

ANNUAL REPORT 2017



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ANNUAL REPORT 2017



PUNJAB COMMISSION ON THE STATUS OF WOMEN,
WOMEN DEVELOPMENT DEPARTMENT,
GOVERNMENT OF PUNJAB

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Acronyms

ADP	Annual Development Programme Schemes
AWAM	Association of Women for Awareness and Motivation
AWAZ-CDS	AWAZ Foundation Pakistan: Centre for Development Services
CEDAW	Convention on the Elimination of All forms of Discrimination against Women
CBO	Community Based Organization
CEO	Chief Executive Officer
CM	Chief Minister
CNIC	Computerized National Identity Card
CRC	Committee on the Rights of the Child
CSW	Commission on the Status of Women
DCOs	District Coordination Officers
DFID	Department for International Development
DUAs	Dar-ul-Aman (shelter home for women)
ECP	Election Commission of Pakistan
FGD	Focused Group Discussion
FIR	First Information Report
FPCCI	The Federation of Pakistan Chamber of Commerce and Industries
GMIS	Gender Management Information System
GSP	Generalized System of Preferences
HBW	Home Based Workers
HDI	Human Development Index
LG & CD	Local Government and Community Development Department
LCCI	Lahore Chamber of Commerce and Industry
LHC	Lahore High Court
NADRA	National Database and Registration Authority
NAVTEC	National Vocational and Technical Training Commission
NCSW	National Commission on the Status of Women
NGO	Non-Governmental Organization
ODP	Other Development Projects
PAMCO	Punjab Agriculture and Meat Company
PCSW	Punjab Commission on the Status of Women
PCTB	Punjab Commission and Text Book Board
PDF	Peace and Development Foundation
PGPR	Punjab Gender Parity Report
PMEIF	Pakistan Model Educational Institutions Foundation
POLCOM	Police Station Record Management System
PWPC	Punjab Women's Parliamentary Caucus
SDC	Skill Development Council
SDGs	Sustainable Development Goals
SYCOP	Social Youth Council of Patriots
TIAW	The International Alliance for Women
UC	Union Council
UN	United Nations
UNFPA	United Nations Population Fund
UNDP	United Nation Development Program
UN-ECOSOC	United Nations Economic and Social Council
UPR	Universal Periodic Review
VAW	Violence against Women
WCCI	Women Chamber of Commerce and Industry
WDD	Women Development Department
WIL	Women In Leadership
WILPF	Women's International League for Peace and Freedom

CHAIRPERSON, PUNJAB COMMISSION ON THE STATUS OF WOMEN

FAUZIA VIQAR



The development of a nation is intrinsically tied to the human development of its population. Since the turn of the new millennium, Pakistan has made considerable progress on many developmental fronts; more children are enrolled in school and there has been an improvement in literacy rates and simultaneous increases in economic output and growth. Pakistan's commitment to the Sustainable Development Agenda recognizes the fact that without the assured participation of women who make up half of its population, Pakistan will fall short of its development targets. Government efforts to address gender gaps and ensure participation of women in all aspects of women's lives show that regressive traditional practices and antiquated social norms can be challenged and transformed.

As a statutory institution, the Punjab Commission on the Status of Women (PCSW) has managed to create momentum in reforming women's social status through legislative, policy and administrative changes. In 2017, PCSW endeavored to increase awareness about pro women laws and women rights by actively engaging with educational institutions, facilitated economic empowerment and leadership of women through its ongoing developmental projects, published the second Punjab Gender Parity Report (PGPR) and collected official data on gender-based issues to support evidence based policy making, supported capacity building of Government Officials, and continued to develop mechanisms to provide redress to survivors of gender-based violence. PCSW also initiated the 'Generating Data to Advance Women's Social and Economic Wellbeing in Pakistan' project in October 2017 in collaboration with UNFPA. Through the Women in Leadership project, PCSW also successfully launched Punjab's first online portal for women to support placement of dynamic women on Boards and Committees of Public

Entities in order to influence decision-making in the public sector.

In line with its mandate to monitor implementation of international instruments and review laws, policies, rules and regulations, PCSW provided comprehensive feedback on Shariat petition regarding the Punjab Family Courts (Amendment) Act 2015, Punjab Human Rights Strategy, Gender Empowerment and Women Development Policy 2017, Pakistan's Initial Report on Convention Against Torture; and submitted comments on Draft Bill "the Punjab Domestic Workers Act, 2016" as well as the 5th Periodic report on Convention on the Elimination Of All Forms Of Discrimination Against Women (CEDAW).

For the purpose of achieving women's political awareness, PCSW signed a Memorandum of Understanding with Punjab Women's Parliamentary Caucus and ran a campaign for voter registration in partnership with Free and Fair Elections Network (FAFEN). Furthermore, PCSW's Punjab-wide "16 Days of Activism" to end violence against women campaign involved a series of awareness raising and knowledge sharing events to rally support for elimination of gender-based violence. The 24-hour women's helpline managed by the Commission also increased its outreach, received more calls and successfully resolved more complaints last year.

Needless to say, in 2017 PCSW continued its rigorous efforts to further the cause of women of Punjab. As evident through the development of its 5 Year Strategic Plan, PCSW and its team is fully committed to further strengthening its processes, and inculcating innovation in its mechanisms for a more sustainable Commission.

FAUZIA VIQAR

Chairperson
Punjab Commission on
the Status of Women

Who We Are



Punjab Commission on the Status of Women (PCSW) is a Special Institution of the Women Development Department (WDD), Government of Punjab, established under the PCSW Act, 2014 as an oversight body to ensure that laws, policies and programs of the government promote women's empowerment; that efforts are made for expansion of opportunities for socio-economic development of women, and discrimination against women is eliminated. PCSW's functions include reviewing laws, rules, policies and programs of the Government to ensure gender sensitivity; providing redress; and monitoring implementation of women-related laws and policies for achievement of gender equality and elimination of discrimination.

PCSW

is represented in all 9 divisions of Punjab, through its Members and Divisional Coordinators. For the purposes of providing redress to women victims of violence, PCSW has the power to investigate instances of violence against women, as vested in Civil Courts under the Code of Civil Procedure, 1908.

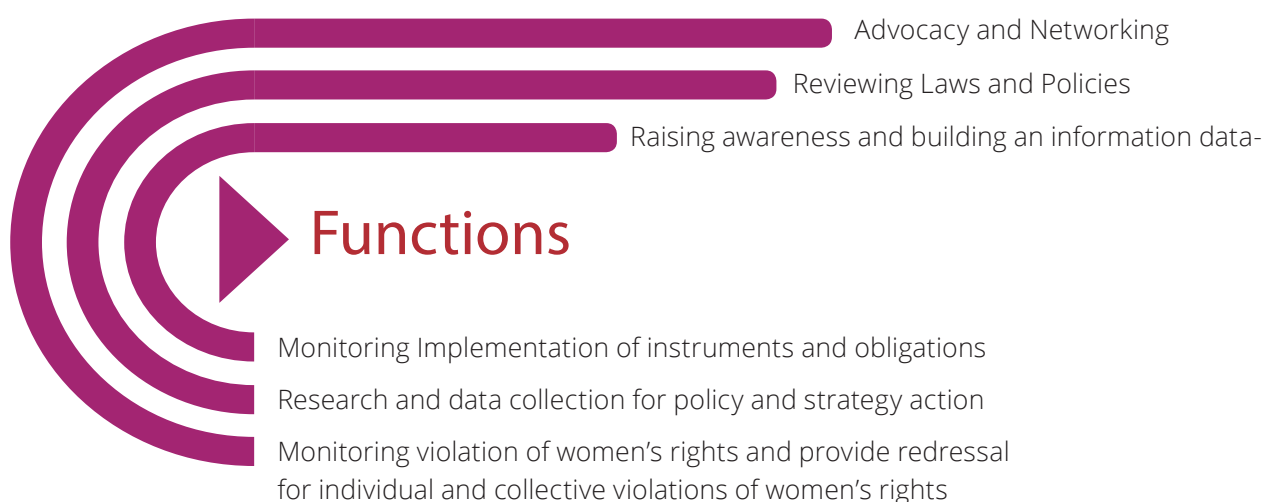
The Commission regularly collects data from all concerned departments and institutions to monitor implementation of women related laws and policies in Punjab

Vision

A Punjab where women are equal, empowered and prosperous citizens

Mission

Promote women's empowerment and gender equality in Punjab through research; review and revision of laws, policies, programs, rules and regulations; monitor implementation of international instruments and obligations affecting women and girls; and collaborate with government agencies, civil society and the private sector to work towards empowerment of



PCSW also provides periodical feedback and status updates on international instruments affecting women and girls, including the Convention on Elimination of all forms of Discrimination against Women (CEDAW), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and

Cultural Rights (ICESCR), the Convention against Torture, International Labour Organization (ILO) Conventions, and the Convention on Rights of the Child.

Highlights 2017

SINCE ITS ESTABLISHMENT BY WOMEN DEVELOPMENT DEPARTMENT IN 2014, PUNJAB WOMEN'S HELPLINE 1043 MANAGED BY PCSW HAS RECEIVED 44,602 CALLS, 525 OF WHICH WERE COMPLAINTS

SOUTH ASIA'S FIRST GENDER MANAGEMENT INFORMATION SYSTEM LAUNCHED (2016)

PUNJAB GENDER PARITY REPORTS PUBLISHED ANNUALLY

RESEARCH STUDIES ON DAR-UL-AMANS OF PUNJAB (2016)

LAUNCH OF PUNJAB'S FIRST ONLINE PORTAL FOR WOMEN IN LEADERSHIP POSITIONS

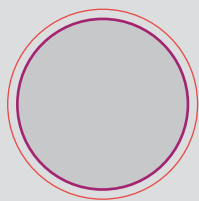
EVALUATION OF REFORMS RELATED TO INHERITANCE AND THEIR IMPACT ON WOMEN (2016)

STUDY ON WOMEN IN PUNJAB PRISONS (2016)

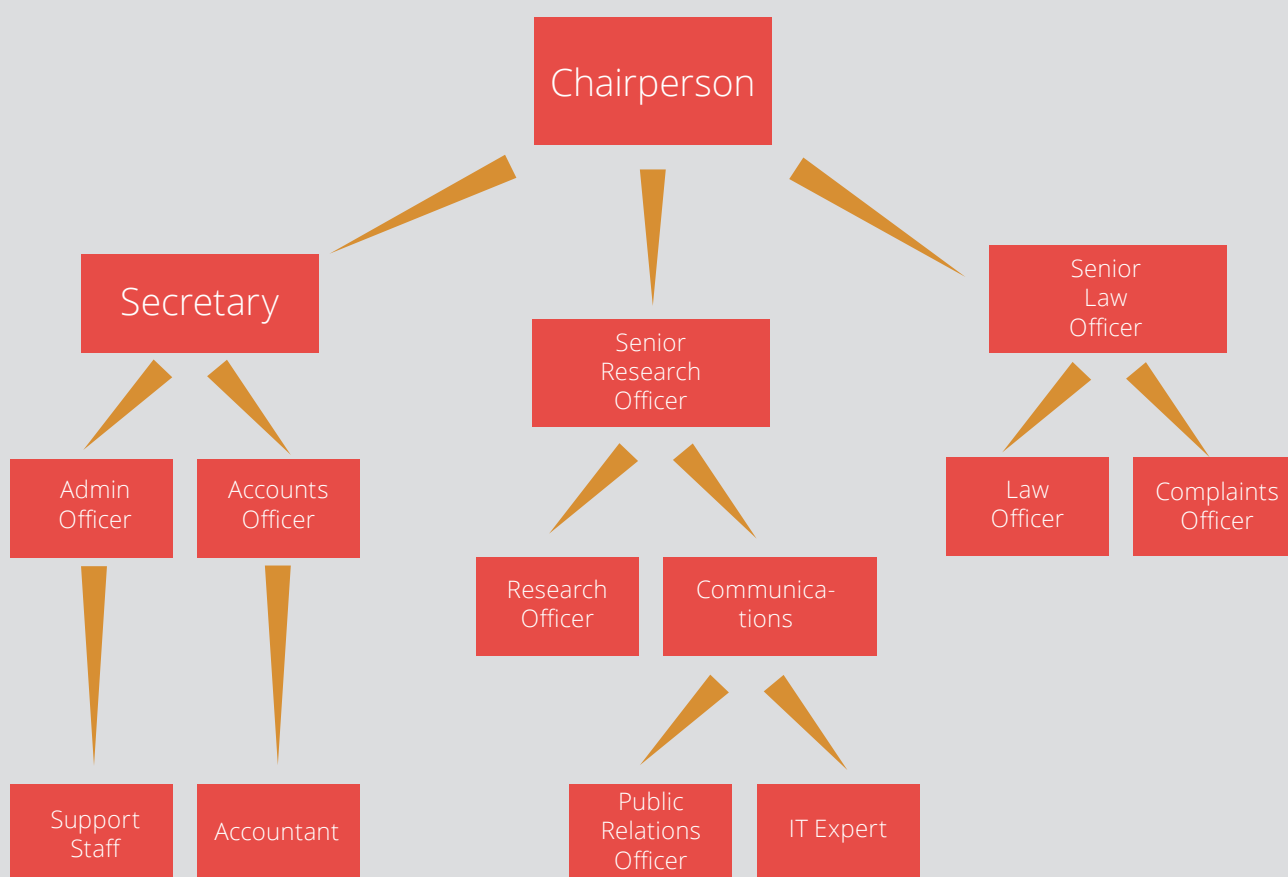
COMPREHENSIVE SURVEYS ON WOMEN'S ECONOMIC EMPOWERMENT AND SOCIAL WELL BEING INITIATED

LAUNCH OF TRANSITIONAL HOUSING FOR WOMEN PROJECT

The Commission is governed by the Punjab Commission on the Status of Women Act 2014



Punjab Commission on the Status of Women Organogram



Our Members



Fauzia Viqar
Chairperson, PCSW

Appointed as the first Chairperson of the Punjab Commission on the Status of Women. Ms. Viqar specializes in women's empowerment with a focus on supporting legislation, policy reform and community development.



Muhammad Usman
Secretary, PCSW

Career Civil Servant affiliated with the Secretariat Group, Civil Service of Pakistan and 26th CTP. Mr. Usman has served in different capacities in Federal and Provincial Government Departments.



Prof. Muhammad Jalil Butt
Sahiwal Division

Renowned applied sociologist, educationist, development practitioner and Master Trainer. Mr. Butt has over 30 years of experience in the development sector and has been managing the DIPs for the last 7 years.



Qaisara Ismail
Sargodha Division

Member of District Council Sargodha from (2001 to 2005) and (2005 to 2009), Chairperson Zonal Jahaiz Committee 2003 to 2005, member of District Monitoring Committees Health, Education, Anti-corruption and, Advisory Committee of Sanatzar Social Welfare and Bait-ul-Mal Department, Sargodha.



Ome Kulsoom Seyal
Dera Ghazi Khan Division

Founder and Chairperson of Social Youth Council of Patriots (SYCOP), and Chairperson of Dar Ul Aman Management Committee in Muzaffargarh.



Prof. Dr. Razia Musarrat
Bahawalpur Division

Head of Political Science Department at the Islamia University of Bahawalpur, Director of Women Development Center, and the Convener of Board of Studies of Political Science and Sociology.



Romana Bashir
Minority Member, Rawalpindi Division

Founding member and Executive Director of Peace and Development Foundation (PDF). She has been working for Human Rights, Interfaith Harmony, Religious Freedom, and Women & Minorities' Rights in Pakistan.



Umm-e-Laila Azhar
Lahore Division

Executive Director at HomeNet Pakistan, an organization that supports home-based women workers in Pakistan. She was actively involved in formulation of the National Home based Workers Policy and has provided her expertise towards formulation of policies for Punjab and Sindh. In 2016, she won the Global Women Economic Empowerment Award.



Shazia George
Faisalabad Division

Women's rights Activist and Project Manager at "Association of Women for Awareness and Motivation (AWAM)", an organization working for the promotion of the rights of women, particularly women with disabilities.



Dr. Nagina Sadaf
Gujranwala Division

Politician and human rights activist. She is a twice elected district council member and an elected member of the Public Safety Commission in Mandi Bahauddin.



Muhammad Zia-ur-Rahman
Multan Division

Founder and Chief Executive of AWAZ Foundation Pakistan, a leading national NGO in Pakistan working for securing the future of marginalized communities, especially women.

Year in Review

In 2017, PCSW's efforts have contributed towards its mandate of working towards achievement of gender equality and elimination of violence against women. PCSW's major activities sought to enhance awareness among students, promote economic empowerment and leadership of women, conduct research and collect official data on gender based issues, advocate for capacity building of Government Officials, and provide redress to survivors of gender-based violence.

Furthermore, through the Women in Leadership project launched in 2016, dynamic women in leadership positions were certified as Directors by SECP, and recommended for placement on Boards and Committees of public sector entities. For the purposes of the Gender Management Information System (GMIS), data collection against 300 indicators from all 36 districts across Punjab was near completion by the end of the year.

