



**National Commission of the Status of Women**  
**Government of Pakistan**

# 2015-2016

## ANNUAL REPORT





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# List of Acronyms

<b>AF</b>	Aurat Foundation
<b>AJK</b>	Azad Jammu Kashmir
<b>ASF</b>	Acid Survivor Foundation
<b>CEDAW</b>	Convention on the Elimination of All forms of Discrimination Against Women
<b>CrPC</b>	Code of Criminal Procedure
<b>CSO</b>	Civil Society Organization
<b>CSW</b>	Commission on the Status of Women
<b>DV</b>	Domestic Violence
<b>ECP</b>	Election Commission of Pakistan
<b>GB</b>	GilgitBaltistan
<b>GBV</b>	Gender Based Violence
<b>GEP</b>	Gender Equity Programme
<b>GCC</b>	Gender Crime Cell
<b>HEC</b>	Higher Education Commission
<b>HRCP</b>	Human Rights Commission of Pakistan
<b>ICT</b>	Islamabad Capital Territory
<b>IPMG</b>	Inter-Provincial Ministers Group
<b>KP</b>	Khyber Pakhtunkhwa
<b>L &amp; J</b>	Law and Justice
<b>LFS</b>	Labour Force Survey
<b>M/o LJHR</b>	Ministry of Law Justice and Human Rights
<b>MNA</b>	Member National Assembly
<b>MOU</b>	Memorandum of Understanding
<b>MoWD</b>	Ministry of Women Development
<b>NA</b>	National Assembly
<b>NCSW</b>	National Commission on The Status of Women
<b>NGO</b>	Non-Governmental Organization
<b>NPB</b>	National Police Bureau
<b>PBS</b>	Pakistan Bureau of Statistics
<b>PCSW</b>	Provincial Commission on the Status of Women
<b>PPC</b>	Pakistan Penal Code
<b>SAARC</b>	South Asian Alliance for Regional Cooperation
<b>UN</b>	United Nations
<b>UNESCAP</b>	United Nations Economic and Social Committee for Asia and Pacific
<b>UNFPA</b>	United Nations Population Fund
<b>UN Women</b>	United Nations Entity for Gender Equality and Empowerment of Women
<b>USAID</b>	U.S. Agency for International Development
<b>VAW</b>	Violence Against Women
<b>WAF</b>	Women's Action Forum
<b>WDD</b>	Women Development Department
<b>WPC</b>	Women Parliamentary Caucus



## Message From The Chairperson-2015



The year 2015 marks the culmination of the three year term of the 5th National Commission on the Status of Women. It was however the first term under the NCSW Act 2012 whereby the mandate of the Commission was expanded and its status raised to that of an autonomous institution with its own Secretariat, financial and administrative independence and with the status of Minister of State for its Chairperson. This Annual report provides the opportunity to not only report on the year's activities but also take stock of NCSW's work during this entire term (2013-2015).

The three years have had their share of challenges as well as achievements. Among achievements was the development and approval of NCSW rules of business and its organisational structure along with the sanction of 101 staff positions; monitoring of 2013 elections through ECP accreditation; broad based, country wide consultative review of 20 years of implementation of Beijing women's conference commitments involving over 400 CSOs, government departments and experts; drawing of standardized regionally and internationally comparable indicators for violence against women for purposes of documentation and monitoring; undertaking researches; producing an analytical and comprehensive Women's Economic Empowerment Status Report that included the first ever Women Empowerment Index to enable tracking of progress; successful partnerships with CSOs for monitoring, awareness campaigns, developing research frameworks; active engagement with the Women Parliamentary Caucus and CSOs especially related to legislation; and many others reported in its Annual reports. The activation of Inter Provincial Ministers Group (IPMG) dealing with women development was an extremely successful coordination mechanism for regular exchange of information, endorsement of collective action and advocacy. A good relationship was maintained with donors and UN agencies especially UN Women.

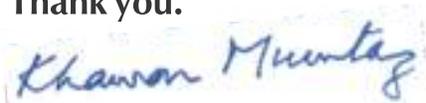
There were also plenty of challenges especially in establishing the Commission's administrative and human resource systems. The approval

process for recruitment and service rules, financial procedures, and procurement process has been an arduous and still unfinished business. This has prevented NCSW from being independent and autonomous as envisaged in the NCSW Act 2012 and has hampered its operations. It is hoped that these procedural matters will be completed in NCSW's next term enabling a fully functional Commission.

In conclusion I would like to acknowledge the contribution of strong and committed NCSW members who generously gave of their time and provided valuable guidance and direction with their expertise and enthusiasm. I take this opportunity to also express my gratitude to civil society organisations and individuals who volunteered to support NCSW in its activities. And last but not least NCSW staff, interns and consultants who carried the burden of the organization with me in the absence of senior administration and programme officers.

I am pleased to state that NCSW is evolving and is on track to comprehensively deliver its mandate.

**Thank you.**

A handwritten signature in blue ink that reads "Khawar Mumtaz". The signature is written in a cursive style and is positioned above the printed name.

**Khawar Mumtaz**

## NCSW MEMEBRS PROFILE (2013-2015)

### Khawar Mumtaz - Chairperson

Ms. Khawar Mumtaz did her M.A. International Relations from Karachi University and topped in the examination. She also has a Diploma in French Language. Before joining NCSW as its Chairperson Ms. Mumtaz was CEO of ShirkatGah, a leading women's rights and development organization and had also served as a Member of NCSW (2009-2012).

Ms. Mumtaz brings almost 30 years of experience of activism and working on women's rights and development. Her specific expertise is in the areas of women and development; women's political participation, poverty and environment, women's reproductive health and rights. Her work spans from capacity building of grassroots organizations, to research, analysis and evidence based advocacy with policy makers. Ms. Mumtaz has over 60 publications to her name, and was recipient for the Prime Minister's award for the co-authored book, 'Women of Pakistan; Two Steps Forward One step Back?' (1989). She has served/serving on a number of international and national boards including as Vice-President of International Union for the Conservation of Nature (IUCN) and Society for International Development (SID). She received the Sitara-e-Imtiaz for social service and promotion of women's rights in 2006 and was one of the 100 nominees for the Nobel Peace Prize in 2005.



### Saira Afzal Tarar – Member Punjab

Ms. Saira Afzal Tarar was born in 1966 in the city of Hafizabad, District Hafizabad. She did MSc Home Economics (Housing and Interior designing) 1991 from the College of Home Economics, Lahore and has worked as a teacher for two years at Pakistan Islamia Secondary School Sharja UAE 1998-99. Ms. Tarar is a member of Pakistan Muslim League (PML-N) and has served as a Member of the Central Working Committee of PML-N, President of PML-N in District Hafizabad, and General Secretary of PML-N Youth Punjab. Ms. Tarar has twice been elected (2008-2009) as Member National Assembly of Pakistan from Hafizabad (NA-102). She won both times with an overwhelming majority. She is a Minister of State for Health and Drug Regulation in the present Government.



### Tanveer Jahan – Member Punjab

Ms. Tanveer Jahan has been Executive Director of Democratic Commission for Human Development since 2003. She is Norwegian Human Rights Fund's Consultant (2004 to date) and Country Representative of Label STEP Switzerland (2003 to date) in Pakistan. Ms. Tanveer Jahan joined the movements for the restoration of democracy, equality for women, and human rights education while still a student. She has worked extensively for



bringing the human rights agenda to the development work of small community based organization and has trained thousands of human rights activists across the country. She has designed and carried out campaigns, national as well as regional, against the death penalty in Pakistan, child trafficking as camel jockeys in Gulf States, child marriages, violence against women, violence against children, among others. She has developed human rights course for Secondary School Students covering themes such as human rights, non-discrimination, equality, gender discrimination and women's rights, citizenship, democracy, and tolerance, and has developed several training programs and manuals for other organizations as well. Ms. TanveerJahan is MA Philosophy.

### **Uzma Noorani – Member Sindh**

Ms. UzmaNoorani is a human/women's rights activist and has been working in this field for two decades. She was born in 1955 in Karachi. She did her Bachelors of Arts degree from St. Josephs College for Women (1974). Upon graduation she joined American Express Travel Division as Ticketing Agent and attended courses in ticketing at PIA Ground Training School and British Airways. After marriage she joined her husband's book business and marketed children's books and helped set up a company to market encyclopaedias. In 1980 Ms. Noorani joined Tehrik-e-Niswan, a women's rights group, that came about to challenge the onslaught on women during President Zia's era. Since then Ms. Noorani has spent most of her time working as a human rights activist.



### **Muhammad Jan Odhano – Member Sindh**

Mr. Muhammad Jan Odhano was born in Jacobabad in 1978. He did his M.A. from University of Sindh, Jamshoro (2000-2001). He was District Coordinator at Aurat Foundation from 2001, and Event Manager at Decentralization Support Program, Sindh from November 2006 to date. He also worked as Senior Officer Community Mobilization in Save the Children-US from 2009-2010, as Campaign Associate Sindh in OXFAM-GB from 2008-09, as Social Organizer in Sindh Agriculture and Forestry Workers Coordinating Organization (SAWFCO), and as Project Coordinator in Community Development Foundation Jacobabad.



### **Zubaida Noor – Khyber Pakhtoonkhwa**

Ms. Zubaida Noor has been a Member Board of Trustees of Noor Education Trust since 2002. Previously she worked as a Program Coordinator in Action Aid, Peshawar (2006-07), as Chief, Social Sector and Gender Issues (CSS&G) in Sarhad Rural Support Program, Peshawar (1998-99), as Coordinator Environmental Education (EE) in IUCN-Sarhad Provincial Conservation Strategy Unit-Government of NWFP (1996-98) and as Director Program in KhwendoKor's Women and Children Development Program (1994-95).



### **Sadia Qasim Shah – Member Khyber Pakhtoonkhwa**

Ms. Sadia Shah, is M.A. in English from the University of Punjab (2000), she is a Pashto speaking journalist working in Peshawar since early 2002. Being fluent in Pashto and English, she has contributed reports, interviews, features and magazine programs to Pakistan's leading English daily Dawn, local and international radios and appeared on various television channels as expert/anchorperson in debates on War on Terror, women's rights, increasing militancy, women's health, and political developments taking place in Pakistan, NWFP and FATA.

Ms. Shah is working as an international broadcaster with the Voice of America DEEWA radio at Washington D.C. since 2009.



### **Justice (r) Mehta Kailash Nath Kohli – Member Balochistan**

Justice (retd) Mehta Kailash Nath Kohli enrolled as Advocate in Subordinate Court in November 1974, in High Court in 1977 and in 1987 as Advocate in Supreme Court of Pakistan. He remained Deputy Attorney General for Pakistan (2000-04) and was elevated as judge of the High Court of Baluchistan in 2004. From 2005-2009 Justice (retd) Kohli was Chairman Environmental Tribunal. Justice Kohli retired as a Judge in 2009 and joined the Bar. He remained a member of the Minorities Commission of Pakistan from 1992 to 1994 and was a member of the National Commission on the Status of Women and Chair of its Law Committee from 2010 to 2012. He is now in his second term as member NCSW from Balochistan.



### **Shereen Gul - Member Balochistan**

Ms. Shereen Gul is an educationist who holds an M.A. degree in History. She has contributed to the establishment of separate independent women B.Ed Bachelor in Education) classes in Agro Tech College of Education, Quetta and arranged educational seminars and conferences for the improvement of PPP women's programme. Ms. Shereen Gul arranged evening classes for welfare of illiterate women to provide skill and practical knowledge of tailoring, cutting, designing with local embroidery in Quetta. She also introduced an electrician programme for women through Trade Centre training program at Quetta for application/repair of domestic appliances.



### **Nusrat Shaheen – Member Azad Jammu Kashmir**

Ms. Nusrat Shaheen did her M.A. Education from Punjab University Lahore. She has been an Assistant Director Planning at Social Welfare & Women Development Department, Government of Azad Jammu & Kashmir (AJ&K) since 2007. Ms. Shaheen has served as a Social Welfare Officer (2003-06), as Superintendent DarulFalah (2000-03), and as Social Welfare Officer (1998-2000) at Social Welfare & Women Development Department, Government of AJ&K.



### **Sadia Danish – Member GilgitBaltistan**

Ms. Sadia Danish is currently Minister of Tourism, Sports and Current and Youth Affairs, Gilgit-Baltistan. She has served as Provincial President Pakistan People's Party, Women Wing from 2007-13 and was In-charge of the Election Campaign (Women Wing) in 2009 elections of the G-B Legislative Assembly. In 2009, Ms. Danish became a member of Gilgit-Baltistan Legislative (Provincial) Assembly and Advisor to Chief Minister of Tourism, Sports and Current and Youth Affairs. Ms. Sadia is also Director "Roshan Welfare Trust" Gilgit, Member Women Parliamentarian Caucus of Pakistan, and has been voluntarily assisting in management of Orphan House, Gilgit.



### **Zainab Azmat – Member Federally Administered Tribal Areas**

Ms. Zanaib Azmat was born in 1982 and is proficient in Pashto, Urdu, English and basic French. She is currently Lecturer Communication and English Courses. She is also Coordinator US Access Micro-Scholarship Program, IM Sciences from 2007; Assistant Coordinator Entrepreneurship Development Centre, IM Sciences from 2008; and Academic Coordinator Society for Pakistani English Language Teachers SPELT, KP. Ms. Azmat was Manager Micro Enterprise Development Agents (women) in 2009 and remained Gender and Communication Trainer to different groups in 2010.



### **Kishwar Naheed – Member Federal.**

Ms. Kishwar Naheed, a prolific feminist poet of national and international repute as a Masters in Economics from the University of Punjab. She retired as senior official of the Ministry of Information and has over four decades of experience in management and financial matters. Ms. Kishwar Naheed is currently National Consultant with ILO/Norwegian Embassy on economic empowerment of women and human rights awareness of women. She is a publicist, columnist, media person, a creative writer with experience of writing film scripts, documentation, and editing books/magazines with many publications to her credit, several of which, have been translated into English. She is on the Board of Directors of National Rural Support Programme (NRSP) and Trust for Voluntary Organisations (TVO) and is Chairperson Pakistan Media Regulatory Authority's (PEMRA) Complaint Cell. She is Coordinator of Hawwa Crafts Associates. Ms. Kishwar Naheed has been a recipient of numerous prestigious awards including Government's civil award, Sitara-e-Imtiaz in 2000, and was one of the 1000 women nominated world-wide for the Nobel Peace Prize in 2005.



