percent. Women’s income is also more valuable to the social good of the family, since they invest more of their income back into their families than men<sup>89</sup>. The freedom to make choices in FPRH saves money for the government as well<sup>90</sup>.

Hopes of any substantial socioeconomic progress, thus, cannot materialize if barriers for half of Pakistan’s population are not removed. Our youth bulge specifically must be seen as a great opportunity: while utilizing this untapped resource would lead to significant economic benefits, it also presents the prospect for a change in gender-related power dynamics, leading to increased diversity of perspectives, opinions and solutions to the country’s many problems. ‘Pakistan’s youth are eager to be engaged and make a difference’<sup>91</sup>.

There is a need to respond to the young women’s asks today and leverage these opportunities in productive ways to actualize the ‘economic miracle’ experienced by the countries in East Asia.

Fig.18 | Making a case for investing in gender development



89. Clinton Global Initiative. 2020. Empowering women and girls.  
 90. Culp-Ressler, T. 2014. Taxpayers save \$7 for every dollar spent on family planning. Think Progress Brief.  
 91. UNDP. 2017. Pakistan National Human Development Report

While the need to engage women and youth is of paramount importance, it is equally pertinent that men and young boys are engaged as gender advocates – speaking out as active agents and stakeholders who can transform social norms, behaviors and gender stereotypes that perpetuate discrimination and inequality.

## 2.2 POTENTIAL BENEFITS

### Invest in creating economic opportunities for women because:

- Increasing **female labor force participation** to 50 percent can increase the national labor value added to GDP by 27 percent<sup>92</sup>.
- Completely closing the **gender gap** can boost the national GDP by 30 percent i.e., \$85.2 billion today<sup>93</sup>.
- Development of the **4<sup>th</sup> Industrial Revolution adoption roadmaps** for key sectors can exponentially increase employment and address under-employment, specifically for females.
- **Digital technology** and social media platforms will enable everyone to engage in safe public spaces and contribute to the overall national narrative, striving towards digital equality, gender equality, and regional equality. In addition to providing safe spaces for constructive exchange, social media platforms will provide opportunities for e-commerce allowing women to generate income by tapping into digital markets.
- Economic agency is closely related to the reduction in Violence Against Women and Girls (VAWG). The relationship between the two is closely inter-linked but not linear. Economic empowerment can reduce the risk of violence by improving women's financial autonomy, bargaining power and self-esteem which are often frequent factors in domestic violence.

### Invest in female education for sustainable economic growth and development, because:

- **Female education** will help reduce fertility and boost female workforce participation
- Investment in **one additional schooling year** will reap over 16 percent return on investment
- This will help close inequalities while **expanding economic opportunities** for all, specially socially excluded, marginalized, and vulnerable groups

### Invest in health because:

- **Reducing child mortality** and expanding comprehensive family planning programs will reduce family size allowing more productive investment of resources on health, education, and personal development.
- Investing in hygiene and sanitation will increase the probability of girl child finishing school, thus, raising their human capital and employability.
- More women will enter the **labor force**, with benefits to themselves, their family and the economy.
- These actions can lead to more **rapid economic growth**, more workers absorbed into productive jobs, and young women's improved access to jobs

### Invest in inclusive policy frameworks and programs because:

- **Meaningful and inclusive representation** will lead to better understanding of their problems and in turn, solutions
- This will lower gender gap on the electoral roll and increase registration and **turn out of women voters**
- This will contribute to achieving **gender equality as a society** over time. Women in politics seen as empowered will empower more women

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92. World Bank. 2021. Forecasts and B-o-E Estimates for Planning Commission.

93. IMF. 2018. Pursuing Women's Economic Empowerment

This will ensure **meaningful representation of women** at policy-making level, and hence will promote gender sensitive and inclusive budget making and other important processes

### 2.3 REDUCING TO SIX KEY PRIORITIES

The situational review, stakeholder consultations, expert advice, international practices and youth views were analyzed to finally propose six key pillars for policy prioritization, as illustrated below and expanded upon in section 4.