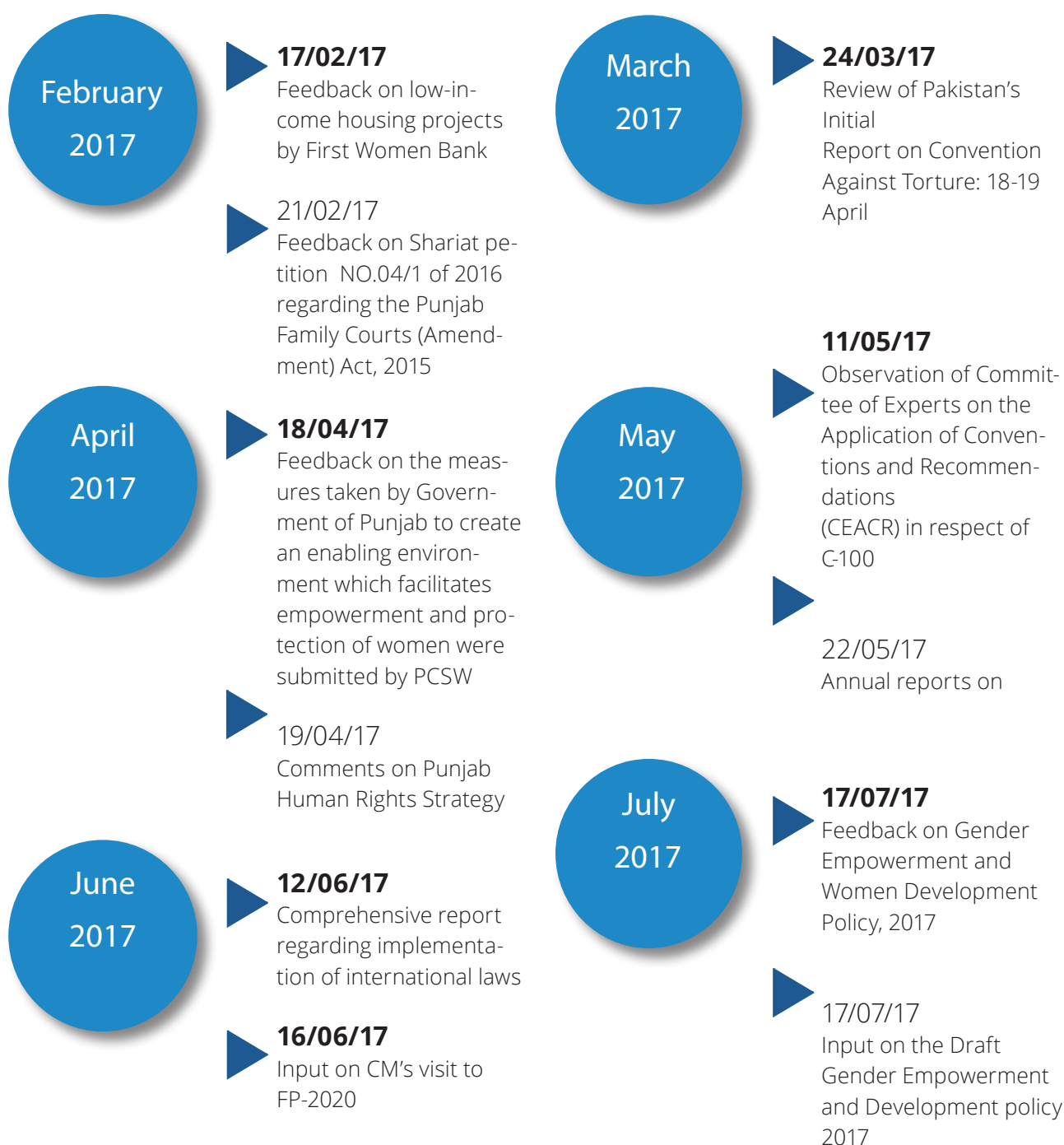
PCSW prepared and submitted Punjab's 5th Report for the Convention on Elimination of all forms of Discrimination against women (CEDAW), the third Report on Women's Rights for Universal Periodic Review (UPR), Pakistan's Initial Report for the Convention against Torture (UNCAT) and the State Report for the International Covenant on Economic, Social and Cultural Rights (ICESCR) to WDD. Status Reports on Pakistan's GSP + commitments were also provided to the Treaty Implementation Cell of the Federal Ministry of Human Rights.

Examination of Laws & Policies

Policy Feedback

PCSW was conceived as a body to monitor implementation and progress achieved under various initiatives in place to materialize gender equality, and support empowerment of women and girls in Punjab.

Key actions taken by PCSW in 2017 include:



August
2017

- ▶ **25/08/17**
Cognizance of revenge rape case in Multan, wherein a minor girl was raped on panchayat's orders
- ▶ **31/08/17**
Comments on Canada's Feminist International Assistance Policy
- ▶ **31/08/17**
Comments on Draft Bill "the Punjab Domestic Workers Act, 2016"

October
2017

- ▶ **13/10/17**
Comments on child labor and the lack of coherent reforms in Pakistan
- ▶ **16/10/17**
Reported on the Office of the High Commissioner for Human Rights (OHCHR) on engaging men and boys with regards to prevention of violence against all women and girls pursu-

November
2017

- ▶ **30/11/17**
Punjab Commission on the Status of Women submitted a report on Rizwana Riaz's Murder to the National Commission on the Status of

December
2017

- ▶ **19/12/17**
5th Periodic report on Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) submitted to WDD
- ▶ **22/12/17**
Effective implementation of all previous Legal Initiatives for Women's
- ▶ **27/12/17**
Evaluation of 11th Five-Year Plan (2013-18)

Research

RESEARCH THROUGH PUNJAB GMIS

Under the Gender Management Information System (GMIS), which is a computerized repository of women related statistics, data collected by the team is analyzed and presented annually in the Punjab Gender Parity Report (PGPR). The PGPR reflects the parity status for men and women in the six thematic areas of the GMIS, and highlights district wise trends over time. It also presents an implementation status of all women related policies introduced by the Punjab Government. The PGPR aims to highlight areas of concern where a more rigorous effort by the government is required. Based on its findings, recommendations are included to assist in effective evidence-based policy making.



WWW.GMIS.GOP.PK

- ▶ *Pioneer database of women's issues in South Asia*
- ▶ *Gender disaggregated data available for public use*
- ▶ *Involvement of 585 governments departments and offices in data collection*
- ▶ *Publication of the annual Punjab Gender Parity Report*
- ▶ *Advocacy for Evidence based Policy Making*
- ▶ *Monitoring of government initiatives*

GENERATING DATA ON WOMEN'S SOCIAL & ECONOMIC WELL BEING IN PAKISTAN

District level and provincially representative baseline surveys will be conducted on economic and social indicators for women between the ages of 15-64 years within rural and urban Punjab as per Sustainable Development Goals (SDG) 5 and 8.

The survey will be conducted by the Bureau of Statistics, Punjab and technical assistance will be provided by Punjab Commission on the Status of Women and UNFPA over a period of seven months, starting from January 2018.

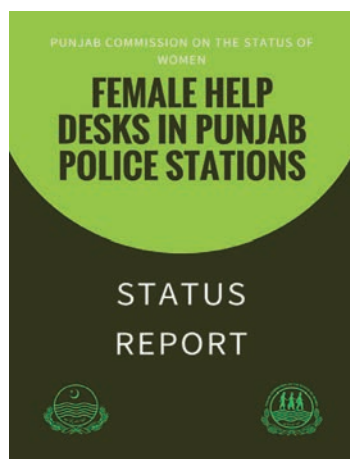
The main survey has three main components including a Baseline Survey, Male Perception Survey and Private Sector Employers' Survey

Moreover, the results of the survey will further help identify social impediments to women's economic empowerment, facilitate women's economic empowerment, and develop institutional mechanisms for the purpose of establishing women's economic status and increasing their employment in the private sector. Moreover, the results of the survey will further help in identifying social impediments to women's economic empowerment, including decision making, access to health, education and social networks, as well as violence.

Both conventional and innovative monitoring methods will be used for quality data collection including an online monitoring mechanism (OMM) which will also enable BOS to evaluate the performance of field teams.

RESEARCH ON FEMALE HELP DESKS IN PUNJAB

To monitor implementation of the provision of “help desks at each police station in Punjab,” under Punjab Women Empowerment Initiative 2014, 225 Police Stations were visited across 22 districts in May and June, 2017. Police officials and contract-based employees in police stations were interviewed, observations recorded, findings collated and analyzed.



As per the findings of the research, it was reported that Female Help Desks have not been established in the Police Stations visited so far. Instead, in an overwhelming majority of Police Stations, Front Desks have been established for the purposes of registering complaints on behalf of individual citizens, regardless of sex. Front Desks are resourced with dedicated staff recruited to provide a civilian face to police establishments. In 181 out of 225 Police Stations visited, Front Desks were seen as fully functional units providing services to male and female citizens alike. In the remaining 44 Police Stations, no Front Desk service was available. PCSW Teams also found that front desk staff had not received training on gender sensitive service delivery.

RESEARCH ON PREVENTION OF ELECTRONIC CRIMES ACT 2016

PCSW conducted a comprehensive desk review on the recently promulgated PECA 2016. The research paper produced at the end of the review identified salient features of the Act, as well as loop holes that need to be addressed. In addition, the processes employed by FIA and other relevant agencies in the prevention, investigation and prosecution of electronic crimes were analyzed.



RESEARCH ON PUNJAB SAFE CITIES APPLICATION

In June 2017, PCSW prepared an audit report on the App, intended to assess the effectiveness of the PSCA App vis-a-vis women's safety and its general usability. For this purpose, primary data regarding the App was collected from the Police Integrated Command, Control and Communication (PIC3) Office in Lahore.



The audit report highlighted problems within the App that have limited its potential and relevance for its target audience. The report also incorporated recommendations to make the App more useful and relevant to the users' needs.

DATABASE FOR WOMEN IN LEADERSHIP POSITIONS

The Women in Leadership project developed and set up a comprehensive online database that includes information on public sector entities in Punjab, as well as a list of female Executives who are eligible to serve on public sector Boards and Committees. The database is accessible to public sector entities that may require female Board members; and women who would like to serve on the Boards of public entities.

Portal <http://pcsw-punjab.pk/index.php?r=site/wil>

RESEARCH ON EFFECTS OF VAW, DAR-UL-FALAH

In July 2017, research was conducted to understand the broad and long-term impact of violence against women. The research focused on coping mechanisms adopted by women in order to deal with the psychological and physical repercussions of victimization. A questionnaire was developed for residents of PCSW's Transitional Home for Women and survivors working with the Human Rights Centre for Women. Administrative and support staff of both Centers were also interviewed.

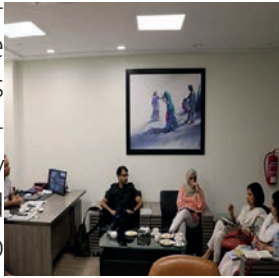


The Report found that lack of awareness and the conservative mindset of families prevents survivors of violence from seeking help, due to fear of social ostracization. Staff at Dar-UI-Falaha and Dar-UI-Amans tend to have a dismissive attitude towards survivors, which results in survivors suffering from low self-esteem, depression and feel the need to justify acts of violence by their perpetrators.

Networking & Collaboration

PARTNERSHIP WITH PUNJAB SAFE CITIES AUTHORITY

The Punjab Safe Cities Authority ("PSCA") launched the first Safety App for Smart Phones in January, in collaboration with Punjab Commission on the Status of Women (PCSW) and Chief Minister's Special Reforms Unit (SRU), with the aim to make public spaces safer for everyone, including women. The application was developed specifically to introduce the GPS



PCSW and PSCA strategized on incorporation of recommendations made in the report.

LIAISON WITH FREE AND FAIR ELECTIONS NETWORK (FAFEN)



PCSW partnered with Free and Fair Elections Network (FAFEN) to develop and launch a Voter Registration Campaign to facilitate registration of female voters in consultation with NADRA, voter education and mobilization. FAFEN and PCSW will also collectively monitor the upcoming general election 2018 to recommend gender-responsive electoral reforms for the future.

REVIEW OF INDICATORS FOR PUNJAB MULTIPLE INDICATOR CLUSTER SURVEY -MICS

PCSW provided periodical feedback for review of MICS questionnaires for Punjab, as requested by the Director General, Bureau of Statistics (BOS). Gender-based Indicators were recommended in light of the SDGs and PCSW's work.



MOU WITH WOMEN'S PARLIAMENTARY CAUCUS



Punjab Commission on the Status of Women signed a Memorandum of Understanding (MOU) with Punjab Women's Parliamentary Caucus (PWPC) in January, to work towards achievement of women's empowerment at provincial and district levels in Punjab. Both parties agreed to collaborate to enhance role of women MPAs in proposing gender sensitive legislation; reviewing and amending discriminatory laws and policies; ensuring effective Parliamentary oversight of implementation of international and regional commitments, as well as national and provincial policies.

WOMEN'S SAFETY AUDIT OF PUBLIC TRANSPORT IN LAHORE



Women Development Department, UN-Women and Aurat Foundation piloted a research to audit women's safety on public transport in Lahore. PCSW was invited to join the Steering Committee to provide technical input for the Research, and aid design and implementation of surveys. The Audit Report was launched by UNWOMEN in Lahore in December 2017.

COLLABORATION WITH ACADEMIA

In an effort to engage with students and provide awareness on legal rights, PCSW signed Memorandums of Understanding with Lahore College for Women University (LCWU) and Punjab University (PU). Under the terms of the MoU, PCSW will conduct a number of seminars on gender related issues annually.



MOU WITH SOCIAL WELFARE AND BAIT UL MAAL DEPARTMENT



In 2017, PCSW successfully conducted three seminars in Punjab University on the topics of International Laws and Policies, Federal and Provincial Laws and Violence against Women (VAW). 1 preliminary seminar on women's rights in Pakistan has also been held in LCWU. For the benefit of female students and researchers, a library corner has also been inaugurated at LCWU.

MOU WITH BALI MEMORIAL TRUST

An MOU was signed with Bali Memorial Trust (BMT) in March. BMT extended its support by agreeing to regularly provide clothing, grocery and recreational items to THW.

In January, PCSW and Social Welfare & Bait ul Maal Department, Government of Punjab, joined hands to establish a Transitional Home for Women victims of violence (THW), in the premises of the Dar-ul-Falah,

Social Welfare Complex, Township, Lahore. The MOU defined the roles and responsibilities of both departments, so as to aid smooth implementation of the Project.



Women are also provided with employment referrals, psychological counselling, counselling in life planning and ancillary support such as childcare, child development programs etc.