### **Najmi Saleem – Member Minorities**

Ms. Najmi Saleem was born in 1967 and is M.A. Political Science from the University of Punjab. She was Member Provincial Assembly 2002-07 and again in 2008-13. She is member Central Executive Committee and Women Coordinator, All Pakistan Minorities Alliance (APMA) Punjab and Joint Secretary Pakistan People's Party (PPP)-Punjab Women Wing.



# ABOUT US

## NCSW Vision Statement

A democratic, just, peaceful and tolerant society where all citizens are equal irrespective of sex, race, religious beliefs, geography and ethnicity, where diversity is celebrated; women are equal participants in decision making from the home to national and international levels and lead a life free from violence and exploitation.

## NCSW Mission Statement

To promote gender equality and women's empowerment and protect women's rights; monitor legal, social and economic rights of women; facilitate and advocate for necessary legal, administrative and institutional measures for ensuring women's rights; ensure full compliance of international agreements and conventions, in particular CEDAW and its general observations.

## Overview

National Commission on the Status of Women (NCSW) is a statutory body to combat discrimination against women, established in July 2000 through Presidential Ordinance. It is an outcome of the national and international commitments of the Government of Pakistan like Beijing Declaration and Platform for Action, 1995; and National Plan of Action (NPA) for Women, 1998. In 2012, under the NCSW Act, the Commission was made financially and administratively autonomous with an expanded mandate. As an apex women's machinery it has regularly represented Pakistan at the United Nations - CSW sessions as well as at the CEDAW committee hearing.

The basic role of NCSW is to examine/review laws, policies, programs and monitor implementation of laws for protection and empowerment of women and to facilitate the government in implementation of international instruments and obligations.

# MANDATE OF NCSW

**Liaise with** Provincial Commissions and concerned provincial organizations

**Work/Mobilize** parliamentarians in Senate, National and Provincial Assemblies for their mobilization for social / political empowerment of women

**Act as catalyst** to facilitate/promote participation of women in all spheres of life including legal, economic, social and political empowerment;

**Examine/assess** government policies, programmes, measures

**Seek** and receive information, data and documents from any Federal source or entity

**Exercise Powers** of Civil Court under the Code of Civil Procedure, 1908 (Act V of 1908) while inquiring into complaints of violations of women rights,

**Facilitate/monitor** implementation of international instruments and obligations Especially CEDAW

**Sponsor, steer,** encourage research

**Exercise Powers** of Civil Court under the Code of Civil Procedure, 1908 (Act V of 1908) while inquiring into complaints of violations of women rights,

**Review** Federal laws, rules and regulations affecting status & rights of women and necessary amendments, repeal or new legislation to end discrimination

**May call for** information or report from Federal Government, CSOs/ autonomous/ concerned bodies

**Develop** active association with similar commissions and institutions in other countries for collaboration and action at the national, regional and international level

**Monitor** mechanisms and institutional procedures for redressal of violation of women's rights

**Inspect** any jail, sub-jail or other places of custody with prior permission of provincial government

**Advocate, lobby,** build coalitions, network and catalyse for promoting women's cause on the basis of evidence

**Inspect** any jail, sub-jail or other places of custody with prior permission of provincial government

**Recommend** signing/ratification of international instruments

**Develop** and maintain interaction/ dialogue with non-governmental organizations, experts and individuals

## WORKING OF THE COMMISSION

- Chairperson is the Administrative and Financial Head of the Commission
- An Executive Committee of the Commission is formed to assist/advise Chairperson in all administrative/operational matters of the Commission
- Commission has formed essential committees (Law and Policy Committee; Research Committee) from amongst its members to carry out activities under its various domains
- Full Commission (Board) Member meetings are held at least once in each quarter of the year to steer/monitor working of the Commission
- Each member of the Commission represents his/her respective province/area and keeps liaison for all activities of his/her province/area
- In line with the NCSW Act 2012 various rules/procedures were required to be framed / prescribed. Now only recruitment and financial rules are left to be finalized. On their completion Commission shall be able to establish its own secretariat for its full and autonomous functioning
- The Commission's structure and staff strength of 101 persons has been sanctioned by the Establishment Division. Funds have been accordingly provided by the Finance Division

## Objectives of Ncsw

Following are the objectives of the Commission

- i. Safeguard and promote the interest of women
- ii. Achieve gender equality before law in accordance with the Constitution and obligations under international covenants and commitments – CEDAW; CESC; ICCPR; MDGs; ICPD; Beijing PfA, etc.

## Thematic Priority Areas

The Commission took the following priority thematic areas of work in addition to carrying forward the work of the previous Commissions and addressing the new issues that emerge from time to time:

**Voice**, i.e. women's full political participation in the electoral process, inside assemblies, in public offices; reservation of women's seats in all tiers of local government; representation in political and other decision making bodies / forums;

**Violence against women (VAW)**, this includes addressing violence and fear of violence against women including in conflict areas, through documentation, legal actions, enhanced support systems (shelters, crisis centres, legal aid, etc.), responsive policing, effective implementation of women protection laws; and new legislation.

**Economic empowerment**: with special focus on home based/informal sector workers and their inclusion in the labourforce, affirmative action for reservations and quotas in government including for minority communities, and legislation where necessary.

## Strategies

In the third year of its operation NCSW firmed up its strategies for implementing the NCSW mandate:

- **Institutional Strengthening:** Strengthening of institutions that protect and support women including NCSW
- **Networking:** Improving coordination between NCSW and provinces and Civil Society Organisations for promotion and protection of women's rights
- **Monitoring & Tracking:** Designing and Developing actions/measures for monitoring and tracking progress on women's issues (evidence generation, research)
- **Awareness raising:** Running awareness raising campaigns for both men and women on all priority areas particularly Violence Against Women
- **NCSW Strategic Actions:** National Commission on the Status of Women during the year 2015 has taken the following strategic actions for protection and promotion of the status and rights of women.
- **Building a strong Institutional base:** Strong and integrated governance and administrative structure of NCSW in line with its mandate and responsibilities.
- **Promoting/facilitating legislation and policies:** reviewing laws and policies and making legislative and policy recommendations; developing mechanisms for monitoring implementation of women protection laws; establishment of complaints and response mechanisms for violence and threats.
- **Monitoring the implementation** of national and international commitments in collaboration and coordination with the Ministry of Human Rights, Women's Parliamentary Caucus and provincial women's caucuses, Provincial Commissions on the Status of Women, provincial Women Development Departments, Social Welfare Departments and other relevant institutions dealing with women's rights.
- **Advocacy** to promote women's rights, enact new legislation, make amendments in existing legislation, develop/propose policies, etc.
- **Networking** and coordination with similar human rights bodies, civil society alliances, organisations, experts, individuals and donors to promote and protect women's rights.
- **Undertaking and encouraging** research for generating evidence.
- **Developing regional forums/platforms** with similar Commissions and institutions for collaboration and action to address similar issues and problems.

## Performance / Activities of NCSW-2015

### Promoting / Facilitating Legislation<sup>1</sup>

One of NCSW's mandates is to recommend/review Federal laws, rules and regulations affecting status and rights of women.

- **Review of the Draft Juvenile Justice System Bill, 2015:**  
National Commission for Child Welfare and Development, Ministry of LJHR requested comments on the draft Justice System Bill 2015. Law and Policy Committee of NCSW reviewed and revised the draft bill and submitted detailed comments to the Ministry of LJHR.
- **Cyber Crime Bill:**  
NCSW reviewed the draft Cyber Crime Bill and sent its observations and recommendations with covering note to the Select Committee of National Assembly and the Minister concerned. The NCSW Law and Policy Committee observed that the bill as it stands is vulnerable to be mis-used and shall be restrictive on Freedom of Expression. The bill refers to the Budapest Convention, which is the only international treaty on Cyber Crime but to which Pakistan is not party.
- **Anti-Rape Bill:**  
Anti-Rape Bill moved by Ms Shaista Parvaiz MNA in the National Assembly was reviewed and inputs provided by NCSW with references from other Muslim countries.
- **Draft Jirga Bill**  
NCSW filed a petition in Supreme Court against the role of Jirgas in awarding punishments to women against alleged violations of family honour and settling disputes. On the directions of Supreme Court, NCSW in collaboration with Ministry of Human Rights drafted a bill to criminalize unlawful assembly such Jirgas. the draft Bill also propose to eradicate the criminal outcomes from the decisions of Jirga/Panchayat and includes the amendment of S498A (Depriving a woman from inheritance), S498B (Prohibition of forced marriage), S498 C (Prohibition of marriage with the Holy Quran) and S310A (giving female in marriage in Badla-e-Sulh, wanni or Swara) in the PPC, to make the offences cognizable.

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<sup>1</sup> Clause 11 and sub-clause (b) of NCSW ACT 2012: NCSW shall review all federal 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 before law in accordance with the constitution and obligations under international covenants and commitments

## MONITORING<sup>2</sup>

One of NCSW's functions is to monitor progress, implementation and promotion of laws and support systems. For this two kinds of initiatives have been taken by the Commission:

- (i) of developing indicators for reporting by government departments / agencies and
- (ii) of entering into MOUs with civil society organizations working on NCSW thematic areas.

"Essentially meant to be used by government statistical agencies as well as research related organizations, these Indicators are crucial in the long run as they will aid in generating reliable data on VAW in Pakistan. This data can be compared across time."

Ms. Khawar Mumtaz Chairperson, NCSW

- **NCSW Launch of Standardised Indicators on Violence Against Women (VAW):** NCSW with support of USAID and Aurat Foundation's (AF) - Gender Equity Program has developed standardised indicators on violence against women for use in micro and macro level researches to facilitate cross-institutional analysis at national and international levels. The launching ceremonies of the standardised Indicators on VAW were held in Islamabad, Karachi, Lahore and Peshawar.



<sup>2</sup> Clause 11 and sub- clause (m) of NCSW ACT 2012: shall monitor the mechanism and institutional procedure for redressal of violation of women's rights



Dy. Speaker Dr. Meher Taj Roghani addressing the launch of indicators in Peshawar on 30-12-2015

- **Sindh Child Marriage Restraint Act:** NCSW entered into an MOU with Rutgers World Population Fund in May 2015 to track and monitor the implementation of Sindh Child Marriage Restraint Act 2014 in two districts of Karachi and Sanghar.

## Advocacy

NCSW undertakes advocacy roles in areas important to women's empowerment. MOUs are signed with different actors; legislators and officials are lobbied.

- **NCSW 16 Days of Activism Media Campaign:** The 16 Days of Activism against Gender Based Violence is an international campaign to challenge violence against women and girls. The campaign runs from November 25, (International Day for the Elimination of Violence against Women) to December 10, (Human Rights Day.)

**“VAW and especially domestic violence is an area of serious concern for us and a priority area of work for the Commission, so the objective here is to raise awareness on this among women” Ms. Khawar Mumtaz**

NCSW entered into an MOU with the White Ribbon Campaign (WRC) that works for male engagement on VAW to launch a nationwide campaign to create awareness about pro-women laws through seminars, TV, radio, social media, and print media. It jointly organized a launching ceremony on the occasion of Sixteen

Days of Activism for Elimination of Violence against Women on 24th November 2015 in Islamabad, participated in by Government officials, social activists, legislators, diplomats and representatives of media and civil society. The launch was followed by 2 week campaign on the laws. A plan was drawn to carry the campaign over the year with TV & radio spots and posters.





- **Women with Disabilities:** NCSW and National Forum of Women with Disabilities (NFWWD) signed an MOU to promote an enabling environment for women with disabilities by raising their issues at the national level as well as

raising awareness on social issues and challenges that confront this group. On International Women's Day, 2015 NCSW and NFWWD jointly organized a Panel Discussion on "The Rights of Persons with Disabilities" at Islamabad. This event engaged stakeholders from the development sector including Women with Disabilities, Disabled People's Organizations, UN Agencies , Governmental, non-governmental and private sector organizations and came up with recommendations.

- **MOU with Center for Gender and Policy Studies:** NCSW signed MOU with Center for Gender and Policy Studies to collaborate in research and training and capacity building of elected and appointed policy makers, capacity building and sensitization of parliamentarians.
- **MOU With Rahnuma-Family Planning Association of Pakistan (R-FPAP):** NCSW signed MOU with Rahnuma-Family Planning Association of Pakistan (R-FPAP) for the purpose of undertaking joint activities of mutual interest across Pakistan and to develop joint strategies including but not limited to advocacy, campaigning, awareness and community mobilization.
- **Upgrading Shelters in Sindh:** NCSW, in response to complaints, visited Darul Aman Sukkur and submitted a report to the Ministry of Social Welfare & Women Development Department Sindh for taking immediate action. This triggered the process for upgrading Sindh women's shelters. NCSW facilitated the adoption and notification of SOPs for shelters developed by Civil Society members through a prolonged consultative process. NCSW also facilitated the search for funds for upgrading the Dar-ul-Amans in Sindh. Public-private-partnership modality was developed; upgrading and maintenance of infrastructure, documentation of inmates, institutional oversight mechanism (District Advisory Committees) and training of staff, and skill development for rehabilitation of inmates were completed (March 2015). A Provincial Advisory Committee was also approved and notified by the Government of Sindh as a mechanism for sustained oversight management of the shelters.



- **Provincial Commissions:** NCSW advocated for the establishment of Provincial Commissions on the Status of Women in Sindh and Baluchistan. Sindh government passed the Provincial Commission on the Status of Women Act, 2015.
- **Interactive Session With Stakeholders in Quetta:** According to the NCSW Act 2012, Commission's meetings shall be held in each quarter of the year at such times and at such place as the Chairperson may decide. The 54th meeting of the NCSW was held on 19th May 2015 at Quetta, Baluchistan. NCSW used this opportunity to meet with different stakeholders from the province and organized an interactive Session with the representatives of the provincial government, MPAs, civil society, minority communities, academia and media regarding NCSW's mandate and work. Provincial Minister for Women Development Mr Izhar Hussain Khosa was the Chief Guest of the Session.



- **NCSW Meeting With CM Baluchistan:** NCSW met with the Chief Minister Baluchistan Dr. Abdul Malik (May 2015) at CM Secretariat to discuss the issues of women's empowerment in the province. NCSW advocated for the early establishment of Provincial Commission on the Status of Women and provided lists of laws and copies of pro-women Acts to the parliamentarians and the CM for further legislation.