Governance



Equality and Quality in Education



Employment and Economic Empowerment



Agency, Political Participation & Meaningful Engagement

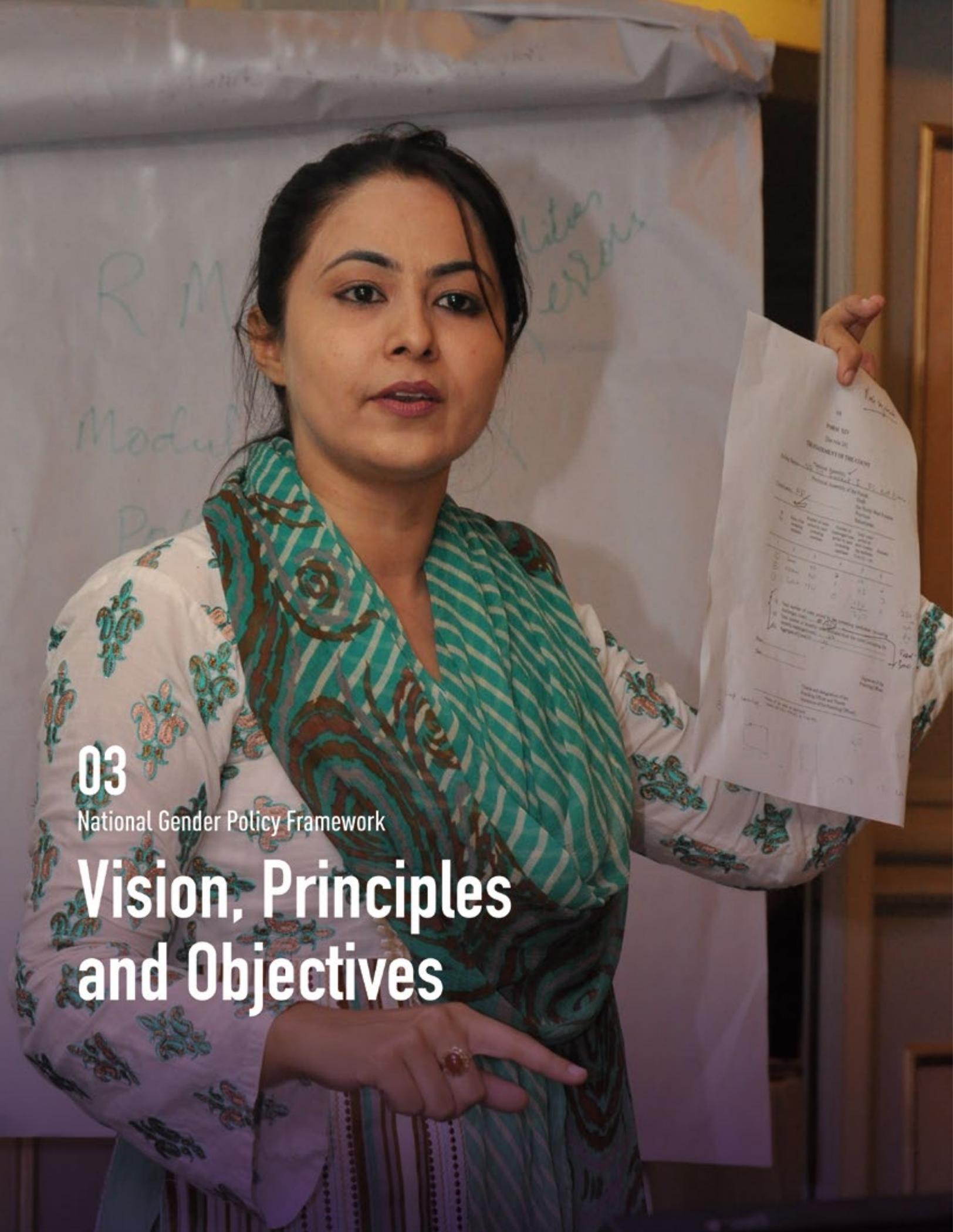


Safety & Security



Health and Well-being





03

National Gender Policy Framework

# Vision, Principles and Objectives

# VISION, PRINCIPLES AND OBJECTIVES

## 3.1 VISION STATEMENT – THE PAKISTAN WE STRIVE FOR

A peaceful and prosperous Pakistan that provides quality education, gainful employment and meaningful engagement to its people while upholding gender equality, dignity, respect and fairness for all.

## 3.2 MISSION

Creating a unique and supportive gender-equal ecosystem, addressing intersectionality, protecting the rights of women, and offering equal access to resources and opportunities.

## 3.3 OBJECTIVES

Based on the extensive nation-wide consultations held between March and August 2021, the categorization of global gender development indices and priorities highlighted by experts for gender development, a total of six primary objectives have been identified, as detailed below.

**Objective 1 Governance |** Establish gender-transformative governance structures, lead gender-equal institutional transformation, strengthen the Government's capacity to mainstream gender in its policies and programs, and ensure institutionalization of gender equality principles in the government priorities and action plans.

- Promote gender-responsive data analysis, planning, programming, budgeting, and monitoring across all programs and all ministries
- Advocate for accountability at highest levels
- Promote gender-responsive leadership

- Standardize, collate, and harmonize collection of data on gender development
- Convene holistic multi-sectoral partnerships
- Stimulate evidence guided gender mainstreaming initiatives

### **Objective 2 Equality and Quality in Education |**

Create enabling environments for women and girls to learn and become equipped with employable and high-income generating skills.

- Deter drop-out and accelerate enrollment of OOS children with particular focus on girl students
- Advance digital skills and employability for girls
- Incentivize and support higher qualification pathways with focus on female youth
- Institutionalize gender-transformative education
- Provide Career counselling and guidance
- Generate Employability skills to ensure financial inclusion

### **Objective 3 Employment & Economic Empowerment |**

Promote equitable access to work opportunities with conducive workplaces, enabling enterprising environment and necessary business skills.

- Provide relevant employment opportunities by matching skilled female applicants to employers who are scaling up
- Provide local working experiences to near-graduating female students to equip them with sectoral experience and sensitize around employable/ growing skills
- Create Entrepreneurship opportunities for females by enhancing local capacities and generating synergies across the ecosystem
- Tackle gender stereotypes in the workplace to promote female-friendly policies



- Encourage workplace progression of women through adequate representation and public commitments
- Ensure Workplace readiness with affirmative actions including provision of assistance to aspirant women workers and entrepreneur and enterprise support
- Mandating access to Fundamental Principles and Rights at Work (FPRW).

**Objective 4 Agency, Political Participation and Meaningful Engagement** |

Creating avenues for and advance female leadership, mentorship and engagement to meaningfully integrate their voices in program design and policy decisions.

- Accelerate female voter registration to ensure female political participation
- Facilitate women’s access to micro-finance institutions and promote financial inclusion
- Advance mentorship and leadership for females in enterprise development and entrepreneurship

- Address harmful social norms and attitudes through advocacy activities and engaging men and boys (work with social influencers and mobilizers, including youth, men, community, religious leaders, men parliamentarians) for gender equality”
- Create safe public and digital spaces for women to encourage dialogue and sharing of views and opinions on social, political, and economic issues
- Eliminate violence and harassment at the workplace.

**Objective 5 Health and Well-being** | Integrate gender-sensitive health elements in cross-cutting services, including health.

- Contextualize available health services for female
- Integrate personal health and reproductive health in formal education streams
- Protect and promote female mental health
- Strive for gender equality in health leadership
- Provide hygiene and sanitation facilities in educational institutions, workplaces, and markets

- Implement Occupation safety and health (OSH) at the workplace (Convention C 176 of ILO)

**Objective 6 Safety & Security** | End Gender-based violence and mainstream gender protection across systems, policies, processes, and programs.

- Provide gender conducive work environments for women to operate in
- Ensure women’s vulnerability are addressed in climate policies and programs
- Integrate gender protection and support across the system, including law manifesting entities
- Raise awareness on women protection, discrimination, GBV and gender-equitable masculinities
- Enhance access to justice for women and less privileged/marginalized gender groups through establishing gender-responsive infrastructure.
- Promote women’s active role in initiatives to promote peace and social cohesion in erstwhile conflict. Strengthen institutional compliance with laws to counter harassment at workplaces and cyber spaces in the government offices and ministries.