CONSULTATION ON REDRESS MECHANISM FOR CYBER HARASSMENT



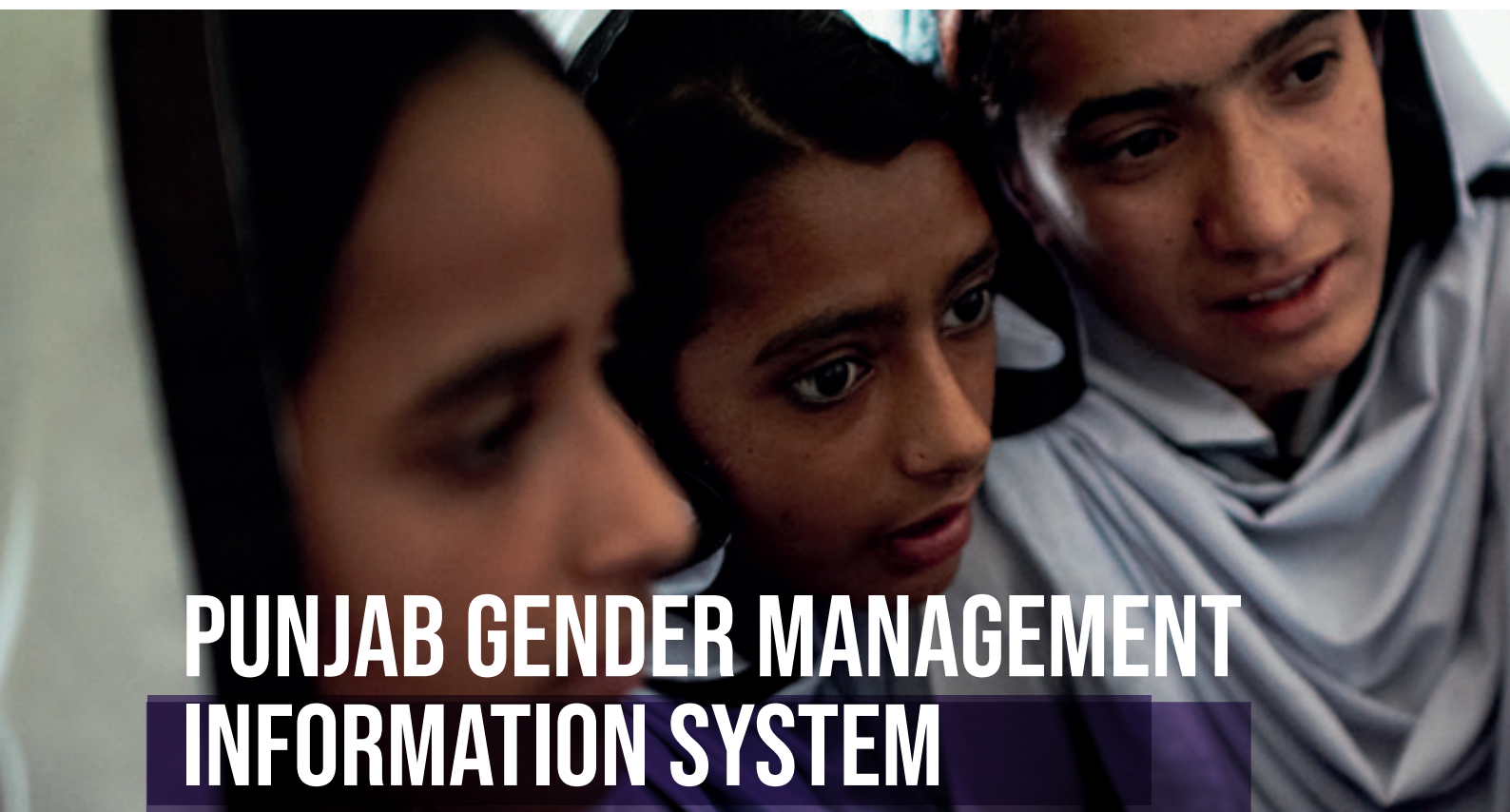
A consultation on redress mechanisms for cyber and phone harassment with Federal Intelligence Agency, Punjab Forensic Science Agency, Punjab Safe Cities Authority, Pakistan Telecommunication Authority and other government stakeholders was held at Punjab Commission on the Status of Women in September. In recent years, cyber and phone crimes in Punjab have seen a rise, and women are increasingly facing harassment through social media and phones. The objective of the meeting was to find out how law enforcement agencies respond to complaints of cyber and phone harassment, so that a more robust redress mechanism with faster re-

ANNUAL SUMMER INTERNSHIP PROGRAM



In July, PCSW's annual Summer Internship Program kicked off in collaboration with Social Enterprise Development Centre (SEDC) at Lahore University of Management Sciences (LUMS) and Lahore Students Union (LSU). Students were engaged in multiple gender-based research projects for a period of 2 months.

Projects



PUNJAB GENDER MANAGEMENT INFORMATION SYSTEM

The Gender Management Information System (GMIS) Project is designed to further PCSW's mandate to advocate for evidence based policy-making. The GMIS was developed in 2015 and is an online database pertaining to women related statistics on approximately 300 Indicators cutting across six thematic areas. This online system is meant for public use and is organized and programmed

to produce regular analysis and reports on the status of women in Punjab.

Along with a research and analysis as well as graphics and designing team, the GMIS Team also consists of 9 Divisional Coordinators who are responsible for data collection across 36 districts of Punjab. The Divisional Coordinators also ensure timely and effective execution of various PCSW Campaigns across Punjab.

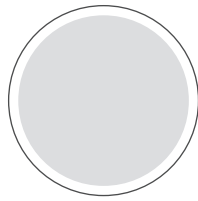
The GMIS covers 6 Thematic Areas

- ▶ Demographics
- ▶ Governance
- ▶ Health
- ▶ Education
- ▶ Economic Participation & Opportunities
- ▶ Justice
- ▶ Special Initiatives of GoPb are also tracked

Data collected by the GMIS team is analyzed and presented annually in the Punjab Gender Parity Report (PGPR). The PGPR reflects the parity status for men and women in the six thematic areas of the GMIS, and highlights district wise trends over time.

It also presents an implementation status of all women related policies introduced by the Punjab government. The PGPR aims to highlight areas of concern where a more rigorous effort by the government is required. Based on its findings, recommendations are included to assist in effective evidence-based policy making.

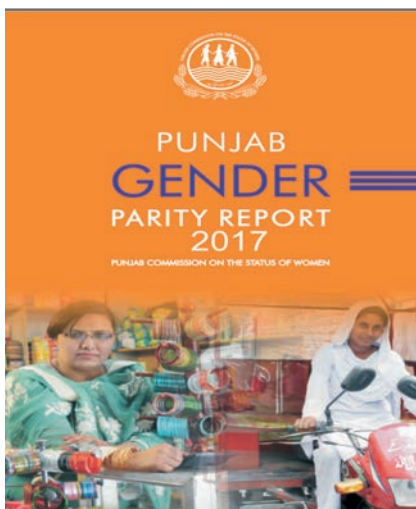
PUNJAB GENDER PARITY REPORT



Methodological Framework for

- ▶ *Indicator Framework developed in consultation with key stakeholders*
- ▶ *Data Collection from Provincial Departments/ Institutions and District Offices*
- ▶ *Geographical and time series analysis of data*
- ▶ *Qualitative and quantitative findings*
- ▶ *Policy Recommendations*
- ▶ *Extensive and in-depth desk review of International documents, reports and academic papers*
- ▶ *Policy Recommendations*

Punjab Gender Parity Report (2017) disseminated to over 400 stakeholders, including government departments and functionaries, civil society organizations, research centers, policy think-tanks, libraries, universities and media representatives.



Punjab Gender Parity Report 2017 was launched on 8th March. Chief Minister Punjab Mr. Shehbaz Sharif attended the launch, along with Minister for Women Development, Ms. Hameeda Waheed-Ud-Din, MPAs, senior representatives of Government departments, academia, NGOs and media. During the ceremony, Mr. Shahbaz Sharif stated that as half of Pakistan's population consists of women, the country cannot progress without empowering them and providing them with equal opportunities to help them succeed. He appreciated the data collection methods piloted by PCSW and instructed all Departments to implement PCSWs recommendations and achieve gender parity in Punjab.



WOMEN IN LEADERSHIP PROJECT

PCSW piloted the Women in Leadership Project in December 2016, to facilitate implementation of the Punjab Women's Empowerment Package 2012, and the Punjab Fair Representation of Women Act by ensuring 33% representation of women on all Boards of Statutory Organizations, Public Sector Companies, Special Purpose Taskforces and Committees. The objectives of this initiative include, empowerment of women through leadership trainings and regular mentoring activities; placement of 33% women in at least 15% Boards of Statutory Organizations, Public Sector Companies, and Special Purpose Taskforces and Committees; development of a comprehensive database that includes information on all public sector entities in Punjab; and improving access to opportunities for recruitment and induction of candidates through networking opportunities with Government Departments and Statutory entities.

PROCESS

- 1 Identification of nominees
- 2 Obtain eligibility criteria from entities
- 3 Networking between nominees and representatives of public entities
- 4 Training and mentoring of nominees
- 5 Recommendations by PCSW to entities
- 6 Recommendations by entities to CM
- 7 Placement on Boards

Creating spaces for women in decision making positions in Punjab will impact women working in the public sector by bringing diversity in recruitment, decision making, initiatives to facilitate working women, and will give women working in the public sector a voice. Governance opportunities will provide women with the ability to influence important decisions and ensure gender friendly



The Women in Leadership team is advocating for increased representation of women in approximately 140 public sector entities.

- *Placement of 22 Women recommended by WIL on public sector boards*
- *42 entities have fulfilled the 33% quota for representation of women set under PFRWA, 2012*
- *Additional placement of women on 5 boards of public entities is in process*
- *Recommendations have been sent to 18 Departments for placement on Boards*
- *10 women have been certified as Directors by SECP*
- *21 women have been mentored through 3 public sector governance training sessions, 1 mock board meeting and a dialogue with a current board member*

The Women in Leadership project shared a list of 26 highly qualified and exceptionally competent women to the Chief Minister's office for approval as prospective Board members of public organizations.



9 introductory meetings between Chairperson PCSW, and Women Leaders identified for Boards were held in 2017. The purpose of these meetings was to brief candidates about PCSW, its mandate and mission, as well as to introduce them to the Women in Leadership project and outline the process whereby they can attain placement on the boards of public entities. These introductory meetings were attended by women who are specialists in their own fields, such as education, engineering and computer sciences, medicine, banking and finance, communications, arts and entertainment, architecture, planning and environmental design, biological and physical sciences, and law.

The first networking event was held in May, 2017 at the Lahore Chamber of Commerce & Industry (LCCI), and was chaired by the Minister for Women Development, Ms. Hameeda Waheedud-Din, and President LCCI, Mr. Abdul Basit. 54 attendees were given the opportunity to network and develop valuable linkages with representatives of public entities to facilitate their placement on public sector Boards. The second networking event was held in September 2017 at PCSW and was attended by women and representatives of public entities, alike. Project Manager, Women in Leadership outlined the objectives of the project and provided attendees with updates regarding placement of female participants on boards of public entities. Moreover, Certificates were distributed to 10 WIL candidates who had been certified as Directors by SECP in May/June 2017. The platform provided an excellent opportunity to women participating in the initiative to connect with each other, and to showcase their professional backgrounds and interests.

TRANSITIONAL HOUSING FOR WOMEN

Transitional Housing for Women (THW), also called “second stage” housing, is envisioned as a residency and training program, and has been designed as a bridge to self-sufficiency. The objective of THW is to provide survivors of violence with safe and secure housing, so that they are not forced to live in unsafe conditions, or depend on their abusers. Transitional housing includes support services such as a medical facility, stress management through counselling, legal literacy, social integration and skill development opportunities. The project aims to facilitate socio-economic empowerment among survivors of violence. Women usually reside at THW for 6 to 12 months and during this time, are required to obtain training of their own choice, and establish personal goals to achieve economic stability.

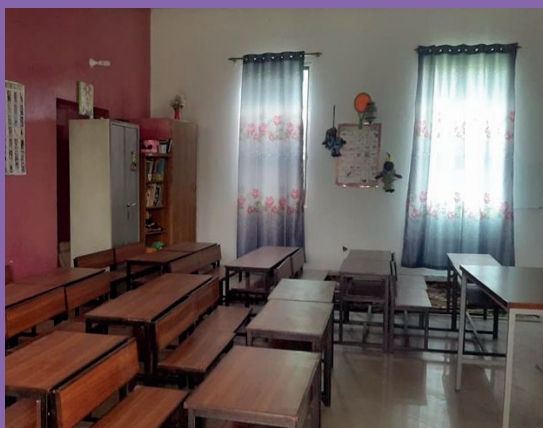
Amongst the various steps taken by THW's project team for rehabilitation of resident women and children, strengthening of Dar-ul-Falah has been the most effective measure in terms of ensuring that these women are provided a safe and secure environment. The team has worked diligently to improve the facilities available at the Dar-ul-Falah by providing new furniture, and ensuring availability of educational, medical and psycho-social counselling facilities for women and children. Women are also provided with employment refer-

als and ancillary support such as childcare, child development programs etc.

In addition, various activities for THW residents are regularly organized by the project team and staff of THW. These include celebrations on a number of occasions such as Pakistan's Independence Day, the International Women's Day, Mothers' Day, and Eid Festivals. Through these events, THW residents are given an opportunity to regain and build their confidence, and are also provided a platform to enhance their interpersonal skills. Ultimately, these extra-curricular activities go a long way in improving their sense of self-worth and ensures their assimilation into mainstream society.

THW Support Mechanism

- ▶ *Medical Care*
- ▶ *Psychological Sup-*
- ▶ *Awareness Sessions*
- ▶ *Vocational Train-*
- ▶ *Educational Facilities*
- ▶ *Social Events*
- ▶ *Employment Referral*
- ▶ *Shelter*



Since its establishment, various steps have been taken by the THW project team for welfare and rehabilitation of resident women and children. Upgradation of Dar-ul-Falah, including renovation, provision of bed room and classroom furniture, availability of educational, medical and psycho-social counselling facilities for women and children, have been completed thus far. Women living at dar-ul-falah now live in a safe, dignified condition, and are currently focusing on their rehabilitation and economic empowerment through job placement.

ORIENTATION SESSION

Representatives of Civil Society, Shelter Homes, Non-Governmental Organizations and Dar-ul-Aman participated in an orientation session. The purpose of the meeting was to brief the participants about THW, explore effective ways to collaborate, and devise an effective referral mechanism.

Various activities for THW residents are regularly organized by the project team and staff of THW. These include celebrations on a number of occasions such as Pakistan's Independence Day, the International Women's Day, Mothers' Day, and Eid Festivals. Through these events/sessions, THW residents are given an opportunity to regain and build their confidence, and are also provided a platform to enhance their interpersonal skills. Ultimately, these extra-curricular activities go a long way in improving their sense of self-worth and ensures their assimilation into mainstream society.



LAUNCH OF TRANSITIONAL HOUSING FOR WOMEN SUPPORT PROJECT AT DAR-UL-FALAH



Transitional Housing for Women was officially launched on 26th May, 2017. The launch was attended by representatives of PCSW and Social Welfare and Baitul Maal Department, Civil Society Organizations, and charitable welfare organizations. Following the ceremony, attendees were given a guided tour and chance to engage with resident women





TRAINING OF NIKAH REGISTRARS AND LG & CDD OFFICIALS

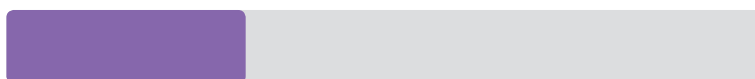
In order to safeguard the rights of women, protect them from discrimination, and to prevent early age marriages, PCSW aims to raise awareness of 38,793 Nikah Registrars and 8,940 Local Government officials in Punjab. The main components of the training sessions include modules on proper filling of the Nikah Nama, as well as information on pro-women legislations. Informing Nikah registrars about punishments embodied in the Punjab Child Marriage Restraint Act 2015 will also discourage them from committing punishable acts, such as solemnizing the marriage of a girl who is less than 16 years old. For this purpose, a total of 1294 training session for Nikah Registrars and 260 trainings for UC Secretaries/UC Chairpersons are being conducted in 36 districts of Punjab.

Project Achievements in

184 out of 240 Master Trainers Recruited and Trained



7,159 out of 38,793 Nikah Registrars Trained

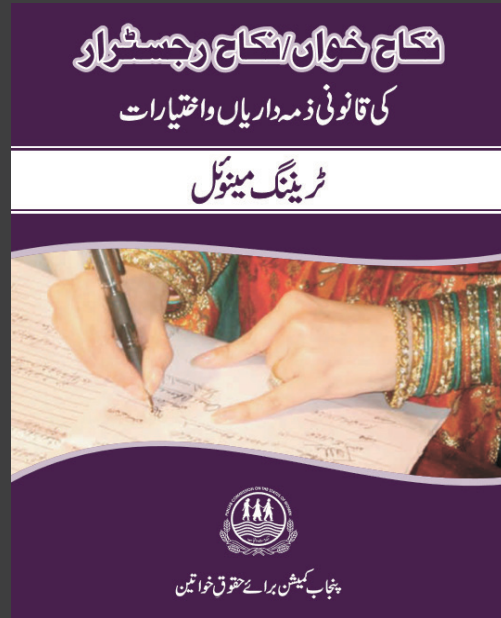


907 out of 8,940 Officials of Local Government Trained



TNR Training Manual

PCSW has developed a comprehensive training manual for Nikah Registrars (NR) and UC representatives. The manual is a reference book for Local Government officials and NRs to accomplish their duties/responsibilities efficiently. It contains up-to-date information regarding Muslim Family Laws, roles and responsibilities of NRs, UC Chairmen and Secretaries, awareness material about birth registration, Inheritance and Marriage Restraint Act, Child Marriage Act and Women Protection Act.



PROJECT LAUNCH OF TNR

The official launch of Punjab Commission on the Status of Women's "Training of Nikah Registrars and Local Government Officials" was organized at Town Hall, Lahore and attended by nikah registrars, local government officials, representatives of Union Councils, media and the Minister for Women Development, Ms. Hameeda Waheed ud Din. The Minister stated that a Nikah Nama can potentially empower a woman and ensure equal rights for men and women alike. She stressed that both man and woman should read the Nikah Nama in its entirety and understand the significance of rights given through it, including Haq Mehr, the right to delegated divorce, and maintenance.

At the ceremony, Chairperson PCSW, Ms. Fauzia Vigar stated that PCSW will train 47,000 Nikah Registrars, Union Council Secretaries and Chairmen on women's rights, government initiatives to protect women's rights, marriage registration, and accurate filling of Nikah Nama. Director Local Government, Shehzad A. Hameed acknowledged the dire need for capacity building, to ensure better results for women and girls who are forcibly married at a young age.



GENERATING DATA TO ADVANCE WOMEN'S SOCIAL & ECONOMIC WELLBEING IN PAKISTAN

In partnership with UNFPA, PCSW initiated the 'Generating Data to Advance Women's Social and Economic Well being in Pakistan' project in October 2017. The project aims to gather information on barriers to women's participation in mainstream economic and income generation activities; identify regional variations in access to resources, skill deficits, availability of support services and levels of awareness by age and lo-

cation. Survey design and questionnaires have been completed. The project will complement Punjab Government's efforts towards achieving Punjab Growth Strategy Goals and provide relevant information for identifying areas of interventions to achieve, and subsequently, monitor SDGs.