- **NCSW Attended session of Provincial Assembly Baluchistan:** During the visit NCSW also attended the session of Provincial Assembly Baluchistan and observed the active participation of women MPAs in the Assembly's debates. The visit was facilitated by MPAMs Raheela Durrani and her colleagues.
- **Awareness Raising through Radio Campaign:** National Commission on the Status of Women ran a series of programmes, Meri Awaz, on the issue of violence and specifically domestic violence as part of its campaign on Violence against Women (VAW). Women's rights activists, psychologists, legal and technical experts, government officials were interviewed and oral testimonies from women survivors in the programmes provided detailed information regarding the issue, its prevalence, impact on women, children and the family; the laws put in place to combat domestic violence by the government; as well as other government efforts and support mechanisms for women survivors. The radio programmes were organised through the support of the Gender Equity Programme of the Aurat Foundation and the USAID under the project, "Countering GBV through Research, Data Strengthening and Standardization".
- **Karachi Interactive Session:** NCSW organised an interactive session in Karachi to meet with different stakeholders in the province to discuss the issue of acid crime that was a cause of serious concern in Sindh especially in the light of recent incidents. The session was well attended, the representatives of the provincial government, women MPAs, civil society organisations, and minority communities among others. Ms. Syeda Shehla Raza Deputy Speaker Sindh Assembly was the Chief Guest of the Session. A survivor of acid crime was present to give her testimony. Support to her was announced by the Deputy Speaker.







### Seminars / Workshops / Conferences

Seminars and workshops are venues of sharing information, introducing NCSW and advocacy. These are also opportunities of networking. NCSW interacts with NGOs, government institutions, experts, individuals regularly.

- **Rural Women's Day 14-15 October 2015:** NCSW collaborates with PODA Pakistan for the 8th Annual Conference on Rural Women Day in Pakistan, organized on 14 - 15 October at LokVirsa, Islamabad. A number of key government and non-government NGOs collaborated to hold this event which was attended by over 1600 participants from 107 districts of Pakistan who had gathered in Islamabad for the event. The theme of the conference was Rural Women: Democracy, Development and Peace. A separate panel discussion, "Mobilizing Strategic Support towards Ending Violence Against Women & Girls" was organised by NCSW as a parallel session at the conference.
- **National Women Day (12th February 2015):** National Women's Day which received of great recognition in 2010 has been celebrated regularly by NCSW. This year NCSW celebrated National Women's Day at Jamshoro University Sindh to pay tribute to women and their struggle for rights and to introduce NCSW. Over 400 students, teachers and activists participated. A national panel of speakers from different sectors and provinces spoke at the event.





- **Toll free Helpline:** NCSW with National Police Bureau organised a consultative workshop on Toll Free Helpline for Women and Children in SAARC Member States in February 2015 in Islamabad. The workshop was very well attended by stakeholders including Government officials, police, FIA, NCSW, PCSWS, Departments of Social Welfare, Health and NGOs managing helplines, and working for women and children. Parameters of a national helpline to be hosted by NPB and linked at SAARC level were discussed and charted.





- **Child Marriage:** NCSW in collaboration with Democratic Commission for Human Development organized a national conference on "Child Marriage in Pakistan: Challenges and Strategies" on 28 January 2015 in Islamabad. Attended by more than 130 people from across the country the event aimed to raise awareness on the detrimental effects of child marriages and build capacities of key stakeholders to reduce/prevent the occurrences of early marriages in Pakistan. The event was chaired by NCSW Chairperson, and was attended by NCSW members, government representatives, parliamentarians, donor agencies, INGOs, Civil Society Organizations, religious scholars, academic institutions and the media. Speakers included NCSW members also provided provincial updates on the issue.



- **World Bank's Global Gender Strategy:** NCSW organized a consultation to discuss the World Bank's Global Gender Strategy and the Bank's operations in Pakistan. The Consultation was held in May, 2015 at NCSW office. Members of Provincial Assemblies, Women Parliamentary Caucus Members, and Members of PCSWs (KP and Punjab) participated.



- **Consultation on Sustainable Development Goals (SDGs):** National Commission on the Status of Women in collaboration with UN Women and Shirkat Gah organised a National Consultation on 23 November 2015, on gender indicators for SDGs for Pakistan. This consultation was one of many to ensure that the targets in SDG Goal 5 (Achieve gender equality and empower all women and girls), and the gender equality-related targets of other goals, are supported and clearly delineated by indicators that capture the transformation and progress being sought. The recommendations of these consultations were to be shared with the Planning Commission's SDG unit.



**Human Rights Day:** NCSW in collaboration with National Commission on Human Rights and UN Women organised an event on 12 December 2015 to commemorate Human Rights Day at Karachi. Mian Raza Rabbani Chairman Senate was the Chief Guest of the event. Issue of women of minority communities was highlighted.





## Institutional Strengthening:

- **Assessment session:** At the conclusion of its three-year term, 2013-15, the NCSW undertook an exercise to review its work and accomplishments and define strategic directions for its next term, 2016-18. The exercise was designed to involve NCSW Members and staff in a process to review NCSW's efforts and challenges in the period 2013-15. The objective included defining the contours of the emerging external context as it relates to NCSW's mandate, and to bring all concerned on the same platform for determining NCSW's strategy and priority focus over the next 3 years. (Report is attached at Annex B)



- **Inter Provincial Ministers Group:** NCSW became the secretariat for Inter Provincial Women Ministers Group in 2014. Following the 18th Amendment and devolution of women development to the provinces IPMG is an important coordination mechanism for sharing and planning initiatives, laws and policies for women empowerment and advocacy on the basis of each province's best practices. The Group meets regularly (3 times a year). The 11th IPMG and 12th IPMG meetings were held during the reporting period. (1 Pager brief is attached at Annex C)

The 11th IPMG was held on 12 August at Quetta. Chaired by Chairperson NCSW the meeting was attended by Government representatives from all provinces, and civil society. The purpose of this meeting included provincial updates on gender equality initiatives; a debrief by NCSW on UN-CSW 59 Session and Sustainable Development Goals (SDGs); presentation of National Policy Guidelines on Vulnerable Groups in Disasters by National Disaster Management Authority (NDMA); recommendations of the Peace Dialogue on Social Reconstruction held in Baluchistan with UN Women's support; and a presentation on the proposed VAW Study/Survey by the NCSW.

Ms. Fauzia Tariq, Programme Specialist, UN Women, shared the key outcomes of the 10 IPMG and summarized the key objectives of the Group. She highlighted some of the achievements of the IPMG Forum so far. These include;

- The establishment of independent WDDs in Punjab, Baluchistan, AJK and Sindh;
- Adoption of Women Empowerment and Gender Equality (WE&GE) policy frameworks/policies by the Provincial WDDs in almost all the Provinces except KP.
- Initiation of legislation and establishment of provincial and state commissions on the status of women.
- A catalyst role of the Forum in setting up a collective vision on GE and learning and sharing of best practices. (Report and signed resolution is available at UN Women website. [www.unwomen.org/en](http://www.unwomen.org/en))

The 12th IPMG was held on 26 November 2015 at Muzaffarabad, Azad Jammu Kashmir. The meeting was Chaired by Chairperson NCSW and attended by the Country Director of UN Women, Minister WDD of AJK and secretaries and additional secretaries of WDD Baluchistan, Sindh, Punjab, KP, FATA, chairperson PCSW Punjab, Deputy Country Representative of UN Women, and representatives of academia. It was recommended by the forum that UN Women should set up its office in Gilgit Baltistan. (Report and signed resolution is available at UN Women website. [www.unwomen.org/en](http://www.unwomen.org/en)). It needs to be noted that all IPMG meetings have been supported by UN Women.

- **Upgrading NCSW Resource Centre:** During the year 2015 the process of digitizing and upgrading of the Commission's resource centre has been completed through support from USAID- Aurat Foundation Gender Empowerment Fund. A website and portal is being set up to connect NCSW with Gender Studies departments of all public sector universities.



- **Darul Aman Sukkur:** NCSW's facilitation of DarulAmanSukkur upgrading in Sindh through public-private-partnership modality was completed in March 2015. It involved upgrading and maintenance of infrastructure, documentation of inmates, institutional oversight mechanism (District Advisory Committees) and training of staff, and skill development for rehabilitation of inmates. A Provincial Advisory Committee has also been approved as a mechanism for sustained oversight management of all shelters in Sindh.

## Networking

Networking is an ongoing and continuous activity of NCSW. This is done through participation in activities organized by the Commission itself and other official, civil society and donor organisations / agencies. The Commission rotates its Members/Board meetings between provinces and uses the opportunity to interact, network, advocate and highlight NCSW activities with stakeholders in provinces. To sum up the Commission:

- Networks with Women' Parliamentary Caucus (NA and Pas): orientation, facilitation of discussions, and participation in activities.
- Undertakes joint activities with Provincial Commissions on the Status of Women (Punjab and KP)
- Networks with Civil society networks/organisations, Govt institutions (e.g. NIPS.PBS), leading NGOs, and multi and bilateral donors (UN Women, World Bank, Asian Development Bank, DFID, EU, Netherlands, Population Council, UNFPA, etc.) for promoting women's rights

## Research and Publications

- A number of publications were produced by NCSW in 2015. These are as under:

- Acid Survivors Foundation's Status Reports on Acid Crime 2015
  - Female Adolescent Reproductive Health and Main streaming - Consultation Report
  - NCSW annual reports 2014
  - Addressing Violence – Ending Impunity, NCSW Seminar Report
  - Training Module and Reference Manual for Nikah Registrars, NCSW
  - Standardised Indicators for research on VAW, with AF-USAID-GEP support
  - Women's Economic Empowerment-Status Report. UN Women support (research in process)
  - Research and Development Solutions (RADS) Study on Medico-Legal Services
- Desk review on Violence Against Women.** The objectives of the literature review are to collate and establish a repository of the researches/reports published on the issue of violence against women in Pakistan. The review strives to identify types, prevalence, location and severity of VAW.
- Desk review on Jirga.** Desk review focuses on the functioning of jirgas / panchayats, their handling of cases of violence against women and the verdicts given in cases that affect women.
- Access to justice.** This research examines cases of sexual violence under the Protection of Women (criminal Laws Amendment) Act, 2006 in superior courts. This exploratory study attempts to track the process of law under this Act. The starting point is the cases that have been adjudicated upon in High Courts of Islamabad and Lahore.

## International

Representation at UN: Chairperson NCSW was a member of Official delegation to UN CSW (March 2015).

**China:** Chairperson represented Pakistan in Longman Girls and Women Development Forum in Beijing in August 2015.

**SAARC:** NCSW Chairperson chaired and steered the first SAARC Gender Advisory Group meeting hosted by Min of LJHR in July 2015. SGAG made recommendations to the SAARC Technical Committee on Women, Youth and Children.

## Litigation:

**Jirga Petition:** NCSW is a petitioner in the Supreme Court against jirgas as these are extrajudicial bodies that should not be adjudicating in criminal matters. It also won the habeas corpus appeal in Dassu District Court in the Kohistan video case.

**Election in Lower Dir:** NCSW submitted a complaint in the Election Commission of Pakistan against non-participation of women in the bye-election in Lower Dir. It also became party to the case in the Peshawar High Court for declaration the election void.

**“We as a developing Nation are still struggling to bring perpetrators of violence to justice; it is the biggest obstacle to the empowerment of women”**  
**Ms. KhawarMumtaz Chairperson, NCSW**

## STATEMENT OF EXPENDITURE DURING 2015 (1ST Jan. to 31st Dec. 2015)

Broad breakup details of expenditure incurred by NCSW for its Program Activities and the Administrative cost are given below. The details of overall allocation for the covered period are also provided. It is important to mention that the expenses incurred do not reflect the actual volume of activities. NCSW was able to execute several activities with the financial collaboration of UN Agencies, International Donors, CSOs, etc.

<b>Budget Allocation for the financial Year 2014-15</b>	<b>Budget Allocation for the Financial Year 2015-16</b>	<b>Total Allocation ( Half of 14-15 and half 15-16)</b>	<b>Budget Utilization from 1<sup>st</sup> Jan. 2015 to 30<sup>th</sup> Jun. 2015</b>	<b>Budget Utilization from 1<sup>st</sup> Jul. 2015 to 31<sup>th</sup> Dec. 2015</b>	<b>Total Utilization for the Year 2015 (1<sup>st</sup> Jan to 31 Dec. 2015)</b>
Rs. 111.503 Millions	Rs. 78.009 Millions (Rounded)	Rs. 94.756 Millions (Rounded)	Rs. 25.708 Millions (Rounded)	Rs. 7.758 Millions (Rounded)	Rs. 33.466 Millions (Rounded)

# Annual Report 2016



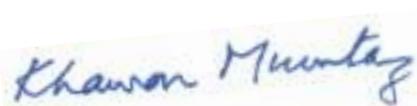
## Message From The Chairperson-2016

2016 was a lean year for NCSW. Commission Chairperson's term ended in December 2105 and that of its members in early April 2016. Thus the level of activities remained at a minimal subsistence level.

The new 6th commission was notified in October and became functional from November 2016. There is therefore little to report. The Commission had its first meeting in November 2017 where members fulfilled the legal requirement of electing an Executive Committee and forming sub-committees. Strategic direction and priorities was also set. Emphasis was on getting NCSW's institutional base established and get the Commission up and running with necessary staff and remaining rules and regulations in place.

I take the opportunity to express my appreciation of NCSW officers, administrative staff and its volunteers who kept the Commission going, especially during the time its office was sealed. Ministry of Human Rights is also owed thanks for providing space and supporting the Commission's hands during difficult times.

Momentum has now been set and the Commission looks ahead for a fruitful and effective term with a full complement of staff and complete administrative and financial autonomy.



**Khawar Mumtaz**  
Chairperson NCSW  
December 2016

## NCSW MEMEBRS PROFILE (2016-2019)

### Khawar Mumtaz - Chairperson

Ms. Khawar Mumtaz did her M.A. International Relations from Karachi University and topped in the examination. She also has a Diploma in French Language. Before joining NCSW as its Chairperson Ms. Mumtaz was CEO of ShirkatGah, a leading women's rights and development organization and had also served as a Member of NCSW (2009-2012).



Ms. Mumtaz brings almost 30 years of experience of activism and working on women's rights and development. Her specific expertise is in the areas of women and development; women's political participation, poverty and environment, women's reproductive health and rights. Her work spans from capacity building of grassroots organizations, to research, analysis and evidence based advocacy with policy makers. Ms. Mumtaz has over 60 publications to her name, and was recipient for the Prime Minister's award for the co-authored book, 'Women of Pakistan; Two Steps Forward One step Back?' (1989). She has served/serving on a number of international and national boards including as Vice-President of International Union for the Conservation of Nature (IUCN) and Society for International Development (SID). She received the Sitara-e-Imtiaz for social service and promotion of women's rights in 2006 and was one of the 100 nominees for the Nobel Peace Prize in 2005.