The Government of Pakistan recognizes that the gender norms and expectations impact all children and women, and that girls are at disproportionate risk of gender-based discrimination, rights’ violations and denial to full access to resources and opportunities

#### **Empowerment:**

Creating opportunities for girls and women, to empower them in the process of decision-making and recognize their representation in all spheres of life

#### **Intersectionality and Diversity:**

Acknowledging intersectionality of gender inequality and layers of risks faced by the poorest

#### **Institutional Strengthening:**

Facilitating and supporting national and provincial institutions for implementation of the Framework with gender-transformative spirit.

#### **Gender-Equal Governance**

Transforming social structures, policies, systems and social norms that perpetuate and legitimize gender inequality by working for change in laws, policy environments, institutional systems, services and distribution of resources

#### **Championing a Multi-stakeholder Approach**

Forging strategic partnerships with women led CSOs, trade unions and employer organizations, governments and private sector.

#### **Added Value, Strategic and Comparative Advantages**

Exploiting current partnerships for additional value and comparative advantages



04

National Gender Policy Framework

# Policy Actions

# POLICY ACTIONS

## 4.1 GOVERNANCE

**Objective 1 Governance** | Establish gender-transformative governance structures, lead gender-equal institutional transformation, and ensure gender equality's reflection among the government priorities and action plans

Sub- Objective	Strategic Priorities	Lead Implementer
<b>Promote gender-responsive data analysis, planning, programming, budgeting, and monitoring across all programs and all ministries</b>	Notify <b>Sub Advisory Committee on Gender</b> at the Planning Commission with TORs in alignment with the Gender Roadmap	MoPD&SI
	Introduce <b>gender responsive PC-1 checklist</b> to ensure cross-ministerial gender integration in PSDP/ADPs in all new public sector programs and projects	MoPD&SI and MoHR
	Build institutional capacities for <b>gender-responsive budgeting</b> and financing systems, linked to financial management, reporting and PSDP progress reviews	MoPDSI
	Stimulate all ministries/sectors to <b>mainstream gender equality</b> in wider sector strategies and their PSDP portfolios with session hosted at the PC and in every ministry to guide sectoral interventions and objectives to be gender-transformative	MoPD&SI with Federal Ministries
	<b>Develop gender-responsive M&amp;E frameworks</b> listing agreed key performance indicators to be monitored at the highest policy level for every public sector program and project	MoPD&SI, MoHR,
<b>Advocate for accountability at highest levels</b>	Design quarterly <b>national stock-take reviews</b> to assess and monitor progress against gender development indicators	MoPDSI, MoHR
	Ascertain <b>gender-disaggregated reporting by ministries</b> on education, skill development, employment initiatives	MoPD&SI with Federal Ministries
<b>Promote gender-responsive leadership</b>	Identify a <b>gender focal point at every ministry</b> to coordinate and report back on gender initiatives, working in close liaison with the sub-advisory committee	MoPD&SI with Federal Ministries
	Ensure female participation & <b>representation in Plancom Sub-Advisory Committees</b>	MoPDSI
	Constitute a <b>Gender Working Group from key ministries</b> linked to the Gender Accelerator	MoPDSI, MoHR
<b>Standardize, collate, and harmonize collection of data on gender development</b>	Develop a <b>comprehensive data management information system/ data repository</b> to capture gender-development related multi-sectoral data streams and data sets, disaggregated by districts, and put forth regular and practical analysis, linking all gender MISs to <b>one algorithm</b>	NCSW, MoPDSI and NITB
	Strengthen institutional capacities to produce and process relevant data for gender development	MoPDSI, MoHR
	<b>Institutionalize reporting</b> on international gender indicators (SDG5, CEDAW, UPR) and improve the availability and reliability of gender related data for international reporting in collaboration with PBS	MoPDSI, MoHR

<b>Convene holistic multi-sectoral partnerships</b>	<b>Stimulate public-private partnerships</b> to co-create and leverage investment opportunities, programmes and innovations that enable girls and women to maximise their potential and productivity through education, gainful employment and digital learning	MoPDSI
	Launch the <b>gender accelerator</b> at the Planning Commission to advance Pakistan’s compliance towards gender commitments, linked to national gender machineries	MoPDSI
<b>Stimulate evidence guided gender mainstreaming initiatives</b>	Execute <b>Workplace and Gender Equality research study</b> in all ministries and public sector institutions to guide program development and policy reforms	MoPDSI
	Undertaking <b>research studies and surveys on gender perceptions, attitudes and practices</b> using SDPI/ PIDE/ KJP	MoPDSI/ MOHR
	Launch the <b>Gender Equality Monitor</b> to allow public and private sector organizations/ institutions to track progress on gender equality	MoPDSI

## 4.2 EQUALITY AND QUALITY IN EDUCATION

**Objective 2 Equality and Quality in Education** | Creating enabling environments for girl and young women to learn and be equipped with employable & high-income skills.

Sub- Objective	Strategic Priorities	Lead Implementer
	Launch <b>evening and weekend schools</b> in ICT and one priority district each in GB and AJK with larger OOS children and gender gaps in education	MoFEPT
<b>Deter drop-out and accelerate enrollment of OOS children with particular focus on girl students</b>	Launch <b>multi-option school transport program</b> (bus, provider engagements, safety app enabled) for <b>female students</b> and school/ college faculty in ICT and one identified district each in GB and AJK	MoFEPT, Provincial Transport Departments
	Establish <b>Accelerated Learning Centers</b> supported by accelerated curriculum and e-hubs to mainstream OOS in formal education	MoFEPT
	Integrate tele-education and e-learning in remote areas through establishment of <b>mobile learning pods</b> equipped with trained teachers in AJK and GB	MoFEPT, NITB
<b>Advance digital skills and employability for girls</b>	Engage adolescent girls in digital and transferable skills lab, preparing them for the future of work, and enabling them to learn and practice digital skills, leverage community-level resources through provision of Passport to Earning (P2E)	MoFEPT, NITB
	Incentivise organizations supporting in digital skills for women and girls through tax breaks, subsidies, loans and grants etc.	MoPDSI
<b>Incentivize and support higher qualification pathways with focus on female youth</b>	Commit dedicated <b>100 need-based post graduate scholarships in top UK universities</b> through HEC’s existing scholarship schemes with 50% offering to young female professionals	HEC
	Launch <b>Female Youth in Tech initiative</b> by designing tech leadership courses and certificates for qualifying and interested female students in their respective Universities	HEC
<b>Institutionalize gender-transformative education</b>	Introduce course content/ modules to promote gender-equitable attitudes and behaviors in the schools, with focus on both girls and boys	MoFEPT

### 4.3 EMPLOYMENT AND ECONOMIC OPPORTUNITY

**Objective 3 Employment & Economic Empowerment** | Promote equitable access to work opportunities with conducive workplaces, enabling enterprising environment and necessary business skills.