The project will generate provincial and district level representative data on the economic and social status of women in Punjab and establish a baseline for monitoring of SDGs 5 and 8 to support policy actions based on the evidence generated. It will also initiate two evidence based model interventions to enhance women's economic empowerment; an Employment Facilitation Hub and a Women's Economic Incubator..

- ▶ Young Leaders Network
- ▶ Youth Awareness Seminars In 72 Colleges
- ▶ Divisional Level Youth Competitions

Project Interventions



PCSW will also target young women across 36 districts of Punjab to inform and educate them about the available resources and redressal mechanisms for women's empowerment through awareness raising activities including Youth Awareness Seminars and Competitions.



Employment Facilitation Hub

Under the project, PCSW will set up and manage an Employment Facilitation Hub, envisaged as a space that offers a range of support services to women to enable them to locate, pursue and obtain suitable employment and careers. Women will also be provided online and web based counselling and other services. By the end of 2018, at least 3000 women will benefit from the hub.

Women's Economic Incubator

The objective of the model incubator is to facilitate women entrepreneurs and startups by modelling best practices so that other public and private sector entities are encouraged to support and initiate similar incubators across Punjab and in other provinces. The incubator will provide physical facilities and support services as well as technical guidance and entrepreneurship training for at least 10 women owned startups by the end of 2018.



Capacity Building



Gender Sensitivity Sessions with Judges

Chairperson, PCSW Ms. Fauzia Viqar conducted gender-sensitivity sessions with District and Sessions Judges at the Punjab Judicial Academy, Lahore.

Training of Master Trainers of Nikah Registrars

Trainings of Master trainers of Nikah Registrars was conducted in the form of 2 day sessions in Lala Musa, Lahore and Sahiwal in the months of April, May and December, 2017. A total of 100 Master trainers from 36 districts of Punjab have been trained at Local Government Academy Lala Musa, 50 master trainers were trained in Lahore and 34 in Sahiwal. The purpose of these sessions was to fully prepare master trainers so they can subsequently impart information on women's rights, marriage and family laws to Nikah Registrars and Local Government



Awareness Session with the Women's Parliamentary Caucus

Chairperson PCSW conducted an awareness session with Punjab Women's Parliamentary Caucus on inheritance laws, Transfer of Property Act, and their respective penalties. Amendments made by Punjab Assembly for the speedy transfer of property to women, and Punjab Government's initiatives for the empowerment of women were also shared with members of the Caucus.



Training of Local Government Officials

In 2017, 246 Officials of Local Government and Community Development (LGCD) Department were trained in districts Nankana Sahib, Sheikhupura and Kasur. Furthermore, 661 Local Government Officials were trained in Lahore, Kasur, Pakpattan, Sahiwal and Okara. Trainings in the next 7 divisions of Multan, D.G Khan, Bahawalpur, Sargodha, Rawalpindi, Gujranwala and Faisalabad will be conducted in 2018.





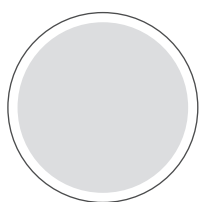
Trainings of Nikah Registrars

PCSW conducted 303 training sessions with a total of 7,159 Nikah Registrars in 8 Districts of Punjab from January to December 31st, 2017.

Women in Leadership - Mentoring Sessions

To build the capacity and equip female candidates with skills necessary for governance in the public sector, three types of mentoring sessions were designed under the Women in Leadership Project.

On May 23rd, Ms. Tahia Noon (MPA, (Punjab) and Director of 5 public sector entities) was invited to speak to 5 prospective Board members, to aid learning and experience-sharing from a current Board member.



21 women have been mentored through 3 Public Sector Governance Training Sessions, a Mock Board Meeting and a dialogue with a current board member. These WIL candidates were mentored with the aim of developing an understanding of Public Sector Governance by highly accomplished and experienced Mentors and Directors of Public Entities in Punjab



Women in leadership - Mock Board Meeting

Ms. Humaira Shazia, CEO of DIC Pakistan Limited, engaged women who have been recruited in the WIL project, in a mock Boardroom exercise so that they may learn how to handle tasks that are usually the domain of Board members. This exercise helped candidates understand their responsibilities and develop the demeanor necessary to serve as influential and dynamic members of pub-

Women in leadership - Orientation session on Public Sector Governance

3 Orientation sessions on "Public Sector Governance" were conducted by Ms. Moina Randhawa. The sessions provided an overview of functions of Boards, responsibilities of Board members, and effective financial and organizational oversight.



Women in leadership - Directors' Training Program

A four-day, SECCP certified training program for women was held in collaboration with the Institute of Chartered Accounts of Pakistan (ICAP), in May/June 2017. The objective of this training program was to enhance the skill-set of distinguished women candidates and orient them on Corporate Governance for public sector entities as well as to certify them to serve as directors of these companies. By the end of financial year 2016-17, the WIL Project had successfully certified 10 distinguished ladies as Directors for public sector entities in Punjab.

Transitional Housing for Women designed a training program to enhance the vocational skills of resident women. In 2017, 17 resident women were enrolled for Trade Skills Trainings with PVTC, PRGTTI, KASHF, SAN-ATZAR, TEVTA, PSDF and NAVTTC. The training modules focused on Computer Programming, AUTO-CAD, Professional Beautician Course, Stitching Machine Operations & Fashion Designing. The rehabilitation process for several women has been completed successfully who have achieved economic independence.

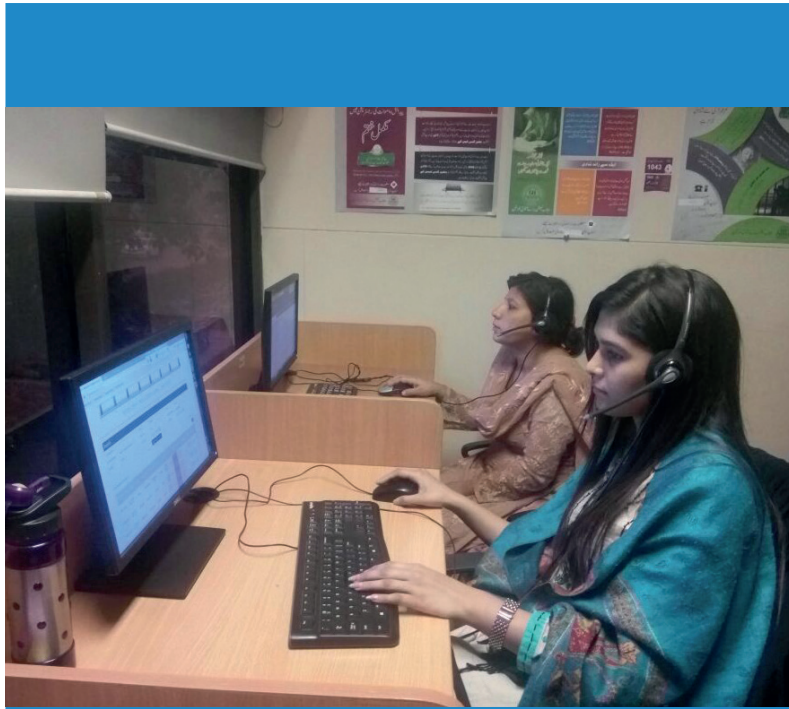
Transitional Housing for Women - Vocational Skills Trainings



Type of Skill Training	Training Institute	Achieved Number
Professional Beautician	PVTC	4
Industrial Stitching Machine Operator	PRGTTI	3
Web and Graphic Designer	Idrallm o Hunar Foundation	1
Auto CAD	PRGTTI	1
Cutting, Stitching and Dress Making	Sanatzar (TEVTA Course)	2
Textile Design and Craft	KASHF Foundation	2
Computer Programming	PVTC and NAVTTC	3
Computer Application and Office Professional	PSDF	1
TOTAL		17

34 year old Robina Bibi from Multan, a victim of violence, divorced twice and abandoned by her family, approached PCSW's Transitional Home for immediately required safe housing in June 2017. As a self-motivated and determined individual, Robina worked diligently towards achieving her personal goals to become economically stable and independent. At the Transitional Home, she was not only provided with initial medical care and regular psycho-social counseling, but was also enrolled in a Industrial Stitching Machine Operator Course conducted by Pakistan Readymade Garments Technical Training Institution (PGRTTI), for 3 months. After successfully completing the training, she was offered employment at Immi Export Garment Factory, where she is currently working. Robina has shown perseverance and is an inspiration to other underprivileged women.





Punjab Women's Helpline Staff Trainings

PCSW Helpline's Legal team organized a 10-day training course for paralegals and Customer Service Representatives (CSRs), in August 2017. CSRs were provided orientation about PCSW, WDD, the Constitution of Pakistan, women-related laws, including family laws, property laws, harassment laws, the Pakistan Penal Code, and procedures followed in Court. Information regarding Government of Punjab's Initiatives e.g. Shelter Homes, Dar-ul Aman, Day Care Centers, Birth Registration, Financial Support and loans etc. The Helpline's legal team regularly conducts awareness sessions on various topics, to build the capacity of CSRs and keep them fully updated so that they can guide callers accordingly.



Institutional Strengthening



PCSW Members' Meetings

The esteemed members of Punjab Commission on the Status of Women met thrice in February, May and August 2017, respectively. Key discussions in the meetings held in 2017 were as follows;

Updates on PCSW's work were provided to Members with a focus on the Awareness Campaign conducted by Divisional Coordinators in 9 divisions of Punjab, as well as the mechanisms adopted for monitoring Female Helpdesks in Police stations. A new PCSW Member to represent Gujranwala Division, Dr. Nagina Sadaf appointed in February was also welcomed. Moreover, office bearers of the Women's Parliamentary Caucus were invited for introduction, interaction, and collaboration for making joint efforts for the cause of women. Potential amendments to the Punjab Commission on the Status of Women Act, 2014 to

Updates regarding ODP Projects were presented and key challenges were highlighted. Following enactment of the Election Reform Bill, it was discussed how PCSW could reach out to districts/divisions where women have historically been denied the right to vote (for instance, Khanewal, Mianwali and Sargodha), with the objective of improving women's participation as voters and raising awareness.

Members were updated regarding latest developments in relation to Punjab Women's Helpline, as well as PCSW's activities. Priorities and future plans of the Commission were also highlighted. Information regarding Generating Data to Advance Women's Social & Economic Wellbeing including budgetary allocations, recruitments and procurement status, budgetary revisions, survey design, and meetings of the Steering Committee and the Technical Working Group was also shared with Board Members.

Development of 5 Year Strategic

In collaboration with ASIA Foundation, PCSW developed a comprehensive strategic plan through a multi-stakeholder, week-long consultative process.



Meetings of PCSW Divisional Coordinators

Meetings of the GMIS Team and Divisional Coordinators were held at the PCSW Head Office regularly. Individual updates from each Division, updates on PCSW's work in general, monthly work plans, data collection and other monitoring exercises and Future plans/activities were discussed. Muhammad Ali (Lahore), Umar Hammad (Gujranwala), Qaiser Mehmood (Rawalpindi), Akhtar Abbas (Faisalabad), Tilawat Hussain (Sargodha), Mughees Ahmad Khan (Multan), Ahmad Nadeem Khalid (Bahawalpur), Tanzeel ur Rehman Alvi (Dera Ghazi Khan) and Hasnaat Ahmad (Sahiwal) were present in the session



PCSW Staff Capacity-Development Trainings Conducted in Islamabad

Two staff capacity development trainings were held in Islamabad in July and August, respectively. These were attended by PCSW's administration team. The trainings were facilitated by Ministry of Planning, Development & Reform along with Pakistan Planning & Management Institute.



The sessions focused on Planning Commission Perform 1 and 2 which comprised project preparation

Responsibilities of Divisional Coordinators

Carrying out and supervising PCSW/projects' activities in their respective Division

District level data collection, data entry into database and generation of reports

Implementation of the projects at Divisional level as per project objectives and directions issued by authorities from time to time

Facilitating and monitoring training activities by visiting training sites and maintaining coordination with district and local government authorities at Tehsil level as per directions of the Project Director/Authorities

Collaborative Workshop on Due Diligence Framework with Shirkat Gah

Punjab Commission on the Status of Women (PCSW) and Shirkat Gah Women's Resource Centre organized a workshop on state accountability, due diligence and the role of social activists in eliminating violence against women. The training

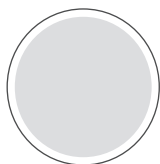


was conducted by international legal expert and trainer, Zarizana Abdul Aziz and co-facilitated by Punjab Police DSP, Aftab Ahmed. The objective of this workshop was to enhance staff's understanding of the International legal principle of state accountability and to exercise due diligence through "5 Ps" which are prevention, protection, prosecution, punishment and providing redress. PCSW's staff participated actively in the workshop.

PUNJAB WOMEN HELPLINE 1043



The Punjab Women's Toll-Free Helpline 1043 is available 24/7. It was established by WDD and is managed and supervised by PCSW. The helpline team comprises all-women call agents, three legal advisors, supervisors and management staff.



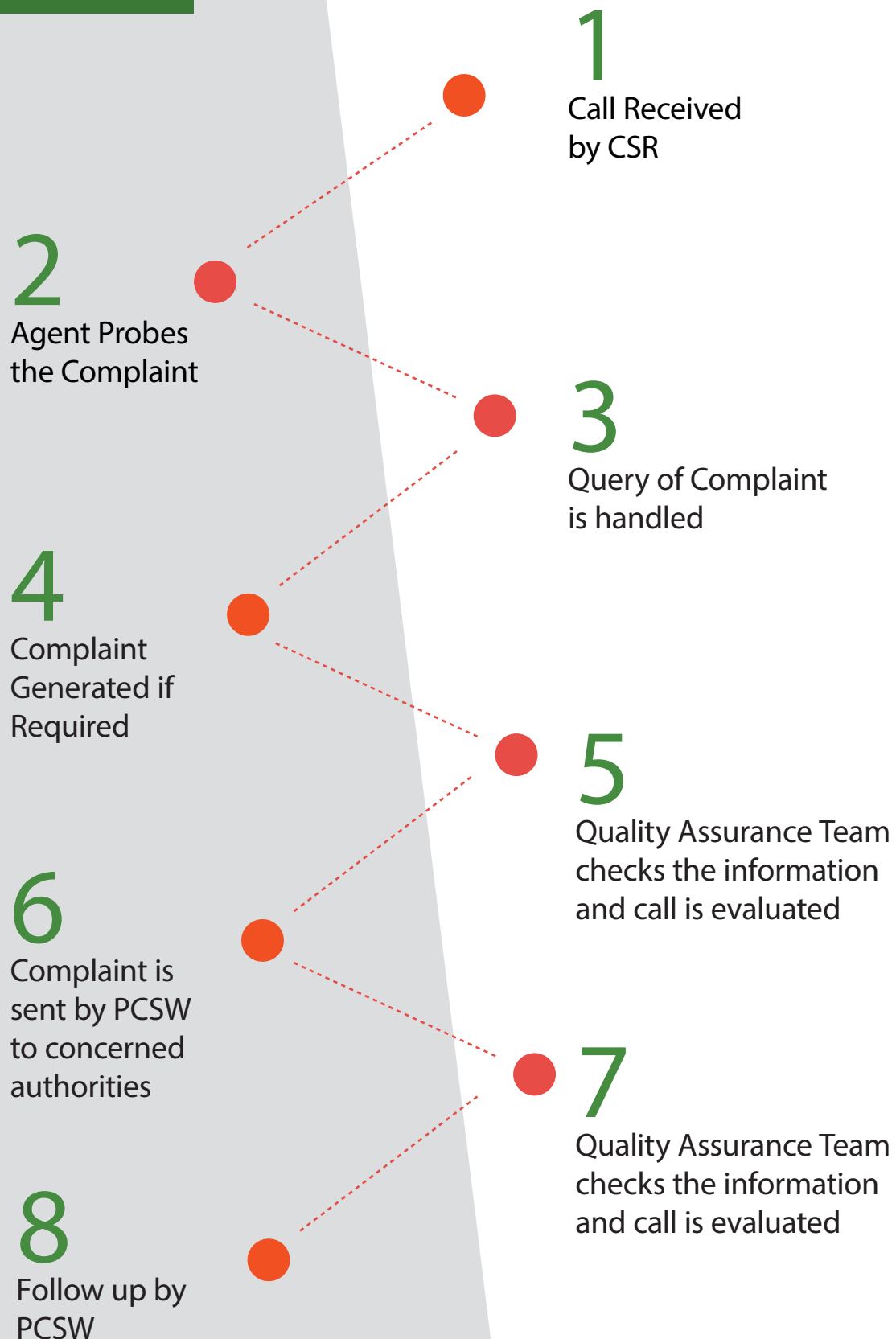
The Helpline CSRs (Customer Service Representatives) address complaints and inquiries on several issues such as:

- ▶ Workplace Harassment
- ▶ Gender Discrimination
- ▶ Domestic Violence
- ▶ Harmful Practices
- ▶ Property Disputes/Inheritance Rights

Functions of the Punjab Women Helpline

- 1 Provide information and raise awareness about women's rights and services
- 2 Offer advice and guidance to callers
- 3 Register complaints regarding inaction by government functionaries
- 4 Ensure an enabling environment for women in professional and domestic spheres

HELPLINE PROCESS



HELPLINE [1043]

Progress Report

Jan - Dec 2017

Total Inquiries

19,664

Total Awareness Calls

330,035

Total Complaints Lodged

878

Top Districts of Punjab - Complaint Wise

Lahore	255
Faisalabad	52
Rawalpindi	38
Muzaffargardh	36
Gujranwala	33
Jhang	27
Sargodha	27
Khanewal	24
Multan	23
Bahawalpur	15

335 out of 828 Complaints Resolved in 2017 and 537 Complaints in Progress

Types of Complaints	2016	2017
Criminal Offences related to Women	58	295
Violence / Torture	31	213
Property Matters	41	117
Harassment (Including Workplace)	38	115
Employment/Jobs	11	37
Family Issues	20	30
Harmful Practices	9	21
TOTAL	203	828

Top Districts of Punjab - Inquiry Wise

Lahore	4,048
Faisalabad	814
Rawalpindi	647
Multan	612
Muzaffargarh	607
Sargodha	492
Gujranwala	462
Rahim Yar Khan	428
Out of Punjab	283

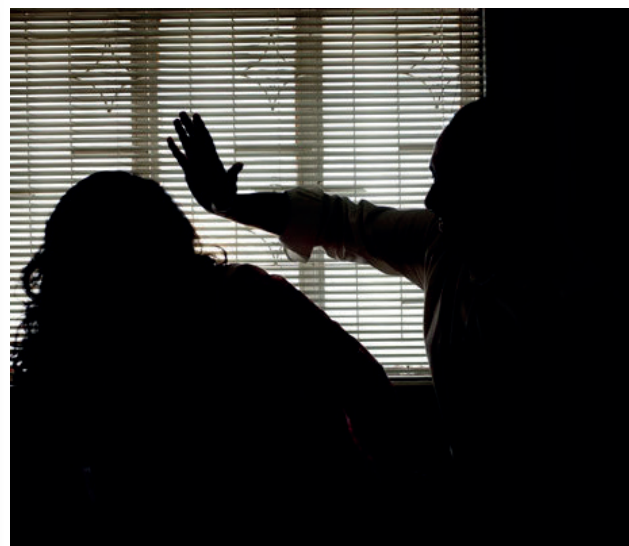
HELPLINE SUCCESS STORIES



Divorce under the Punjab Muslim

Family Laws (Amendment) Act, 2015

Deputy Commissioner Rawalpindi ordered Secretary, Local Government and Community Development Department (LG&CDD) to issue Divorce Certificate to the Complainant, who was mistreated by her husband and Chairman Union Council. The Complainant lodged a complaint with Secretary LG&CDD and Punjab Commission on the Status of Women's Helpline, stating that her husband verbally divorced her but had not submitted a written Notice to the Union Council. Chairman Union Council No. 33 had also refused to cooperate. According to section 7 of the Punjab Muslim Family Laws (Amendment) Act of 2015, divorce is only effective once Notices are submitted in writing to the Union Council, and following lapse of 3 months from the time they were submitted. Due to PCSW's intervention, Chairman Union Council promptly called the Complainant's husband and requested a written notice of talaq. After a period of 3 months, the final Certificate of talaq was issued to the Complainant and her husband.



Domestic Violence

DPO Sheikhpura ordered SHO Sharq Pur Sharif police station to proceed with investigation of a case involving a woman who had been tortured mercilessly by her husband. She lodged a complaint with Punjab Women's Helpline, and claimed that the concerned SHO had refused to lodge an FIR, in spite of the fact that her medico-legal report mentioned sections 337-A1 and 338-F1 of the Pakistan Penal Code. PCSW instructed the concerned DPO to provide speedy redress to the Complainant. The concerned SHO informed PCSW that the Complainant wished for divorce and return of her dowry articles. The SHO called both parties and ensured that the husband returned all dowry articles and paid for those that were damaged during the 3 years of marriage. He also registered a written notice of talaq in the Union Council. Subsequently, the Complainant called the helpline and expressed her gratitude for PCSW's intervention.



Polygamy and Child Marriage

DPO Jhang referred a case against a man accused of committing polygamy and contracting child marriage with a 13 year old girl in Tehsil Shor Kot, district Jhang, to the Family Court, District Jhang. In her complaint to the Administrator, Union Council, the Complainant, the man's first wife, alleged that her husband contracted a child marriage without her permission, which is a violation of section 6 of the Punjab Muslim Family Laws (Amendment) Act 2015. In contracting a marriage with a child, the accused was also in violation of section 4 of the Punjab Child Marriage Restraint Act 2015. Upon receipt of Complaint, the Administrator Union Council cancelled the license of the Nikkah Khwaan under section 5 of the Act, and proceeded to refer the complaint to Family Court for redressal. Upon investigation, the DPO found that the accusation of polygamy and contracting a child marriage were correct. The case



Women's Right to Inheritance and

Punjab Land Revenue (Amendment)

Act 2015

Deputy Commissioner Gujranwala ordered Secretary LG & CDD to issue a death certificate for the Complainant's Father, who died a few months prior to lodging a Complaint with PCSW's helpline. The Complainant stated that Secretary Union Council Phimma Sarra had not issued a death certificate of her late father Muhammad Zareef, resident of Jaggo Wala Kohna, even though he was duty bound to register and issue death certificate under LG&CDD Notification No. SOR (LG) 36-2/2005. The Complainant required this Death Certificate in order to affect transfer of her father's property, as per the provisions of Punjab Land Revenue (Amendment) Act of 2015. However, the Chairman Union Council was pressurized by the Complainant's brothers, thus did not issue the Certificate. Punjab Commission on the Status of Woman followed up the matter and a Death Certificate was issued to her. She shared that she also got inherited right

Sexual Harassment at the Workplace



PCSW's coordinated efforts with District Police Officer (DPO) and District Coordinating Officer (DCO), Tehsil Tunsa, District Dera Ghazi Khan (DG Khan), resulted in lodging FIR and penalizing the accused, including termination of his employment in Government Elementary School, DG Khan. The Complainant accused a school teacher in Government Elementary School of sexual harassment and torture. Due to the accused person's influence with local authorities, the complaint was not registered by the concerned Tehsil police station. Due to inaction by local authorities, the complainant lodged a complaint with PCSW helpline (1043). Coordinated efforts at the district level resulted in penal consequences and termination of services of the accused.

THW Redress Mechanism for Prevention of Violence Against Women

Enrolment of women victims of violence in the Transitional Home

Provision of safe and secure housing and basic commodities

Initial medical examination and treatment

Provision of psychosocial counselling to support women and children

Educational and sports facilities for accompanying children

Social Integration Events for confidence building

Trade skills trainings for the economic rehabilitation of resident women

Arrangement of employment referral for sustainability and reintegration in the society

PROVISION OF SAFE HOUSING AND TRAINING OPPORTUNITIES FOR SURVIVORS OF VAW

Psychosocial Counselling Coordinators

An in-depth behavioral assessment of the residents was conducted to devise a strategy to combat trauma faced by victims of violence. As a result, THW staff organized 103 interactive and collaborative sessions for women and 13 group sessions for children to help them manage stress, raise awareness about health and hygiene, and develop their communication skills. Moreover, 135 individual sessions on crisis management, problem solving and assertiveness were also organized to improve the residents' mental well-being. At the district level resulted in penal consequences and termination of services of the accused.



Educational Activities

32 children under THW were engaged in developing reading habits, story narration, reading, writing and comprehension skills. They actively participated in activities designed to build vocabulary and improve spelling. 12 of these children got admission in Pak Maktab School. Books, school bag, stationary were also arranged for the children.

An Adult Literacy Program was also initiated for women to improve their learning. Resident women were persuaded to attend classes 5 days a week to improve their reading and writing skills.

Medical Facility



16 women and 26 children were registered and segmented according to age groups for their baseline medical examination, gross nutritional assessments and initial individual check-ups to identify any health issues. THW staff also organized sessions on health education to raise awareness and prevent disease progression. Total of 336 medical checkups of women and 183 of children were done under THW.

Medical Camps

In 2017, 3 Medical Camps were organized at Transitional Home. The first camp was arranged to conduct health assessment of the residents as a

baseline investigation so that their health needs and potential health issues could be assessed. The second medical camp aimed to initiate periodic regular de-worming of THW residents on defined health standards whereas the third camp was organized to provide color Doppler ultrasound facility of basic abdominal, pelvic, obstetrical scan; TVS and anomaly scan. The facility was availed not only by THW resident women but a large number of women from other institutes of Social Welfare Department.



Campaigns

PRESS CONFERENCES



TABLEAU PERFORMANCES



MILLION MEN MARCH



ART COMPETITION



AWARENESS SESSIONS



16 DAYS OF SOCIAL MEDIA ACTIVISM

Facts and Figures regarding VAW

Did You Know?

In 2016, 3,162 cases of rape were reported, which is a 17% increase 2,702 reported cases in 2015

Source: Office of the Inspector General of Police, Punjab



#16DaysOfActivism

www.pcs.w.punjab.gov.pk

Did You Know?

During 2016, there were only 3 convictions in reported cases of Violence against Women & Girls

Source: Punjab Prosecution Department



#16DaysOfActivism

www.pcs.w.punjab.gov.pk

Legal Tips

Filing for Divorce?

- Oral pronouncement of talaq does not constitute divorce
- Divorce will only be final after passage of 3 months of filing of Talaaqnama with Union Council
- The right to obtain *khula* is an inalienable right of all married Muslim women in Pakistan
- A divorced mother can file a suit for maintenance of children against her former husband
- When deciding a case involving custody of children, the Judge will primarily consider "welfare of the children"



#16DaysOfActivism

www.pcs.w.punjab.gov.pk

Tips for Survivors of Gender Based Violence

- Get examined by a registered medical practitioner at the nearest DHQ or THQ
- Do not shower or change/wash your clothes
- Call Rescue (1122) to get medical assistance or Police (15) to get assistance
- Ensure filing of FIR once you are at the Police Station



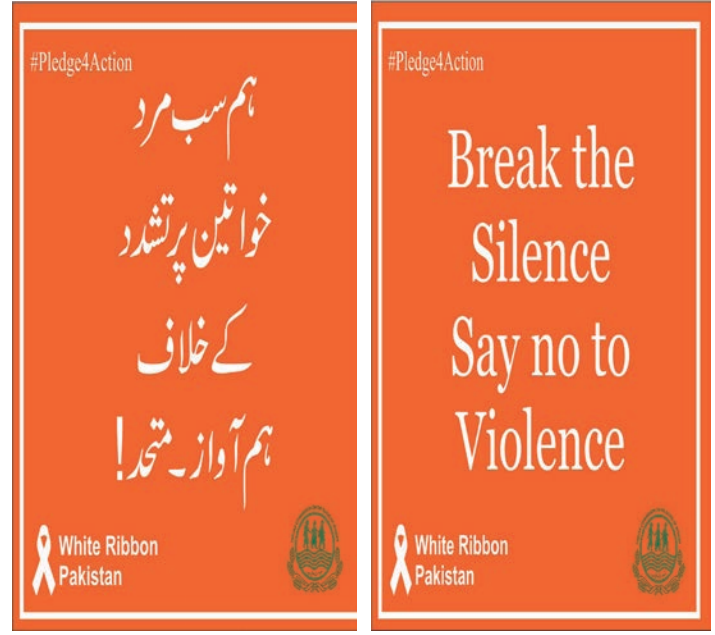
#16DaysOfActivism

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Helpline Awareness



Collaboration with White Ribbon



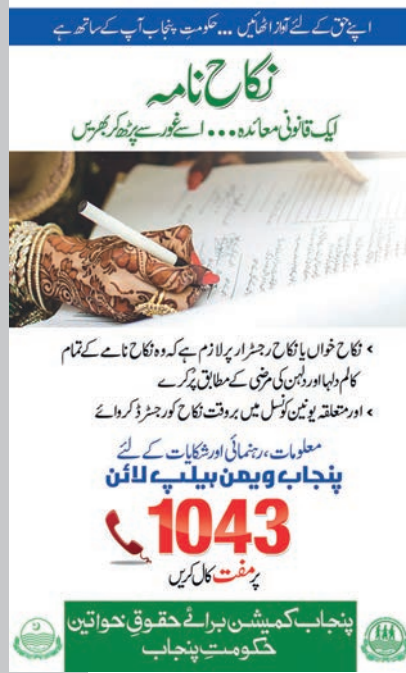
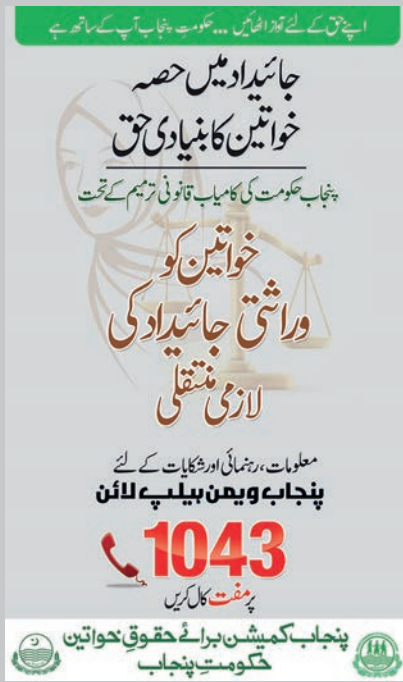
PUNJAB WOMEN'S HELPLINE 1043 CAMPAIGN



Punjab Women's Helpline (PWH) campaign incorporated print, electronic and digital media to ensure widespread outreach across Punjab. Furthermore, brochures, pamphlets, newspaper articles and advertisements were widely disseminated in all 9 divisions of Punjab. Moreover, television commercials and radio messages were created and aired in all districts of South Punjab. Mobile floats were used to raise district-wide awareness. Apart from these conventional marketing methods, multiple infomercials, digital posts and Giffs were created for social media users. The campaign highlighted women rights, and pro-women legislation. Focus was also placed on child marriages, penalties for gender-based violence, cyber crimes, honor killing, property and inheritance rights, as well as workplace harassment.

Print Medium

Print medium was used to target Lahore, Rawalpindi, Sargodha, Faisalabad, Multan and Rahim Yar Khan. Helpline advertisements were printed in 6 newspapers including Daily Jang, Nawa-e-Waqt, Daily Express, Daily Dunya, Daily Khabrain and Daily Ebadat. These advertisements were published 27 times over a period of one month in newspapers that are known to have a massive outreach in communities at the grassroots.



Television Commercials

4 Television Infomercials on gender based violence, harassment and early age marriage aired on four channels during the campaign. The selected television channels were PTV Home, Rohi, ATV and Waseb TV of



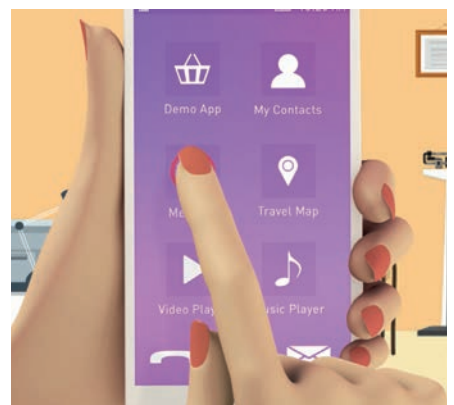
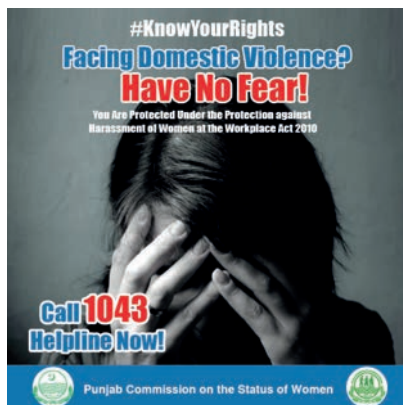
Radio

Special focus was placed on creating FM radio advertisements to raise awareness and disseminate information. A total of 10 radio stations were selected in various districts of Punjab. 20 spots were reserved in each radio station, which aired during peak times to ensure wider outreach.



Social Media Campaign for Helpline (1043)

For the digital campaign, PCSW created thematic posts, digital videos and GIFFs for social media and incorporated Facebook Marketing which involved boosting posts on a daily basis for the duration of the campaign to ensure maximum outreach and generation of "Page Likes".