### Farida Shaheed – Member Punjab

Farida Shaheed, sociologist by training and activist by choice, is the Executive Director of ShirkatGah-Women's Resource Centre, Pakistan's first and oldest feminist organization. She helped found the national lobby, Women's Action Forum, and the international solidarity network, Women Living Under Muslim Laws. Winner of numerous awards and member of Pakistan's National Commission on the Status of Women, she has written extensively on women's rights and movements, cultural identities and State-citizen relations. As the first UN Special Rapporteur in the field of cultural rights (2009-2015), she worked to define this key neglected area of human rights, advocating a paradigm shift: from viewing culture as an obstacle to women's rights to demanding women's cultural rights on a basis of equality. Gender equality she feels demands occupying cultural spaces and obtaining equal cultural rights.



### Sohail Akbar Warraich– Member Punjab

He is a freelance researcher, writer and trainer, farmer, and women rights activist. He has been working for over twenty five years on law and policy reform relating to personal status laws and issue of violence against women, analyzing the inter relationship between the principles of law and the realities of people's lives. He has developed legal consciousness courses looking at the law and legal



system critically from the perspective of rights, social justice and development. His writings have been published in national and International publications. He holds a Masters in Law in Development from the University of Warwick, focusing on Constitutional Law and Development, and Gender, Law and Development.

### **Kausar S. Khan- Member Sindh**

Education Background – Humanities and social sciences, MA, Karachi University, MA & PhD candidate McMaster University, Canada.

Work experience: teaching, training undergrad and graduate student, NGOs CBOs and community members .

Last over 25 years worked in katchi abadis of Karachi and rural population . Primary ideas: women , marginalized, empowerment, participation, equity, Rights, ethics, social determinants of health.

Research paradigm : participatory action research, participatory systemic inquiry.

Current employment : aga Khan University, Karachi (part time); interactive research and development & Indus Hospital network (part time)



### **Dr. Misbah Bibi Qureshi– Member Sindh**

Prof Dr. Misbah Bibi Qureshi is Professor at Institute of Gender Studies, University of Sindh, Jamshoro, Pakistan. She has done her Phd and Master Degree from Centre for Interdisciplinary Gender Studies, University of Leeds, United Kingdom. She holds her M. Phil and M. Sc (Psychology) degree from University of Sindh, Jamshoro, Pakistan.



### **Dr. Maryam Bibi– Member Khyber Pakhtunkhwa**

Maryam Bibi obtained her M.Phil. in Social Policy from the University of York, UK in 2008 and has conducted a research study on gender and women and children related issues in FATA.

Maryam Bibi's early experience also led her to become the founder and Chief Executive of Khwendokor [www.khwendokor.org.pk](http://www.khwendokor.org.pk) . This NGO is based in Pakistan and works in the remote and undeveloped areas of the Khyber PakhtoonKhwa and the Federally Administered Tribal Areas (FATA). It sets out to improve the education, health and economic well-being of women and their children and thus to strengthen both them and their communities and give them greater control over their own lives. Maryam Bibi has played a key role in the growth and development of Khwendokor, which began in 1993 in a single village with four staff members, and now works in more than 300 villages and has 343 staff. More geographical expansion as per as program.

In addition to her work for Khwendokor, Maryam Bibi contributes to the work of many different national and international organizations. She serves on the boards of the Society for Protection of the Rights of the Child (SPARC) [www.sparcpk.org](http://www.sparcpk.org); The full board member of Humanitarian Accountability Partnership. The boards of FATA Education



Agency, the Elementary Education Foundation (EEF) of the Government of KPK; Beijing + 15 ; KASHAF; the Dost Foundation and the SUNGI Development Foundation. She contributes to the work of the Social Welfare Department of the Government of the Khyber Pakhtoonkhwa Province; the Women's Study Centre, University of Peshawar; the NWFP Women's Writers' Forum; the Asian South Pacific Bureau of Adult Education (ASPABE) and member of National Commission on the status of Women consisting. Actively involve in peace movement in AmanTehreek (Provincial level) and AmanTeehad (National level). Actively participated "Training course on Women .Peace and security" in Holland.

### **Mossarat Qadeem– Member Khyber Pakhtunkhwa**

Ms. Qadeem is co-founder of PAIMAN Alumni Trust, a pioneer organization in countering violent extremism in Pakistan which has received international recognition and applaud for its innovative model of neutralizing extremist tendencies through community mobilization, active citizenship and community empowerment for building social cohesion and has prevented thousands of youth from becoming extremists.



Ms. Qadeem is internationally known expert on countering violent extremism and de-radicalization and has spoken thrice in the UN General Assembly on the subject. She partners with many international organizations and is the member of International Review Panel of Global Community and Resilience Fund (GCERF) and Women Alliance for security Leadership (WASL). She advocates in the realm of women peace and security at the national and international level.

To all her work, Ms. Qadeem brings the knowledge and experience she acquired during her 14 years as a political science professor at the University of Peshawar. She is an International resource person, has developed training manuals and conducted more than 100 trainings on women peace and security, De-radicalization, CVE, GBV, Gender mainstreaming, Gender and development with national and international institutions.

She has initiated a unique model of Peace Education by bringing teachers and students of elite private school and Madrassa and has developed supplementary reading material on peace, tolerance and interfaith harmony for both. She founded and expanded Amn-O-Nisa, a coalition of women leaders of Pakistan, Afghanistan and India, binding women peace activist of the region to raise their voices for a peaceful region.

Ms. Qadeem is aExperienced researcher and analyst and has published two books, written many articles, and produced documentaries on topics of interfaith harmony, peace education, youth role in countering/preventing violent extremism and women's experiences with conflict and extremism. She was a minister of information of Khyber Pukhtunkhwa Province in the interim government and has held prestigious positions in the government. Currently she is the member of First Search and Scrutiny Committee of Khyber PukhtunkhwaEhtisab Commission; Member of Syndicate Bacha Khan University Charsadda and member of Board of Directors of FATA Development Authority.

She holds a master degree in political Science, Peshawar Pakistan as well in Gender studies from Institute of Social Sciences, Netherlands, M.Phil degree in International Politics from University of Hull and a fellowship from J.F. Kennedy School of Governance, Harvard, USA.

She was awarded Kodikara award 1996 by Regional Centre for Strategic Studies Sri Lanka; and the Women in Security, Conflict Management, and Peace (WISCOMP) Scholar of

Peace Fellowship (2000-2001); London School of Economics, Women Peace and Security fellowship 2016-17. She also won the prestigious N-Peace Award 2016 Action for Change for her unprecedented work in the field of countering and preventing violent extremism in Pakistan.

### **Sana Durrani-Member Balochistan**

Ms. Sana Durrani born on 17<sup>th</sup> March 1982 in Quetta with qualification of MA/MSc in social Science and known as women human rights defender, distinctive social activist, educator, trainer and above all an emerging and a hard working leader of many initiatives for women development in general and minorities empowerment in particular. Sana is the member of National Commission on the Status Women Govt of Pakistan to represent Balochistan. Being a patriotic and enthusiastic Pakistani, Sana is the elected Chairperson of Balochistan Women Business Association (The pioneer association in the Country for economic empowerment of poorest women) providing economic empowerment to poorest women through skill development and technical vocational enhancement assistances in the province benefitting over 50 thousand direct beneficiaries specially in reducing the poverty from the province. Ms. Sana has been promoting local cultures and traditions of the province as key tool for not only peace promotions for provincial and national harmony but also providing opportunities for the poorest women of the province to contribute through their handicrafts for peace and culture and above all for poverty reduction. She is the key inventor and active member of various local and national peace campaigns such as Peace is My Right, Iltija-e-Aman, and Peace for All etc.

Being Key Relief Volunteer, She provided her welfare services in district Ziarat earthquake 2008 , directly benefiting over 7 thousand women and children by providing relief food and non-food Psychosocial Counseling Services, She was also the most active relief coordinator in floods 2010 and 12 in Nasirabad Division benefiting over 10 thousand families by providing food, tents, NFIs and opening women crises centers, child friendly spaces and community schools in both districts where over 3 thousand children are still enrolled in formal education. Similarly in post-Earthquake 2013 in district Awaran, She again served over 5 thousand survivors particularly women and children with relief items and Psychosocial Counseling.



### **Rukhsana Ahmed Ali– Member Balochistan**

has worked as social/political worker in Balochistan for over thirty-five years. Ms. Ali's focus has been on spreading education among the general masses, particularly women. She has singularly strived against the Girl Child taboo in her region. She worked in the fields of education, women's health, gender equality and empowering the marginalized sections of our country to create a socially just and democratic Pakistan. She is Ex-Member of National Commission on Status of Women. She has served as General Secretary, PPP, has participated in the "Nai Roshni Project" and has been elected to the Union Council twice.



### **BibiNabat Ali– Member GilgitBaltistan**

Ms.BibiNabat Ali is a development professional and has vast experience of working on gender and development in Pakistan and at international level in countries like Sudan and Bangladesh with United Nations. She has strong background on gender and development and has significantly contributed in developing gender strategy and policy and worked on women and peacebuilding, political participation of women, gender based violence and women's social and economic empowerment. Her experience of working on community mobilisation and establishing women's community based organisation with Aga Khan Rural Support Programme (AKRSP) in GB served as model for community based rural development in Pakistan. She has done Master's in International Development from University of BATH UK.



### **Ali Begum Member Federally Administered Tribal Areas**

### **Dr. HumaQureshi– Member Islamabad Capital Territory**

Doctor of Medicine (MD), MSocSc in Health Management Program Management Specialist, Health Sector Expert Representative of International Federation of Business & Professional Women (BPWI) to the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP)  
Member Health Committee International Federation of Business & Professional Women (BPWI)  
District Chair Community Service 2012-13 for Rotary International District 3272 (Pakistan & Afghanistan)



### **Kalpna Devi Member Minorities**

**Fauzia Viqar**  
**Chairperson, Punjab Commission on the Status of Women**

With over 17 years of experience in women's empowerment and human rights advocacy, FauziaViqar is recognized widely for her work against gender and race-based discrimination. As first Chairperson, she has been responsible for establishing the of Punjab Commission on the Status of Women in 2014 and led the review and revision of legislation, policies and services impacting women's rights as citizens in Punjab. The Commission successfully administers a Women's Helpline, an extensive Gender Management Information System on women's socio-economic and political status that forms the basis of the Gender Parity Reports, and capacity building of Local Government Officials for compliance on family and child marriage laws. She has held senior management positions with women's rights NGOs and with governments in Pakistan and Canada. She has spoken at various national and international conferences. Fauzia holds a Masters in Political Science from McMaster University, Canada and an M. Sc in International Relations from Quaid-e-Azam University, Pakistan.



**Maria Iqbal Tarana**  
**Chairperson**  
**State Commission on the Status of Women, Azad Jammu Kashmir**



**Ms. Neelum Toru**  
**Chairperson Provincial Commission on the Status of Women**

## 1. Introduction

First term of the present Chairperson, NCSW expired in December, 2015. Accordingly, for a period of 30 days NCSW's member Mrs. Saira Afzal Tarrar was appointed as Acting Chairperson of National Commission on the Status of Women. Her term expired on 04.02.2016. The terms of the members of the Commission expired on 07.04.2016.

On 10th May, 2016, the office of the NCSW was sealed by CDA, as per orders of the Supreme Court of Pakistan. It remained completely non-functional till 1st August, 2016. When, NCSW was shifted to office building in the commercial area of Islamabad. Activities of the Commission remained at its lowest ebb due to the above situation.

During the period April, 2016 to October 2016, the Commission was run by the Secretary of the Commission who attended the meetings of the Senate and National Assembly Standing Committee gave views/comments on various legislations as and when asked for by the MOHR. In addition, the Secretary and officers of the Commission regularly attended events organized by the Civil Society Organizations (CSOs) and received foreign delegates.

Chairperson of the Commission is also the Principal Accounting Officer (PAO) of the commission. During her absence it was very difficult to run the day to day work/ expenditure of the Commission. Ministry of Human Rights supported the Commission in meeting its basic and day to day expenditure.

Chairperson of the new (6th) Commission joined office on 1st of November 2016 and the members of the Commission were also notified and joined. The Commission became functional with its first meeting on 22nd November 2016.

## 2. Major Activities

### 2.1. Celebration of National Women's Day

NCSW organized one day Seminar in Quetta to celebrate the National Women Day on 12th February 2016. The event was attended by large number of participants from





government departments / organizations and civil society organisations.

## 2.2. 58th Meeting of the Commission

The first meeting of the 6th Commission was held on 22nd Nov 2016 at Islamabad. In the meeting, the Commission approved the continuation of the following thematic priority areas for the next three years:-

### (1) Violence Against Women

In the thematic area Violence Against women following additional activities were decided upon:

- a) Visits to Prisons – in coordination with Provinces
- b) Monitoring of Cases of Violence Against Women
- c) Establishment of Complaints handling, referral and documentation mechanisms

### (2) Women's Political Participation and Representation

- a) Electoral Reforms and monitoring of elections
- b) Enhanced Linkages with Parliamentarians
- c) Engagement with Local Government Reps

### (3) Economic Empowerment

- a) Advocacy for Home Based Workers Policy
- b) Women's Care Work

The Commission also constituted and notified various committees along with their TORs in accordance with the NCSW Act, 2012. The Committees are namely:

- Executive Committee,
- Law & Policy Committee,
- Research and Advocacy Committee
- Finance Committee

## 2.3. Committee Meetings

### 2.3.1. Meeting of the Executive Committee

After notification, the first meeting of the Executive Committee was held on the 22nd of December 2016 in Lahore, chaired by Chairperson NCSW. The Committee discussed various issues regarding hiring of staff and consultants, review of draft service rules, formal approval for printing of Annual Report 2015, etc.

### 2.3.2. Meeting of the Law and Policy Committee

On constitution and notification the first meeting of the Law and Policy Committee was held on 10th of Jan 2017 in Islamabad, under the Chairmanship of Mr. Sohail Akbar Waraich (Convener) Law and Policy Committee. The Committee discussed and reviewed the following matters:

#### a). Proposed Amendments in NCSW Act 2012.

The Committee briefly reviewed and discussed the proposed amendment in the NCSW Act 2012 with special reference to the period/ continuation of members of the Commission and the term of office of Acting Chairperson. It approved the adding a new clause (Section 6(3)) and amending Clause 8 as given below:

#### New Clause / Section 6 (3)

- i) The Government shall appoint the new members of the Commission 15 days before expiry of the term of existing members
- ii). In case of failure of appointment of new members, the existing members shall continue to act as members till the appointment of new members.