Sub- Objective	Strategic Priorities	Lead Implementer
Provide relevant employment and NEET opportunities by matching skilled female applicants to employers who are scaling up	Launch <b>100-days Million Youth Employment Guarantee Scheme in 110 priority districts</b> by engaging interested employers under framework agreements and training youth applicants through Hunarmand Pakistan as per employer-requisite skills prior to their placement to provide <b>100-days of work placement</b> (per year) to unemployed youth	NAVTEC KJP
	Launch <b>Graduate Placement Scheme for Females</b> by using data intelligence to match NEX-registered employers in relevant districts to fresh graduates with requisite skillset and competencies with support of HEC, motivating youth to apply via NEX portal	NAVTEC KJP
Provide local working experiences to near-graduating female students to equip them with sectoral experience and sensitize around employable/ growing skills	Initiate <b>International Youth Development Fellowship Program</b> for 100 Pakistan students studying abroad, for first-hand structured experience working in Pakistan and acquiring skills locally in demand and 50% quota for females	HEC MoPDSI
	Launch Women-centric <b>National Female Youth Internship Programme</b> for 30,000 local Pakistani female PG or UG students with internship placements with GenderAsks compliant employers in their districts for blended internships with focus on <b>high-demand futuristic skills</b>	HEC MoFEPT MoPDSI
Create Entrepreneurship opportunities for females by enhancing local capacities and generating synergies across the ecosystem	Launch <b>Mission Creative Million</b> by identifying upcoming female youth entrepreneurs through NEX, training them on marketing and value-addition, attaching with relevant trade mentors, financing and connecting to partners and marketplaces	MoCommerce
	Promote <b>women in agri-sector</b> for value-added production	NAVTEC KJ
	Support women networks and organizations in <b>green transition sectors</b>	MoHR
	Introduce <b>special economic zones for women</b> entrepreneurs, supported with technical education and funding	MoCommerce
	Organize <b>basic literacy and numeracy skills workshops</b> through existing WDD & Ehsaas forums and departments for women entrepreneurs	NAVTEC PASS
Tackle gender stereotypes in the workplace to promote female-friendly policies	<b>Institutionalize charter on 8 ASKS for gender-conducive work environment</b> comprising of workplace SOPs and policies (gender-transformative workplace recruitment, retention and promotion policies, day-care, maternity leave, pick-drop, flexi-time, harassment reporting and grievance committees, CPD opportunities etc.) that identify and address sexual harassment and female-deterrent practices at the workplace, supported by national campaign for public reporting on compliance to the Asks	MoPDSI
	Explore and design <b>tax incentives for private organizations</b> to make work environments more conducive for women	MoPDSI
Encourage workspace progression of women through adequate representation and public commitments	Mandate public and private sector organizations to ensure <b>33% female participation</b> in every meeting, committee/working group(s) and Board(s)	MoHR
	Launch <b>female-only transport options</b> for working females in prioritized districts to facilitate and protect working women	MoHR

#### 4.4 AGENCY, POLITICAL PARTICIPATION & MEANINGFUL ENGAGEMENT

**Objective 4 Agency, Political Participation and Meaningful Engagement** | Creating avenues for and advance female leadership, mentorship and engagement to meaningfully integrate their voices in program design and policy decisions.

Sub- Objective	Strategic Priorities	Lead Implementer
<b>Accelerate female voter registration to ensure female political participation</b>	Launch <b>local female voter registration campaigns</b> with district NADRA offices and Jawan Markaz in priority districts with largest unregistered females with mobile CNIC registration kiosks in colleges and training centers	NADRA and KJP
	Incentivize female voter registration through <b>benefits schemes under existing social welfare programs</b> , e.g., facilitation in vouchers and services, trainings etc.	NADRA, MoPDSI
<b>Facilitate women's access to micro-finance institutions</b>	Identify and incentivize non-financial institutions & grass-root level NGOs to offer MF services (by KJ Markazs) as per SBP Gender policy <b>with first account and registration benefits</b>	KJP, SBP
	Provide ( <b>soft</b> ) <b>loans to women to build micro-enterprises</b> with subsidized inputs for new business	KJP YES
<b>Advance mentorship and leadership for females</b>	Launch <b>female mentorship programme</b> at district level under KJ program with local mentors and advisors	KJP HEC
	Introduce Leadership Programs to help women climb up the career ladder	HEC

## 4.5 HEALTH & WELL-BEING

**Objective 5 Health and Well-being** | Integrate gender-sensitive health elements in cross-cutting services, including health.

Sub- Objective	Strategic Priorities	Lead Implementer
<b>Contextualizing available health services for female</b>	Launch Campaigns around <b>Family planning &amp; Reproductive Health Counselling for new couples</b> , engaging all existing youth platforms, build their capacities on FP messages for unified cross-sectorial campaign on pre-marital counselling, supported by media campaign and interactive activities	MoNHSR&C with MoPDSI
	Initiate public sector programs messaging around FP, with <b>pushing of FP content on public sector websites</b> with support of NITB and PTA to ensure public easy access to FP related knowledge, and for wider, taboo-free dissemination of information	MoNHSR&C, NITB, PTA
	Institutionalize sex-disaggregated data collection for health services, health surveillance and staffing data	MoNHSR&C
	Stimulate evidence generation around gender intersection with health systems to put forth gender-sensitive health interventions	MoNHSR&C
<b>Integrated personal health and reproductive health in formal education streams</b>	Design <b>Life Skills Based Education (LSBE) module/</b> content for high school and college appropriate learning levels informing youth on appropriate nutrition, reproductive health, CDs/ NCDs etc., integrating LSBE in the school/college curriculum for youth (15-24 years), supported by trained faculty	MoNHSR&C, MoFEPT, HEC
<b>Protect and promote female mental health</b>	Design <b>national mental health strategic framework</b> based on inputs from MH task force, working groups, WHO and subject experts	MoNHSR&C
	Establish <b>mental health support desks</b> in gynecology and obstetrics departments and OPDs (to assess pre- and post-natal depression and ensure timely referrals), working in tandem with mental health helpline supported by trained female operators 24/7	KJP, HEC
<b>Strive for gender equality in health leadership</b>	Implement national commitments to <b>progress gender equality in health and care workforce (GEHCW)</b> (A Women in Global Health Initiative)	MoNHSR&C

## 4.6 SAFETY & SECURITY

**Objective 6 Safety & Security** | End Gender-based violence and mainstream gender protection across systems, policies, processes and programs.