WOMEN OF SUBSTANCE CAMPAIGN



WOMEN OF SUBSTANCE

Under the Women in Leadership (WIL) Project, a digital and print campaign titled “Women of Substance” was launched in November 2017. The Campaign aimed to highlight and promote achievements of a selected group of dynamic, exceptionally competent and well-established women who currently work in Senior Management and Executive decision-making positions, and are part of the WIL Project. For this purpose, 13 women belonging to various fields and sectors of the society were interviewed. A series of short videos of these interviews was uploaded on PCSW’s social media pages on a weekly basis. The videos highlighted achievements as well as challenges that these dynamic women have encountered in the workplace, and what, in their opinion, would help other women succeed professionally.

Social Media Webisodes

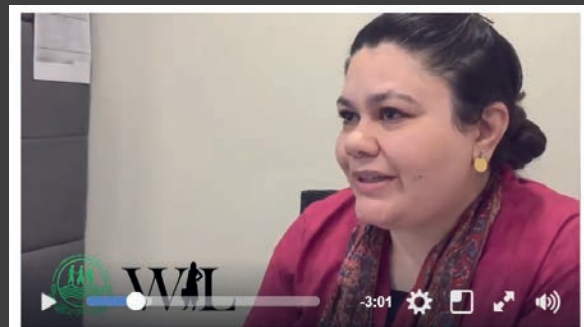
...e posted on PCSW'S Facebook Page and YouTube Channel which reached out to a ...ok users with the outreach pinnacing at 82,000 views and engagements.



🕒 People have watched this video for a total of 1K minutes

Boost Post

1.8K Views



🕒 People have watched this video for a total of 1K minutes

Boost Post

1.8K Views

Women of Substance (Episode 4) #WomenOfSubstance #WIL #PCSW
#Punjab #Pakistan



Women of Substance (Episode 4)

YOUTUBE.COM



🕒 People have watched this video for a total of 733 minutes

Boost Post

4.4K Views

PCSW AWARENESS SEMINAR AT UNIVERSITY OF EDUCATION IN LAHORE



Punjab Commission on the Status of Women arranged a seminar on Women-related laws and rights at University of Education, Lahore on 27th April. The objective of this session was to raise awareness about women-related laws and rights, and redress mechanisms available.

AWARENESS SESSIONS BY GMIS TEAM

Students of colleges and universities as well as local communities were targeted through 95 awareness sessions across Punjab to disseminate information about pro-women laws and the Punjab Women's Helpline.



AWARENESS SESSIONS HELD AT TRANSITIONAL HOUSING FOR WOMEN



Regular awareness sessions were organised for residents at Transitional Housing for Women. The core objective of these sessions was to raise awareness about laws related to women in Punjab.

International Committments

1

PCSW submitted Punjab's first Report on "Women's Rights" for inclusion into the Pakistan's State Report for the International Covenant on Economic, Social and Political Rights (ICESCR). PCSW's Report was submitted to the Federal Ministry of Human Rights in January 2017.

2

Pakistan's acquisition of the "General System of Preferences" (GSP+) status requires periodic reporting on implementation of 27 key international human rights commitments. In this regard, status Reports were submitted to Punjab Board of Investment and Trade in February and August 2017.

3

PCSW submitted the 5th Periodic Report on the Convention on Elimination of all Forms of Discrimination against Women (CEDAW) to the Federal MoHR in October 2016. The Report was subsequently submitted to the CEDAW Committee in March 2017, and will be reviewed in October 2017. To strengthen the review process, "success stories" which show the effectiveness of legal and policy initiatives designed for the advancement of women in Punjab were submitted to MoHR for onward

4

Although the Report for International Covenant on Civil and Political Rights (ICCPR) was submitted in 2016, PCSW joined civil society organizations in viewing presentation of Pakistan's State Report for ICCPR in October 2017.

Engagements

FOREIGN VISITS



A delegation led by Country Director, United Nations Development Programme (UNDP), Mr. Ignacio Artaza visited Punjab Commission on the Status of Women. The delegation was briefed about PCSW's work and given reassurance about the Commission's commitment towards taking measures to achieve gender equality and empower all women and girls, in line with Sustainable Development Goal 5.



SPECIAL ENVOY FOR GENDER EQUALITY, FOREIGN AND COMMONWEALTH OFFICE UK VISITED PCSW



Punjab Commission on the Status of Women held a meeting with the Foreign and Commonwealth Office's (FCO) Special Envoy for Gender Equality, Joanna Roper. The purpose of the meeting was to provide an overview of PCSW's work and the key policy issues that have emerged from the Commission's data collection and research efforts. Joanna stated that women are key players in bringing a country on the road of progress. Miss Roper appreciated the work of the Commission and expressed hope that establishment of the Commission with a broad mandate will surely improve the status and lives of women in Punjab.

WISE SEMINAR AT PCSW



Women In Struggle for Empowerment (WISE) organized the first Interface of the Women Councilors Caucus with Punjab Commission on the Status of Women (PCSW) in Lahore on 4th May. A group of 35 Councilors and representatives of WISE visited PCSW to strategize advocacy efforts for gender sensitive development at local level, mainstreaming of gender sensitive policies and services, and highlighting woman issues within local government structures.

AFGHAN DELEGATION'S VISIT TO PCSW



An Afghan Delegation comprising 18 members of the Afghan Aid, Head of Paghman Association and Advocate, District Bar Association, Attock visited Punjab Commission on the Status of Women on 8th December. An overview of the Commission's mandate, as well as updates about the Ongoing Development Projects and Helpline were provided to the delegation.

THE “REIMAGINING WOMEN’S EMPOWERMENT IN SOUTH ASIA” CONFERENCE



The “Reimagining Women’s Empowerment in South Asia” Conference was organized by Growth and Economic Opportunities for Women (GrOW) and held on 10th October, 2017 at Colombo, Sri Lanka. GrOW is a five-year, multi-funder partnership with the UK Department for International Development (DFID), the William and Flora Hewlett Foundation, and Canada’s International Development Research Centre. Punjab Commission on the Status of Women was represented at the conference by Chairperson Ms. Fauzia Vigar. This conference promoted regional dialogue between Parliamentarians, policymakers, researchers and practitioners, to identify clear and actionable evidence-based policy pathways to enable women’s economic empowerment.



EXPOSURE VISIT TO PFSA



A delegation from Punjab Commission on the Status of Women (PCSW) led by Chairperson Fauzia Viqar visited the Punjab Forensic Science Agency (PFSA). Director General Dr. Mohmmad Ashraf Tahir welcomed the Commission, and briefed the delegation about the work of PFSA. Director Forensics Dr. Nasir Iqbal spoke at length with the delegation, and described procedures adopted by PFSA to recover evidence from crime scenes, collect DNA evidence from victims of violence, track information from cellular phones, test explosive devices and other evidence found in terrorism-related cases, collect toxicology reports from survivors and accused persons in a variety of crimes, and extract audio and video evidence from devices sent to them from law

FAMILY PLANNING SUMMIT LONDON 2017

On 11 July 2017, the UK hosted a major international summit on family planning, in partnership with UN Population Fund (UNFPA) and the Bill and Melinda Gates Foundation.

The Summit brought together leaders from around the world to work together to remove barriers to family planning services so that voluntary, modern contraception can be offered to many more millions of women in the world's poorest countries across Africa and Asia.

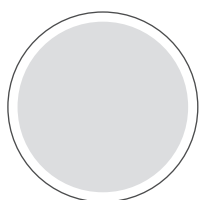
Ms. Fauzia Viqar represented PCSW at the summit and gave her views on progress toward expanding access to family planning and chart a path forward for accelerating progress.



CHAIRPERSON VISITS MULTAN WITH CHIEF MINISTER PUNJAB TO RESPOND TO A PANCHAYAT ORDERED RAPE CASE

Chief Minister Punjab and Chairperson Punjab Commission on the Status of Women took strict notice of the rape of 2 minors, 1 ordered by a local Panchayat in Multan. A complaint was also registered on Punjab Women's helpline (1043). In response, the Chief Minister suspended CPO Multan, along with all Police officials of Muzaffarabad Police Station, district Multan. Chairperson Fauzia Viqar termed this incident as an unacceptable and barbaric act, which could have been avoided with swift reporting of the incident. She regrets that women are still being used to settle scores, and local citizens are bowing to decisions made by informal panchayats. Ms. Viqar also stated that such acts of violence are an attempt to damage the social order, which will not be tolerated by Government of Punjab.

Media Coverage



Media engagement is an important strategy for wide dissemination of information on rights and redress mechanisms; to raise awareness about the work of the Commission, and ensure that women are able to claim their rights

MEDIA COVERAGE

JANUARY - DECEMBER 2017

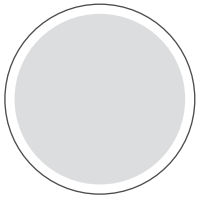
Media Coverage	Total
Number of News Sent to Media	80
Number of Newspapers which Published News	815
Articles Published in Newspapers	4
Press Conferences	10
Interviews of Chairperson in Print Media	7
Interviews of Chairperson on Television	12
Advertisements Published in Newspapers	3

MEDIA OUTLETS FEATURING PCSW

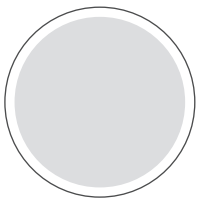
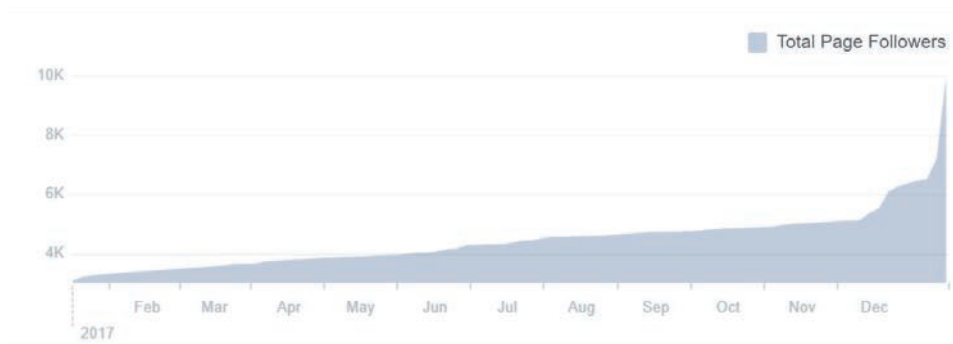




FACEBOOK ANALYTICS



PCSW's Facebook following increased from **3,078** to **9,979** from January to December 2017



The highest individual Facebook Post Outreach was at **42,400**, whereas during PCSW's Helpline Campaign in December 2017 the overall Outreach was at **262,053** with Organic Reach at **91,235** and Paid Reach at **171,818**





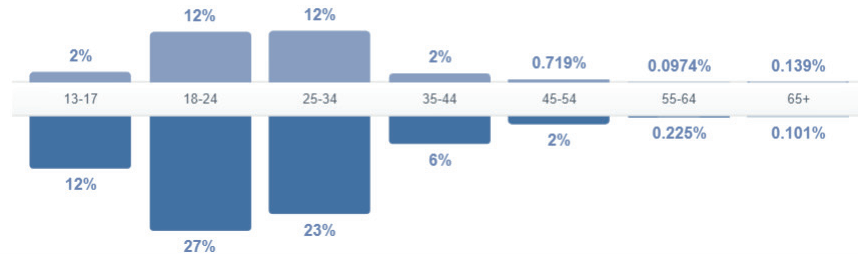
Aggregated demographic data about the people who liked the PCSW Page based on the age and gender information they provide in their

Women

29%
Your Fans

Men

70%
Your Fans



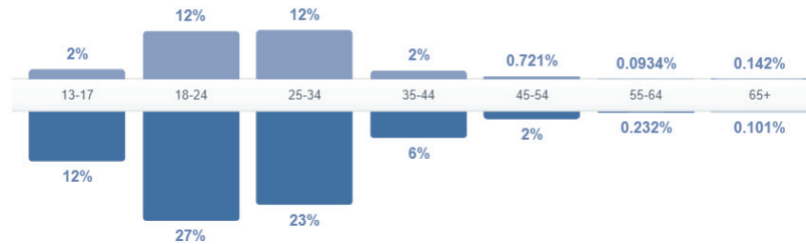
Followers grouped by age and gender

Women

30%
Your Followers

Men

70%
Your Followers



Number of People Talking about the page by age and gender

Women

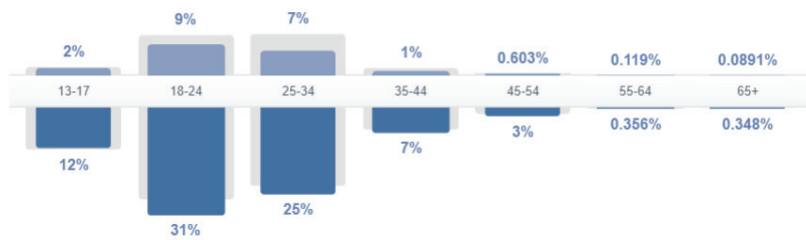
21%
People Engaged

29%
Your Fans

Men

79%
People Engaged

70%
Your Fans



Number of People who have viewed content on their screens by Age and

Women

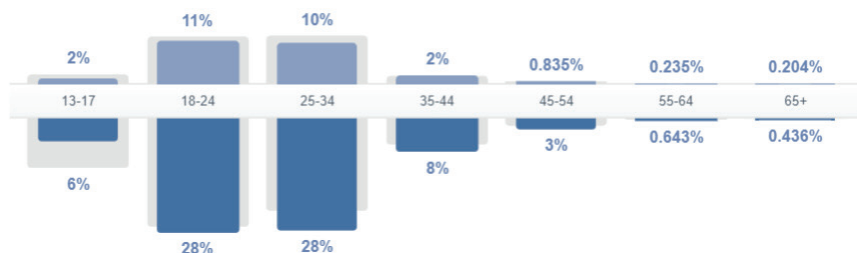
26%
People Reached

29%
Your Fans

Men

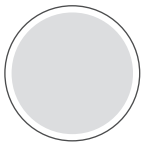
74%
People Reached

70%
Your Fans

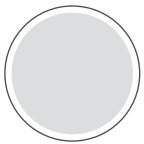




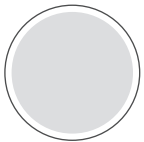
TWITTER ANALYTICS



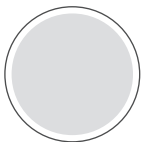
PCSW's Twitter following increased from **205** to **628** from January to December 2017



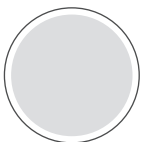
The total Twitter impressions for January to December 2017 were **163,370**



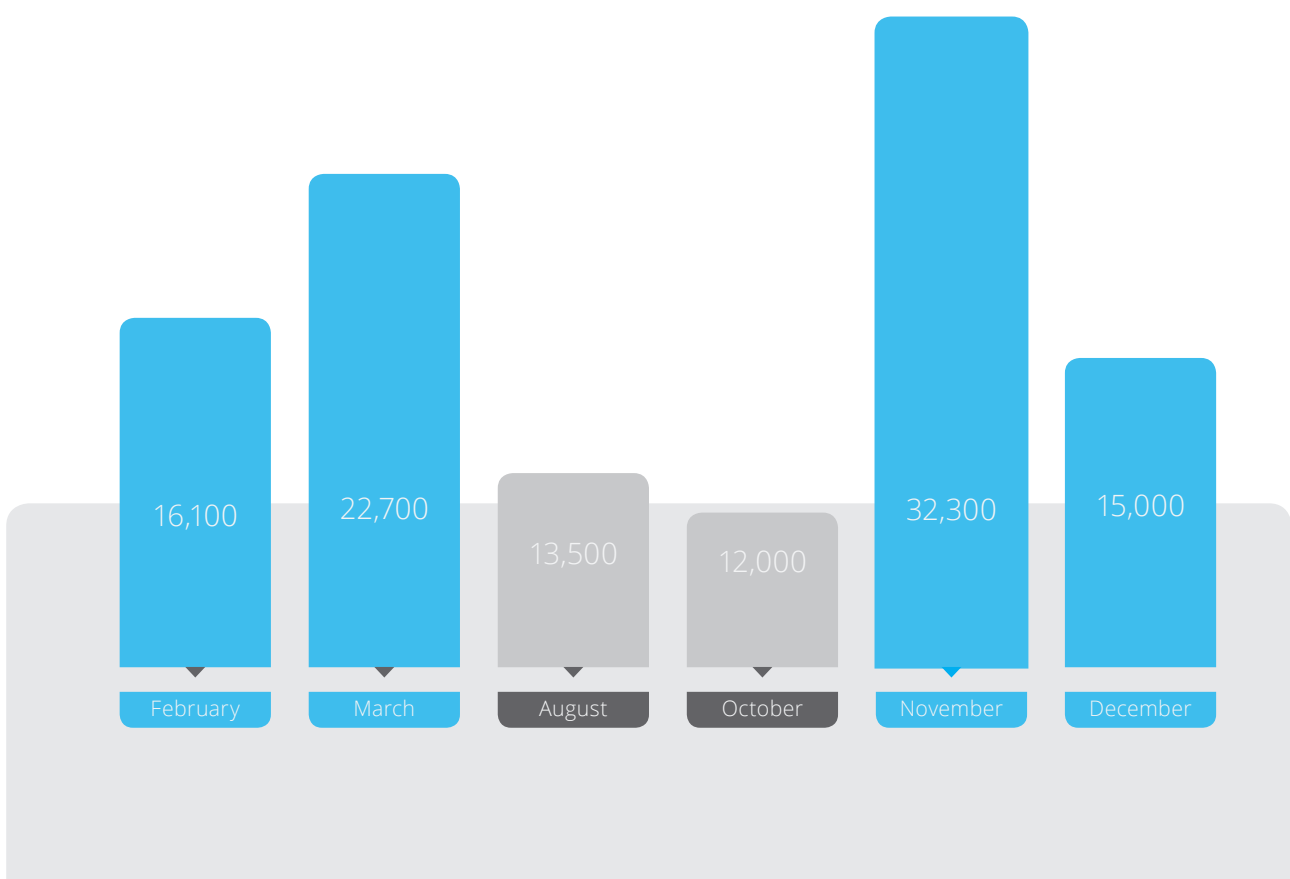
The total Profile visits during the year were **7,212**