## Amendment in Clause 8: Acting Chairperson

“By reason of vacancy in the office of Chairperson due to death, illness, resignation, expiry of term or otherwise, the Prime Minister shall appoint a woman who is eligible to be appointed as Chairperson as contemplated in Section 3(2) of the NCSW Act from amongst the members of the Commission to act as Chairperson for a period of thirty days or until the appointment of a new Chairperson”.

### b). Proposed Amendment in the draft Jirga Bill

The Committee also recommended amendments and insertion of revised Schedule in the draft Jirga Bill that NCSW and Ministry of Human Rights had drawn up.

### c). Strategy/Plan for 6th Commission's term

The Committee discussed the strategy and work plan for the three years of the present commission in the light of the objectives of NCSW Act 2012 and Commissions priority thematic areas and agreed to focus on monitoring and advocacy during this term. The Committee suggested the followings steps for monitoring and advocacy:

- i. Information /data gathering on women cases in Jails etc
- ii. Develop complaint mechanisms / template for receiving and addressing complaints.
- iii. Fact finding in critical situations/cases
- iv. Become party to inquiry / case in Court of law.
- v. Take up cases for follow-up which have wider implication
- vi. Facilitating role for “access to justice”.
- vii. Visits to jail

## 2.4. Advocacy And Awareness

### 2.4.1. Celebration of Rural Women Day 2016

NCSW and representative of PODA participated in live radio programme regarding awareness and advocacy on pro-women laws in Pakistan on 19th October 2016.

### 2.4.2. 16 Days of Activism against VAW.

The 16 Days of Activism against Gender Based Violence is an international campaign to challenge violence against women and girls. The campaign runs from 25th November 2016, International Day for the Elimination of Violence against Women, to 10th December 2016 every year, Human Rights Day.

National Commission on the Status of Women in collaborations with NGO, White Ribbon launched this year “16-Days Activism against Gender Based Violence” by holding a press conference in Islamabad attended by print and electronic media and members of Government departments, legislators, diplomats and representatives of civil society. The launch was covered widely and included the introduction of a VAW ambassador, well known actor Ahsan Khan.

The launch was followed by an intense 2 week campaign on women protection laws and a regular campaign that is to continue throughout the year through electronic and print media and special programs (conferences, information posters and TV drama serials etc.).

## Statement of Expenditure during 2016 (1st January, 2016 to 31st December, 2016)

Broad breakup detail of expenditure incurred by NCSW for its program Activities and the Administrative cost are as follows. The detail of overall allocation for the covered period are also tabulated:-

Budget allocation for Financial year 2015-16	Budget allocation for Financial year 2016-17	Budget utilized from 1st Jan. 2016 to 30th June, 2016	Budget utilized from 1st July, 2016 to 31st Dec. June, 2016	Total Utilization from 1st Jan. 2016 to 31st Dec. 2017
Rs. 78 Million	Rs. 45 Million	Rs. 21,567,437	Rs. 5,399,840	Rs. 26,967,277

# Annexes



## ANNEX A

### Summary of activities National Commission on Status of Women (Jan 2013 - Dec 2015)

#### Broad Working Mechanism

The main operating structure of the Commission is a Chairperson supported by a board of 20 members (5 ex-officio) with various committees. Brief description is as follows:

- Total of Ten Commission (Board) Member meetings were held during 2013-15 (approximately one in each quarter)
- Seven meetings of the Executive Committee were held
- Commission formed two committees from amongst its members i.e. Law and Policy Committee and Research & Technical Committee, that operated during its entire tenure.
- The Law & Policy Committee met ten times to review/discuss various laws, policies etc. The Chair of the Law and Policy Committee in addition gave advice on specific issues like Qanoon e Shahadat, CEDAW Optional Protocol, Hindu Marriage Bill, amnesty for women on death row, etc. as and when the need arose and represented the Commission in the SC on the Jirga petition.
- Thirteen laws were reviewed from the gender perspective to give comments and propose amendments, etc.
- The Research & Technical Committee many times to review research needs, prepare research TORs, interview candidates, and review draft research reports, etc.
- 43 major Consultations/Seminars, Stakeholder meetings were held during this tenure. Besides larger public consultations several focused roundtables, press conferences and activities were organized, some in collaboration with other stakeholders..
- NCSW Chairperson was invited to speak and chair almost 300 events (official and NGO/Civil society) over the three year term; members participation in events in provinces were additional.
- NCSW Chairperson was appointed the Chair of the Senate of Karakoram International University (2014) by President of Pakistan; is member Board of Directors Punjab Skill Development Fund and of other Advisory Boards.
- NCSW Chair and members participated in twelve international events in their official capacity.
- The Commission upgraded its website which got up to 100,000 hits a month and has put in place a portal for gender studies departments of 9 public sector universities. It will become operational once requisite staff is in place.

#### Law Review:

List of the laws reviewed /proposed and contributed to, are as under:

1. Domestic Violence Protection and Prevention Bill (ICT) 2012
2. Reproductive Health Care Bill 2013:
3. Christian Marriage and Divorce (Amendment) Bills
4. Pakistan Registration of Hindu Marriage Bill
5. Provincial Commission on the Status of Women Baluchistan (Baluchistan)

6. Political Parties (Amendment) Act:
7. Proposed Amendments from women's perspective in Prevention and Control of Human Trafficking of Women Ordinance 2002 and Human Smuggling Ordinance 2002
8. Reviewed and commented on Comprehensive Law on Rape
9. Proposed /Reviewed the Local Government laws in the Country
10. Reviewed the Nikah registration form and gave recommendations to Law and Justice Commission of Pakistan. Followed with producing training module and manual for nikah registrars.
11. Reviewed proposed amendments to the Harassment of Women at Workplace Act 2010 through stake holder consultation and gave recommendations. The proposed amendments were withdrawn
12. Reviewed (Criminal Law (Amendment) Act 2004 and Qisas and Diyat Law from the perspective of killing in the name of honour and proposed amendments to the Ministry of Law Justice and Human Rights for consideration.
13. Reviewed the Draft Juvenile Justice System Bill, 2015 and submitted detailed comments to the Ministry of LJHR.
14. Reviewed the Cyber Crime Bill and sent recommendations to the Select Committee of NA and the Minister concerned.
15. Anti-Rape Bill moved by MNA Ms Shaista Parvaiz was reviewed and inputs provided with references/practice from other Muslim countries.
16. Recommendations for electoral reforms were sent to the Parliamentary Election Reforms Committee and ECP for ensuring women's full participation in elections as contestants and voters.
17. Reviewed and proposed amendments to the Law of Evidence
18. Proposed Amendments in PPC in Context of Jirga/Panchayats
19. Reviewed and provided comments on CEDAW optional protocol and General Declaration

### Monitoring Activities

One of NCSW's functions is to monitor progress, implementation and promotion of laws and support systems. For this two kinds of initiatives have been taken by the Commission: (i) of developing indicators for reporting by government departments/agencies and (ii) of entering into MOUs with civil society organizations working on NCSW thematic areas.

- **Standardized Indicators:** NCSW has developed standardised indicators on violence against women for use in micro and macro level researches to facilitate cross-institutional analysis at national and international levels. (Published).
- **CEDAW Monitoring:** with PCSW-Punjab NCSW developed indicators to facilitate reporting by various departments on CEDAW Committee's two concluding remarks to be reported on in 2015. These were submitted to the Min of LJHR for the Treaty.
- **Implementation Unit.**  
National Review of Beijing + 20: NCSW led the process for the stakeholder review and analysis of the implementation of Beijing commitments over the past 20 years. A series of provincial consultations and a national meeting were organized and involved relevant government agencies, parliamentarians, NGOs and other stakeholders. A report was produced.
- **TDP Camps:** NCSW members from KP visited Temporarily Displaced Peoples

(TDPs) camps in Bannu to identify problems faced by women and reported on measures to address faced by them.

- **Dispute Resolution Committees:** KP members did a study of the pilot project in KP of dispute resolution system through police stations.
- **Acid Survivors Foundation:** In January 2014 NCSW signed an MOU with Acid Survivors Foundation for monitoring and tracking incidents of acid crimes, documenting registered cases under the amended law and advocate for a comprehensive law.
- **Media Complaint Cell:** NCSW and the Uks Research Centre jointly piloted the Pakistan Women's Media Complaint Cell (PWMCC) in Feb 2014 to promote and ensure gender responsiveness within media houses
- **Sindh Child Marriage Restraint Act:** NCSW developed a monitoring framework with Rutgers World Population Fund (May 2015) to track the implementation of Sindh Child Marriage Restraint Act 2014 in two districts of Karachi and Sanghar.
- **Monitoring of Elections:** NCSW systematically monitored the elections of 2013. It got accreditation from ECP; set up a web based complaint mechanism; and shared it widely. NCSW members and volunteers monitored the process in their constituencies using NCSW guidelines. Complaints from the field were also received and referred to ECP. A report with recommendations was submitted to ECP. During Local Governments elections in Punjab the Commission was asked by ECP to refer complaints from the field if women were prevented from voting. NCSW also complained to the ECP about prevention of women from voting in Lower Dir and went to Peshawar High Court to challenge the validity of the election.
- **Litigation:** NCSW is a petitioner in the Supreme Court against jirgas as these are extra-judicial bodies that should not be adjudicating in criminal matters. It also won the habeas corpus appeal in Dassu District Court in the Kohistan video case.

#### Advocacy Efforts :

- **Electoral Reforms:** NCSW sent recommendations to the Election Commission of Pakistan and Parliamentary Electoral Reforms Committee for ensuring women's participation in elections by making 10% women voter turnout mandatory for a valid election and binding parties to 10% tickets to women candidates on general seats. It also sent in comments to ECP's Strategic Plan.
- **Pro-women laws:** NCSW launched a nationwide media campaign to create awareness about pro-women laws through Seminars, TV, Radio, Social Media, and Print Media. It jointly organized a launching ceremony on the occasion of Sixteen Days of Activism for Elimination of Violence against Women on 25th November 2014 and 24th Nov. 2015. The campaign ran over the year providing information about laws on acid crime, early and child marriage, harassment against women at workplace, and rape and necessary steps to seek redress. Posters were widely disseminated and TV spots on the four crimes were run as public interest messages by PTV. Radio Pakistan broadcast a six part awareness programme on violence against women in December 2015 and gave airtime regularly to NCSW throughout the 3 years.
- **Women with Disabilities:** NCSW and National Forum of Women with Disabilities (NFWWD) signed an MOU to promote an enabling environment for women with disabilities by raising their issues at the national level as well as raising awareness

on social issues and challenges that confront this group. Joint seminars were organised and recommendations forwarded to relevant institutions.

Provincial Commissions: NCSW advocated for the establishment of Provincial Commissions on the Status of Women in Sindh and Baluchistan. Sindh government passed the Provincial Commission on the Status of Women Act, 2015. Commission members met with the Chief Minister Baluchistan Dr. Abdul Malik (May 2015) to advocate for Provincial Commission on the Status of Women in Baluchistan and provided a list of laws and copies of NCSW and PCSW Acts and other pro-women Acts to facilitate legislation in the province.

- **Meeting President of Pakistan:** Chairperson NCSW with members of NCSW Executive Committee and Law Committee called upon President Mamnoon Huaaain (June 2014) and briefed the president about the Commission. Honourable President assured NCSW of every possible support in its efforts for women's empowerment.
- **Inter Provincial Ministers Group (IPMG):** A platform of Women Development Ministers and Departments initiated with the support of UN Women was revived by NCSW. It serves as the IPMG Secretariat since 2013.

### Seminars/Workshops/Conferences

Seminars and workshops are venues of sharing information, introducing NCSW and advocacy. These are also opportunities of networking. NCSW interacts with NGOs, government institutions, experts, individuals regularly.

1.	Eight Consultative/Interactive Meetings timed with Board Meetings	08
2.	CEDAW Briefing 27th March 2013	01
3.	Five Beijing + 20 Review Consultations throughout Pakistan	05
4.	Two Advocacy Conferences/Seminars	01
6.	Conference/Seminar on Domestic Violence	01
7.	Three Consultations organized to Review Qisas & Diyat Bill	03
8.	Five Consultations organized to Develop Standardized Indicators	05
9.	Two Consultations/Meetings to review Acrid Crime Bill	02
10.	Hosted /Organized Five IPMG Meetings	05
11.	Roundtable Conference/Meeting on Reproductive Health with (Dutch Minister).	01
12.	3 consultations Harassment Act,	03
13.	One Consultation on SDGs	01
14.	Meeting On The Gender Equality And Leadership Agenda	01
15.	Consultation on legislation to empowering women voters 15/5/14,	01
16.	Toll free helpline for women and children SAARC member states	01
17.	Meeting/Seminar with the delegation Nepal Women Commission	01
18.	Consultation information needs of Adolescent Girls on Reproductive Health	01
	Total :	43

### Research and Publications

NCSW is mandated to undertake research as well as encourage research in its priority areas (VAW, women's pol participation and women's economic empowerment). It undertook research (some supported by USAID-GEP /AF) and encouraged others also to take up

similar issues.

### Publications

- Study of Nizam-Adal, co published by NCSW and PCSW-KP (2013)
- Status Reports on Acid Crime. ASF and NCSW (2014 and 2015)
- Female Adolescent Reproductive Health and Mainstreaming - Consultation Report. NCSW and Research And Development Solutions Consultation Report (2015)
- NCSW Annual Reports 2013 and 2014
- Addressing Violence – Ending Impunity; NCSW Seminar Report. (2015)
- Training Module and Reference Manual for nikah registrars, NCSW (2015)
- Standardised Indicators for research on VAW, with GEP support (2015)

### Research:

- Desk Review of Violence Against Women
- Jirga system and its evolution as it impacts on women. (USAID-AF-GEP)
- Access to Justice with reference to cases of sexual violence with reference to Women Protection Act 2006. (USAID-AF-GEP)
- Study on Medico-Legal Services. Research and Development Solutions (RADS)
- Women's Economic Empowerment – Status Report. (UNWomen)

## ANNEX B

### Report of the Workshop on Review of NCSW by its members and staff, for developing Strategic Direction/s for NCSW 3rd December 2015

The National Commission on the status of women conducted a workshop for NCSW members and staff, to review NCSW's work in the period 2013-2015, , and then develop NCSW's strategic direction to achieve its Mission and Vision for upcoming years 2016-2018.