Sub- Objective	Strategic Priorities	Lead Implementer
Integrate gender protection and support across the system, including law manifesting entities	Establish <b>staffed and trained Women-Protection-Desks</b> at all Police Stations, aiming for all-women police stations in major districts	MoHR Police Service of Pakistan
	Strengthen <b>district-level cross-sectoral system to respond to gender-based violence and harassment</b> , including provision of legal advice, facilitation with rehabilitation, protection etc.	MoHR MoPDSI, Provincial P&Ds
	Establish <b>one-window response centers for GBV victims</b> , using a survivor-centred approach, providing access to life-saving social and justice services, starting with districts having supportive paraphernalia and higher incidence, supported by helpline (see below)	MoHR MoPDSI
	Launch an <b>integrated women helpline offering</b> all essential services including health care, psycho-social support, legal aid and shelter, integrating all existing support services in one place	MoPDSI MoHR
Raise awareness on women protection, discrimination, GBV and gender-equitable masculinities	Increase awareness around <b>pro-women legislation and policies through proactive pushing of content on public sector websites</b> and integrated women helpline for information, support and emergency call (family laws, inheritance laws etc.)	MoHR NITB, MoPDSI
	Engage men and boys in advocacy through introducing GBV and human rights protection content in education curriculum, and community engagement sessions through Jawan Markazes	MoHR MoFEPT, HEC, KJP
	Organize community-based learnings around gender-equitable parenting, addressing restrictive gender norms and masculinities	MoHR/ PASS
Ensure women's vulnerability are addressed in climate policies and programs	Build awareness of the interlinkages between climate degradation and women's deteriorating plight.	MoCC NCSW
	Develop climate specific data sets and strengthen analytic capacities to review female vulnerability and resilience in tandem with climate degradation	MoCC NCSW



05

National Gender Policy Framework

# Implementation, Monitoring and Evaluation

# IMPLEMENTATION, MONITORING AND EVALUATION

As a broader initiative under the Population Resource Center, the Ministry of Planning, Development and Special Initiatives will also establish Gender Transformation Accelerator, which will make a concerted effort to initiate, drive and track gender-related progress. This accelerator will work very closely with the federal and provincial commissions on status of women, women development departments, the Ministry of Human Rights and relevant development partners, as well as the proposed project planning, monitoring and evaluation unit in the Ministry of Human Rights. The accelerator will also coordinate for gender mainstreaming of federal and provincial policies, in addition to effective monitoring and tracking of projects' implementation and gender-responsive policy frameworks. Based on the feasibility of data availability, the accelerator will also lead development of a national gender priority action agenda with objectives and targets to be achieved by 2023.

## 5.1 SUB-ADVISORY COMMITTEE FOR GENDER DEVELOPMENT

A sub-advisory committee for gender development agenda is proposed to be established. The committee will also maintain an oversight on implementation of priority interventions highlighted in the National Gender Development Roadmap.

This sub-advisory committee will facilitate in **classifying sectoral urgencies and target indicators in consultation with sectoral specialists and in the light of international best practices and regional experiences, mapping priority districts, identifying high impact reform interventions to improve Pakistan's ranking on youth and gender development indicators, and monitoring their progress.** The key TORs envisaged are as follows:

### Terms of Reference

#### *Statistical Advisory*

- Review the data collation, computation and reporting methodology of current gender data in Pakistan feeding into international indices
- Oversee work of international agencies working on gender related indices for reviewed information communication
- Oversee development of annual report on requisite gender indicators to be officially released to national and international agencies for incorporation in their composites
- Advise on integrating gender-sensitive indicators for reporting across development programs

#### *Program and Policy Advisory*

- Provide substantive inputs on integrating gender in all development policies & plans
- Extract good practices, lessons & high impact multisectoral interventions from other regions
- Oversee development of an idea bank of high impact interventions
- Facilitate in building partnerships with multisectoral stakeholders to improve national gender gap
- Advise on development of investment case to accelerate progress for GE
- Provide technical support for implementation of the roadmap

**The committee is** also expected to provide guidance on gender priorities for **pandemic-responsive planning** and **policymaking using micro approach**, to accelerate sustainable recovery and development in Pakistan and unleash the youth potential of its entire population, leaving no one behind. The government has had a

success story of **improving national ranking on ease of doing business**, which has been lauded globally. A similar concerted effort is required **to improve national standing on global gender gap indicators** through a **package of focused evidence-informed high impact interventions**.

The committee will include **gender representatives from each ministry, sectoral and subject experts along the seven identified priorities, industrial experts and policy makers**. Their coordination will be facilitated by the Youth Development Accelerator.

**Table 4 - Activity Plan for Sub-Advisory Committee on Gender**

Key Domains	Activities	Q1	Q2	Q3	Q4
Gender Roadmap	Discussions and Deliberations in Meeting	Sep			
	Proposal for Package of Interventions for Gender Development				
	Inputs on investment case to accelerate progress on GE		Nov		
Gender Accelerator	Inputs on Scope and Functions of Gender Accelerator	Sep			
Gender Gap Index	Inputs on data collection, computation & reporting methodologies			Jan	
Pakistan Gender Development Index	Inputs on scope of annual report and PGDI composition			Jan	
Statistical Advisory on Gender Indicators	Inputs on integrating gender-sensitive indicators across development programs		Dec		
Gender Agenda for Youth Roadmap	Proposal of Package of Interventions to Close Youth Gender Gap	Sep			
Strategy Setting for 2022-23	Inputs for Sections and Ministry to set PSDP 2022-23			Feb	
	Inputs on final PSDP 2022-23 proposition				May

## 5.2 NATIONAL DIRECTIVE TO ESTABLISH AN ACCELERATOR

In 2019, the Prime Minister Mr. Imran Khan recognized population as the denominator of poverty alleviation and called for **National Strategy for the Development of Statistics** for strengthening quality and availability of statistics so that the government can not only have access to accurate, reliable, and timely statistics but also a solid and credible base of evidence, which is critical to support the design and evaluation of

policies<sup>94</sup>. This reflects a **clear recognition on part of the government on the need for and importance of reliable data and its utilization for development planning as it is considered crucial for the attainment of development goals**.