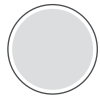


November showed the highest increase in number of new followers at **53**, along with highest profile visits at **1,411**

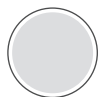
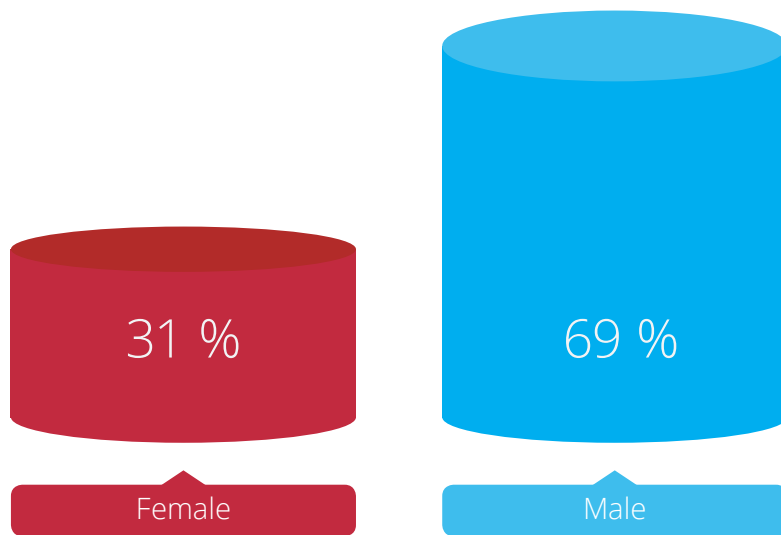


Months with Highest number of **Twitter Impressions in 2017**

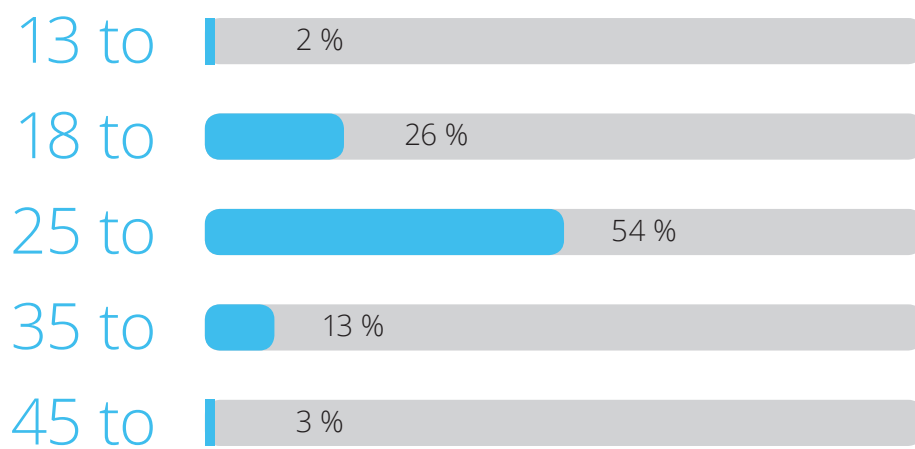




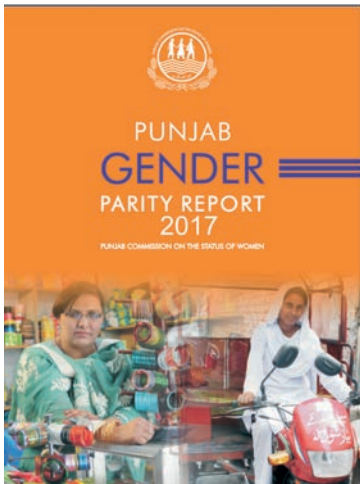
Percentage of Twitter followers based on Gender



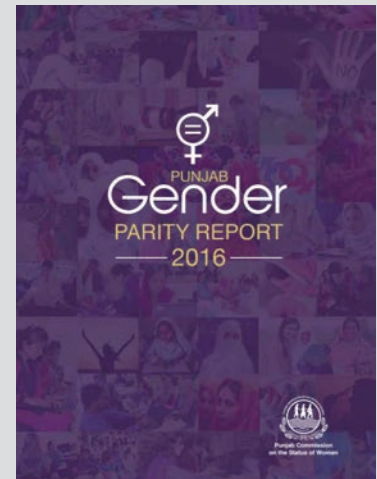
Age Demographic Percentage of Audience



Publications



Punjab Gender Parity Report



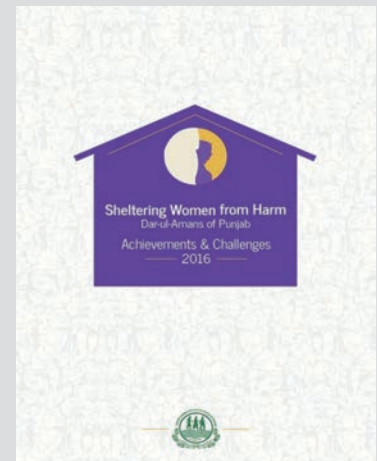
Punjab Gender Parity Report



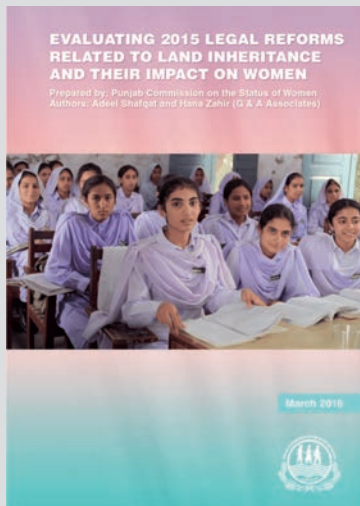
Annual Report 2016



Punjab Women's Helpline Report (Aug 2014 - May 2017)



Sheltering Women from Harm: Dar-ul-Amans of Pun-



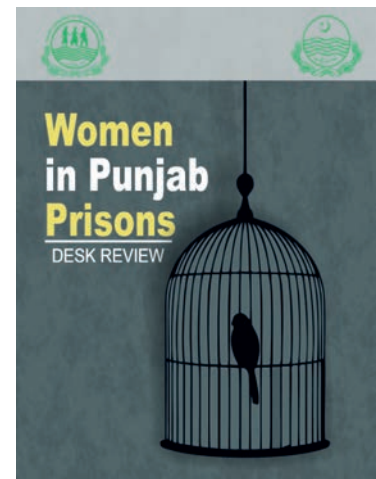
Evaluating 2015 Legal Re-
forms
Related to Land Inheritance
and Their Impact on Women



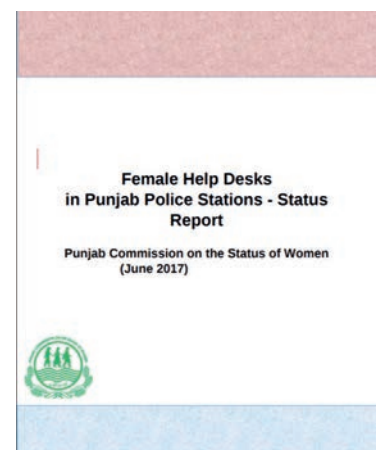
Punjab Local Government
Election Monitoring Report
2015



Inspection Report for Central
Jail Gujranwala



Women in Punjab Prisons
Desk Review



Female Help Desks in Pun-
jab Police Stations - Status

Annexures

ENGAGEMENTS OF THE CHAIRPERSON

Sr. No	Date	Engagement
1	04-01-2017	Women Safety App Launch
2	05-01-2017	Women Safety App Launch Interview
3	15-01-2017	Gender Justice Program Oxfam- Planning
4	18-01-2017	AWAAZ Community Women Conference
5	20-1-2017	Media- Interview to DWI- Comment
6	30-01-2017	DRI meeting of PCSW with parliamentarians and SA Caucuses
7	30-01-2017	Media- Interview PTV
8	02-02-2017	Meeting with UN trade delegation
9	04-02-2017	Media- Interview with China TV
10	07-02-2017	Media- 92 News Interview on Vani
11	08-02-2017	Media- Radio Pakistan Interview
12	13-02-2017	Meeting with Women Delegates- Sharjah
13	15-02-2017	Media- BOI TV Interview- Women empowerment
14	18-02-2017	Media- Statement to Herald on Christian Divorce
15	22-02-2017	Safe Cities Symposium- UN Women
16	03-03-2017	MOU signing with Bali Memorial for TWH
17	03-03-2017	Media- Waqt News TV Interview
18	06-03-2017	PGPR Launch
19	08-03-2017	Media- 92 News Interview- international Women's Day
20	08-03-2017	Media- Lahore News Interview- international Women's Day
21	09-03-2017	University of Management and Technology- international Women's Day Event
22	10-03-2017	Orientation of MPAs on New Laws passed on Mar 6, 15

Sr. No	Date	Engagement
23	19-03-2017	Media- PTV Panel Discussion on- VAW
24	21-03-2017	Meeting with US Economic Counsellor
25	23-03-2017	Harvard Kennedy School- Evidence for Policy Forum
26	25-03-2017	Economic Cost of Violence Research- National Advisory Committee meeting
27	31-03-2017	Enhancing Professional Skills of Women Judges- Punjab Judicial Academy
28	12-04-2017	Women Councillors Visit to PCSW
29	13-04-2017	Meeting with DFID UK Punjab Rep
30	15-04-2017	Media- Interview with Jang News
31	21-04-2017	Meeting with EU Delegates
32	22-04-2017	LUMS SEDC Spring Conference
33	25-04-2017	Corporate Evaluation of Women's Leadership and Political Participation with UN Women
33	26-04-2017	Media- Interview with Nawai Waqt
34	27-04-2017	Queen's Birthday Celebration
35	28-04-2017	Annual Report
36	28-04-2017	Lahore Policy Exchange, "Gender Inclusion and Economic Participation"
37	02-05-2017	Media- Interview Express News
38	04-05-2017	National Consultation on Child Marriage By NCSW
39	09-05-2017	Role of Board of Directors & Challenges faced by Public Entities (Network Meeting with Government Officials & Nominees)
40	10-05-2017	Directors' Training Programme
41	11-05-2017	Women and the World of Work - The Way forward for Wage Policy, Economy and Trade in Pakistan By ILO
42	17-05-2017	Provincial Multi-stakeholder's Consultation on rights protection and provincial Policy (UNDP)

Sr. No	Date	Engagement
44	18-05-2017	10th Meeting of Members of PCSW
45	18-05-2017	Sweden Day Reception
46	22-05-2017	Establishment of the Support Center for Women Victims of Violence. (NCSW and National Commission on Human Rights)
47	23-05-2017	60TH Meeting of NCSW
48	29-05-2017	Meeting on Women's Safety Audit in Lahore
49	08-06-2017	Instituting Self-Defense Courses for Girls and Senior School & Colleges with Secretary Youth Affairs
50	16-06-2017	Christian Delegates Meeting at PCSW Office
51	16-06-2017	Women's Safety Audit (Aurat Foundation)
52	16-06-2017	Directors' Training Programme
53	18-07-2017	Financial Opening of the Bid of Toll Free Women's Helpline
54	18-07-2017	Prioritization of Indicators of Survey
55	20-07-2017	Civil Awards Ceremony
56	21-07-2017	Representation of Women (Ms Saima Javed)
57	21-07-2017	Punjab Women Protection Authority 1st Board Meeting
58	21-07-2017	16 Days of Activism Campaign
59	24-07-2017	Women's Political Empowerment Programme in Sialkot, Pakistan
60	25-07-2017	Sustainable Development Goals 2 - Call to Action Event
61	27-07-2017	Debriefing Session on FP 2020
62	02-08-2017	Lecture at Punjab Judicial Academy
63	03-08-2017	GEP's Upcoming Closing Event
64	03-08-2017	Council of Complaints Meeting
65	03-08-2017	Meeting of the Consultant Selection Committee
66	04-08-2017	Meeting with Ms. Iram from UMT University
67	04-08-2017	Meeting with Divisional Coordinators

Sr. No	Date	Engagement
68	04-08-2017	Meeting with Hum Bike Representative
69	07-08-2017	Review / progress of the survey on “Women’s Social & Economic Wellbeing in the Punjab 2017-18”
70	08-08-2017	Justice Project Pakistan Meeting
71	09-08-2017	2nd Meeting of Steering Committee (Generating Data to Advance Women’s Social and Economic and Wellbeing in Pakistan)
72	09-08-2017	Meeting of UNFPA, BOS and PCSW
73	09-08-2017	Briefing Session on the International Treaties, Conventions and Protocols and Knowledge Sharing Visit in the Punjab Provincial Assembly
74	10-08-2017	Convention to discuss issues and way forwards about protection of rights of minority communities
75	16-08-2017	Consultant Selection Committee
76	16-08-2017	Helpline Meeting
77	16-08-2017	PCSW Staff Orientation
78	17-08-2017	Meeting with Medibank Representatives
79	21-07-2017	Representation of Women (Ms Saima Javed)
80	17-08-2017	Awareness Campaign Meeting with Advertising Agencies
81	17-08-2017	Orientation Meeting with Women in Leadership
82	18-08-2017	MoU Signing Ceremony with SEPLAA Enterprises
83	23-08-2017	Lecture at Punjab Judicial Academy
84	23-08-2017	Technical Working Group Meeting, Project Karavan
85	24-08-2017	International Conventions Training
86	25-08-2017	Social and economic empowerment project supported by UNFPA (Dr Farah- UNHCR)
87	25-08-2017	Presentation on Awareness Campaign

Sr. No	Date	Engagement
88	23-08-2017	Technical Working Group Meeting, Project Karavan
89	24-08-2017	International Conventions Training
90	25-08-2017	Social and economic empowerment project supported by UNFPA (Dr Farah- UNHCR)
91	25-08-2017	Presentation on Awareness Campaign
92	25-08-2017	Orientation Meeting (WIL Candidates)
93	26-08-2017	Launch of District Legal Empowerment Committee (DLEC) Pilot Lahore
94	06-09-2017	Skype Meeting with CERP
95	07-09-2017	Cyber Crime Consultation Meeting
96	08-09-2017	Special Envoy for Gender Equality
97	11-09-2017	Meeting with Ms. Sidra Majeed From WAR
98	12-09-2017	Pakistan Election Commission Meeting
99	12-09-2017	WIL Award Distribution
100	12-09-2017	Launch of Nationwide Citizen Led & Household Based Learning Survey (Idara-e-Taleem-o-Aghahi)
101	16-09-2017	GTP 2017 for District & Session Judges on Gender Sensitization
102	19-09-2017	Two-day workshop to design a KP specific initiative on violence against women through a consultative process conducted by (KPCSW)
103	26-09-2017	National Consultation on Draft Model Law to Eliminate Economic Exploitation of Children in Pakistan conducted by (NCHR)
104	27-09-2017	DFID Deputy Head of Mission Visit
105	27-09-2017	US Legal
106	28-09-2017	Prudential Consultative Workshop on Violence against Children by CAN Pakistan

Sr. No	Date	Engagement
107	02-10-2017	Visit of Baluchistan Women Development Department and UN women
108	02-10-2017	Meeting to discuss draft service regulations sent by PCSW
109	02-10-2017	Interviews (UNFPA's project hiring)
110	03-10-2017	JICA Seminar for Promotion of Female Employment Vol. 1
111	03-10-2017	Meeting at Social Welfare Directorate
112	03-10-2017	Discussion on Women' Wellbeing Project
113	03-10-2017	MOU signing ceremony at Punjab University
114	04-10-2017	Lecture on Gender Sensitization at Punjab Judicial Academy
115	04-10-2017	Talk at Lahore School of Economics (Quarterly Review)
116	16-10-2017	10th Annual Conference on Rural Women Day, 16th October, 2017
117	24-10-2017	13th Inter Provincial Ministers Group Meeting
118	25-10-2017	2 Day National Coordination Workshop on Child Protection System
119	25-10-2017	The Institute of Chartered Accountants of Pakistan invitation to welcome newly appointed President
120	26-10-2017	National Macroeconomics Management and Role of Provinces
121	26-10-2017	61st Meeting of NCSW
122	26-10-2017	National Macroeconomics Management and Role of Provinces
123	27-10-2017	A-Level Graduation Ceremony By Dr Momina Randhawa
124	28-10-2017	Project Launch Conference: Dard Kush- Migration & Development Initiative
125	28-10-2017	Musical Perform to celebrate the Austrian National Day
126	29-10-2017	2 Day Conference r"Human Development Forum" By Multi Nutrition Centre at P&DD and World Bank
127	30-10-2017	Punjab Safe City Report Lunch