This session was held on 3rd December 2015 at NCSW office. The session was facilitated by Ms Kausar S Khan, and minutes were taken by Sadia.

**Duration of the workshop was: 9:00 – 4:00.**

#### PARTICIPANTS:

1. **Ms. Khawar Mumtaz**  
Chairperson
2. **Ms. Tanveer Jahan**  
Member, NCSW
3. **Mr. Muhammad Jan Odhano**  
Member, NCSW
4. **Ms. Zubeda Noor**  
Member, NCSW
5. **Ms. Sadia Qasim Shah**  
Member, NCSW
6. **Mr. Justice (R) Mehta Kailash Nath Kohli**  
Member, NCSW
7. **Ms. Shireen Gul**  
Member, NCSW
8. **Ms. Nusrat Shaheen**  
Member, NCSW
9. **Ms. Zainab Azmat**  
Member, NCSW
10. **Ms. Najmi Salim**  
Member, NCSW

11. **Mr. Haider Ali Shikoh**  
Secretary, NCSW

12. **Mr. Qasim**  
Ministry of Foreign Affairs

#### NCSW Staff

1. **Ms. Fariha Jaffar Bajwa**  
Consultant research, NCSW
2. **Mr. Muhammad Khalid Imran**  
Program Officer/ PS
3. **Ms. Ayesha Shaukat**  
Project Manager
4. **Ms. Farrah Taufiq**  
Project Officer
5. **Ms. Sadia Ahmed**  
Intern, NCSW
6. **Ms. Syeda Aamena Gilani**  
Intern, NCSW

#### List of Absent NCSW Members:

1. **Ms. Fauzia Viqar**
2. **Ms. Neelum Toru**
3. **Ms. Sadia Danish**
4. **Ms. Uzma Noorani**

## Workshop Agenda

1. Welcome & review of Workshop Objectives.
2. Experience of NCSW members and staff
3. NCSW Achievements (2013-2015)
4. Challenges Faced by NCSW (2013- 2015)
5. Challenges NCSW could face in the next 3 years,
6. Proposed mechanisms for dealing with challenges in the next three years
7. What subject speciality should be represented in NCSW
8. Feedback on the workshop.

## Welcome & Review of Workshop Objectives

The Workshop started with the Chairperson NCSW welcoming all participants and thanking them for attending the workshop. She gave an overview of the objectives of the workshop which has been organised at the suggestion of members at the last Commission meeting. Members had requested a facilitated session to discuss the challenges faced by and the achievements of the 2013-2015 term of NCSW, and recommendations for the next Commission. Facilitators of the workshop were Ms. Kausar Saeed Khan and Ms.Sadia Ahmed who assisted her during the session.

Session Facilitator, Ms. Kausar Saeed Khan, explain that the session was not an evaluation, but a reflection and analysis of the work undertaken by NCSW and how it functioned as an institution, and to outline priority areas in the coming years.

## Experience of NCSW Members and Staff

Members and staff of NCSW described the NCSW as having had a clear purpose and that everybody worked as a team. They liked the legislative role of NCSW; and the working of NCSW on democratic lines. There was a pattern and fluency in work as there were follow-ups of decisions taken, and the regular reports from the Chair helped track the work undertaken. The overall work environment had motivational quality as a consultative and participatory approach was maintained, and the institution worked on democratic principles of respect for all, and dialoguing on issues. They gave accounts of their personal learning through their work in NCSW. Learning revolved around the status of women, and how issues pertaining to women are to be addressed. This helped some members to strengthen their professional role as teachers, and government servants. The government representatives made positive remarks, and appreciated the working of the Commission. Last but not the least, the staff of NCSW spoke at length on their learning and how it was made possible by the overall environment of the Commission. They were encouraged and given responsibility and felt very motivated.

The Chair also shared her experience of working with the members of NCSW:  
“Keeping in mind and accepting the differences in opinions we moved forward. It's been mostly volunteer work; all members have full time demanding professions, and in that finding time to put in their energies, and fulfilling their responsibilities were wonderful to see. The support by the members has helped me a great deal too. It's the teamwork that has kept me going. If it hadn't been for members and their enthusiasm and their expectations

from this Commission, I would not have been able to deliver.”

## Achievements & Challenges

### Achievements

- The participants listed achievements as:
- Setting of the Commission as an autonomous body;
- Working in sync with the mandate;
- Democratic culture: open discussions and freedom of speech;
- Regular meetings and annual reports;
- Taking forward legislation for women;
- Coordination with provinces through provincial Commissions and IPMG;
- Pursuing the Jirga petition and issue of jirgas that victimize women;
- Relationships with civil society, government agencies and donors;
- Research; Survey on violence against women;
- Networking - relations/linkages with other organizations;
- Policy interventions;
- Global connection/international reporting – CEDAW report; Beijing plus 20 review;
- Recognition;
- Election Monitoring and filing of complaints with ECP;
- Systematic pursuit of complaints received:
  - a) Cases reported during general and local government elections.
  - b) Cases of violence reported

### After initial Brainstorming these were clustered into seven challenges. These were:

1. Understanding Government procedures
2. Implementation of laws
3. Funds management
4. Unrealistic expectations from community and civil society groups
5. Representation in NCSW (Transgenders e.g)
6. Dealing with external 'forces' wanting to control NCSW
7. Absence of Commissions in the provinces (all do not have provincial commission on the status of women).

### Chairperson's comments on the achievements and challenges identified.

1. Coordination with provinces through provincial commissions, has improved. Despite the difficulties faced within provincial commissions, both (Punjab and KP) commissions have been very supportive. Institutionalisation is a challenge and new Commissions face. At the Commission in KP (which is attached with Social Welfare Department, and is not an independent institution) there was a time when there was no one in office. Member from KP, agreed with Chairperson NCSW. Given the circumstances, development of channels of communication is an achievement. IPMG has been an important mechanism for communication. Chairperson also told Members that a coordinating/communication officer has been placed by UN women in NCSW office, who

will help with IPMG. Coordination in election monitoring has also improved.

2. A challenge is that all the commissions are not in place (no commission in Sindh, Balochistan, GilgitBaltistan, and FATA). It was pointed out that Sindh Commission Act has been passed, but the Commission is not yet established.

3. Not having full time members. Full-time members based and working in the Commission would strengthen the Commission. This would however need an amendment in the NCSW Act. It may be possible to have one of the two nominated provincial members as a full-time member. This is a point for future discussion.

4. NCSW Members should also have access to institutions; and Members could be designated as justices of peace

### **Key Challenges in the Next Three Years; & How NCSW could Address Them.**

The key challenges identified in the earlier session were distributed into small groups, and each group then identified challenges NCSW was likely to face, and how they could be addressed. Each group wrote their views on flip charts which were then shared. The challenges were then categorized into EXTERNAL and INTERNAL CHALLENGES and mechanism for dealing with them were then described.

#### **Internal Challenges**

1. Weak information and documentation system
2. Need for some full-time members- in adequately staffed
3. Provincial commissions not in place
4. Mechanism of adjudication of disputes needed
5. Enforcement of NCSW Act 2012 not complete
  - allocated budget not to lapse
6. Autonomy status not yet acquired:
  - one-line budget
  - chairperson's authority
  - legal empowerment
7. Expertise Needed to fulfil mandate:

#### **Expertise Needed in NCSW**

Members discussed and identified expertise/human resource needs to be ensured in NCSW through its members.

1. Economist
2. Gender equality/development
3. Human rights lawyer (should also be well versed with international human rights policy)
4. Educationist
5. Research
6. HR & Finance
7. Strategists (strategic planning)
8. Public health

9. Information Technology
10. Grass root activists
11. Non-partisan/non-extremist members/no political office bearers

### External Challenges

1. Marginalisation of women's political participation
2. Weak existing support institutions
3. Getting information on heinous offences against women
4. Violence against women
5. Implementation of laws
6. NCSW to be more recognised by/known to government offices and women in general
7. Rising extremism
8. Unforeseen emergencies
9. Harmonisation of law
10. Quality research

### Recommendations to overcome External Challenges:

#### 1. Strengthening public institutions and ensuring implementation of laws:

- a. Police: training, information flow system and reporting
- b. Prosecution: training and education of IOs through judicial academies
- c. Courts of law: judges training on newly formed laws
- d. Forensic: Lobby with government for establishment of latest forensic laboratories with latest technologies and equipment in all provinces
- e. Alternative disputes resolution (ADR): Provide guidelines for minor offences and disputes
- f. Provincial commissions:
  - i. lobby and advocate for PCSWs in Balochistan and GilgitBaltistan
  - ii. Advocate for autonomy and improved coordination with established PCSWs
- g. Promote and ensure women's quota in all public sector organisations

#### 2. Heinous offences against women:

- a. Establishment of database at Commission.
- b. Commission members should be given authority as justices of peace.

#### 3. Violence against women:

- a. Increase outreach of the Commission
- b. Implementation of (women's rights) laws
- c. Timely, speedy justice
- d. Awareness campaigns at grass roots level

#### 4. Publicising NCSW further as a national institute working toward women's rights:

#### 5. Design a media campaign:

- a. Newspaper articles and tv
- b. Social media (twitter and facebook)
- c. Regular press media releases

d. Share commission's research findings

## **6. Focal person for media and advocacy**

## **7. Monthly/quarterly update to Government, with reports shared with core stakeholders (MoFA, MOI, Law and Justice, HR etc.)**

## **8. Rising extremism:**

- a) National Action Plan; its implementation across the board (e.g. growth of women madrassas should be controlled and monitored)
- b) Harmonization of laws with CEDAW (anti-women issues and clauses should be changed)
- c) Anti-women speech should be declared as hate speech and punishment for the offence
- d) Develop and propagate the counter-narrative on women's issues

## **9. Unforeseen emergencies**

- a. NCSW separate strategy/mechanisms/SOPs to face unforeseen emergencies
- b. Preparedness for emergencies monitoring of disaster management authority

## **10. Harmonization of laws:**

## **11. Research on women-related laws for identification of dichotomy for harmonization of related laws. Advocacy and lobby development of strategic document for appropriate legislation**

## **12. Data collection with reference to offences against women**

## **Feedback**

A feedback session was held regarding the workshop and some concluding suggestions were made. Collectively the following points were mentioned as feedback at the end of the facilitation:

1. Clarity was achieved in understanding of NCSW mandate for new staff
2. A very engaging exercise where all members were made to actively participate. facilitator did a wonderful job. The session was well-structured; a lot of work was done in six hours, that could very possibly have taken three to four days.
3. Fruitful interaction and participation by all members and staff.
4. A crash course on the working of the Commission for newer people.
5. Suggestion was made to have an annual review session.
6. Informed about the efforts being made by the Commission, and happy to know about the achievements of the term 2013-2015.
7. This exercise will be a guideline for future Commissions.
8. A suggestion that every member write down a self-assessment was also welcomed.

The workshop ended with vote of thanks by the Chair NCSW. UN Women's support for the workshop facilitator was acknowledged.



### **Inter-Provincial Ministerial Group (IPMG): Overview**

#### **Background**

After the passage of 18th amendment and the subsequent devolution of women's development ministry to the provinces, there was a stronger need to support the provincial governments; specifically provincial women machineries to set strategic priorities and plans for women's empowerment and gender equality (GE) while holding onto the previous initiatives and guiding principles like NPDEW, NPA and the GRAP.

#### **Introduction**

To bridge and channelize the aforementioned scenario, The Inter Provincial Ministers' Group (IPMG) on Women Development was established in April 2009. It is an exclusive group of leadership working for empowerment of women. IPMG is the only inter-provincial coordination forum, having potential and effectiveness in supporting the women empowerment and gender equality in line with country's national and international commitments.

#### **Members**

includes Ministers of Women Development Departments (WDDs) from four provinces and Pakistan Administered Kashmir (PAK) and Gilgit-Baltistan (GB), the respective Secretaries of Women Development Departments, Ministry Law, Justice and Human Rights (MLJ&HR) and the Chairpersons of national and provincial Commissions on the Status of women.

#### **IPMG Meetings**

The IPMG honourable members aims at meeting once in a quarter on rotational basis. The latest in the series was held on 26th November, 2015 hosted by the Azad Jammu and Kashmir, Pakistan.

#### **Scope of IPMG Meetings**

- Share experiences and peer learning
- Develop strategies for implementing government's gender agenda in the light of Pakistan's national and international commitments, particularly CEDAW
- Initiate process of establishing independent WDDs and strengthen them to assume a stronger role towards ensuring women empowerment and to enable gender equality within their respective provinces
- Undertake joint leadership capacity building measures and trainings for advising and implementing national and international commitments;

### **IPMG Joint Resolutions**

At the end of each IPMG Meeting a score of joint resolutions based on the priority areas of gender equality and women empowerment are identified and passed. The resolutions are then shared with the participants for feedback and approval later they are signed and becomes the action plan for the next quarter. The developments on these joint resolutions are coordinated/followed up by NCSW while keeping a constant liaison with all provinces and federating units. Following are the links of joint resolutions passed during the IPMG Meetings so far.

- 6th IPMG Meeting
- 7th IPMG Meeting
- 8th IPMG Meeting
- 9th IPMG Meeting
- 10th IPMG Meeting
- 11th IPMG Meeting
- 12th IPMG Meeting

(available on UN Women website: [www.unwomen.org/en](http://www.unwomen.org/en))



## The Global Women's Movement and local Women's Rights Agendas

By Ayesha Shaukat



**Khawar Mumtaz**, Chairperson of the National Commission on the Status of Women speaking to delegates at a seminar in Islamabad.

"The women's day on 8th March is just one day in the year to mark our work carried out over the years, with different allies and stakeholders and at multiple levels, across countries, communities, locally, regionally and globally to ensure women's rights". **Khawar Mumtaz**, Chairperson of the National Commission on the Status of Women speaking to delegates at a seminar in Islamabad.

The state of women's rights is now seen a key indicator in a country's development. This recognition of women's rights came as a result of years of efforts of women's movement, both in the north and south. This is also due to the development of international legislation on women and its formal acceptance, commitment and adoption by a growing number of countries over the last century. This development is also indicative of the acknowledgment of the fact that empowerment of women cannot be considered 'just a women's issue' in any given region, country or a community.