The **proposed Gender Accelerator builds upon the national directive and provincial asks for housing updated data and statistics, generating research and coordinating for evidence-guided policy options for gender development**.

94. In alignment with Article No. 2, Article No. 36 and Article No. 37 assigned to PD&R Division under the Rules of Business 1973 (updated in April 2019).

### 5.2.1 Gender Accelerator/ Action Lab

Establishment of a Gender Accelerator is **proposed to catalyze Pakistan’s progress in closing the national gender gap**. The accelerator will facilitate the Planning Commission in stimulating, planning, coordinating and monitoring high impact reform interventions through federal and provincial governments, ministries, departments and relevant private sector partners, and expediting evidence-guided program design and implementation<sup>95</sup> and strengthening systems and ensuring the timely availability of gender data and statistics<sup>96</sup> by:

1. **Mapping district (gap) profiles** against gender development indicators using **micro approach** to unpack district level granularities
2. Facilitating in **classifying gender development indicators** according to **national priority and urgency** for sectoral investments
3. Firming up the **package of evidence-informed high impact reform interventions in consultation with federal ministries and provincial departments**, sectoral specialists, national and international experts and in line with international best practices and national contextual experiences

4. Coordinating for the **Expressions of Interest** to undertake the pilot interventions in priority districts
5. Organizing **technical assistance for program design, monitoring and evaluation** of gender development pilot intervention projects, including identifying priority infrastructure
6. **Monitoring for learning** with digital interfaces for policymakers at all levels **and generating evidence** for idea banks on gender-responsive development policies, programs and systems of governance
7. Organize quarterly **national stewardship review forums for provinces** to share progress against pilot interventions through live dashboards
8. Conducting **policy analyses, evaluations and policy forums** to stimulate reforms on gender progression

**Engaging Universities in generating data and stimulating policy discussions** around national gender priorities, yielding demographic dividend etc.

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94. In alignment with Article No. 1 assigned to PD&R Division under the Rules of Business 1973 (updated in April 2019).

95. In alignment with Article No. 2, Article No. 36 and Article No. 37 assigned to PD&R Division under the Rules of Business 1973 (updated in April 2019).

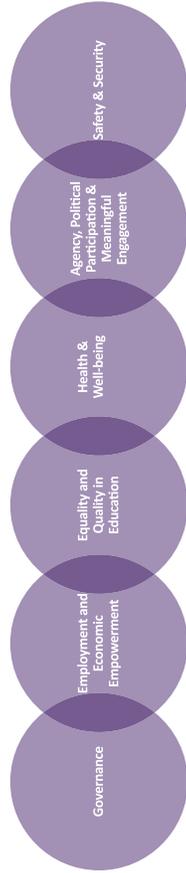


06

National Gender Policy Framework

# Annexures

# POLICY ACTIONS



**Objective 1 Governance** | Establish gender-transformative governance structures; lead gender-equal institutional transformation, and ensure gender equality’s reflection among government priorities and action plans

Sub-Objective	Strategic Priorities	Lead Implementer	Provincial Stakeholders	Collaborating UN Partner	Key Performance Indicators	Timeframe		
						2022	2023	2026
<b>Promote gender-responsive data analysis, planning, programming, and budgeting, and monitoring across all programs and all ministries</b>	Notify <b>Sub Advisory Committee on Gender</b> at the Planning Commission with TORs in alignment with the Gender Roadmap				Committee notified	x		
	Introduce <b>gender responsive PC-1 checklist</b> to ensure cross-ministerial gender integration in PSDP/ADPs in all new public sector programs and projects				PC-1 checklist introduced and approved	x		
	Build institutional capacities for <b>gender-responsive budgeting</b> and financing systems, linked to financial management, reporting and PSDP progress reviews							
<b>Develop gender-responsive M&amp;E frameworks</b> listing agreed key performance indicators to be monitored at the highest policy level for every public sector program and project	Stimulate all ministries/sectors to <b>mainstream gender equality</b> in wider sector strategies and their PSDP portfolios with session hosted at the PC and in every ministry to guide sectoral interventions and objectives to be gender-transformative				Gender mainstreaming training workshops organized	x	x	
	Design <b>quarterly national stock-take reviews</b> to assess and monitor progress against gender development indicators				M&E framework in place	x		
<b>Advocate for accountability at highest levels</b>	Ascertain <b>gender-disaggregated reporting by ministries</b> on education, skill development, employment initiatives				Stock-take toolkit designed			
					Formats defined and agreed for quarterly report	x		

	Identify a <b>gender focal point at every ministry</b> to coordinate and report back on gender initiatives, working in close liaison with the sub-advisory committee	Gender Focal points notified	x
<b>Promote gender-responsive leadership</b>	Ensure <b>female participation &amp; representation in Plancom Sub-Advisory Committees</b>	At least 40% female members notified	x
	Constitute a <b>Gender Working Group from key ministries</b> linked to the Gender Accelerator	Inter-Ministerial Gender Working Group Constituted	x
<b>Standardize collate, and harmonize collection of data on gender development</b>	Develop a <b>comprehensive data management information system/ data repository</b> to capture gender-development related multi-sectoral data streams and data sets, disaggregated by districts, and put forth regular and practical analysis, linking all gender MISs to <b>one algorithm</b>	GMIS developed with district-level reporting and dashboards	x
	Strengthen institutional capacities to produce and process relevant data for gender development	Workshops organized on gaps identified	x
	Institutionalize reporting on international gender indicators (SDG5, CEDAW, UPR) and improve the availability and reliability of gender related data for international reporting in collaboration with PBS	Ministries notified for reporting	x
<b>Convene holistic multi-sectoral partnerships</b>	Forge public-private partnerships to co-create and leverage investment opportunities, programs and innovations that enable girls and women to maximise their potential and productivity through education, gainful employment and digital learning	PPPs forged and programs initiated	x
	Launch the <b>gender accelerator</b> at the planning commission to advance Pakistan's compliance towards gender commitments, linked to national gender machineries	Accelerator operationalized	x
<b>Stimulate evidence guided gender mainstreaming initiatives</b>	Execute <b>Workplace and Gender Equality research study</b> in all ministries and public sector institutions to guide program development and policy reforms	Research rolled out	x
	Undertaking <b>research studies and surveys on gender perceptions</b> , attitudes and practices using SDPI/ PIDE/ KIP	Evidence guided programmes and projects	x
	Launch the <b>Gender Equality Monitor</b> to allow public and private sector organizations/ institutions to track progress on gender equality	Gender Equality Monitor site launched	x