Sr. No	Date	Engagement
128	30-10-2017	Gender Sensitization Training
129	31-10-2017	Recording with Star News Asia, Program: Intezar
130	31-10-2017	Skype meeting with Board Walk Leadership
131	01-11-2017	Inter-Provincial Visit
132	02-11-2017	SEVEN-Schedule of Rehearsal
133	02-11-2017	ADP review meeting with Managers
134	03-11-2017	Gender Sensitization Training
135	07-11-2017	Helpline Meeting
136	08-11-2017	Gender Sensitization
137	08-11-2017	Finance and sub committee meeting with Salman Suffi
138	08-11-2017	Schedule for Oxford Policy Management Limited from 8th – 10th November 2017
139	10-11-2017	Status of Rural Women in Pakistan: Technical Advisory Committee
140	14-11-2017	Meeting with Dr. Usman at FIA
141	14-11-2017	Meeting with Jahangir Khanzada (Minister Youth Affairs and Sports)
142	15-11-2017	Lecture on Gender Sensitization at Punjab Judicial Academy
143	15-11-2017	EU Punjab Access to Justice
144	20-11-2017	Full team meeting (PMU)
145	20-11-2017	Meeting with Kashf Foundation for discussion on research on trafficking of women
146	21-11-2017	Third Karachi International Water Conference: The Future of Water
147	22-11-2017	Seminar on 'Shrinking political space for minorities
148	23-11-2017	Annual General Meeting for the SPDC
149	23-11-2017	Dinner at British Council General Karachi & Discussion on Youth Entrepreneurship and Financial Inclusion for Inclusive Growth

Sr. No	Date	Engagement
150	24-11-2017	TWG of UNFPA Project Meeting
151	24-11-2017	SEVEN Play
152	24-11-2017	TWG of UNFPA Project Meeting
153	24-11-2017	Press conference at Commissioner's Office Lahore
154	25-11-2017	Radio Program Schedule (Democracy Reporting International)
155	25-11-2017	Project Team Meeting BOS and SEMC
156	28-11-2017	Launching Ceremony of Training of Nikah Registrars and LG and CDD Officials
157	29-11-2017	8th Meeting of Recommendatory Committee for Fatima Jinnah Awards
158	30-11-2017	Women Empowerment Principles (WEP) conference & Singing Ceremony
159	04-12-2017	PMU Meeting with Dr. Yasmin
160	04-12-2017	Consultant Selection Committee
161	05-12-2017	Seminar on Women Violence and work
162	06-12-2017	De-briefing Session on 3rd Pakistan Universal Periodic Review (UPR)
163	07-12-2017	Invitation from British Higher Commission to meet the Mayor of Landon
164	08-12-2017	1st meeting of Finance Committee of NCSW
165	09-12-2017	Programme in connection with 16 days of women activism organize by Sindh Commission on the Status of Women
166	10-12-2017	Bridal Couture Week
167	11-12-2017	Conference titled, "Turning the Tide –Women in Business"
168	12-12-2017	Minorities Representatives' Meeting
169	12-12-2017	Conference titled " Time and Tide-Women in Business" scheduled by Chamber of Commerce & Industries Multan
170	13-12-2017	Orientation Seminar for District & Session Judges on District Legal Empowerment Committees (DLECs)

Sr. No	Date	Engagement
171	18-12-2017	Video Testimonial
172	18-12-2017	Seminar on Women, Work and Violence in Pakistan
173	18-12-2017	International Science Policy Conference on Climate Change (SP3C)
174	18-12-2017	Punjab Economic Report 2017
175	19-12-2017	Lunching Ceremony of Women Safety Audit in Public Transport in Lahore
176	21-12-2017	Launch event of Research Study –Activist in entrepreneurship (British Council)
177	21-12-2017	Provincial Advocacy Forum as panelist by Palladium
178	22-12-2017	1st Meeting of Finance Committee of NCSW

THE PUNJAB COMMISSION ON THE STATUS OF WOMEN ACT 2014

THE PUNJAB COMMISSION ON THE STATUS OF WOMEN

ACT 2014

(I of 2014)

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An

Act

to provide for the establishment of Punjab Commission on the Status of Women.

Preamble.— Whereas it is expedient to establish Punjab Commission on the Status of Women for the empowerment of women, expansion of opportunities for socioeconomic development of women and elimination of all forms of discrimination against women and for ancillary matters;

It is enacted as follows:—

CHAPTER I PRELIMINARY

1. Short title, extent and commencement.— (1) This Act may be cited as the Punjab Commission on the Status of Women Act 2014.

(2) It shall extend to the whole of the Punjab.

(3) It shall come into force at once.

2. Definitions.— In this Act—

(a) “Chairperson” means Chairperson of the Commission and includes acting Chairperson;

(b) “Commission” means Punjab Commission on the Status of Women established under the Act;

(c) “Executive Committee” means the Executive Committee of the Commission;

(d) “Fund” means the Punjab Commission on the Status of Women Fund established under the Act;

(e) “girl” means a female human being who has not attained the age of eighteen years;

(f) “Government” means Government of the Punjab;

(g) “member” means a member of the Commission;

CHAPTER II THE COMMISSION

3. Establishment of the Commission.— (1) The Government shall constitute a Commission to be known as “Punjab Commission on the Status of Women”.

(2) The Commission shall be a body corporate, having perpetual succession and a common seal with power to acquire, hold and dispose of any property and shall sue and be sued by the said name.

(3) The Commission shall consist of—

(a) the Chairperson, who shall be a woman having experience for more than fifteen years of working on issues relating to women and their rights;

(b) one member from each Division of the Punjab, preferably women, but at least fifty percent members shall be women;

(c) one woman member who is a non-Muslim;

(d) Secretaries to the Government, Law and Parliamentary Affairs, Finance, Planning and Development, Home, and Women Development Departments or their representatives not below the rank of Additional Secretaries;

(e) President, Women Chamber of Commerce and Industries, Central and North Punjab for the first term of three years, followed by President, Women Chamber of Commerce and Industries, South Punjab for the second term of three years, and thereafter, in like order and for like term; and

(f) Secretary of the Commission.

4. Appointment of Chairperson.— (1) The Government shall appoint the Chairperson on the recommendations of a search committee headed by Chief Secretary of the Government and consisting of the following:—

(a) two female members of the Provincial Assembly of the Punjab, one each nominated by the Government and the Leader of Opposition in the Provincial Assembly; and

(b) Secretaries to the Government, Law and Parliamentary Affairs, Finance, Human Rights and Women Development Departments.

(2) The Chairperson shall be appointed on such terms and conditions as may be prescribed and, until prescribed, as the Government may determine.

[(3) The Chairperson shall be a full-time officer of the Commission entitled to remuneration in management position scale-I (MP-I).]

(4) If the office of the Chairperson falls vacant owing to death, illness, resignation or otherwise, the Government shall appoint a woman member of the Commission to act as Chairperson for a period not exceeding three months or until the appointment of a new Chairperson, whichever is earlier.

2

Substituted by the Punjab Commission on the Status of Women (Amendment) Act 2016 (XXXI of 2016), published in the Punjab Gazette (Extraordinary), dated: 20 April 2016, pp. 4677-4678, s.2.

3

[5. Appointment of members.] (1) The Government shall, in consultation with the Chairperson, appoint members mentioned in clauses (b) and (c) of subsection (3) of section 3 in such manner and on such terms and conditions as may be prescribed and until so prescribed, as the Government may determine.

(2) A member appointed under subsection (1) shall not be less than thirty years of age and more than sixty five years of age, and shall have experience of working on issues relating to women rights.

(3) The Government shall, in consultation with the Chairperson, within thirty days of occurrence of a vacancy, appoint a member for the residual term of the outgoing member.]

6. Term of office.— (1) Subject to section 7, a person appointed as the Chairperson or a member, other than ex officio member, shall hold office for a term of three years from the date he enters upon the office but the Chairperson or a member shall not hold office for more than two terms.

(2) The Chairperson or a member, other than ex officio member, may resign by submitting the resignation to the Government.

7. Removal of Chairperson and members.— The Government may remove the Chairperson or a member, other than ex officio member, from the office if—

(a) after proper inquiry, the Chairperson or the member is found guilty of misconduct; or

(b) the Chairperson or the member is adjudged as an un-discharged insolvent;

(c) the Chairperson or the member is unfit to continue in office by reason of being mentally or physically challenged and stands so declared by a medical board constituted by the Government; or

(d) the Chairperson or the member has been sentenced to imprisonment for an offence involving moral turpitude.

8. Secretariat of the Commission.— (1) There shall be a Secretariat of the Commission headed by the Chairperson and consisting of the Secretary and such officers and support staff as may be prescribed and, until prescribed, as the Government may determine.

(2) The terms and conditions of appointment of employees of the Commission shall be such as may be prescribed and, until prescribed, as the Government may determine

(3) The Chairperson shall be the chief executive of the Commission and shall be responsible for the effective conduct of the business and discharge of functions of the Commission, and for the purpose, the administrative and financial authority of the Commission shall vest in the Chairperson.

(4) The Secretary shall be appointed in such manner as may be prescribed and until prescribed as the Government may determine.

(5) The Secretary shall perform such functions as may be prescribed or as may be assigned by the Commission or the Chairperson.

(6) The Secretary, under instructions of the Commission, shall prepare a draft three years" strategic plan, the annual work plan and budget of the Commission for approval of the Commission.

3

Substituted by the Punjab Commission on the Status of Women (Amendment) Act 2016 (XXXI of 2016), published in the Punjab Gazette (Extraordinary), dated: 20 April 2016, pp. 4677-4678, s.3.

CHAPTER III FUNCTIONS OF THE COMMISSION

9. Functions of the Commission.– (1) The Commission shall–

- (a) examine the policy, programs and other measures taken by the Government to materialize gender equality, empowerment of women and their representation and political participation, assess implementation and make suitable recommendations to the concerned authorities;
- (b) review the Punjab laws, rules and regulations affecting the status and rights of women and suggest repeal, amendment or new legislation essential to eliminate discrimination, safeguard and promote the interest of women and achieve gender equality in accordance with the Constitution and obligations under national and international covenants and commitments;
- (c) sponsor, steer and encourage research to generate information, analysis and studies and maintain a database relating to women and gender issues to provide knowledge and awareness for provincial policy and strategic action for women empowerment;
- (d) develop and maintain interaction and dialogue with non-governmental organizations, experts and individuals in society and an active association with similar commissions and institutions in other territories for collaboration and action to achieve gender equality at the provincial, national, regional and international level;
- (e) mobilize grants from provincial, national and international agency, including multi and bilateral agencies, approved by the Government, for meeting any of its obligations or performing its functions;
- (f) consider, approve and monitor implementation of the strategic plan, annual work plan and the annual budget;
- (g) facilitate and monitor implementation of instruments and obligations affecting women and girls to which Pakistan is a signatory, and advise the Government before ratification or accession to any such proposed international instrument, covenant, protocol or treaty; and
- (h) perform such other functions as are ancillary to the above functions or as the Government may assign or as may be prescribed.

(2) The Commission may–

- (a) seek and receive information, data and documents from any source or entity in the course of performance of its functions;

- (b) inquire into any complaint of violation of women's rights and make appropriate recommendation for remedial action to the concerned agency or authority;
- (c) call for information or report from any agency or authority of the Government, civil society organization or any autonomous body;
- (d) exercise the powers vested in a civil court under the Code of Civil Procedure, 1908 (V of 1908) for enforcing the attendance of any person and compelling the production of documents;
- (e) inspect any jail, sub-jail or other places of custody, where women and girls are kept, in accordance with relevant laws and rules and after prior permission of the Government and to make appropriate recommendations to the concerned authority or agency;
- (f) act for advocacy, lobbying, coalition building, networking and as a catalyst for promotion of cause of women to facilitate their participation in all spheres of life including legal, economic, social and political empowerment;
- (g) on the recommendation of the executive committee, fix an honorarium or remuneration of advisors, consultants and experts;
- (h) monitor the mechanism and institutional procedure for redressal of violation of women's rights; and
- (i) exercise any power ancillary to above powers or as may be prescribed.

10. Meetings of the Commission.— (1) The Commission shall hold at least four meetings in a year, not less than one in every quarter, on such dates and at such times as the Chairperson may determine.

(2) The Secretary, on the directions of the Chairperson, shall call a meeting of the Commission and shall maintain the minutes of each meeting in the manner prescribed.

(3) The Chairperson, or in case of absence of the Chairperson, a member elected by the members present in the meeting, shall chair a meeting of the Commission.

(4) The quorum for the meeting of the Commission shall be one-half of the total membership of the Commission.

(5) The decisions of the Commission shall be taken by the majority of the members present and voting but, in case of a tie, the Chairperson or the person presiding the meeting shall have a second vote

(6) A decision of the Commission shall not be invalid merely for the reason of any vacancy or defect in the constitution of the Commission.

(7) All decisions of the Commission shall be authenticated by the signature of the Chairperson or the person who presided the meeting.

11. Committees.— (1) The Commission shall appoint an Executive Committee consisting of the Chairperson and three other members, of whom at least two shall be women.

(2) The Executive Committee shall be responsible to oversee the implementation of the decisions and recommendations of the Commission.

(3) The Commission may constitute such other committees from amongst its members as it deems fit and may refer to any such committee any matter for consideration and report.

(4) The Commission may, if it considers necessary, co-opt in a committee any person possessing special knowledge and expertise in the relevant subject.

(5) All committees of the Commission, except the Executive Committee, shall be constituted for a specified period.

CHAPTER IV FINANCIAL PROVISIONS

12. Fund.— (1) There shall be a Fund to be known as Punjab Commission on the Status of Women Fund, which shall vest in the Commission.

(2) The Fund shall consist of—

(a) the grants-in-aid made by the Government;

(b) donation made by any person, and any provincial, national and international agency;

(c) income from investment by the Commission; and

(d) all other sums or properties which may in any manner become payable to or vest in the Commission.

(3) The Fund shall be spent for purposes of performance of duties and discharge of functions by the Commission, including expenses on the Secretariat.

(4) The Commission may invest its Fund or a part of it in the prescribed manner or in accordance with the instructions of the Government.

(5) The Chairperson shall be the principal accounting officer of the Commission.

13. Accounts and audit.— (1) The Commission shall maintain proper accounts and other relevant record and prepare an annual statement of accounts in such manner and form as may be prescribed.

(2) The accounts of the Commission shall be annually audited by the Auditor General of Pakistan.

(3) The Government may conduct or cause to be conducted a special audit of the accounts of the Commission.

(4) The Government shall lay the annual or special audit report of the Commission in the Provincial Assembly of the Punjab and shall comply with the directions of the Provincial Assembly on an audit report of the Commission.

CHAPTER V MISCELLANEOUS

14. Annual report of the Commission.— (1) In January each year, the Commission shall submit an annual report on performance of each one of its functions to the Government.

(2) The Government shall, at the earliest possible opportunity, lay the annual report of the Commission in Provincial Assembly of the Punjab.

15. Assistance to the Commission.— All Provincial executive authorities shall assist the Commission in the performance of its functions.

16. Indemnity.— No suit, prosecution or legal proceedings shall lie against the Commission, the Chairperson or any member, officer, employee, advisor or consultant of the Commission in respect of anything done in good faith under this Act or the rules or for any order made, publication of report by or under the authority of the Commission.

17. Members and officers to be public servants.— The Chairperson, a member and every officer or employee appointed under this Act or the rules shall be deemed to be a public servant within the meaning of section 21 of the Pakistan Penal Code, 1860 (XLV of 1860).

18. Delegation of powers.— The Commission may, subject to such conditions as it may specify, delegate any of its powers or functions to the Executive Committee or to any other committee or to the Chairperson, the Secretary or an officer of the Commission, except the functions of—

- (a) appointment of the Executive Committee or constitution of any other committee;
- (b) the approval of strategic plan, annual work plan, annual performance report and annual budget; and
- (c) recommendations relating to laws, rules, regulations or policies.

19. Powers to make rules.— The Government may, in consultation with the Commission and by notification in the official Gazette, make rules for purposes of giving effect to the provisions of this Act.



PUNJAB COMMISSION ON THE STATUS OF WOMEN,
WOMEN DEVELOPMENT DEPARTMENT,
GOVERNMENT OF PUNJAB