The setting up of the UN Commission on the Status of Women (CSW) in 1947, heralded the first steps towards formalizing the global women's movement. This led to landmark initiatives such as the revision of the UDHR, the women's conference, Nairobi Forward-looking Strategies, the UN decade for Women, which led to the Beijing Platform of Action, the Convention on the Political Rights of Women and CEDAW by

the CSW. A strong vibrant engagement with CSOs maintained over the years by the CSW through various means has ensured that critical issues affecting women are brought to the agenda of the CSW. NGOs participate in the CSW annual two-week session, act as observers, but to monitor and review issues and progress in the implementation of the key international instruments.

Pakistan, over the years has had a series of Commissions on women in 1976, 1983 and 1987. As a result of the demand of the women's movement in Pakistan and with Pakistan becoming a signatory to the Beijing Declaration and Platform for Action (1995), a more permanent National Commission on the Status of Women (NCSW) was set up in 2000. In 2010, under the NCSW Act, the Commission was made financially and administratively autonomous with an expanded mandate. It is a statutory body now which has regularly represented Pakistan at the CSW sessions as well as responded to CEDAW reporting.

The Commission's Primary objective is the protection and promotion of women's rights in accordance with constitutional provisions and Pakistan's international commitments. It has had 5 Chairs, all eminent experts on law and women's rights and a history of activism on policy issues in Pakistan.

With the Ministry of Women's Development being devolved to the Provincial level after the 18th Amendment, the NCSW is the apex national level organization of women with the mandate of protecting and promoting the rights and interests of women, it plays an instrumental role in bringing together all stakeholders including Civil society organizations and the government, providing a platform for advocat-

ing for to women policies and laws and for providing women's perspectives to the Government and lawmakers.

Working closely with Parliamentarians and Civil Society organizations, the NCSW, over the years steered key landmark legislation, such as the Sexual Harassment of Women at Workplace Act (2010), amendments to the Hudood and Zina ordinance and the Domestic Violence (Protection and Prevention Bill, 2012), in the Parliament. The NCSW has recently developed the national Policy framework for the empowerment and development of women and reviewed the Qisas and Diyat Law to curb honour killings in Pakistan. Some minority women's issues where key legislation is still missing is also on the forefront of the policy and lawmaking of the NCSW and the Christian Marriage Amendment Bill (2012) and the Registration of Hindu Marriages Bill. The latter is being steered through the Parliament at the moment.

At the same time, collaborations and campaigns with civil society on these key issues continue to be rolled out especially on engaging men to stop violence against women.

The support of eminent legal, judicial experts, intellectuals and women's rights experts such as Dr Shahzad Sanaul Ali, Anis Haroon, Justice Majida Rizvi and Sajid Arif who have served as Chair of the NCSW has been crucial here. Currently, the Commission is headed by Ms. Khawar Mumtaz, the former head of Shirkat Gah with 30 years of experience of working on women's rights and development issues. "There are many urgent women's rights issues which need to be addressed. Our priority is strengthening the Commission at the national level, while working on three key

areas: GBV prevention and response, women's economic empowerment and women's representation in political and public offices", she said recently at the round-table consultation in Islamabad.

In order to put in place more effective systems for GBV prevention and response and CEDAW reporting, the NCSW is working towards instituting standardized data collection systems and monitoring mechanisms for women's rights situation in collaboration with stakeholders. Recently, it finalized the CEDAW reporting formats at the provincial level. In response to the issue of lack of data and the unreliability of available data, efforts have also been initiated for developing standardized OGV indicators in line with UN guidelines and a review of the regional and local contexts.

The Commission, as part of its mandate, also has developed regional contacts for the review and monitoring of the (women's rights) situation particularly with the SAARC member countries. In July 2014, the Pakistan National Commission on the Status of Women, the National Assembly Women's Caucus and the Nepal National Women's Commission collaborated to host the South Asian Regional Exchange meeting of parliamentarians, representatives of women's caucuses, Women's Ministries, Women's Commissions, and Election Commissions, UN agencies and international development partners.



### National Commission on the Status of Women

Government of Pakistan





#### Securing Women's Rights

#### Promoting Women's Equality

<http://www.ncsw.gov.pk/>

Nov 25, 2015

**BUSINESS  
RECORDER**  
Founded by M.A. Zafar

**ISLAMABAD:** Chairman National Human Rights Commission (NHRC) Justice Ali Nawaz Chohan Tuesday reaffirmed government's commitment for ensuring dignity and justice for women.

Women's protection and empowerment, he said, was key priority of the government at all levels. He was addressing a seminar organized by White Ribbon Campaign and National Commission on the Status of Women (NCSW).



The event was marked in connection with White Ribbon Day for Elimination of Violence against Women, and to launch a nationwide 16-day activism campaign.

Chief Executive White Ribbon Omer Aftab said this year campaign was focussing on highlighting achievements of women and men's role in ending violence against women. "The campaign aims at creating widespread awareness and would also urge law makers to strengthen pro-women legislation and take immediate steps for its implementation," he added. "Sixteen Days of Activism against Gender-based Violence is an international campaign to challenge violence against women and girls," he said.

The objective of the campaign by White Ribbon and NCSW is to raise awareness on women's rights, strengthen support mechanism for victims of violence and advocate pro-women legislation, he further added. The campaign runs every year from November 25, the International Day for the Elimination of Violence against Women, to December 10, Human Rights Day. Australian High Commissioner Margaret Adamson, Hadiqalftikhar, Noorena Shams, Sana Mehmood, Swedish Ambassador Tomas Rosander and President Bonded Labour Liberation Federation Ghulam Fatima also shared their views at the event.

The event was attended by social activists, legislators, diplomats and representatives of media and civil society were present.

Nov 24, 2015

By Mariam Shafqat



” We need to stop categorising and labelling certain activities with men and women

National football team captain  
**Sana Mehmood**



” We as an underdeveloped nation are still struggling to bring perpetrators of violence to justice; it is the biggest obstacle to empowering women

NCSW Chairperson  
**Khawar Mumtaz**



” This year's campaign recognises strong women who have excelled in their respective fields, despite social and cultural hurdles

WRC Chief Executive  
**Omer Aftab**

#### ISLAMABAD:

An activism campaign was launched on Tuesday marking the international 'white ribbon day' for the elimination of violence against women.

The '16 Days of Activism Against Gender-Based Violence', an international campaign to challenge violence against women and girls, is being carried out by the National Commission on the Status of Women (NCSW) in collaboration with the White Ribbon Campaign (WRC).

WRC Chief Executive Omer Aftab said the theme of this year's campaign is to celebrate and recognise strong women who have excelled in their respective fields, despite social and cultural hurdles.

NCSW Chairperson Khawar Mumtaz said violence against women knows no boundaries, and occurs around the world.

“The only difference is that we as an underdeveloped nation are still struggling to bring perpetrators of domestic violence to justice,” Mumtaz said.

She urged for the campaign not to be confined to 16 days.

“We at the commission feel that one of the biggest obstacles to empowering women is violence. Unless we eliminate it, their untapped potential will remain unused,” Mumtaz said.

She stressed on the need for women to actively participate in all spheres of public life.

“We have also developed a framework for launching a national baseline survey on violence against women,” she added.

Hadiqa Bashir, a 14-year-old activist from Swat, working on the issue of forced marriages, said the practice is a worldwide issue. Human rights organisations have been trying to stop it, as it creates financial and health issues, she said.

“In our society, women are silently expected to agree to wherever their parents decide to marry them off. A woman's ability to silently bear domestic violence is considered a good quality in her,” she said.

“It is our collective responsibility to protect young girls and women from domestic violence and the injustices they face due to cultural constraints,” she said.

National football team captain Sana Mehmood called for behavioural change when it comes to gender stereotyping.

“Nobody would ask a boy or man to explain why he chose to play football — so when a girl does, our society needs to be more supportive towards them,” Mehmood said, sharing her experience as a woman athlete.

“We need to stop categorising and labelling certain activities with men and women,” she added.

Noreena Shams, a squash player, cricketer and cyclist, spoke about the support she got from her family, which proved vital for her success in more than one type of sport.

Bonded Labour Liberation Front Founder Syeda Ghulam Fatimah spoke about women working in brick kilns. She said these women are far more vulnerable than their male counterparts, as they have no legal identification or recognition at work or at home.

“I went through various incidents of physical assault by owners and even police; I was eventually successful in getting latrines made at brick kilns [for women] around two districts, and helped around 15,000 women getting their identity cards and right to vote.”

Australian High Commissioner Margaret Adamson encouraged people to participate in the one million-signature pledge on violence against women. She also stressed on the need to work with men and boys to prevent gender violence.

National Human Rights Commission Chairman Justice Ali Nawaz Chohan informed the audience on gender violence and Islam. “Having studied the Shariah, I am qualified to [refute] claims by clerics who say it is [permissible] to thrash your wife a little.”

He stressed on the need to transcend cultural limitations and welcome enlightenment, where men and women can thrive.

## Campaign on violence against women launched

Nov 25, 2015



"For me, the hurdles that came in my way were not challenges but challenging opportunities," said Sana Mehmood, former captain of Pakistan Football Team while speaking at the launch of nationwide 16 Days of Activism Campaign to commemorate White Ribbon Day for the Elimination of Violence against Women on Tuesday.

Girl leaders shared their inspiring stories at the campaign launching by White Ribbon Campaign and National Commission on the Status of Women (NCSW). Their positive approach and determination to move ahead and progress impressed everyone present at the event.

"I can recall many incidents where people tried to discourage me but I would prefer to recall almost equal incidents when people supported me. It is because of them that I am standing here today," said Sana.

The story of National Squash Player from Dir Noreena Shams was equally moving when she shared the way she was encouraged and supported by her father. Noreena said that she was named by her grand mother which meant no more girls as she wanted to have a grandson after three granddaughters.

"Instead my father told me that it actually means that there is not girl like me," said Noreena who started her career of sports as a cyclist and made her name at national level in every sport she engaged with.

President Bonded Labour Liberation Federation Syeda Ghulam Fatima shared that it was her father's encouragement that led her into activism. She urged participants of the event to remember the life of bonded labourers while celebrating the success of Pakistani women.

The campaign, which includes marking of White Ribbon Day, awareness activities across the country at district level, youth programmes and media campaign, is aimed at creating awareness on women rights, strengthen support mechanisms for victims of violence and advocate pro-women legislations.

Speaking on this occasion, Khawar Mumtaz said that NCSW is taking active steps to promote awareness of women rights and strengthen pro-women laws. She said that the Commission has been working on developing indicators of violence against women and a baseline study of gender based violence so that right interventions can be developed according to intensity of violence in any particular area. She stressed for developing role models to encourage young girls. Omar Aftab said that this year's campaign focuses on highlighting the achievements of women and men's role in ending violence against women.

National Commission on Human Right Chairman Justice Ali Nawaz Chohan, Australian High Commissioner Margarete Adamson and Ambassador of Sweden Tomas Rosander also spoke on the occasion.

The 16 Days of Activism against Gender Based Violence is an international campaign to challenge violence against women and girls. The campaign runs from November 25, International Day for the Elimination of Violence against Women, to December 10, Human Rights Day. Internationally, 16 days of activism are celebrated with theme of 'From Peace in the Home to Peace in the World: Make Education Safe for All.'

Dec 31, 2015

# THE EXPRESS TRIBUNE

**PESHAWAR:** The fourth in a series of national and provincial seminars was organised at a hotel on Wednesday by the National Commission on the Status of Women to share Pakistan-specific indicators on gender-based violence.

According to a press release, key stakeholders in the Countering Gender-Based Violence through Research, Data Strengthening and Standardisation project were present on the occasion. The initiative is supported by the Gender Equality Programme of the Aurat Foundation and funded by USAID.



## Collecting data

Deputy Speaker Dr Mehar Taj Roghani was chief guest on the occasion. Over 30 rights activists, academics, researchers, government officials from key provincial ministries, parliamentarians as well as legal and technical experts attended the event.

NCSW Chairperson Khawar Mumtaz congratulated Dr Roghani on her appointment as deputy speaker of the K-P Assembly and hoped she would prove a great support for women's rights in the province. "We started working on the indicators over two years ago," she said. "Through partnership between NCSW and the government, statistics emerged to launch the first-ever survey aimed at the well-being of women in Pakistan." Mumtaz said, "Many of these indicators would be used to collect data on violence against women. Our project has been approved by the Planning Commission and we hope to start work by January and get the first results in by the third quarter of 2016."

Dr Roghani appreciated the efforts of the NCSW and the Provincial Commission on the Status of Women. "On the national and district level, a lot of work has been done by the commissions," she said. "Without accurate statistics, you cannot make policy or take adequate measures." She assured the delegates the government was looking into women's issues with great interest and resolve.

PCSW Chairperson Neelam Toru also spoke to the participants and highlighted these indicators were much needed. She said it was necessary to extract accurate data for the flawless depiction of a situation and this would help develop effective policy in future.

She emphasised all partners and stakeholders needed to work together to create better policy and take stronger steps to address the issue of discrimination and violence against women.

Published in The Express Tribune, December 31st, 2015.

December 11th, 2015

# THE EXPRESS TRIBUNE

## Gender-base violence: NCSW to lunch standardised indicators ISLAMABAD:

Data on violence against women remains patchy and inconsistent across different agencies and organisations within the country. To counter this problem and collate accurate figures, the National Commission on the Status of Women (NCSW) is launching standardised indicators on violence against women on Friday (today). While elaborating on the subject, NCSW chairwoman KhawarMumtaz said: “Essentially meant to be used by government statistical agencies, as well as research-related organisations, these indicators are crucial in the long run, as they will aid in generating reliable data on violence against women in Pakistan.”

Recent data from the Pakistan Demographic and Health Survey 2012/13 on the prevalence of physical and emotional violence experienced by married women aged 15-49 indicates that spousal violence is high in Pakistan.

Almost 40% of all married women have experienced spousal abuse at some point in their lives, whether physical, emotional or both, and one-third reported having experienced some form of violence by their husbands over the previous 12 months.

Dec 16, 2015

**Statement by NCSW on the First Anniversary Of APS, Peshawar Atrocity (16 December 2014)**

15 December 2015

**For Immediate Release:** On the eve of the first anniversary of the APS attack on 16 December 2014, the NCSW expresses deepest condolences to the families of children and teachers who lost their lives in the brutal attack by militants. The Commission pays tributes to the martyrs and their families and prays that such atrocities do not occur in the future.

The attack in Peshawar on 16 December 2014 that resulted in a terrible loss of life, was an attack on all of humanity and the universal values we share. The people of Khyber PukhtunKhwa and indeed the whole of Pakistan grieve for these martyrs and will not forget them.