**Objective 2 Equality and Quality in Education** | Creating enabling environments for girls and young women to learn and be equipped with employable & high-income skills

Sub-Objective	Strategic Priorities	Lead Implementer	Provincial Stakeholders	Collaborating UN Partner	Key Performance Indicators	Timeframe		
						2022	2023	2026
	Launch <b>evening and weekend schools</b> in ICT and one priority district each in GB and AJK with larger OOS children and gender gaps in education				20 Evening schools established in prioritized areas	x	x	
<b>Deter drop-out and accelerate enrollment of OOS children with particular focus on girl students</b>	Launch <b>multi-option school transport program</b> (bus, provider engagements, safety app enabled) <b>for female students</b> and school/college faculty in ICT and one identified district each in GB and AJK Establish <b>Accelerated Learning Centers</b> supported by accelerated curriculum and e-hubs to mainstream OOS in formal education				Pilot transport program initiated	x		
	Integrate tele-education and e-learning in remote areas through establishment of <b>mobile learning pods</b> equipped with trained teachers in AJK and GB				30 mobile learning pods released in communities with poor access	x	x	
<b>Advance digital skills and employability for girls</b>	Engage adolescent girls in <b>digital and transferable skills</b> lab, preparing them for the future of work, and enabling them to learn and practice digital skills, leverage community-level resources through provision of Passport to Earning (P2E)				200,000 adolescent girls trained in digital skills and P2Es awarded	x	x	
	Incentivise organizations supporting in digital skills for women and girls through tax breaks, subsidies, loans and grants etc.				Incentive package designed and rolled out			x
<b>Incentivize and support higher qualification pathways with focus on female youth</b>	Commit dedicated <b>100 need-based post graduate scholarships in top UK universities</b> through HEC's existing scholarship schemes with 50% offering to young female professionals Launch <b>Female Youth in Tech initiative</b> by designing tech leadership courses and certificates for qualifying and interested female students in their respective Universities				100 females awarded with PD scholarships		x	
<b>Institutionalize gender-transformative education</b>	Introduce course content/ modules to promote gender-equitable attitudes and behaviors in the schools, with focus on both girls and boys				50 female students mentored through Tech through Tech initiative		x	
					Course designed and approved		x	x

**Objective 3 Employment & Economic Empowerment** | Promote equitable access to work opportunities with conducive workplaces, enabling enterprising environment and necessary business skills

Sub-Objective	Strategic Priorities	Lead Implementer	Provincial Stakeholders	Collaborating UN Partner	Key Performance Indicators	Timeframe		
						2022	2023	2026
Provide relevant employment and NEET opportunities by matching skilled female applicants to employers who are scaling up	<p>Launch <b>100-days Million Youth Employment Guarantee Scheme in 110 priority districts</b> by engaging interested employers under framework agreements and training youth applicants through Hunarmand Pakistan as per employer-requisite skills prior to their placement to provide <b>100-days of work placement</b> (per year) to unemployed youth</p>				Million youth placed through 100-days scheme in 110 districts	x	x	x
	<p>Launch <b>Graduate Placement Scheme for Females</b> by using data intelligence to match NEX-registered employers in relevant districts to fresh graduates with requisite skillset and competencies with support of HEC, motivating youth to apply via NEX portal</p>				50,000 female graduates placed with first jobs	x		x
Provide local working experiences to near-graduating female students to equip them with sectoral experience and sensitize around employable/ growing skills	<p>Initiate <b>International Youth Development Fellowship Program</b> for 100 Pakistan students studying abroad, for first-hand structured experience working in Pakistan and acquiring skills locally in demand and 50% quota for females</p>				100 youth inducted in IYDFP annually	x	x	x
	<p>Launch Women-centric <b>National Female Youth Internship Programme</b> for 30,000 local Pakistani female PG or UG students with internship placements with GenderAsks compliant employers in their districts for blended internships with focus on <b>high-demand futuristic skills</b></p>				30,000 females inducted in female youth internship program	x		x

	<p>Launch <b>Mission Creative Million</b> by identifying upcoming female youth entrepreneurs through NEX, training them on marketing and value-addition, attaching with relevant trade mentors, financing and connecting to partners and marketplaces</p>	<p>Female youth creative entrepreneurs engaged, mentored and trained and connected to marketplaces</p>	<p>x</p>
<p><b>Create Entrepreneurship opportunities for females by enhancing local capacities and generating synergies across the ecosystem</b></p>	<p>Promote <b>women in agri-sector</b> for value-added production</p> <p>Support women networks and organizations in green transition sectors</p> <p>Introduce <b>special economic zones for women</b> entrepreneurs, supported with technical education and funding</p> <p>Organize <b>basic literacy and numeracy skills workshops</b> through existing WDD &amp; Ehsaas forums and departments for women entrepreneurs</p>	<p>Women trained in agri-value addition</p> <p>Women organizations/representatives trained for green sectors</p> <p>SEZs inaugurated and marketed</p> <p>Workshops launched with biannual intakes</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p>
<p>Tackle gender stereotypes in the workplace to promote female-friendly policies</p>	<p><b>Institutionalize charter on 8 ASKS for gender-conducive work environment</b> comprising workplace SOPs and policies (gender-transformative workplace recruitment, retention and promotion policies, day-care, maternity leave, pick-drop, flexi-time, harassment reporting and grievance committees, CPD opportunities etc.) that identify and address sexual harassment and female-deterrent practices at the workplace, supported by national campaign for public reporting on compliance to the ASks</p> <p>Explore and design <b>tax incentives for private organizations</b> to make work environments more conducive for women</p>	<p>8 asks launched with web reporting tied to GE Monitor</p> <p>Tax incentives initiated</p>	<p>x</p> <p>x</p>
<p>Encourage workspace progression of women through adequate representation and public commitments</p>	<p>Mandate public and private sector organizations to ensure 33% <b>female participation</b> in every meeting, committee/working group(s) and Board(s)</p> <p>Launch <b>female-only transport options</b> for working females in prioritized districts to facilitate and protect working women</p>	<p>33% female attendance</p> <p>Transport options launched</p>	<p>x</p> <p>x</p>

**Objective 4 Agency, Political Participation and Meaningful Engagement** | Creating avenues for and advance female leadership, mentorship and engagement to meaningfully integrate their voices in program design and policy decisions.

Sub-Objective	Strategic Priorities	Lead Implementer	Provincial Stakeholders	Collaborating UN Partner	Key Performance Indicators	Timeframe		
						2022	2023	2026
<b>Accelerate female voter registration to ensure female political participation</b>	Launch <b>local female voter registration campaigns</b> with district NADRA offices and Jawan Markaz in priority districts with largest unregistered females with mobile CNIC registration kiosks in colleges and training centers  Incentivize female voter registration through <b>benefits schemes under existing social welfare programs</b> , e.g., facilitation in vouchers and services, trainings etc.				Registration campaign launched	x	x	
<b>Facilitate women's access to micro-finance institutions</b>	Identify and incentivize non-financial institutions & grass-root level NGOs to offer MF services (by KJ Markazs) as per SBP Gender policy with <b>first account and registration benefits</b>  Provide ( <b>soft</b> ) loans to women to build micro-enterprises with subsidized inputs for new business				Incentives program finalized  Soft loans extended	x	x	x
<b>Advance mentorship and leadership for females</b>	Launch <b>female mentorship programme</b> at district level under KJ program with local mentors and advisors				Mentorship programme launched and cohorts inducted	x	x	x

Objective 5 Health and Well-being | Integrate gender-sensitive health elements in cross-cutting services, including health.

Sub- Objective	Strategic Priorities	Lead Implementer	Provincial Stakeholders	Collaborating UN Partner	Key Performance Indicators	Timeframe		
						2022	2023	2026
	<p>Launch Campaigns around <b>Family planning &amp; Reproductive Health Counselling for new couples</b>, engaging all existing youth platforms, build their capacities on FP messages for unified cross-sectorial campaign on pre-marital counselling, supported by media campaign and interactive activities</p>				Campaign launched	x	x	
<b>Contextualizing available health services for female</b>	<p>Initiate public sector programs messaging around FP, with <b>pushing of FP content on public sector websites</b> with support of NITB and PTA to ensure public's easy access to FP related knowledge, and for wider, taboo-free dissemination of information</p>				Content published on websites	x	x	
	<p>Institutionalize sex-disaggregated data collection for health services, health surveillance and staffing data</p>				Sex-disaggregated data reported		x	x
	<p>Stimulate evidence generation around gender intersection with health systems to put forth gender-sensitive health interventions</p>							
<b>Integrated personal health and reproductive health in formal education streams</b>	<p>Design <b>Life Skills Based Education (LSBE) module/</b> content for high school and college appropriate learning levels informing youth on appropriate nutrition, reproductive health, CDs/ NCDs etc., integrating LSBE in the school/ college curriculum of youth (15-24 years), supported by trained faculty</p>				Module designed and integrated in curriculum		x	
	<p>Design <b>national mental health strategic framework</b> based on inputs from MH task force, working groups, WHO and subject experts</p>				Framework designed and vetted	x		
<b>Protect and promote female mental health</b>	<p>Establish <b>mental health support desks</b> in gynecology and obstetrics departments and OPDs (to assess pre- and post-natal depression and ensure timely referrals), working in tandem with mental health helpline supported by trained female operators 24/7</p>				Desks established in 144 Jawan Markazs	x	x	x
<b>Strive for gender equality in health leadership</b>	<p>Implement national commitments to <b>progress gender equality in health and care workforce (GEHCW)</b> (A Women in Global Health Initiative)</p>				GEHCW implementation roadmap rolled out		x	

**Objective 6 Safety & Security** | End Gender-based violence and mainstream gender protection across systems, policies, processes and programmes.

Sub- Objective	Strategic Priorities	Lead Implementer	Provincial Stakeholders	Collaborating UN Partner	Key Performance Indicators	Timeframe		
						2022	2023	2026
	Establish <b>staffed and trained Women-Protection-Desks</b> at all Police Stations, aiming for all-women police stations in major districts				Desks established in main police stations	x		x
Integrate gender protection and support across the system, including law manifesting entities	<b>Strengthen district-level cross-sectoral system to respond to gender-based violence and harassment</b> , including provision of legal advice, facilitation with rehabilitation, protection etc.				System integrated and relevant departments engaged		x	
	Establish <b>one-window response centers for GBV victims</b> , using a survivor-centred approach, providing access to life-saving social and justice services, starting with districts having supportive paraphernalia and higher incidence, supported by helpline (see below)				1-window response centers established			x
	Launch an <b>integrated women helpline offering</b> all essential services including health care, psycho-social support, legal aid and shelter, integrating all existing support services in one place				Helpline integrated and launched		x	
Raise awareness on women protection, discrimination, GBV and gender-equitable masculinities	Increase awareness around <b>pro-women legislation and policies through proactive pushing of content on public sector websites</b> and integrated women helpline for information, support and emergency call (family laws, inheritance laws etc.)				Landing pages and push notifications updated			x
	Engage men and boys in advocacy through introducing GBV and human rights protection content in education curriculum, and community engagement sessions through Jawan Markaz				GBV integrated in curriculum and community engagement sessions			x
	Organize community-based learnings around gender-equitable parenting, addressing restrictive gender norms and masculinities				Community Groups trained on GE parenting		x	x
Ensure women's vulnerability are addressed in climate policies and programs	Build awareness of the interlinkages between climate degradation and women's deteriorating plight. Develop climate specific data sets and strengthen analytic capacities to review female vulnerability and resilience in tandem with climate degradation				Awareness Sessions Held Evidence available and used in policies		x	x







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