It is now time to focus on ensuring that such a tragedy does not ever occur again. NCSW supports the efforts of the government to prevent such attacks in future and urges the authorities to ensure safety and security of life in all schools for girls and boys and other educational institutions across Pakistan.

The Commission also requests that while this tragedy should not be forgotten; such violence requires a strong response to ensure that justice is delivered, and efforts to change the narrative of violence and revenge. Finally, the NCSW also urges the media to cover the issue in such a manner that the trauma of the survivors and families is not relived.

**Dec 04, 2015**

Press Release

### **NCSW to raise awareness on VAW and Domestic Violence through a radio campaign**

**For Immediate Release:** “VAW and especially domestic violence is an area of serious concern for us and a priority area of work for the Commission so the objective here is to raise awareness on this among women” said Khawar Mumtaz, Chairperson, NCSW.

Recent data from the Pakistan Demographic and Health Survey (PDHS) 2012/13 on the prevalence of physical and emotional violence experienced by ever married women ages 15-49 indicates that spousal violence is high in Pakistan. Almost 40% every married women had experienced spousal abuse at some point in their life, whether physical and/or emotional, and one-third reported having experienced some form of physical and/or emotional violence by their husbands over the previous 12 months.

National Commission on the Status of Women, is running a series of programmes, MeriAwaz, on the issue of Violence against Women and specifically Domestic Violence as part of its campaign related work on Violence against Women (VAW). The 25-minute programmes will be aired on Tuesdays and Thursdays at 10 a.m. on FM 101 starting on 8, 10, 15, 17, 22 and 24 December 2015.

Women's rights activists, psychologists, legal and technical experts, government officials will be interviewed and oral testimonies from women survivors in the programmes will provide detailed information on this issue, prevalence, impact on women, children and the family, the laws put in place to combat domestic violence by the government as well as other government efforts and support mechanisms which work with women survivors. The radio programmes are being held through support of the Gender Equity Programme of the Aurat Foundation and the USAID under the project, "Countering GBV through Research, Data Strengthening and Standardization".

Women right activists are the actual agents of change, Asma kundi

November 30th, 2016

# DAWN

ISLAMABAD: Women rights activists from across the country participated in a one-day Women Human Rights Defenders Congress on Tuesday, which was hosted by the Potohar Organisation for Development Advocacy (Poda) in collaboration with the European Union Delegation to Pakistan and UN-Women.

The congress aimed to highlight good practices and mechanisms which can be utilised for the protection of women human rights defenders and to formulate a concrete action plan for ensuring their protection and the promotion of their work.

The event was part of Poda's ongoing 16 days of activism and was held in connection with the International Day for Women Human Rights Defenders, which is celebrated on Nov 29 to recognise the work done by activists and to honour their courageous acts of resistance.

## **Speakers at a conference call for formulation of action plan for protecting women rights activists**

The event was chaired by National Commission on the Status of Women (NCSW) Chairperson Khawar Mumtaz who urged civil society organisations to act in a timely manner for the protection of women human rights defenders.

“Women human rights defenders in Pakistan are the actual agents of change and can help uplift human rights standards in Pakistan.

“They need to network and share resources among each other in order to increase their impact,” she said.

One of the activists who participated at the event, Pushpa Kumari spoke about the hurdles she faced in her life, from her childhood right up to her becoming a human rights activist.

Ms Kumari said her family also gave her a hard time when she was starting her career and that her commitment for protecting her rights gave her the strength to move forward.

“When I got married, there were no toilet facilities in my village [in interior Sindh]. But now, after many confrontation with the elite of the area, girls in our area even go to school and I am here today so that they do not have to face the same hurdles,” she said.

Speakers agreed that women human rights activists need to put their security at the top of the agenda of their organisations so that policies and strategies are devised to address their issues and concerns on priority.

Though human rights defenders across the world face more threats than men, the situation is worse in Pakistan due to cultural and social taboos, they said.

NCSW member Tanveer Jehan shared the findings of a survey conducted by the commission regarding the situation of women human rights activists in Pakistan.

According to the survey, 48pc of organisations working on women's rights have received threats, that though Pakistan has always been a dangerous country for women rights activists, the situation has worsened in the recent years and 51pc of female activists have reported being threatened in the last six months.

Talking to Dawn, Norwegian Church Aid Security Adviser Tamseela Amin said the government's unstable policies are a greater threat to women rights.

“Our rights are not documented in job agreements and even if they are mentioned, we are not given our rights. Women will have to raise a voice for their rights and to counter threats, physical or otherwise,” she said.

Published in Dawn November 30th, 2016



May 19th, 2016

# THE EXPRESS TRIBUNE



Punjab Commission on the Status of Women Chairperson Fauzia Viqar, who was chief guest at the event, stressed the importance of data collection for informed policy making, actions and to measure progress. PHOTO: INP

**ISLAMABAD:** Women's economic work, both paid and unpaid, needs to be recognised, acknowledged and tracked at district and provincial levels. This was said by Centre of Gender and Policy Studies Director Dr Yasmin Zaidi on Wednesday, while speaking here at the launch of "Women's Economic Participation and Empowerment – Status Report 2016".

Robust data on employment and earnings will allow provinces to plan where to allocate resources so that all districts can prosper and generate decent employment, and manage the flow of economic migration within the country, the Dr Zaidi said.

The report produced by the UN Women in collaboration with the National Commission on the Status of Women (NCSW) and with the support from the governments of Norway and Denmark emphasises on the complex and multifaceted concept of women's economic empowerment.

The report also documents economic situation of women affected by humanitarian crises and complex emergencies over the past decade.

It looks at social and economic vulnerabilities that keep Pakistani women underpaid, even

after overcoming structural and social barriers to seek employment.

The status report further recommends a concerted effort to improve women's access, opportunities and capabilities in order for them to participate as full economic actors in development and growth of a dynamic Pakistan that the Vision 2025 seeks.

UN Women Country Representative Jamshed Kazi stated that the report delineates a meticulous overview of the working women population of the country.

“Providing equal opportunities for better education is also critical for women and girls to improve their employment options,” Kazi said.

Danish Chargé d' Affaires Helle Nielsen said research shows that investing in girls and women was the most effective investment in development.

She highlighted that by removing the barriers that prevent women from entering the labour market, country's productivity could increase.

“Authentic official data and its analysis are imperative to establish the reality on the ground for giving direction for appropriate policies and action,” NCSW former chairperson Khawar Mumtaz said.

National Womens' Basketball Team Captain Sana Mahmud spoke about the gender pay gap in sports.

Punjab Commission on the Status of Women Chairperson Fauzia Viqar, who was chief guest at the event, stressed the importance of data collection for informed policy making, actions and to measure progress.

Published in The Express Tribune, May 19th, 2016.



May 19th, 2016



**ISLAMABAD:** UN Women and the National Commission on the Status of Women (NCSW) on Wednesday launched an annual report on 'women's economic participation and empowerment in Pakistan'.

The report, produced with the support of the governments of Norway and Denmark, by UN Women – an entity for gender equality and the empowerment of women – in collaboration of the NCSW suggested recommendations to improve the social and economic conditions of women in the country.

Speaking on the occasion, UN Women country representative Jamshed Kazi stated, “This comprehensive report captures different facets of women's economic empowerment from the relations between malnutrition and lesser opportunities in the workforce to the extra burden of humanitarian crises on women. Kazi said provision of safe and affordable transport and accommodation options is imperative to encourage economically inactive women to join the formal workforce.

“Providing equal opportunities for quality education is also critical for women and girls to improve their employment options,” said Kazi.

Danish Embassy Chargé d'Affaires Helle Nielsen said that investing in girls and women is the most effective investment in development, reaching far beyond the individual women. “Investing in women's economical participation is a direct way to gender equality, poverty reduction and inclusive economic growth, but for the world to experience progress, we need to give girls and women the equal opportunities to which they are entitled. This will not only benefit girls and women but societies at large”, said Nielsen.

The envoy explained that women spend approximately 90 percent of their salaries on their children and the health, education and well-being of their family, while men only spend 30 to 40 percent.

She also shared that Denmark was proud to be hosting the world's largest global conference on women and girls' rights, 'Women Deliver', which was currently taReport likens women empowerment to economic uplifting place in Copenhagen. During this conference, a wide range of actors, including representatives from Pakistan, are exchanging ideas and solutions to ensure that the needs and rights of girls and women are fully taken into account in the implementation of the UN's 2030 agenda for sustainable development.

While presenting the report, Dr Yasmin Zaidi, lead researcher and author for the status report highlighted that women's economic work – paid and unpaid – needs to be

recognised, acknowledged and tracked at district and provincial levels in Pakistan.

“Robust data on employment and earnings will allow provinces to plan where to allocate resources so all districts can prosper and generate decent employment opportunities, and manage the flow of economic migration within the country.”

Former NCSW chairperson Khawar Mumtaz, said that authentic official data and its analysis are imperative to establish the reality on the ground for giving direction for appropriate policies and action.

The report suggests multidimensional approach to the analysis of women's economic empowerment, especially employment, said Khawar.

“This publication also deserves special appreciation for developing the Women Economic Empowerment (WEE) Index for the first time in Pakistan. The index will help in ranking the WEE status by districts and provide a mechanism to measure progress and pinpoint areas that require more concerted attention.”

Sana Mahmud, captain of Pakistan women's basketball team spoke of the wage gap between men and women even within the realm of sport. “Female athletes – doing exactly what the men are doing – are many at times paid less than their male counterparts. This in turn creates an even more difficult situation for women who are already struggling to participate fully and equally in sports, and are further disillusioned by the lack of incentives provided, including monetary remuneration.”

Punjab Commission on the Status of Women Chairperson FauziaViqar congratulated the NCSW and the UN Women for producing an informative report and stressed the importance of data collection for informed policies, actions and to measure progress. “This data would surely help us in correct decision making and we hope that the analysis would inform development schemes of the government of Pakistan,” she said.



## NCSW POSTERS CAMPAIGN



**Punishment for  
Sexual Harassment  
is  
Imprisonment  
of  
3 Years**



**Punishment for  
Acid Throwing  
on woman is  
Lifetime  
Imprisonment  
and a fine of  
Rs. One Million.**



عورت پر  
**تیزاب پینے**  
کی سزا عمر قید اور  
10 لاکھ روپے  
جرمانہ ہے



**Sexual  
Harassment  
is a  
Crime**





# Speak Up Be Heard **Call 15**

**Report Violence Against Women**

## Report the Crime

Not every violence against women is not considered a crime. This can make it more acceptable in society.

An FIR is important for ensuring justice to women survivors of violence. This important document sets the process of criminal justice in motion.

According to Section 154 of the Code of Criminal Procedure (1988), the procedure in filing an FIR is:

- When informed for about the commission of a cognizable offence to give orally, the police must enter a diary.
- It is a right of a person giving information or making a complaint to demand that the information recorded by the police is written in his/her presence.
- You should sign the report only after verifying that the information recorded by the police matches with facts given by you.
- People who cannot state or write must just have left thumb or personal print or signature after being satisfied that it is a correct record.
- Women can file a report either directly to the police.

### What to mention in the FIR?

- Your name and address.
- Date, time and location of the incident you are reporting.
- Names and addresses of witnesses, if any.
- Names and description of the persons involved in the incident.
- The true facts of the incident as they occurred, including the use of weapons, if any.

# Stay Strong

**Report Violence Against Women**

## Call a Helpline

Call these helplines for information, guidance and legal advice

- Violence against Women (domestic violence, rape, stalking, dowry, forced confinement, abduction and forced marriage)
- Harassment at the workplace
- Property disputes and inheritance
- Family issues (marriage, divorce, child support & maintenance)
- Referrals to concerned institutions
- Complaints on lack of response from State Institutions

<b>051 111 664 775</b> Helpline for Legal Advice on Human Rights Violations Ministry of Law and Justice	<b>0800 933 72</b> Pakistan Women's Call Centre Helpline Ministry of Women and Child Development
<b>021 111 623 937</b> Helpline for Women Evidence Ministry of Law and Justice	<b>051 923 6079</b> Complaints Helpline for Reporting Workplace Harassment Ministry of Labour and Manpower

# Call 15

بولیں تاکہ سنا جائے! **ہورتوں کے حقوق کیلئے**

## جرم کے خلاف آواز اٹھائیں۔

ہر جرم کے خلاف بولیں تاکہ سنا جائے! ہر جرم کے خلاف آواز اٹھائیں تاکہ سنا جائے! ہر جرم کے خلاف آواز اٹھائیں تاکہ سنا جائے!

انٹرنیشنل ویمن ڈے 15 نومبر 1988ء کے مطابق، انٹرنیشنل ویمن ڈے کا مقصد ہے:

- عالمی سطح پر خواتین کے حقوق کی ترقی اور ان کے مسائل کو اجاگر کرنا۔
- خواتین کی زندگیوں میں تبدیلی لانا اور ان کے حقوق کی حمایت کرنا۔
- خواتین کی آواز اٹھانے اور ان کے مسائل کو اجاگر کرنے کی ترغیب دینا۔
- خواتین کی زندگیوں میں تبدیلی لانا اور ان کے حقوق کی حمایت کرنا۔
- خواتین کی آواز اٹھانے اور ان کے مسائل کو اجاگر کرنے کی ترغیب دینا۔

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- خواتین کی آواز اٹھانے اور ان کے مسائل کو اجاگر کرنے کی ترغیب دینا۔

# امید کی کرن

**ہورتوں کے حقوق کیلئے**

## مدد صرف ایک کال پر

ہر جرم کے خلاف بولیں تاکہ سنا جائے! ہر جرم کے خلاف آواز اٹھائیں تاکہ سنا جائے! ہر جرم کے خلاف آواز اٹھائیں تاکہ سنا جائے!

- عالمی سطح پر خواتین کے حقوق کی ترقی اور ان کے مسائل کو اجاگر کرنا۔
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- خواتین کی آواز اٹھانے اور ان کے مسائل کو اجاگر کرنے کی ترغیب دینا۔

### ہیلپ لائن

<b>051 923 6079</b> Complaints Helpline for Reporting Workplace Harassment Ministry of Labour and Manpower	<b>051 111 664 775</b> Helpline for Legal Advice on Human Rights Violations Ministry of Law and Justice
<b>0800 933 72</b> Pakistan Women's Call Centre Helpline Ministry of Women and Child Development	<b>021 111 623 937</b> Helpline for Women Evidence Ministry of Law and Justice



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